

TNR

THE NAVY RESERVIST

JULY 2011



Honoring Employers

CRIMSON VIPER 18
ESGR HONORS EMPLOYERS 20
VR-51 MENTORS STUDENTS 22

SPOUSE EMPLOYERS HONORED 24
14TH CNR FORCM ASSUMES OFFICE 26
'BEES IN THE BOX 28



Ready Now!



Admiral Gary Roughead, Chief of Naval Operations, signs an ESGR Statement of Support re-affirming Navy's support for DoN Civilian Employees who serve in the Guard and Reserve.

Volume 3, Issue 7

Honoring Our Employers

July 2011

Shipmates,

The fifteen companies and government agencies below are the 2011 recipients of the Secretary of Defense Employer Support Freedom Award, the highest recognition given by the U.S. Government to employers for their support of their employees who serve in the National Guard and Reserve. This year, 328 Navy Reservists nominated their employers for the 2011 Freedom Award.

What are the requirements for the Freedom Award? Someone said "Thank you" – the two most powerful words in the English language. At some point, someone – a Reserve Sailor, or a Soldier, National Guardsman, Marine or Coast Guardsman – took the time to submit their nomination on the Freedom Award website. They explained how their employer went above and beyond in their support.

Saying "thank you" not only honors their support, it opens the door to talk about your service – to discuss the Navy skills, training and leadership they might not know about. When you and your employer work together, you can plan your training well in advance. You can invite them to visit your unit, introduce your chain of command and meet a local Employer Support of the Guard and Reserve (ESGR) volunteer.

There are other ways to say "thank you" and to honor your employer. Have they already received an ESGR Patriot Award? If not, you can nominate them at www.ESGR.mil/PA. You can also contact your local committee for assistance in recommending them for the Above and Beyond Award or the Pro Patria award. Vice Admiral Debbink will be happy to write a letter of appreciation to any employer for any Reserve Sailor upon request. Need more ideas? Mr. Leon Hill, our Navy Reserve ESGR Liaison, can help commands and Sailors find innovative and meaningful ways to honor their employers.

Your words of thanks give employers the recognition they deserve. Petty Officer Jamie Keatts nominated his employer, the Burt County Sheriff's Office in Takamah, Nebraska, for the Freedom Award. MA1 Keatts, a 38-year-old father of two, has deployed twice in the last five years and is one of only five deputies. He said his employer's support has been incredible. "My Sheriff covered shifts that I was to work, yet still covered vacation time for others," he wrote. And because of MA1 Keatts' nomination, Burt County Sheriff's Office is now a 2011 Freedom Award recipient.

When we honor our employers, in word and action, we help ensure that those who support us know that appreciate their efforts – and because of their support, we are Ready Now – Anytime, Anywhere!

VADM Dirk Debbink
Chief of Navy Reserve

Leon Hill
ESGR Reserve Component Liaison



TNR

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The Navy Reserve 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 Reserve 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.

This Issue: July 2011

compartments

02

> Letter from the Editor

03

> Focus on Families

04

> Leadership

05

> Culture of Fitness

06

> Travel Smart

07

> Money Matters

08

> Getting IT to the Sailor

09

> Notable

10

> Profiles in Professionalism

16

> Back to Basics

30

> Resources

32

> RC Phone Directory

features

11

> Employment Initiative Program

12

> CNO Support of the Guard and Reserve

14

> USERRA and You

18

> Crimson Viper



20

> ESGR Honors Employers

22

> VR-51 Mentors Students

24

> Spouse Employers Honored

26

> 14th Navy Reserve FORCM Assumes Office

28

> 'Bees in the Box

cover photo: Sailors and their families watch a fireworks display over San Diego Bay aboard the USS Nimitz (CVN 68). Photo by Mass Communication Specialist 3rd Class Matthew Patton.

Letter from the Editor



Dear Readers,

I learned early in life the importance of saying thank you. We all know how it feels when we do something nice for someone and never hear those two words. Sometimes a thank you just comes natural. Please pass the salt. Thank you.

Other times in life something happens and the thought of saying thanks just doesn't pop into my head.

This month's issue of TNR is all about saying thank you to people who may not hear it enough—our employers. Being in the Navy Reserve isn't always the easiest on us. We have to juggle family responsibilities, Navy responsibilities and civilian work duties. At the same time, our employers must make sacrifices because of our Navy commitments. Well, there is an organization out there that makes saying thanks to our civilian bosses an easy task. Employer Support of the Guard and Reserve (ESGR) has a number of programs to help military members thank their employers. I remember years ago submitting my boss's name for a Patriot Award. It was easy to do. I filled out an online form and about thirty days later I gave my boss her award, thanking her for the support she gave me in my Navy career.

