

July
2010
Vol. 36
No. 7

Ready Now
At Home,
At Work,
At Play.

Honoring Civilian Employers



YOUR JOB IS PROTECTED!

As a uniformed service member, you have rights and responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Your Requirements

- ✓ Provide prior notice to employer
- ✓ Serve under honorable conditions
- ✓ Return to work in accordance with USERRA guidelines

Your Rights

- ✓ Military leave of absence
- ✓ Prompt reinstatement
- ✓ Accumulation of seniority
- ✓ Reinstatement of benefits
- ✓ Training or retraining of skills
- ✓ Protection against discrimination

Reemployment Timetable

To be eligible for protection under USERRA, you must report back to work or apply for reemployment within the following guidelines:

- ✓ 1-30 days of service Report next scheduled work day
- ✓ 31-180 days of service Apply within 14 days after completion of service
- ✓ 181+ days of service Apply within 90 days after completion of service



ESGR-B10807

Employer Support of the Guard and Reserve (ESGR) is a Department of Defense agency that seeks to promote a culture in which all American employers support and value military service of their employees. We recognize outstanding support, increase awareness of the law, and resolve conflicts through mediation.

ESGR volunteers across the country stand ready to assist you with the following services:

- ✓ **Recognition**
Thank your employer for supporting your military service
- ✓ **Information**
Your one-stop resource for USERRA
- ✓ **Ombudsman**
Neutral mediation to resolve employment issues

1-800-336-4590



www.esgr.mil

July 2010

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THE NAVY RESERVIST IS ALWAYS LOOKING FOR GOOD ACTION PHOTOS OF NAVY RESERVISTS (MINIMUM 300 DPI) THAT TELL A STORY OF RESERVE TRAINING OR SUPPORT TO THE FLEET. PLEASE PROVIDE FULL IDENTIFICATION OF ALL INDIVIDUALS IN THE PHOTOGRAPH, INCLUDING THEIR RESPECTIVE RATING, RANK AND COMMAND. PHOTOS SHOULD ALSO INCLUDE A VISUAL INFORMATION RECORD IDENTIFICATION NUMBER OR VIRIN. INFORMATION ABOUT VIRINS IS AVAILABLE ONLINE AT WWW.MEDIACEN.NAVY.MIL/VI/VIRIN.HTM. SUBMISSIONS SHOULD BE RECEIVED EIGHT WEEKS PRIOR TO PUBLICATION MONTH (I.E. OCTOBER 1ST FOR THE DECEMBER ISSUE). MATERIAL WILL NOT BE RETURNED.

NEWS ONLINE ... THE NAVY RESERVIST CURRENT AND PAST ISSUES CAN BE ACCESSED ONLINE AT HTTP://NAVYRESERVE.NAVY.MIL. NAVY RESERVE NEWS STAND, A WEB SITE FEATURING NAVY RESERVE NEWS AND PHOTOS, PLUS LINKS TO NAVY FLEET PAGES, CAN BE VIEWED AT WWW.NEWS.NAVY.MIL/LOCAL/NRF.

CHANGE OF ADDRESS ... SELECTED RESERVISTS WITH ADDRESS CHANGES NEED TO PROVIDE UPDATES TO THE NSIPS (NAVY STANDARD INTEGRATED PERSONNEL SYSTEM) VIA THEIR NOSC PERSONNEL OFFICE.



NAVY RESERVE

Ready Now. Anytime, Anywhere.

From the Editor



Our Editor-in-chief, Jim Vorndran is not only a civilian with CNRFC, he is also a Selected Reserve Chief Mass Communication Specialist.

Navy Reservists,

Relationships

This month we focus on relationships. The relationship you have with your employer to be exact. We talk about the work-life-work balance Navy Reservists strive toward when they have two jobs and a family. Part of that balance comes from building relationships with civilian employers in regard to their understanding what you do as a Reservist.

As with any relationship, communication is a key to success. The skills you have gained from the Navy Reserve are of value

to your civilian employer. But your employer won't know of that added value unless you tell your boss. One way to open that door of communication is to thank your employer for all the things they do to support you. Employee Support of the Guard and Reserve has many ways to help you say thanks. Read about it in this issue.

Communication

Another way to communicate what you do as a Navy Reservist is to share this magazine with your employer. When you share TNR, your employer will see Reservists are "Ready Now. Anytime, Anywhere." TNR can show your employer the good work you do when you put on the uniform. Helping flood and hurricane victims are just two ways Navy Reservists have stepped up to the task recently.

To help TNR tell the Navy Reserve story to your employers keep TNR in mind while performing your duties. We are always looking for high resolution photographs and great stories about the jobs you do. Promotions are great, reenlistments are memorable and training is important but stories like these don't tell your shipmates, friends and employers how important the Navy Reserve is to the operational capabilities of our Navy. Navy Reservists are all over the globe, so get out those cameras, fire up the word processors and submit your great stories. If you have any questions about submissions to TNR, feel free to contact anyone on our staff for tips on writing and photography, we would love to help.

Have a great Independence Day shipmates.

VR/ R/WR,

Jim Vorndran
757-322-5624



NAVY RESERVE
Ready Now. Anytime, Anywhere.

Ready Now!



*VADM Debbink
and Virginia ESGR
Field Committee
Honor Tidewater
Virginia Employers
for Extraordinary
Support of Employees
who Serve in the Navy
Reserve*

Volume 2, Issue 7 July 2010

Shipmates,

This month we honor the many employers who support Navy Reserve Sailors in their service to our country. Whether leading large corporations, small businesses, government organizations or self-employed, these employers enable our Navy Reserve Sailors to serve America on a part-time basis and to be ready for full-time duty when called – and to return to work when their service is complete. They are doing far more than just providing our Sailors with the full-time jobs they need to support themselves and their families!

The support we enjoy from our employers is overwhelming and worthy of our thanks and honor. As FORCM Wright and I visit with Reserve Sailors and employers across the country, we are amazed and humbled by the stories we hear from Sailors whose employers have found innovative ways to support their Reservists.

Some companies provide additional pay so service members don't experience a financial loss when they are deployed. Some arrange help with household chores, lawn service, tutoring, child care, and car maintenance. Some arrange farewell sendoffs and welcome home picnics when a service member is mobilized. Others send care packages and phone cards to their deployed Sailors to let them know their service is appreciated.

Part of this is patriotism, and part of it is good business – Navy Reserve Sailors make great employees! We are professional, organized, positive, decisive, cool under pressure, physically fit, mentally acute, and faithful to the core Navy principles of Honor, Courage, and Commitment. We are leaders at all levels – loyal, dedicated, and highly motivated.

Although employing Navy Reserve Sailors is a win-win situation for the employer, we should never take the support of our employers for granted. That's where we, their employees, come in by honoring and thanking our civilian employer and our fellow employees for their support.

We honor them every day with our hard work. We honor them by going the extra mile, just as we do in the Navy. We honor them by living up to our core values of honor, courage and commitment, on and off the job. We honor them by keeping them informed about upcoming duty, so they can plan for our absence.

We can also honor them by recognizing their support formally. The Employer Support of the Guard and Reserve (ESGR) Patriot Award is a great way to show our bosses we appreciate all they do to make our service possible. It's quick and easy to nominate them at ESGR.org. And I will be happy to send your employer a personal letter of thanks for supporting you in your Navy Reserve career. (See July TNR)

We volunteered to be in the Navy Reserve. Our employers most likely didn't have a choice. Let's all work together to honor these patriotic civilian employers who help ensure that as Navy Reserve Sailors, we can be "Ready Now. Anytime, Anywhere!"

VADM Dirk Debbink
Chief of Navy Reserve

FORCM Ronney A. Wright
Navy Reserve Force Master Chief





NAVY RESERVE
Ready Now. Anytime, Anywhere.

Ready Now!



Indeed, force is never more operative than when it is known to exist but is not brandished.

*Alfred Thayer Mahan
Naval Historian and
Theorist*

Shipmates

This month, our communication priority is strategic depth, a concept so important that it is part of our Navy Reserve mission “to provide strategic depth and deliver operational capabilities to our Navy and Marine Corps team, and Joint forces, from peace to war.” But what is strategic depth and why is it important?

Strategic depth provides our Navy with the operational flexibility we need to respond to unforeseen or rapidly developing challenges. Strategic depth comes from trained and ready forces who are available when they are needed. With strategic depth, the Navy can execute the Maritime Strategy around the world, year after year, with confidence that while doing so, it also has the capability and capacity to handle emergent military or humanitarian crisis, or even global conflict.

Strategic depth is not a concept exclusive to the Reserve Component. A Navy that operates continuously and persistently has both strategic and operational elements in service at all times. By design, our Navy seeks to balance requirements for current operations with the right investment in strategic depth. Striking the right balance between strategic and operational capabilities in both the Active Component and our Reserve Component will allow us to create the most effective Navy Total Force.

On any given day about one-third of our Reserve Component is on duty, delivering operational support to the Navy and Marine Corps team, and Joint forces. Meanwhile, approximately two-thirds of Navy Reserve Sailors are providing strategic depth, most of whom are either in dwell or accession training. As Navy Reserve Sailors, we generally have the ability and flexibility to choose our level of participation based on our life’s circumstances - affiliating with operational elements when we are able to do so, and seeking a more strategic role when we are needed elsewhere. Both are important, and we value the service of all Sailors.

Strategic depth is a proud part of our heritage and a key part of our future. As World War II loomed on the horizon, 30,000 Navy Reservists were mobilized to active duty where they formed the core of the rapidly growing U.S. Navy. They fought at Pearl Harbor, Coral Sea and Midway. By the end of the war, 80 percent of the more than three million Sailors serving in the Navy were Navy Reservists. The Korean conflict mobilized more than 130,000 reservists, including World War II veterans who flew 75 percent of the Navy’s combat sorties. Navy Reserve forces – trained, available and ready – were also called to serve in combat in Vietnam, Desert Storm, Bosnia, and of course, we are serving today in Kuwait, Iraq, Afghanistan and many other places around the world. In fact, approximately 62,000 of the 90,000 Individual Augmentees serving in the CENTCOM AOR since 9/11 have been Reserve Sailors.

Even as we proudly volunteer to fill operational missions around the world, we are also providing strategic depth. The Navy Reserve’s force structure is largely based on scenarios and requirements established by the Joint Chiefs of Staff and driven by Operations Plans, or OPLANS, drafted by Combatant Commanders for the conduct of military operations in hostile environments. Navy Reserve Sailors are part of these plans. You provide the Navy with strategic depth by maintaining individual readiness, which drives unit and force readiness. When you are trained and ready to transition to operational roles as needed, you are providing strategic depth.

This is why we value the contributions of each and every reservist. We recognize service can and does vary from a few days per year to full-time service. All of us have a role to play, and being “Ready Now” doesn’t mean you are just waiting for a mission. Being ready is part of our mission! Thanks to you, we ARE ready now to surge forward – anytime, anywhere – from peace to war.

VADM Dirk Debbink
Chief of Navy Reserve

FORCM Ronney A. Wright
Navy Reserve Force Master Chief



CAREER COUNSELOR CORNER

OPPORTUNITIES IN THE NAVY RESERVE



WRITTEN BY:
CNRFC RESERVE CAREER RESOURCES AND
INFORMATION OFFICE

ARE you thinking of getting out of the Navy? Did you know that a minimal time commitment to the Navy Reserve can earn you some of the benefits listed below?

Whether coming into the Navy Reserve from active duty service, with a prior military background, or with no previous military experience, you'll find a comprehensive package of tangible and intangible benefits waiting. Rewards that can help you succeed in life.