My boss was honored. And I found benefits for myself following the presentation. By honoring her with the award, it became much easier for me to perform Navy duty. That one small gesture on my part gave my employer a renewed understanding of the importance of my Navy service. In this TNR you can read about all the other great programs ESGR provides.

As you continue through the magazine you will also find, as usual, stories about the impressive work Navy Reserve Sailors are doing. We're always looking for interesting stories about the work you do. When you deploy or go on annual training, keep TNR in mind. We want high resolution (your camera's highest quality setting) images of Reserve Sailors in action and stories to accompany those photos. If you would like, give me a call when you know something that deserves coverage. Together, we can discuss the best way to get exactly what TNR is looking for to pass onto our readers.

Have a great summer.

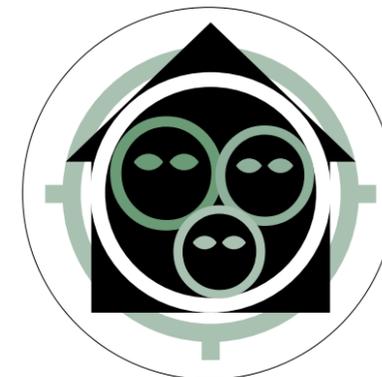


Jim Vorndran
Editor-in-chief
The Navy Reservist

FOCUS ON FAMILIES

ESGR's Expanded Mission

Written by LEON HILL
ESGR NAVY RESERVE COMPONENT LIAISON



In this time of economic uncertainty, Employer Support of the Guard and Reserve (ESGR) is expanding its mission. ESGR's 4,700 volunteers are engaging in activities to enhance service members' and their families' opportunities in the civilian workplace.

In January, ESGR launched the Employment Initiative Program. Since then, State ESGR committees have engaged employers throughout the United States and territories for their support with hiring our returning service members and families. In addition, these committees have teamed with federal and non-federal agencies to gain efficiencies in connecting employers with Reserve members and their families.

ESGR and Employer Partnership of the Armed Forces (EPAF) are working together to connect Reserve component service members to career opportunities. The program provides employment opportunities through its 1,500 signed Employer Partners. Each partner has made a commitment to hire Reserve component personnel. EPAF employer partners include large firms like General Electric, Boeing, Amazon, Microsoft and Wal-Mart. Partners also represent many smaller firms and local, state and federal agencies.

EPAF's partners are military friendly. They recognize the capabilities Reserve component members and veterans bring to the workplace. They know that EPAF offers trained, skilled and concerned candidates. These employers fully appreciate the work ethic, leadership abilities, values, and professionalism in the employees available through the EPAF program.

As your ESGR Reserve component liaison, I am in constant communication with National ESGR and state ESGR committees. As a service member or spouse of a service member with employment concerns, please visit www.esgr.mil or contact me directly

ESGR is a DoD agency that seeks to develop and promote a culture in which all American employers support and value the military service of their employees. When we honor our employers, in words and actions, we help ensure those who support us know that we appreciate their efforts.

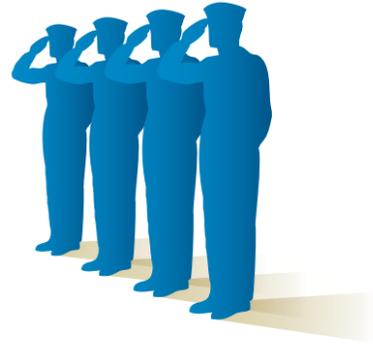
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LEADERSHIP

Honoring Civilian Employers

Written by Cmdr. STEPHEN P. FERRIS



A successful career in the Navy Reserve requires individuals to balance a number of apparently conflicting relationships. One of the most challenging to manage is with a civilian employer.

An important element in managing that relationship is recognition of employer support. Employers appreciate acknowledgement for the support, flexibility, and encouragement they offer to their Reserve employees. Recognition programs are a way of thanking employers for their efforts and to show appreciation for the accommodations that they provide their Reservist employees. It also encourages employers to continue with their support and to identify new ways in which they can assist their Reservists.