- Reserve retirement benefits (after 20 qualifying years of service).
- Affiliation bonuses and critical wartime specialty pays up to \$20,000.
- Two year mobilization deferment.
- Receive one day of pay for every four hours of drill.
- Full low cost medical coverage for you and your family by using TRICARE Reserve Select. At age 60, TRICARE Prime Family Dental Plan.
- Serviceman's Group Life Insurance up to \$400,000 for \$29 a month.
- Montgomery GI Bill (\$333 a month full time) or Post 9/11 GI Bill.
- Educational Benefits (Navy College, Dantes, CLEP, Apprenticeship Program).
- Space availability air travel on military flights.
- Unlimited Navy Exchange & Commissary visits.
- Thrift Savings Plan.

Career Opportunities: Civilian & Military

Affiliation with the Navy Reserve can lead to additional civilian career opportunities by providing you with a number of resources. You will have a network of fellow Reservists who already have successful civilian careers. Affiliation with the Navy Reserve gives you a built-in network of advocates in your chain of command who want you to succeed. The mobilization deferment program allows you time to establish your civilian career. Units with a planned, periodic rotation cycle will enable you to prepare your civilian employer for scheduled

deployments. Or, you can volunteer for a mobilization when it fits your schedule. Currently there is a 90 percent volunteer rate for Reserve component mobilizations.

The current mobilization deferment policy states that Sailors who affiliate with the Navy Reserve within six months of release from active duty will qualify for a two-year deferment from involuntary mobilization. Sailors who join the Navy Reserve seven to 12 months after leaving active duty are eligible for a one-year deferment. This doesn't mean you can't volunteer, but be sure to speak with your chain of command first.

How easy is it to find a unit that will work with your schedule? There are Navy Operational Support Centers (NOSC) and Reserve units throughout the country. There is at least one NOSC in every state. If a NOSC is more than 50 miles from your home, the Navy pays for berthing and meals during your drill weekend. Flex drills and rescheduled drills are also available. These allow a Sailor to perform duty on a schedule that meets the needs of the Navy and the Sailor.

So think about it. As long as you have the drive to make a difference in the world – and in your own life – there will be a place for you in the Navy Reserve - a place to gain valuable skills and build a secure future at home and overseas. It's time to plan a brighter future that's limited only by your own determination and desire to stand among the ranks of a global force for good.

Information and Links

To learn more about the Navy Reserve:
<http://www.navyreserve.com>

To learn about the benefits of the Navy Reserve:
<http://www.navyreserve.com/benefits>

To find a recruiter in your area:
<http://www.cnrc.navy.mil>

SPIRITUAL NAVIGATION



BEING STRATEGICALLY AND SPIRITUALLY MINDED

WRITTEN BY:
FR. FRANCIS D. BONADONNA + STS
CAPT CHC USN

STRATEGIC refers to the long-term, enduring national goals and objectives pursued with all the instruments of national power - diplomatic, informational, military and economic (DIME). Military planners begin contingency planning with strategic guidance, e.g. national security strategy, guidance for the employment of the force and joint strategic capabilities plan. They then analyze the operational environment. In this integrated, synchronized 'whole of government' approach, chaplains provide strategic depth in a number of ways.

Religion is foundational to people's self-understanding and shapes the culture, mores and norms which drive their decisions. So in this sense, the strategic environment is chaplains' natural habitat for they deal with the long-term, enduring goals and objectives that guide people's lives.

As a member of the planning staff, chaplains bring a unique perspective to that helps clarify the hopes and fears, the dreams and aspirations that motivate and drive decisions of other societies.

As staff members, chaplains' expertise help our military be good guests in host nations, and so avoid unintended negative situations. As director of religious affairs Combined Joint Task Force-Horn of Africa, I gave an orientation to all incoming personnel on "The Ten Commandments of Working in Africa." Our Sailors, Marines, Soldiers, Airmen and Guardians are our most potent ambassadors and giving them the tools to positively affect the operational area is a mission multiplier.

Another way chaplains add strategic depth is interacting with non-governmental organizations (NGOs) and inter-governmental organizations (IGOs) on behalf of the commander. Many NGOs and IGOs are very wary of the military and fear giving the perception they are on the military's 'side'. Chaplains operate with a great deal of good will, which can open doors to facilitate unity of effort without compromising the neutrality so important to NGOs and IGOs.

Ambassador Donald Yamamoto and his country team in Addis Ababa taught me another dimension of strategic depth.

No nation today is religiously homogenous and religious differences can be volatile. The United States is the most religiously diverse nation in the world and has historically been the safe haven where all religious groups have been able to flourish in peace. Explicitly, we framed our religious leader engagement in this very positive way. 'Our American experience is that religious people make better parents, teachers, doctors and all-round citizens, precisely because they are religious. Thus we want to dialogue with religious leaders as the most positive elements of society.'

As a religious leader, I was able to add the unique perspective of peer to peer interactions. The insights and wisdom garnered, informed our assessments and enhanced the decision-making cycle.

Strategic depth is all about being part of the team and bringing to the table, the insights, perspectives and wisdom to support our long-term enduring goals and objectives. The two 'pillars' of our national security strategy are promoting freedom, justice and human dignity, and leading a community of democracies to face today's challenges. Every chaplain can be proud to help make that strategy a reality for all people.

To be strategically spiritually minded, able to draw from the depth of resources our Creator has made available, is in essence the fount from which all blessings flow. As chaplains employ strategies, it is essential that they have first deployed into the essence of the Creator, in order to pass on that which they have received.

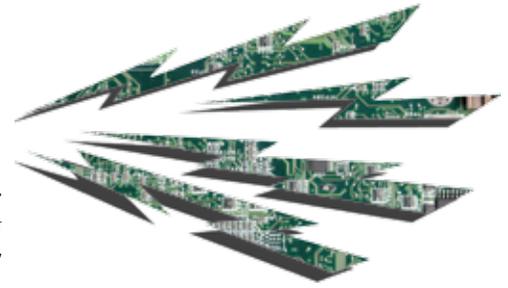
Caring for our warriors and ministering to their inner being, fortifying their core by deepening their faith in God, is and will always be our number one strategy.

Si vales valeo,

GETTING IT TO THE SAILOR

NAVY RESERVE LEADING WAY IN ELIMINATING LEGACY

WRITTEN BY:
JIM VORNDRAN
CNRFC PUBLIC AFFAIRS



THE order was given 1,400 miles from where it would be carried out via video teleconference. It seemed the most appropriate way, as the Navy Reserve completed its shut down of the final legacy computer network, saving the Navy \$1.2 million annually.

“This is a very significant day in the Navy Reserve, and in the Navy, to be the first Echelon Two command to shutdown all legacy networks,” Vice Adm. Dirk Debbink, Chief of Navy Reserve said. Previously, many Reserve facilities would have multiple workstations to support both NAVRESNET and NMCI hosted applications. With the transition complete and NAVRESNET shut down, users will now have a single computer system accessing network services over NMCI.

The Navy Reserve Network (NAVRESNET) service came to an end at 12:10 p.m. Eastern Standard Time May 17. The end came following completion of migrating final applications and services from a Reserve Force maintained data center in Fort Worth, Texas to Space and Naval Warfare Systems Command (SPAWAR) data center in New Orleans, La.

“The Navy Reserve now contracts services through NMCI (Navy and Marine Corps Intranet) as opposed to having to maintain a physical network infrastructure in Fort Worth,” Lt. Cmdr. Michael Leachman, commander, Navy Reserve Forces Command (CNRFC) information assurance manager said. “By not having to maintain the legacy infrastructure we are saving \$100,000 each month.”

The transition of all Navy Reserve legacy networks to SPAWAR data centers results in a long-term hardware savings in excess of \$31 million throughout its lifecycle. The Navy Reserve saves another \$6 million that would have been spent on services for contractors, license fees and circuit charges.

NAVRESNET, the last of 12 Navy Reserve legacy networks, was established in 1994 at the direction of

CNRFC to satisfy a requirement for Navy Reserve facilities to have interconnectivity through a wide area network. The Navy Reserve’s previous twelve networks supported 1,500 workstations, 312 servers and 323 applications. Applications such as the Defense Enrollment Eligibility Reporting System (DEERS), the Navy Reserve Homeport (NRH), Navy Reserve Readiness Reporting Module (NRRM) and Real Time Administration of Reservists (RTAR) all successfully migrated prior to shutting down the NAVRESNET.

With the disestablishment of NAVRESNET, the Navy Reserve saves money and provides network services through the NMCI which is more secure. “It took a lot of work by many talented people to make this happen, and we were able to do it with no loss of functionality to the end user,” Leachman said.

“It is easier to stay with what you have and what you know, but in this case the hard work of many people gave us a better system as we move forward,” Debbink said.

So with the order to “Execute NAVRESNET shutdown,” Senior Chief Information Systems Technician Darrick Harris, Senior Chief Information Systems Technician Carlton Harris, Information Systems Technician 2nd Class Yi Tam and civilian IT professionals flipped switches and disconnected cables to terminate the last remaining Navy Reserve Network.



Rear Adm. Buzz Little, commander, Navy Reserve Forces Command (CNRFC), Mr. Kent Hudgens, CNRFC executive director, Vice Adm. Dirk Debbink, commander Navy Reserve Force, and Capt. Matthew Ragan, CNRFC N6 deputy chief of staff applaud as the plug is pulled on the legacy Navy Reserve Network (NAVRESNET).

CEI: An Annual Obligation

Written by Sgt. Maj. Thomas Holley, USA

RESERVE warriors in all components should be familiar with CEI. However, very few can tell you exactly what it is. Or what it does. Do you know what CEI is and what it obligates you to do on an annual basis?

CEI stands for Civilian Employment Information and your annual obligation to report this information can be found in DoD Instruction 7730.54, dated March 31, 2008.

Essentially, all Reserve military services shall implement reporting requirements for employment related information for each officer, warrant officer and enlisted person assigned to the Ready Reserve. All Selected Reserve members excluding Full Time Support shall annually update their CEI data.

I have the answer to the question you are asking yourself now; why? The collection of CEI helps facilitate open communication between the DoD and the civilian employers of the Guard and Reserve service members. CEI informs the reservists and their employers of their rights, benefits and their obligations. I want to assure you that we do not call your employer or make direct contact with them. CEI is used for statistical purposes according to Deputy Director Resources-IT at

Employer Support of the Guard and Reserve Robert Krajewski.

The immediate goal of CEI is to increase the effectiveness of the DoD's employer outreach programs by identifying employers directly affected by DoD policies and mobilizations.

Remember, 700,000 Reservists have mobilized in all components since September 11 with an average of 124,000 on an active duty status daily.

“CEI informs the Reservists and their employers of their rights, benefits, and their obligations.”

Understanding who the employers are and the distinct balance of Reserve obligations and civilian employment will allow DoD to assess actual employer needs and identify possible programs to encourage employer support for reserve participation. Common problems with the CEI process is warriors do not understand their obligation for reporting CEI data annually or correctly.

Eighty-eight percent of all warriors have completed the CEI process at least one time during their careers, however, the average compliance rate hovers around 25 percent. This means DoD is unfamiliar with the needs and concerns of 75 percent of all Reservist employers.

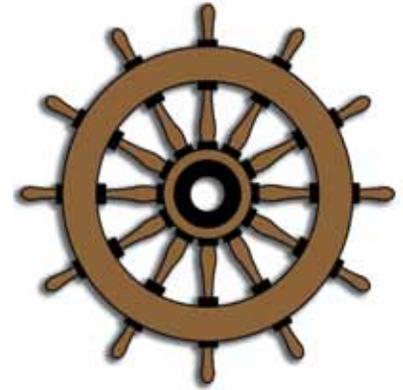
The CEI process is simple and should only take five minutes to complete.

We must never forget employers help strengthen our country and allow our men and women in uniform to focus on their military mission at hand. The annual reporting of complete and accurate information will assure that we communicate effectively with civilian employers through outreach programs, recognize outstanding support and increase awareness of Reserve obligations.



Want more information? Visit <http://www.navyreserve.navy.mil> and click the "Questions or Comments" button.

THE NAVY RESERVE AS AN EMPLOYER OF CHOICE



WRITTEN BY:
CMDR. STEPHEN FERRIS
CENTER FOR PERSONAL AND PROFESSIONAL DEVELOPMENT

THE Navy Reserve has long been recognized as being an employer of choice. But what does being an “employer of choice” actually mean and what does it imply for Navy Reserve leadership? There are many definitions of employer of choice, but the simplest refers to an employer that attracts, trains, and retains its employees for a long period because its employees choose to be there. By being an employer of choice, the Navy Reserve is a first choice for jobseekers as well as those already serving. As an employer of choice, the Navy Reserve is able to recruit and develop those high quality individuals it needs to meet its twenty-first century mission.

What are the Characteristics of an Employer of Choice?

What does an employer of choice look like? There are a number of characteristics that describe any employer of choice, but let’s consider those features that best apply to the Navy Reserve. The Navy Reserve as an employer of choice has a progressive leadership that provides vision and direction while being accessible to Sailors’ needs. Employers of choice demonstrate an interest in the development and well being of its people. The professional growth of their employees is a central focus of these employers.

The Navy Reserve provides an abundance of opportunities for Sailor advancement through education, mentoring, cross training and cross experience. Employer of choice organizations such as the Navy Reserve offer meaningful work and ensure their members understand how their efforts contribute to the organization’s overall mission accomplishment. Employers of choice offer competitive compensation and a variety of benefits, thus making a career with the organization financially attractive. Finally, service with an employer of choice makes a difference in the world. The Navy Reserve allows its Sailors to serve their nation part time while contributing to the worldwide advance of freedom.

The Role for Unit Leadership

Unit leadership can do a lot to ensure that their division, department, or ship operates like an employer of choice. Keeping the Navy Reserve as an employer of choice is an on-going effort.

Continually re-recruit your top performers: Don’t take your top performers for granted. Treat them like they haven’t been enlisted or commissioned into the Navy Reserve yet. Let your top performers know they are wanted, appreciated, and you want to keep them.

Treat Your Sailors as Professionals: Good Sailors hate being micromanaged. Tell them what they need to accomplish and how their performance will be evaluated. Then get out of their way and let them execute.

Over communicate: Provide feedback that allows for dialogue rather than a top-down lecture. Eliminate frustration and resentment by explaining new policies or changes to existing ones. Explain the bigger picture to your Sailors and how they fit into it.

Work-life Balance: Sailors will be energetic and enthusiastic at work when their life is in balance. Sailors need a chance to renew and refresh. Leadership needs to be creative in its use of flextime, compressed workweeks, or even telecommuting arrangements.

The Importance of Being an Employer of Choice

The importance of being an employer of choice is it will allow the Navy Reserve to recruit the very best people for service, to retain its high performers who have alternative employment opportunities, and to develop an esprit among its Sailors that will enhance its mission completion capabilities. The challenge for unit leadership is to create, implement, and manage the many programs that being an employer of choice requires.

MONEY MATTERS



RESERVE PAY PROBLEM RESOLUTION GUIDE

WRITTEN BY:
CNRFC RESERVE PAY AND ASSISTANCE TEAM

STEP 1: PREVENT.

How:

- Review your leave and earning statement (LES) and bank accounts regularly. If you do not understand a pay, allowance or deduction ask your pay office to review your LES with you.
- Know your Reserve pay clerk at your Navy Operational Support Center, airwing or other Navy Reserve activity (NRA).
- Know what you should be getting paid (special pays, allowances, etc.)
- Make sure your information is always up to date: Defense Eligibility Enrollment System, Dependency Application/Record of Emergency Data (page 2), special pay certifications, direct deposit info, serviceman's group life insurance, family group life insurance, Thrift Savings Plan, home mailing address, correct rank, etc.

STEP 2: NOTIFY.

As soon as you notice a pay problem, notify your unit chain of command and contact your NRA pay clerk for resolution. Most Reserve pay problems can be resolved by the NRA Navy Standard Integrated Personnel System (NSIPS) coordinator or inactive duty training clerk.

STEP 3: RESOLVE.

Work with your NRA pay clerk to resolve active duty, annual training, and active duty for training pay problems by working with the servicing Personnel Support Detachment. The NRA pay clerk will submit Reserve pay problems they cannot resolve locally to the NSIPS help desk via e-mail at nsipshelpdesk@navy.mil or by phone 1-877-589-5991.

STEP 4: CONTACT CNRFC RPAT.

If you have tried to resolve your pay problem through all other avenues (unit chain of command, NRA, RCC,

PSD and DFAS), you may contact the Reserve Pay Assistance Team (RPAT) at phone 1-877-4RESPAY (1-877-473-7729). You will be asked if you have notified your chain of command. Your chain of command needs to be involved and informed. If you have not, depending on the situation, RPAT may ask you to go to your NRA first.

SPECIAL SITUATIONS:

RC-AC-RC: When transferring between Reserve and Active Duty (RC to AC and AC to RC), special pays and SGLI/FSGLI do not transfer, so be sure to reinitiate SGLI/FSGLI and coordinate with the pay clerk regarding special pays.

DFAS: If the pay problem is with DFAS, you can call DFAS directly at phone: 1-888-332-7411.

References:

CNRF Instruction 1001.5E
BUPERS Instruction 1001.39F
DoD FMR

Command Contact information:

Commander, Navy Reserve Forces Command

1915 FORRESTAL DRIVE, BLDG NH-32
Norfolk, VA 23551-4615
1-877-4RESPAY (1-877-473-7729)

https://private.navyreserve.navy.mil/3447B/n1/CNRFC_N11/default.aspx

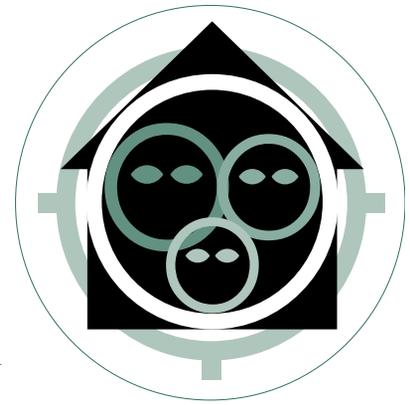


Want more information? Visit <http://www.navyreserve.navy.mil> and click the "Questions or Comments" button.

FOCUS ON FAMILIES

PRE-DEPLOYMENT FAMILY READINESS CONFERENCES

WRITTEN BY: ERIC T. HARRIS
NAVY REGION MID-ATLANTIC RESERVE
COMPONENT COMMAND FAMILY
SUPPORT ADMINISTRATOR



BY this time of year most Navy Operational Support Centers (NOSC) have either held or are engaged in planning for their pre-deployment family readiness conferences (PDFRC). PDFRCs are held annually at each NOSC to provide outreach services to Sailors and their family members. These events are designed to inform attendees about the many federal, state and local programs available to help families before, during and after mobilization or deployment.

The Navy recognizes how family lives are disrupted during deployment and is taking proactive steps to educate about how changes at home impact families. Because of this, the Navy Reserve offers the PDFRCs as a forum to provide resources to address these issues. The goal of these events is to build informed and knowledgeable Sailors and family members.

These events benefit all involved. For example, Sailors are comforted in knowing that their family has the tools and resources to function independently during an absence. This assurance allows the Sailor to focus on accomplishing the military mission. Additionally, family members gain confidence in their ability to function in the absence of the Sailor because they know where to turn in times of need or where to go to get information and support.

The PDFRC is an exciting time for the Sailor and the family, since there is something for everyone. The adults are provided with lots of information during presentations from leadership, TRICARE, and the command ombudsman. The ombudsman is a link between the command the family to ensure bi-directional information flow.

During a PDFRC, Reservists have an opportunity to update their page two emergency data, Family Group life insurance, Defense Enrollment and Eligibility Reporting System and secure ID cards.

While the adults are busy learning, the children engage in fun activities designed to educate and entertain them throughout the day. Many of the NOSCs

have used Operation Military Kids the Army's collaborative effort with communities to support children impacted by deployment. Some NOSC also have a local fire department provide educational entertainment while the parents are engaged in learning.

Deployments occur consistently and most, if not all, Sailors will eventually be mobilized. Therefore, in the spirit of preparation, all should schedule to attend a PDFRC.

A hotel room is provided for the Sailor and family members if they live outside of a 50 mile driving distance. Lunch is also provided for each Sailor and his/her guests.

In addition to the PDFRCs, another outreach initiative is the program command individual augmentee coordinator program (CIAC). The CIAC works along with the Sailor and the family to ensure they are prepared for the deployment. The CIAC is also responsible for contacting the Sailor and the family members throughout the deployment process and to offer any assistance as needed. To ensure the success of these programs, Sailors and family members are encouraged to use available services.

Navy leadership is committed to providing the highest levels of support to our Sailors and their families. Anything less is unacceptable.



Want more information?
Visit <http://www.navyreserve.navy.mil> and click the "Questions or Comments" button.

TRAVEL SMART



DTS LESSONS LEARNED

WRITTEN BY: LT CATHERINE ANDERSON
RESERVE FORCE TRAVEL

A DEDICATED Senior Chief had a \$1,500 airline charge outstanding, after completing his annual training (AT) defense travel system (DTS) voucher. What happened? How could this have been prevented? Could this happen to you?

Here's the background.....A Reserve Senior Chief took all the necessary steps to train himself on DTS. He self-registered and he submitted his orders through DTS on time. What he didn't plan for was that one week before his report date, the mission dates changed requiring an order modification. Realizing his weekend travel was quickly approaching, the Senior Chief and his Navy Operational Support Center (NOSC) worked closely with the force travel directorate to ensure the modified travel arrangements were made and he was ready to go.

On the day of travel he was in line at the airport for a 7 a.m. flight when the ticket agent informed him his ticket was booked but not paid. The Senior Chief was puzzled and immediately called his NOSC for guidance. His NOSC recommended that he use his government travel charge card (GTCC) to purchase the ticket. This is where the story gets interesting...

Senior Chief followed the NOSC's recommendation and purchased his ticket. The catch was that the airline changed the price from the government rate of \$1,241 to a same day rate of \$2,996. Senior Chief was under the impression that if he used his GTCC and had NOSC approval, he would be completely reimbursed for the amount spent. Unfortunately, that isn't necessarily the case when expenses are above the government rate.

Upon his return from his AT, Senior Chief promptly filed his DTS travel voucher and noticed that he was only reimbursed for the maximum allowed government rate, leaving him with a personal bill of \$1,576 and many questions. After several administrative actions, his NOSC, Reserve component command, and force travel found a resolution. The important thing to learn from this is how to avoid it.

Senior Chief did what he was supposed to do. He trained, he engaged early with his NOSC and he followed the direction

from his command. A best practice that might have prevented this would have been if the NOSC or member called the airline directly 72 hours prior to travel to ensure the ticket was paid. It's not a requirement, but a good practice that is highly recommended to all travelers.

How can you avoid this from happening to you? Look for FOUR DTS emails before travel:

First e-mail: Tells you that you have business in DTS. When you go to DTS you will have "Awaiting documents for approval."

Second e-mail: Will tell you the commercial travel office (CTO) has booked, but not paid, the travel you requested.

Third e-mail: Identifies that travel has been approved.