Recognition programs can be either formal or informal. The best-known formal program is that sponsored by the National Committee of Employer Support of the Guard and Reserve (ESGR). The ESGR was established to promote cooperation and understanding between Reservists and their civilian employers. As part of that effort it sponsors an extensive employer recognition program which is tiered according to the level of effort provided by the employer. The ESGR offers recognition at four levels:

Patriot Award Certificate of Appreciation: The Patriot Award certificate is provided to all employers who are nominated by their employed Reserve member. This nomination is used by the local ESGR committee as the basis for consideration of higher awards. Nominations can be done online and is a great way for the Reservist to gain recognition for their employer.

Above and Beyond Award: This award recognizes employers at the local and state levels who have gone above the legal requirements for supporting Reservists who are employees.

Pro Patria Award: This award is presented to employers who demonstrate exceptional support for the Reserve Force by adopting personnel policies making it easier for employees to drill and deploy.

Employer Support Freedom Awards: This is the highest recognition awarded to employers for their support of Reservists. It is awarded in the name of the Secretary of Defense.

There are also a number of informal activities Reservists can take to obtain recognition for their employers. Reservists can arrange to have their commanding officer (CO) visit their employers to explain the unit's taskings and how their employee contributes to mission accomplishment. These visits can be followed with unit letters of appreciation to the employer. COs can also provide the employer with a unit memento such as a ball cap or a command coin. Employers can be invited to observe a unit exercise, or visit a training facility. Visits by employers to a Navy unit or activity helps to build understanding and is an implicit recognition of the employer's importance to the Reservist's ultimate career success. Finally, Reservists can provide updates to their employers when they are deployed. Keeping the employer informed through emails or letters is a way a Reservist can show appreciation for the support

By becoming aware and participating in the many activities that recognize the support provided by employers, the Reservist can avoid potential conflicts that may occur with civilian work. Reservists can show their appreciation for the efforts of their employers through both formal and informal recognition programs. These programs also help to educate the employer about the nature and value of Reserve service. Such communication can go a long way in helping bring balance to the often conflicting demands of Navy and civilian employment.

CULTURE OF FITNESS

No Pain, No Gain

Written by Chief Mass Communication Specialist PAUL G. SCHERMAN



Are you eating too much? By and large, yes you are.

Portion sizes today, especially at restaurants, are often two to three times what a serving should be. Not to mention what the galley or chow hall serves on a daily basis. But increases in portion sizes are not limited to restaurants alone. Soft drinks from vending machines, bags of snack foods and even grocery store shelves are stocked with larger and larger sizes of foods containing multiple servings.

Most people do not look at the size of what they are eating or drinking let alone measure a normal serving size. So it is important to be aware of the subtle ways in which portion size can sabotage weight management efforts.

Maintaining your current body weight means you must control your appetite and balance calories burned (metabolized) with calories consumed. If you are trying to lose weight you must consume less than you burn.

Controlling portion sizes helps limit calorie intake.

A study in the American Journal of Clinical Nutrition found that women who shrank their portions by 25 percent slashed 250 calories a day—enough to help them lose half a pound a week—and still feel full.

It's a matter of dietary discipline...

Dietary discipline when eating out. Control the amount of food by splitting an entrée with a friend, or asking the waiter to put half the meal in a "doggie bag" before it's even brought to the table.

Dietary discipline when eating in. Serve reasonable portions on individual plates, instead of putting serving dishes on the table. Keep excess food out of reach to discourage inadvertent overeating.

Dietary discipline in front of the TV. When eating or snacking in front of the TV, put a reasonable amount of food into a bowl or container, and leave the rest of the package in the kitchen. It's easy to overeat when your attention is focused on something else.

Dietary discipline between meals. Snack on a piece of fruit or small salad between meals to avoid overeating during the meal. It's okay to spoil your dinner with something healthy.

Dietary discipline to control the environment.

- Divide up the contents of one large package into several smaller containers to help avoid over consumption.
- Don't eat straight from the package. Have a reasonable portion in a bowl or container.
- Get rid of the candy dish. Replace it with a fruit bowl.

Common portion sizes:

- 1 cup of cereal flakes = baseball
- 1 pancake = compact disc
- ½ cup of cooked rice or ½ cup cooked pasta = lightbulb
- 1 medium fruit = baseball
- ½ cup grapes = about 16 grapes
- 3 ounces lean meat and poultry = deck of cards
- 3 ounces grilled/baked fish = checkbook
- 1 slice of bread = cassette tape
- 1 bagel = 6 ounces can of tuna
- 3 cups popcorn = 3 baseballs
- 1 cup cooked vegetables = baseball
- 1 baked potato = computer mouse

TRAVEL SMART

Preparing for Emergency Travel

Written by Yeoman 1st Class (SW/AW) AUDREY JENNINGS,
COMMANDER, NAVY RESERVE FORCES COMMAND N33

Although most Reserve travel is planned months in advance, there are some instances where travel is short fused. By preparing now, you will be ready to go at a moment's notice.