Fourth e-mail: Will link you to the Virtually There website which will show your itinerary and e-ticket receipt. To verify the ticket has been paid look for a 13 to 16 digit number on the last line of each leg of your flight (next to the word "ticket"). If that number is not there the ticket has not been paid. If this e-mail is not received by 72 hours prior to your start of travel you should immediately verify your flight with the airline or your NOSC.

Use of the GTCC to pay for travel is not authorized unless approved by force travel.

We at Commander, Navy Reserve Forces Command along with your RCC and NOSC appreciate the important work being done by you, our devoted Reservists, and we are all standing by to provide you support!

Important Phone Numbers:

NROWS/DTS Force Travel - 800-537-4617

DTS Help Desk - 888-HELP 1 GO (1-888-435-7146)

NMCI Help Desk - 1-866-THE NMCI (1-866-843-6624)

(Contact them if you have a roaming NMCI profile and cannot access DTS)

PROFILES IN PROFESSIONALISM

We have many talented people in our Navy. Each month we highlight our stellar Sailors and some of the unique careers, skills and services they are providing to the fleet. E-mail the editor, james.vorndran@navy.mil, for the submission form if you'd like to nominate a Sailor. Please include a high-resolution (300 dpi) 5"x 7" digital photo of the candidate.



CTM1 Gerald Mize

Hometown: San Jose, Calif.

NOSC: NOSC San Jose

Unit: NR-Navy Information Operations Command Camp Parks

Brief description of your Navy job: I essentially have three jobs: as a CTM (cryptologic technician maintenance), I perform cryptologic electronic maintenance, safeguarding communications security material and facilities. I also provide support as a limited trusted agent for unit members acquiring public key infrastructure certificates. As a command career counselor, I counsel unit members on their Navy career path, assist them in achieving their advancement goals and provide information on opportunities available to them. I also work as the assistant command fitness leader where I supervise the command fitness program and physical fitness assessment for my unit.

Brief description of your civilian job: As a manufacturing/environmental test engineer, I provide support to engineering and manufacturing departments. I perform various environment simulation tests required by the military to ensure standards are met for hardware used in military aircraft and satellites.

What has been your greatest Navy achievement? When I converted from being an aviation support equipment technician to CTM for better opportunities in advancing to petty officer 1st class.

Who has been your biggest influence since joining the Navy? I would say that all the 1st classes and chiefs whom I got to know and received mentoring from during the 20 plus years in the Navy. I was also influenced by my dad who served in the Navy during the Korean War.

What do you enjoy most about the Navy? I enjoy the camaraderie of the Navy and, the long term friendships I have with my shipmates over the years. Also I had many opportunities to travel to parts of the world where it wouldn't have been possible as a civilian.

Most interesting place visited since joining the Navy: Being mobilized to the tropical island of Guam and experiencing two typhoons that hit the island during the same year.

Current hobbies: Restoring a rare high-performance car, 1970 Oldsmobile Toronado GT, biking, and travel.



CE1 Kyle Dahl

Hometown: Elkton, South Dakota / Lake Benton, Minnesota

NOSC: Sioux Falls

Unit: NMCB -15 DET 0715

Brief Description of your job: Senior electrician and squad leader for detachment CE's and UT's.

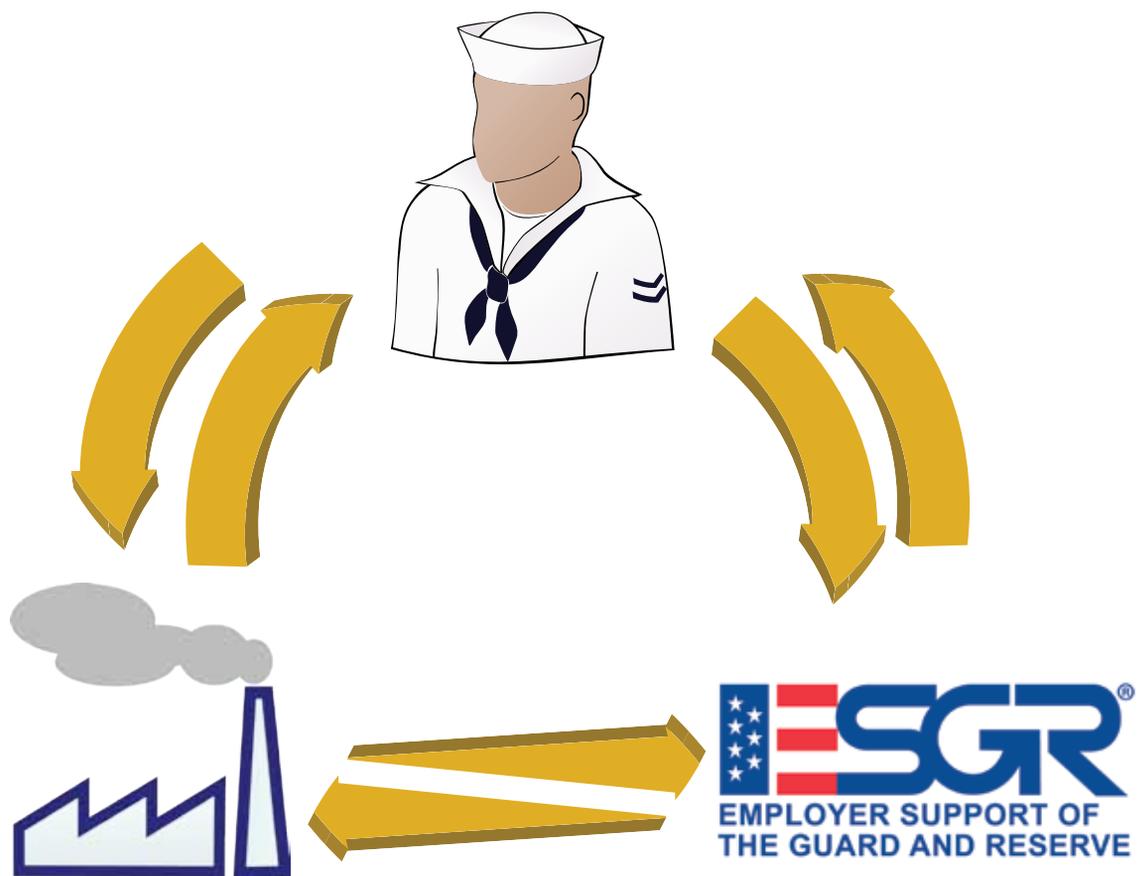
Civilian job: Electrical manager for electrical contractor, licensed as a South Dakota Electrical Inspector and Minnesota class A Journeyman. Working on a degree in Electrical Engineering.

What has been your greatest Navy achievement? NMCB-15 activation in 2007-2008. Operated as senior electrician for 9 combat outposts in western Iraq, conducting evaluations and repairs of power grids and bases for the Navy, Marines, and Army.

What do you enjoy most about the Navy? Camaraderie with fellow Seabees and travelling to many areas of the world.

Who has been your biggest influence since joining the Navy? The former CE1 Virg Miller (deceased) was my mentor through most of the 1990's.

Current Hobbies: Working on acreage, bowling, scuba diving, camping, hiking.



USERRA and You...

Written by: Maj. Andra Duski, ESGR Director of Military Outreach

PETTY Officer James Blakely works in a power plant that is operational 24 hours a day. Blakely has little seniority, having only worked at the plant for six months. Blakely is also a member of the Navy Reserve and usually drills the second weekend of every month. Blakely's shift supervisor is aware of this and has adjusted Blakely's schedule at the plant accordingly. Next month, however, Blakely will have additional drill periods to attend a class he needs to fulfill in-rate training requirements. He has just been informed of his placement in the class and tells his supervisor 30 days ahead of time. However, when the new work schedule comes out, Blakely finds himself scheduled to work the night shift at the plant during the weekend he is attending military school.

Blakely questions his supervisor about the schedule and reminds

him of his additional military requirement. His supervisor, misinformed about the Uniformed Services Employment and Reemployment Rights Act (USERRA), explains to Blakely he is only required to support his military training schedule one weekend per month, but not two. The supervisor further suggests Blakely can still do both, since his class is during the day-time, and he will be working the overnight shift that weekend. If not, his absence from work will count as grounds for termination. Blakely, having recently received a briefing by Employer Support of the Guard and Reserve (ESGR), at his unit regarding USERRA and his rights, considers questioning the legality of his supervisor's decision, under the law. However, Blakely, decides he will make it somehow and will do his best to complete both jobs that weekend. James knows he must get this class under his belt to increase

his qualifications for promotion, but at the same time he cannot afford to lose his job right now. Blakely worries if he contacts an ESGR representative for assistance that his issue may become a matter of public record, and may be perceived negatively in the workplace and small community in which he lives.

The scenario described above is fictitious, but typical of issues Reserve component Sailors may encounter. Are you having a dispute with your employer regarding military duty? Don't accept the status quo. Reach out for advice and help. When seeking to resolve conflict between you and your employer, it is important to know your options. ESGR, a Department of Defense agency, can assist you in these situations. ESGR ombudsman services can help you resolve a situation in a timely manner and get the communication between you

and your employer back on track, all without risk of violating your privacy.

First, you must understand you have rights and responsibilities under the USERRA. This federal law protects your civilian job under most circumstances while performing military duty, even if you volunteered. Trained ombudsmen serve at ESGR national headquarters and in ESGR field offices in every state and territory. They are ready to provide information, counseling and mediation to clear up a misunderstanding between you and your employer. Services are free of charge and USERRA case matters are kept confidential.

Federal law and ESGR policy insures services are provided with the utmost confidentiality. The Administrative Dispute Resolution Act of 1996 provides confidentiality protection

for ESGR's USERRA cases during and after mediation. Essentially all communications involved in mediating an USERRA case may not be disclosed. ESGR members are not authorized to release USERRA case notes, communications or information.

ESGR policy specifies an ombudsman or other neutrals assisting the parties shall not disclose information voluntarily or through discovery or compulsory process. Exceptions allowing disclosure can only occur during the following circumstances:

- If the dispute resolution communication was provided by a non-party participant, and that participant also consents in writing.
- The dispute resolution communication has already been made public.

•The dispute resolution communication is required by statute to be made public, but a neutral should make such communication public only if no other person is reasonably available to disclose the communication.

•A court determines such testimony or disclosure is necessary.

Privacy Act information is also applicable to all cases. Ombudsmen will maintain security by keeping files protected during a case and destroying or deleting information upon closure.

If you are a service member having an employment dispute, seek ESGR's services.

Employer Letters of Appreciation

LOOKING for another way to show your boss that you appreciate their support? Vice Admiral Debbink, the Chief of Navy Reserve and Commander, Navy Reserve Force, would be happy to write your employer a personal letter of appreciation.

This can be done in addition to a Patriot Award nomination, and also provides a way to say thanks again if you've already given your boss a Patriot Award.

To get a letter of appreciation sent to your employer, send an email with CNR EMPLOYER LETTER in the subject line to YN1 Veronica Harger, Flag Writer to Vice Admiral Debbink, at veronica.harger@navy.mil

Please include the following information:

- Supervisor's name
- Supervisor's title
- Name of company
- Mailing address of company
- Your full name (include rank/rate)
- Your unit name
- Your NOSC
- Your mailing address
- Your email address and telephone number

Feel free to add any comments on how your employer has supported your Navy Reserve service. By honoring our employers, we help ensure their continued support.



BACK TO BASICS

KEEP SPECTATORS
BACK.

USE ONLY
OUTDOORS.

OBEY LOCAL
LAWS.

ALWAYS HAVE
WATER
HANDY.

NO
ALCOHOL

This month's Back to Basics focuses on the safe use of fireworks. For more information, visit the National Council on Fireworks Safety website at www.FireworksSafety.org.

RS

NEVER
RELIGHT
A DUD.

USE ONLY AS
INTENDED

NO HOMEMADE
FIREWORKS.

ONLY OVER
12.

LE





American Standard CEO Donald Devine signs the Statement of Support, flanked by Dennis M. McCarthy, assistant secretary of defense, Chief of the Navy Reserve Vice Adm. Dirk J. Debbink and Office of Chief of Navy Reserve Command Master Chief Rob Rose look on. Photo by Mass Communication Specialist 1st Class Cynthia De Leon.

Standard of Support

Written by CNRFC Public Affairs

THE National Committee for Employer Support of the Guard and Reserve (ESGR) along with Dennis McCarthy, Assistant Secretary of Defense for Reserve Affairs, awarded American Standard Brands' CEO Donald Devine ESGR's Seven Seals Award during a ceremony at the Navy Memorial.

The award, depicting the heraldry seals of the seven military services, recognizes the efforts by a citizen, business, or organization, whose supportive actions have benefited all of the Reserve components in a significant manner. Recipients of this award do not necessarily employ Reservists, but have demonstrated outstanding support, commitment, and extreme patriotism to the United States military.

The award is the only ESGR award that bridges the gap between the employer and ESGR volunteer recognition awards programs.

The award was presented to American Standard Brands' CEO Mr. Devine after he signed a statement of support for the National Guard and Reserve.

In the statement, Devine pledged the company would recognize and support Reserve and National Guard service members and their families in peace and time of war, ensure their managers have the tools they need to work with employees who serve in the Guard and Reserve and to fully recognize, honor and enforce the Uniformed Services Employment and Re-Employment Rights Act.

Devine said, "I am deeply honored to sign this Statement of Support for the National Guard and Reserve on behalf of American Standard Brands. It is important to provide service members peace of mind in knowing their jobs will be waiting for them upon their return to civilian life after they have served our country," He continued, "At American Standard, we see it as our duty to provide pay and benefit protections for our employees called into active service. Our policies are designed to recognize the critically important contributions these employees are making on behalf of all Americans and to do as much as we can to lessen the financial hardship on them and their families."

Assistant Secretary Dennis McCarthy said, "I'd like to sincerely thank American Standard Brands for their commitment. Today they join a growing roster of major corporations, state and federal agencies, employer associations and thousands of American employers who have pledged their support to our troops," He explained, "a Statement of Support serves two very vital functions: First, it publicly demonstrates the strong level of support for our Guard and Reserve, which is important during this critical time. Second, it affirms to our service members that their civilian job will be there for them when they return from serving our country."

Virginia Employers give Extraordinary Support

Written by Doyle Quisenberry
Employer Outreach Coordinator for ESGR

FIVE Virginia employers were recognized recently with the Employer Support of the Guard and Reserve (ESGR) Patriot award during a ceremony at Navy Operational Support Center, Norfolk, Va.

Chief of Navy Reserve, Vice Adm. Dirk Debbink was on hand when the Virginia Committee of ESGR presented the awards in recognition of extraordinary support the five companies provide to their employees who are members of the Navy Reserve.

Award recipients were Neva Lynde, of Booz Allen Hamilton in Norfolk; Victoria Whalen, from Oceaneering International, Inc. of Chesapeake; Dan Fox and Art Michel, SAIC, in Suffolk; and Charles Schue III, UrsaNav, Inc. of Chesapeake.

"The Patriot Award was created by ESGR to publicly recognize individuals who provide outstanding patriotic support and cooperation to their employees, who like the citizen warriors before them, have answered their nation's call to serve," said Tom Stephen ESGR program support specialist. "These employers were all nominated for being highly supportive of the Navy Reserve by their respective Reserve component employee.

Navy Reservists need a balance between their civilian employment and military duty to perform both jobs at the highest level. Support from civilian employers contributes to the success of that balance and allows Reservists to accomplish the mission of both of their employers; civilian and Navy.

"Supportive civilian employers are critical to maintaining the strength and readiness of the nation's National Guard and Reserve units," Debbink said.

Whalen, quality control manager for Oceaneering International and Schue, president of UrsaNav, Inc. also signed ESGR statements of support at the ceremony.

"We had just sent off a care package to Tony Gracia who is deployed to Iraq, when I was informed about the Patriot Award," Schue said. Sonar Technician 1st Class Anthony Gracia is the Navy Reservist who nominated UrsaNav for the award.

During the ceremony, an audience of more than 120 Navy Reservists watched as Debbink presented each employer with their Patriot Award. Fred Berck, a Retired Navy Reserve captain, is the chairman of Virginia's Tidewater ESGR Committee. Doyle Quisenberry, a retired Navy Reserve commander and employer outreach coordinator with the ESGR, presented each employer with a Patriot lapel pin and thanked them for their outstanding support of the Guard and Reserve.

As the 1.3 million members of the National Guard and Reserve continue to perform an increasing number of unique missions within America's borders and beyond, ESGR continues to be the resource for the employers of citizen warriors. ESGR recognizes outstanding support, increases awareness of the law, and helps resolve conflict through impartial mediation. More information about ESGR employer outreach programs and volunteer opportunities are available at www.esgr.mil <http://www.esgr.mil/>, or by phone at 800-336-4590

SEABEES CAN DO IN MEMPHIS

Written by Mass Communication Specialist 1st Class
(AW) LaTunya Howard
Navy Personnel Command Public Affairs

Photos by Hospital Corpsman 2nd Class Theresa Rice



Reservist Chief Information Systems Technician Ric Rice (in boat), Navy Personnel Command, and Maritime Enforcement Specialist Christopher Gardner launched their small boat as part of a rescue effort aboard Naval Support Activity Mid-South. Heavy rains dumped more than 14 inches in the area May 1, causing a creek on the east side of the base to spill over and flood parts of the base.



RESERVE Sailors at Navy Operational Support Center (NOSC) Memphis responded to torrential rains and flash flooding May 1 that shut down Naval Support Activity (NSA) Mid-South.

“Our Sailors did an exceptional job once the order was given to evacuate the installation,” said Lt. Michael S. Hill, executive officer, NOSC Memphis. “Our drill training encompasses natural disasters.”

NOSC Memphis has a full-time staff of 25 personnel and accommodates 16 Reserve units. Naval Mobile Construction Battalion (NMCB) 28, on duty during the flooding, was among the first to respond at NSA Mid-South.

“We were called in to an all hands by the NOSC skipper, Cmdr. Sean Fagan” said Quartermaster 1st Class Seth Hoppe, a NOSC Memphis full-time support Sailor. “But we knew by the drive into work it was not going to be a normal drill weekend.”

Heavy rains early Saturday morning made it impossible for many Sailors to get to the NOSC, decreasing the Reserve staff by 70 percent. By 7 a.m., several main roads were at partially or completely flooded.

During an all-hands call, Sailors were informed about rescue and evacuation efforts for NSA. All families in housing, Navy Exchange and Defense Commissary Agency (DeCA) employees, as well as Navy Inn guests had to be evacuated as water poured over a creek levee, flooding the base. An average of four feet of water covered most of the main installation by afternoon, but the NOSC command center was on higher ground.

“We immediately had at least 20 Seabees volunteer to man boats and evacuation vehicles,” said Hill. “We had several heroes base wide, but a few Reserve units were key in getting the results we received: NMCB 28, Naval Security Force (NSF) and Carrier Augmentation Unit Atlantic Fleet 0174 (CVNLANT).”

One officer led a team into the first-deck offices of Navy Personnel Command, which handles personnel matters for the entire Navy, as waters rose and currents stiffened. They

placed computers and files onto desktops and tables to reduce the water damage.

Half of NMCB 28’s Sailors drove large trucks through housing, while the other half used small boats to maneuver right up to the carparks of Sailors stranded in their homes. Seabees assisted families that could not drive themselves out of the flooded areas, lifting them into the small boats and to safety.

NMCB 28’s mission is to provide construction or disaster recovery support to Navy, Marine Corps, joint and combined forces when directed. That support normally includes general engineering tasks or limited combat engineering tasks. The NSF Reserve unit is provides auxiliary support to the NSA Mid-South Police Department.

“I think our unit really stepped up the plate,” said Master-at-Arms 1st Class Joseph Major. “Once everyone knew their own family’s safety status, they were ready to do whatever was necessary to meet the mission.”

NSF was responsible for going door-to-door with NSA Mid-South Police to ensure every family was out of housing.

CVNLANT Sailors ran the rescue center, preparing the cots, handling supply distribution, feeding displaced Sailors and their families, and conducting crowd control and security watches.

No one was hurt in the flood, largely due to the quick action and organized approach of the Reserve first responders, officials said. As Millington, NPC and Navy Recruiting began recovering after water subsided the following day, the Reserve forces quick action was recognized by leadership.

“The best ships in the Navy are the ones that take care of themselves; they take initiative and fix themselves when needed,” said Rear Adm. Lothrop S. Little, commander, Navy Reserve Forces Command during a short visit. “That is what you have done; you displayed ownership of your spaces and took the initiative to start recovering your destroyed spaces.”



TRAINING FOR FIVE SENSES

**STORY BY MASS COMMUNICATION SPECIALIST 2ND CLASS RYAN HILL.
PHOTOS BY MASS COMMUNICATION SPECIALIST 1ST CLASS JAMES FROEHL**

It was a hectic week. A week with more unnerving situations than many people will experience in a lifetime. To imagine it, put yourself in the following situations:

In a tiny village, an improvised explosive device (IED) detonates, bringing screams of horror. Navy personnel rush to the scene. Upon arrival, they find casualties from the explosion. A uniformed service member lies on the ground, writhing in pain. A victim of the explosion, he has lost a limb and blood is spurting from what remains of his right arm. Sailors quickly rush to his aid and begin applying a tourniquet

to stop the bleeding. Temporarily interrupting the treatment of their comrade, the team lifts the injured man and moves him out of the open and into a small alleyway to bring him to safety and away from the gunfire ringing out into the village.

A couple days later at a location roughly 20 miles away, Sailors are working guard duty at an entry control point (ECP) outside of a tent city. Three women approach the ECP, speaking a foreign language and ignoring the guard's commands to keep their distance. The women are continuing to walk toward the ECP in a line, when the woman in the middle

pulls back her outer garment. She reveals an IED strapped to her body. It is only a brief moment, just long enough for the guards to fear the inevitable, before the IED detonates, causing all three women to fall lifelessly to the ground. The guards are unharmed by the explosion, but their troubles are just beginning.

Everything described here did indeed happen in the span of a week and it all happened in the same geographical area. The logical guess would be these occurrences happened somewhere overseas in a war zone—possibly in Iraq or Afghanistan. In actuality, these events happened



Master-at-Arms 3rd Class Bret Laughter and Master-at-Arms 3rd Class Alyson Mills, both assigned to Maritime Expeditionary Security Squadron (MSRON) 3, stand security sentry watch for an entry control point on a simulated forward operating base in San Diego during a Navy Expeditionary Combat Command integrated exercise. The weeklong training exercise provides Navy Expeditionary Sailors realistic combat training in preparation for upcoming deployments. Sailors assigned to MSRON-3 deploy globally to provide mobile security and defense capabilities to Navy assets worldwide.



Sailors assigned to Maritime Expeditionary Security Squadron 3 take cover behind a vehicle at a simulated forward operating base during a Navy Expeditionary Combat Command integrated exercise in San Diego.

in San Diego county. In California. In the good old U S of A.

Before you start banning San Diego from your vacation hotspot list, it should be noted the scenarios described were all simulations and part of a training exercise.

So what's with all the explosions, bloody wounds and foreign speaking participants?

It's called hyper-realistic training, and the Navy is using it to prepare both Active and Reserve Sailors for the reality of war. The exercise realistically simulates elements of real world situations to provide training to all five of participant's senses. The explosions are choreographed pyrotechnics. People with missing limbs are real life amputees, hired as professional actors. The injured people with the spurting blood, burnt flesh and shards of glass imbedded in their bodies are also actors. Their injuries are nothing more than Hollywood level makeup and special effects. The foreigners protesting and yelling in other languages are actors fluent in the languages they use in the exercise.

The reason for the extent of the realism is simple: it gets Sailors prepared for the real thing. "I like to look at it as a vaccination.

We're exposing Sailors to this type of environment – the blood, the sounds, the language, the people they're dealing with – so when they get in theater or where ever they're going, it's not the first time they've been exposed to it," said Chief Master at Arms Duncan MacLeod, a Reservist with Navy Expeditionary Combat Command, Expeditionary Training Group (NECC ETG). "They've seen the blood and they've seen the moulage through the special effects done for the injuries, shrapnel, burns and eviscerated organs. It gets them over that shock so if they do encounter it for real, they're that much better off."

MacLeod participated in the exercise primarily as an observer and advisor. As a civilian, MacLeod works for the Navy as an anti-terrorism specialist. He used his abilities from both his military and civilian background to provide the on-demand expertise needed to make an exercise like this a success. One of his tasks was to observe the evolution at the ECP, using his specified training to guide the security protocol of the simulation.

"I work with the Navy every day and so on the anti-terrorism force protection side, I'm familiar with the pre-plan responses the security forces have," said MacLeod. "I'm familiar with how they're supposed to set

things up and it's simpler for me to translate what I do in my civilian job to what I do in the Reserve."

This realism translates well in the medical evacuation portion of the exercise as well. This was conveyed in the mock foreign village situation. A small IED explodes and Sailors rush to the area to find smoke and screams of pain, as bodies are laying on the ground, bleeding profusely. The Sailors are to take the classroom training they received prior to this evolution and put it into practice. They come across a service member with an arm blown off. In actuality, the injured Sailor is really an amputee, hooked up with Hollywood level special effects that are pumping fake blood out of the place where his arm should be. The actor is using a pump with his other hand to pump the blood out. He does this until the Sailors working on him apply the tourniquet correctly. Meanwhile, there's gunfire going off all around them, so they must also be wary of moving the injured shipmate out of harms way and into a safe alleyway to attend to his wounds. The graphic nature of the exercise is essential to its success.

"It was as real as you can get without being on the battlefield," said Lt. Cmdr. Anthony Tran, Reserve officer in charge with Navy Expeditionary



Above: A Sailor assigned to Maritime Expeditionary Security Squadron 3 stands behind razor wire at an entry control point at a simulated forward operating base during a Navy Expeditionary Combat Command integrated exercise in San Diego. The week-long exercise provides Sailors with realistic combat training.

Below: A Sailor with Maritime Expeditionary Security Squadron 3 mans a .50-caliber machine gun at a simulated forward operating base during a Navy Expeditionary Combat Command integrated exercise in San Diego.

Logistics Support Group (NAVELSG) communication detachment. “It was very beneficial to anyone who participated in the training and went through the simulation.”

Tran personally participated in the medical evacuation evolution to get a better feel for the training, as well as to observe its value for real world situations. Fellow Reservist Lt. Julie Moss also learned how invaluable this training can be.

“Just being able to see the person screaming and convulsing and trying to get them calmed down to get those tourniquets on to save their life was extremely helpful,” said Moss. “There’s no price tag to put on this training. I think they definitely will go in much better prepared and I think lives will be saved because of this exercise.”

Beyond dealing with the gruesome and bloody aspect of real world wartime situations, hyper-realistic training also trains warriors how to deal with some of the more politically complex scenarios of war. In the case of the training at the ECP, Sailors were trained how to deal with potentially volatile scenarios dealing with angry local protestors outside their gated area. The training included identifying the political ramifications of their actions in such situations.

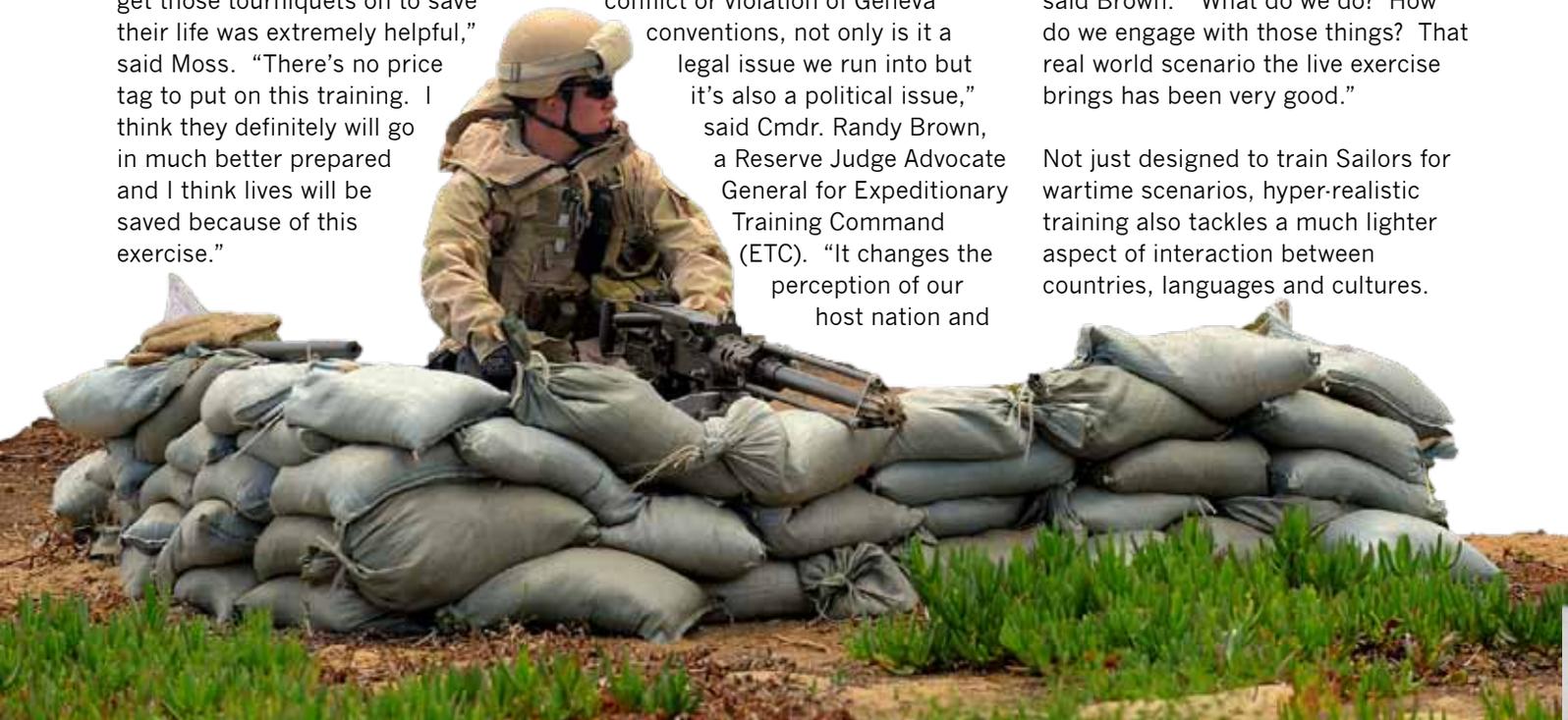
“If we find we do something that violates our rules of engagement and something were ever to rise to the level of a violation of the law of armed conflict or violation of Geneva conventions, not only is it a legal issue we run into but it’s also a political issue,” said Cmdr. Randy Brown, a Reserve Judge Advocate General for Expeditionary Training Command (ETC). “It changes the perception of our host nation and

the foreign countries we may be in and can be absolutely devastating to our mission; essentially devastating to the lives of our Soldiers, Sailors, Airmen and Marines who are out there for that.”

Once again, the proper training to prepare for these real world situations goes far beyond what one can learn in the classroom.

“It’s a much different thing to actually have someone standing outside an ECP, waving around, throwing their hands up and having somebody injured on the other side of the ECP,” said Brown. “What do we do? How do we engage with those things? That real world scenario the live exercise brings has been very good.”

Not just designed to train Sailors for wartime scenarios, hyper-realistic training also tackles a much lighter aspect of interaction between countries, languages and cultures.



Sailors from maritime civil affairs conducted a much different exercise. It didn't involve saving lives, it didn't involve firing at a given enemy and it didn't involve handling any explosive situations. The purpose of this particular exercise was to meet with some local towns people and eat a meal.

"What we're trying to do with maritime civil affairs is we're making friends and we're trying to build relationships so we can establish communications with other countries," said Chief Personnel Specialist (AW) Jorge Ornelasalva, with Navy Reserve ETC.

This exercise involves more actors speaking a foreign language. The whole scenario takes place in a mock village. Sailors from a maritime civil affairs team enter the village with a translator and meet up with the upper echelon of that village for a local meal. The exercise is designed to train Sailors on the maritime civil affairs team how to act in certain cultures, so as not to offend the locals and their customs.

"A lot of times we don't have the opportunity to train them in a real setting like this prior to deployment and so what ends up happening is; we send them out there and they don't know what to expect," said Ornelasalva. "It can cause situations where we're not able to establish a relationship with



Above: U.S. Navy Boatswain's Mate 1st Class Jason Fuchs, a boat crewman gunner assigned to Maritime Expeditionary Security Squadron 3, engages a simulated threat with a SeaArk patrol boat's stern M240B machine gun.

Below: U.S. Sailors manning a SeaArk patrol boat from a boat detachment with Maritime Expeditionary Security Squadron (MSRON) 3 perform high-speed maneuvers.

the country, or with a particular group, because of the fact we're not trained, we're not ready and we haven't encountered something like this in a real life setting where we're able to work through that."

The units involved in this hyper-realistic training require a great deal of Active duty and Reserve cohesiveness. The maritime civil affairs team is always on the lookout for Sailors with specific skills. Bilingual skill sets are a valuable commodity in the maritime civil affairs community.

"If there are any Sailors out there

who are interested in doing something different with their career or they're thinking about making that transition from Active duty to the Reserve Force, they should very seriously consider maritime civil affairs and security forces assistance training as a new career path," said Cmdr. Joe Gelardi, maritime civil affairs and training command director of training and readiness. "To illustrate that point, take an average boatswain's mate on a ship- he's got boatswain's mate skills. If that individual is a heritage language speaker- perhaps he has family from Kenya- if he comes to civil affairs he can go down range and use his unique culture and language skills to really leverage the mission in a way he cannot in any other capacity in the Navy."

From peace to war, hyper-realistic training is helping keep the Navy Reserve Force 'Ready Now. Anytime, Anywhere.'



Honoring Your Employer *Communication, Education and Respect Help Avoid Job Conflicts*

Written by Capt. Robert Durand
Chief of Navy Reserve Public Affairs

SUCCESSFUL Navy Reserve careers happen when Sailors balance their work life and their Navy life – not always an easy task. When Sailors take charge to achieve this balance, the Sailor-employer relationship – a duty that the employer did not volunteer for – can be mutually beneficial and free from conflict.

The keys to a successful relationship are communication, education and respect.

The good news: most employers are supportive of their employees' service in the Navy Reserve. Many are eager to show their patriotism and support for the troops. But, they can't support you if they don't know you are serving!

Here are some tips on how to keep the boss on your side:

Communicate With Your Employer

Most employment conflicts can be avoided by being candid with your employer about your obligations as a member of the Navy Reserve. Keep your boss informed about what you do in the military and when you do it.

Let your boss know how your military experience and training will make you a more capable civilian employee. Take time to recognize the sacrifice your boss and co-workers make when they support you.

Many people hold down Navy jobs that relate directly to their civilian careers. If yours is one of them, your boss would be pleased to know that you are learning and practicing military skills that can pay off on the job.

Even if what you do in the military is different from your civilian job, sharing the details can impress your boss. You are using your spare time to participate in a second career that is of great importance to your community and the nation. That is a strong indication to people at work that you are the type of person who seeks out and can handle great responsibility.

Educate Your Employer

Employers are eager to do the right thing if they know what the right thing is. At the very least, they want to comply with the law. While some companies and government agencies employ hundreds of Reservists from all services, 93 percent of employers who employ Reservists only have one or two military employees. You can be a real resource to your boss, the human resources department and the company leadership.

You don't need to be an expert, but you should be aware of the resources available to educate employers about the Navy and Uniformed Services Employment and Reemployment Act (USERRA), the law that lays out the

rights and responsibilities of both employers and reserve component service members.

The more that you, your boss, and your personnel office know about the law, the less chance there is for misunderstanding. A variety of resources for employers and service members can be found at the Employer Support of the Guard and Reserve website, ESGR.org.

Many employers want to do more than the minimum required by law. They want to show their support for their military employees, but don't always know how. You can help by showing what other leading companies have done.

The winners of the top employer support award – the Freedom Award – set the example for innovative practices to support their Reserve service members both on the job and when called to duty.

Great ideas for small companies, big companies and government agencies can be found at: <http://www.freedomaward.mil/BestPractices.aspx>

Respect Your Employer (and co-workers)

The Sailor-employer relationship should be based upon mutual respect. While the letter of the law almost always favors the rights of

the Reservist, “because that’s what USERRA says” should not be your starting point when discussing your service. You can avoid most employment conflicts by respecting your employer’s needs and honoring their support.

Don’t make your boss guess about your Navy Reserve duties. The more you share with the boss - and the earlier you share it - about drill schedules, annual training plans, mobilization and any extra time-off requirements, the easier things will go.

Let your boss know as early as possible when you will be absent from work. When schedule changes occur, notify the employer as soon as you know about them. A change in orders can be handled easier than an unplanned absence.

Giving employers the maximum lead-time enables them to make plans to accommodate your absence. Show consideration for your boss and your co-workers when you volunteer for

training or additional duty. To the extent that you have control over the scheduling of additional training, try to minimize any adverse impact your absence will cause from the civilian job.

Reward the Your Employer

The Department of Defense will send your boss a personally prepared certificate of appreciation if you apply for it. The Patriot Award certificate comes mounted in a handsome folder, bearing the DoD seal embossed in gold. Take time to do your best to ‘brag’ about your boss – your direct supervisor.

- Do it online. For both speed of processing and accuracy in the nomination process, nominate your employer online at www.esgr.mil.
- What happens next? Every employer nominated will receive a Patriot Award certificate and accompanying lapel pin. Your state or

local ESGR Committee can help you arrange the presentation of the award to your employer.

- Tell ESGR why your employer is great. When completing the employer recognition form, take a few moments to explain why your employer deserves to be recognized. Your local ESGR committee will review your explanation when selecting nominees for higher-level employer support awards.

- It may lead to bigger things. ESGR reviews all award nominations for consideration for higher levels of recognition at the local, national, and state levels.



WE ALL SERVE™



SUPPORTING SERVICE MEMBERS AND THEIR EMPLOYERS



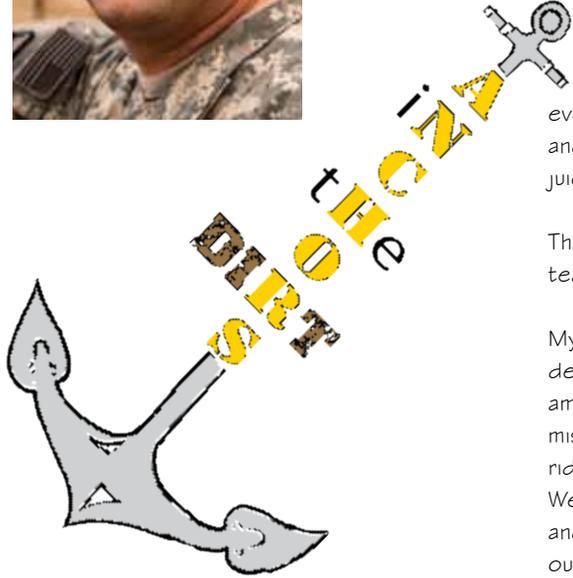
We all serve.™ Whether serving our communities or our country, members of the Guard and Reserve depend on their military units, families, and employers for support. Employer Support of the Guard and Reserve is a Department of Defense agency that seeks to promote a culture in which all American employers support and value the military service of their employees by recognizing outstanding support, increasing awareness of the law and resolving conflict through mediation.



**WRITTEN BY CHIEF MASS
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BRIAN NARANJO**

**PHOTOS BY CHIEF MASS
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PART 7



events, the activities in Afghanistan and Iraq have given media all kinds of juicy stories to sink their teeth into.

That's where military public affairs teams come in.

My job in Afghanistan is on the press desk at U.S. Forces Afghanistan. I am on a team of professionals whose mission is to counter the often ridiculous Taliban claims with the truth. We research information on combat and humanitarian operations, putting out the facts, which include the news of coalition troops killed in action. In this business, the insurgents who

hold little to no regard for fact, have it far easier than we do. They have no interest in the truth. They often put out releases detailing incidents where they wiped out entire forces, including American tanks, which we don't even use in this theater. In actuality, the only tanks in this country are the hundreds, if not thousands of rusting hulks of the erstwhile Soviet combat machine, stripped of any recyclable parts by locals. The craziest query I received was about a plane hijacked in China, which somehow made it to Afghan airspace and was forced by military jets to land at Kandahar Air Field. No truth to that whatsoever!

DON Henley, legendary member of the rock band the Eagles, put out a solo tune in 1982 called "Dirty Laundry," about how news reporters sensationalize death and destruction to get ratings. In one of the verses, he sings, "It's interesting when people die, give us dirty laundry." Nearly thirty years later, his words have proven prophetic. Good luck finding a newspaper, radio report or television newscast these days that doesn't feature some kind of tragedy with massive headlines and "on the spot" reporting.

Among other large scale world



For us, the truth is the cornerstone to every piece of information we put out. The challenge in this is that the Taliban is not held to this same standard which puts the burden of truth on us to respond. We get daily calls from major international media such as CNN, ABC, NBC Al Jazeera, Wall Street Journal, London newspapers, and even media representatives in the Philippines.

However, we don't comment on alleged Taliban activities until we have the facts. In the





world of 24-hours-a-day news reporting there is constant competition among media to get the latest scoop, while accuracy may not be a prime concern.

This is my opinion from working nearly 20 years in this business. I think Don Henley was right. We, who work in public affairs, are often at odds with journalists in our efforts to report the facts. They like the gritty stories where coalition forces supposedly killed a group of civilians in Farah, or our aircraft bombed a stolen fuel truck killing innocents in the process.

The hardest days are when we lose people. I get really angry seeing

flags on our compound flying at half-staff. The anger is intensified when a reporter calls asking "Is this the bloodiest month for America since the war began?"

I want to scream at this reporter, but I don't. Instead, I grit the teeth, keep a professional air, and patiently explain that every death is a tragedy.

The worst part of my job is tracking the daily and cumulative death toll at the end of each shift, and forwarding it on to the Pentagon. It's a sobering reminder there is the cost in human life the freedom for Afghanistan demands.

Death is awful. Every individual life lost of a friendly Afghan or allied military member is absolutely the hardest cost to get over. A line from the Bible reads "This too shall pass." And that applies here. We'll recoup the money and time and equipment, but in the end, those killed can never be replaced in the hearts of their friends and family. My eyes water



occasionally at the thought of all this, and sometimes I privately shed tears as I just shake my head.

War is hell; not headlines!

In the media, it's often just an opportunity to bring in ratings or sell papers. For us, it's about survival. Of course the natural instinct for us is to stay alive, but our goal is also the ultimate survival of the Afghanistan citizens. We can all just do our jobs until properly relieved.



Acronyms

AA - Authorized Absence

AAFES - Army and Air Force Exchange Service

ABSC - Active Billet Sequence Code

AC - Active Component

ADSW - Active Duty for Special Work

ADT - Active Duty Training

AO - Area of Operations

AOC - Aviation Officer Candidate

AOI - Area of Influence

AOR - Area of Responsibility

APG - Advanced Pay Grade

AT - Annual Training

ATP - Additional Training Period

BUDS - Basic Underwater Demolition School

BUMED - Bureau of Medicine and Surgery

CACO - Casualty Assistance Calls Officer

CAI - Cross-Assigned In

CAO - Cross-Assigned Out

CEC - Civil Engineering Corps

CFC-A - Coalition Forces Command - Afghanistan

CFL - Command Fitness Leader

CITF - Criminal Investigative Task Force

CJSOTF - Combined Joint Special Operations Task Force

CJTF - Combined Joint Task Force

COB - Close of Business

COLA - Cost of Living Allowance

CMS/ID - Career Management System Interactive Detailing

CNAFR - Commander, Naval Air Force Reserve

CNIC - Commander Navy Installations Command

CNR - Chief of Navy Reserve

CNRC - Commander Navy Recruiting Command

CNRF - Commander, Navy Reserve Forces Command

COMRATS - Commuted Rations

CONUS - Inside the Continental United States

COCOM - Combatant Commander

CSG - Carrier Strike Group

DCO - Direct Commission Officer

DDS - Direct Deposit System

DEERS - Defense Eligibility Enrollment Reporting System

DEMOB - Demobilization

DFAS - Defense Finance and Accounting System

DOD - Department of Defense

DONTFS - Department of the Navy Total Force System

ECRC - Expeditionary Combat Readiness Center

EOS - Expiration Of Service

ESG - Expeditionary Strike Group

ET - Equivalent Training

FOB - Forward Operating Base

FOUO - For Official Use Only

FTS - Full Time Support

IA - Individual Augmentee

IADT - Initial Active Duty Training

IAG - Information Assurance Group

IAP - In Assignment Processing

IDT - Inactive Duty Training

IDTT - Inactive Duty Training Travel

IED - Improvised Explosive Device

IMAPMIS - Inactive Manpower and Personnel Management Information System

IRR - Individual Ready Reserve

ISAF - International Security Assistance Force

JCS - Joint Chiefs of Staff

JRB - Joint Reserve Base

JSAG-I - Joint Services Action Group - Iraq

JSOC - Joint Special Operations Command

JSOTF - Joint Special Operations Task Force

JTF GTMO - Joint Task Force Guantanamo Bay

JTF HOA - Joint Task Force Horn of Africa

MCAG - Maritime Civil Affairs Group

MEPS - Military Entrance Processing Station

MESF - Maritime Expeditionary Security Force

MILPERSMAN - Military Personnel Manual

MIUW - Mobile Inshore Undersea Warfare

MNFI - Multi-National Forces Iraq

MNSTC-I - Multi-National Security and Training Command - Iraq

MOB - Mobilization

MRE - Meals Ready to Eat

MTT - Military Transition Teams

NAF - Naval Air Facility

NAS - Naval Air Station

NAT - New Accession Training

NAVELSG - Navy Expeditionary Logistics Support Group

NAVSTA - Naval Station

NAVET - Navy Veteran

NCO - Non-Commissioned Officer

NCS - National Call to Service

NEC - Navy Enlisted Classification (or Code)

NECC - Navy Expeditionary Combat Command

Acronyms

NEX - Navy Exchange Service
NMPS - Navy Mobilization Processing Site
NOBC - Navy Officer Billet Classification (or Code)
NOE - Notice Of Eligibility
NOSC - Navy Operational Support Center
NPQ - Not Physically Qualified
NR - Navy Reserve
NRIP - Navy Reserve Intelligence Program
NROTC - Naval Reserve Officer Training Corps
NROWS - Navy Reserve Order Writing System
NRWS - Navy Reserve Web Site
NSA - Naval Support Activity
NSIPS - Navy Standard Integrated Personnel System
NSPS - National Security Personnel System

OCNR - Office of the Chief Navy Reserve
OCONUS - Outside Continental United States
OCS - Officer Candidate School
OIC - Officer In Charge
OJT - On the Job Training
OLA - Office of Legislative Affairs
OPNAV - Office of Chief of Naval Operations
OPSEC - Operational Security
OPTEMPO - Operational Tempo
ORM - Operational Risk Management
OSC-A - Office of Security Cooperation - Afghanistan
OSO - Operational Support Officer

PAYPERSMAN - Navy Pay and Personnel Procedures Manual
PCS - Permanent Change of Station
PFA - Physical Readiness Assessment
POC - Point of Contact
POV - Privately Owned Vehicle
PRC - Presidential Reserve Callup
PRD - Projected Rotation Date
PRIMUS - Physician Reservists in Medical Universities and Schools
PRT - Physical Readiness Test or Provincial Reconstruction Team
PSD - Personnel Support Detachment

RBSC - Reserve Billet Sequence Code
RC - Reserve Component
RCC - Reserve Component Command
RCCPDCS - Reserve Component Common Personnel Data System
RCHB - Reserve Cargo Handling Battalion
RESFORON - Reserve Force Squadron

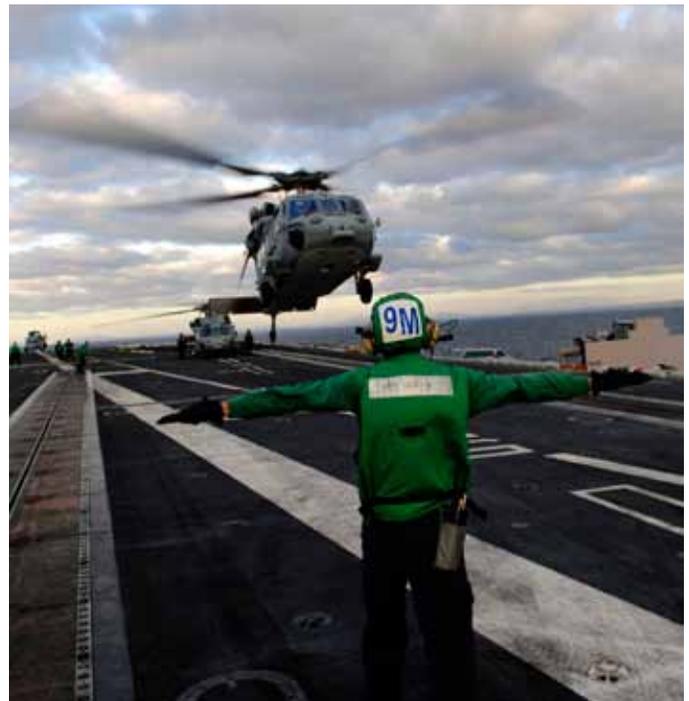
RIAC - Reserve Intelligence Area Commander
RIPO - Reserve Intelligence Program Officer
RHS - Reserve Headquarters System
RTB - Reserve Transition Benefits
RTSS - Reserve Training Support System
RUAD - Reserve Unit Assignment Document
RUIC - Reserve Unit Identification Code

SAU - Squadron Augment Unit
SELRES - Selected Reservist
SNCO - Staff Non-Commissioned Officer
SOP - Standard Operating Procedure

TOC - Tactical Operations Center
TRUIC - Training Reserve Unit Identification Code
TSC - Combatant Commanders Theater Security Cooperations

UA - Unauthorized Absence
UCMJ - Uniform Code of Military Justice
UMA - Uniform Maintenance Allowance
USC - United States Code

VTU - Volunteer Training Unit



Aviation Structural Mechanic 3rd Class Tyler Clausen, from Chicago, signals an MH-60S Sea Hawk helicopter assigned to the Golden Falcons of Helicopter Sea Combat Squadron 12 as it lands on the flight deck of the Nimitz-class aircraft carrier USS John C. Stennis (CVN 74). photo by Mass Communication Specialist 3rd Class Josue L. Escobosa

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Commander Navy Reserve Forces
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(757) 322-5679

Naval Air Facility, Washington DC
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Fort Carson, Colo.
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VP-69
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VR-46
(817) 782-3420

VR-48
(240) 857-6814

VR-51
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VR-52
(215) 443 6600

VR-53
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VR-54
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VR-55
(805) 989-8755

VR-56
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VR-57
(619) 545-6920

VR-58
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VR-59
(817) 782-5411

VR-61
(360) 257-6595

VR-62
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VR-64
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ETD Pacific
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Tactical Support Wing
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VFA-204
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VFC-12
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VFC-13
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VFC-111
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VAQ-129 SAU
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VFA-106
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VFA-122
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Operational Support Offices and
Reserve Force Operations

Allied Command Transformation
(NATO)
(757) 747-4071

Amphibious Group One
011-81-611-742-2377

Bureau of Medicine
and Surgery
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Center for Naval Aviation
Technical Training
(850) 452-9700

Comptroller of Navy
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Defense Intelligence Agency
(202) 231-4044

Defense Logistics Agency
(877) 352-2255

Destroyer Squadron Two
(757) 444-1452

Employer Support of the
Guard and Reserve (ESGR)
(800) 336-4590

Expeditionary Strike Group Two
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Expeditionary Strike Group Three
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First Naval
Construction Division
(757) 462-8225 x 222

Fleet Activities Chinhae, Korea
011-82-55-540-2852

Fleet and Industrial
Supply Center Jacksonville, Fla.
(904) 542-1000 x144

Fleet and Industrial
Supply Center Norfolk, Va.
(757) 443-1610

Fleet and Industrial
Supply Center Pearl Harbor,
Hawaii
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Fleet and Industrial
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Fleet Air Mediterranean
011-39-081-568-4184

Fleet Forces Command
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Training Center Pacific
(619) 524-5814

Headquarters
US Marine Corps
DSN: 278-9360

Joint Chiefs of Staff
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Joint Transformation Command
for Intelligence
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Judge Advocate General
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Logistics Group
Western Pacific
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Merchant Marine Reserve
Program
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Military Sealift Fleet
Reserve Support Command
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Mine and Anti-submarine
Warfare Command San Diego
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Naval Air Force
US Atlantic Fleet
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Naval Air Forces/
Naval Air Force
US Pacific Fleet
(619) 545-2017

Naval Construction
Forces Command
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Naval District Washington
Headquarters
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Training Command
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Naval Facilities
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Newport, RI
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High-resolution 300 dpi photos. Set camera on the highest setting (TIFF, FINE and/or HQ). Shoot photos of action supporting the story. Posed shots or “grip-n-grins” are the least desirable. If the story is about people receiving awards, show us what they do that garnered said award. Send us the original image. Do NOT tinker with it in Photoshop™ or other image-editing software. We will edit it to fit into our page layout requirements. Include cutline information identifying the subjects and what they’re doing in the photo. Also credit the photographer.

Story Submissions:

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Monthly columns: at least 500 words. More is okay, we'll edit it. Feature stories: at least 600-700 words and need supporting photos. Feature-based stories will compel the reader to read the entire story. We do not want a straight-news story written in inverted pyramid newspaper style.

Questions and Suggestions:

Please contact the editor at james.vorndran@navy.mil or call (757) 322-5624

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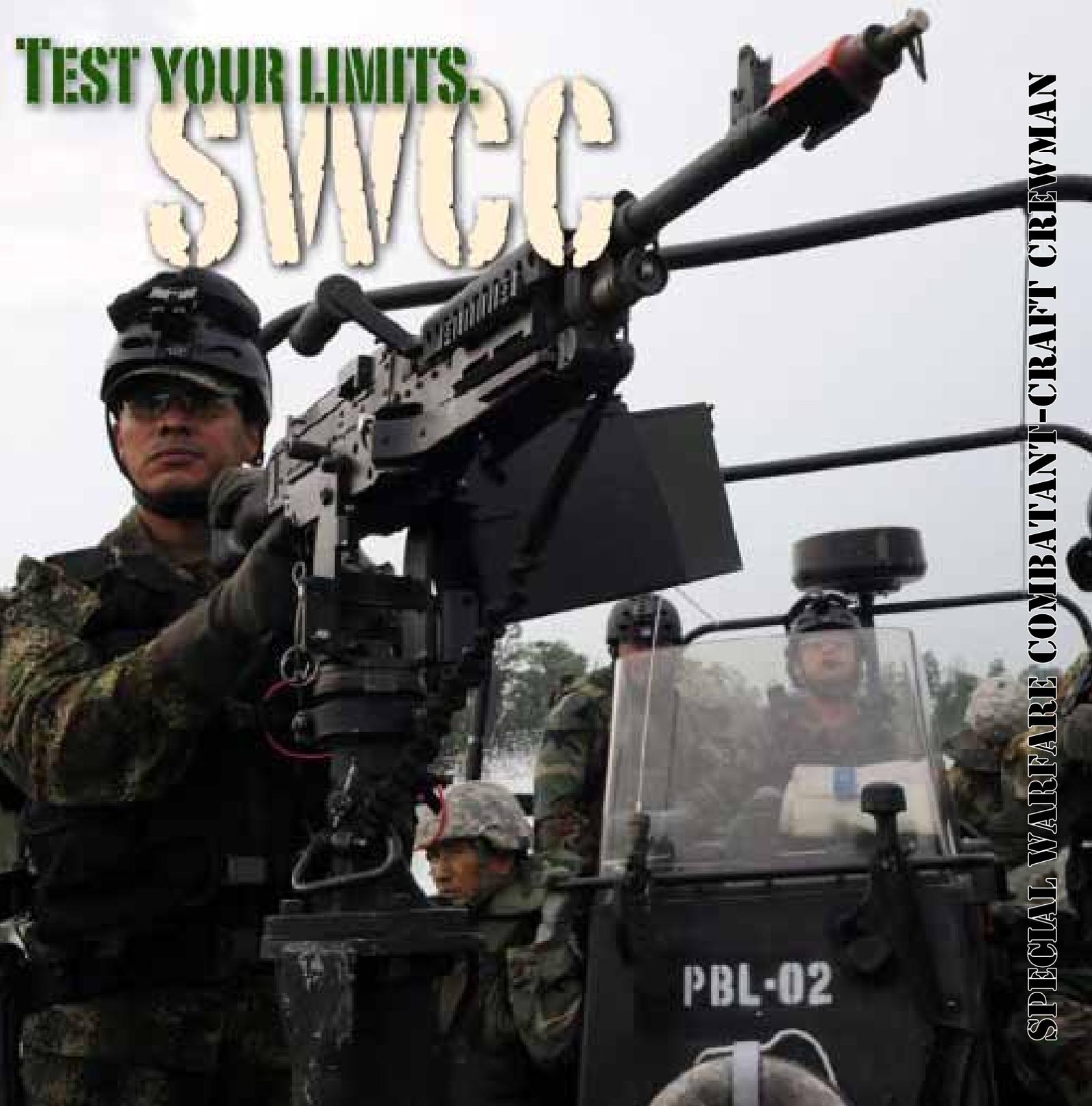
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