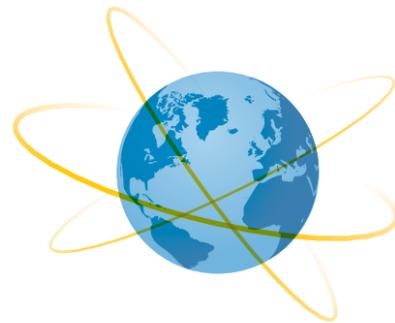
Examples of this include when the Navy placed a number of Navy Reserve Sailors on orders in support of Operation Tomadachi and Operation Odyssey Dawn. Both of these missions required members to travel within days and sometimes hours from notification. So what needs to be done to ensure you meet your mission?

Now:

1. Verify Defense Eligibility Enrollment Reporting System (DEERS) family member information.
2. Ensure your medical and dental readiness is up to date.
3. Ensure your Mobilization Availability Status (MAS) code is accurate.
4. Ensure your security clearance is current.
5. Update personal legal documents.

When you receive notification you are going forward:

1. Ensure your unit, Navy Operational Support Center (NOSC) and fund approver are informed of the short fused orders so they can execute their portion in Navy Reserve Order Writing System (NROWS) and activate your government travel credit card.
2. Short fused orders require direct communication from the NOSC to Commander, Navy Reserve Forces Command N33 to attain travel.
3. Pack and be ready to go to the airport at a moment's notice.



Although mission-required travel is the most common reason for short fused travel, there are also times when personal tragedies require short-fused travel (Red Cross message). To plan for the unexpected, members should provide their family or next of kin the following information before they leave on orders.

1. Full name of their Reserve unit and NOSC contact information
2. Gaining command's name and complete mailing address
3. Your social security number
4. Your command's ombudsman contact information
5. Information on how to reach the local American Red Cross
6. Location of important documents

During an emergency, family members or doctors should contact their local American Red Cross. The Red Cross can reach you around the world as long as they have the correct information. For more information about Red Cross emergency services visit www.redcross.org.

Members should read the broadcast messages available on the NROWS homepage as it contains latest news and updates regarding travel.

The Navy Reserve travel triad (N33 Reserve Force travel, Customer Support Center New Orleans and Travel Assistance Center Chesapeake) and your NOSC's travel department are available to provide you travel support. Our collective goal is to get you to your mission and home again.

Navy Reserve Sailors requiring assistance with their orders, Defense Travel system or travel arrangements should first contact their NOSC. If additional assistance is required, members can contact the Navy Reserve Travel triad at 1-800-537-4617, or submit a trouble ticket at <https://gdscnola.sscno.nmci.navy.mil>

MONEY MATTERS

House Hunting?

Written by Cmdr. CAROLINE S. TETSCHNER



Don't forget your VA Home Loan Eligibility.

How VA loans differ.

If you're a Reserve Sailor who has completed at least six years in the Reserve or National Guard, you qualify to apply for a U.S. Department of Veterans Affairs (VA) home loan. The program helps veterans finance a home with the added benefit of receiving a decent interest rate. It's usually competitive with other types of mortgages. The government-backed loan is made through a private, commercial lending institution. Those banks are guaranteed the property to them as security until the debt is fully paid off. But before you get the loan you'll have to go through the same financial background checks and scrutiny as with other loans, to ensure you are a stable borrower.

What's the benefit to a VA home mortgage?

One of the greatest benefits of a VA loan is the purchaser is not required to pay a 10-20 percent down payment on the purchase of his or her home. That's a plus for buyers who have an excellent credit rating and a secure job, but just don't have the money available for the down payment on a conventional loan. The other major benefit to a VA loan is the home purchaser does not need to pay a monthly private mortgage insurance (PMI) in addition to the monthly mortgage payments. This is typically a small but constant fee and can range anywhere from about \$50 to \$200. This essentially insures the loan against default, but because a VA loan is insured by the federal government, PMI is not required.

There are also some safeguards built into the VA loan program to protect the individual who takes out the loan. For new construction homes, the builder must give the purchaser a one-year warranty that assures the home has been constructed to VA-approved plans and specifications. VA loans can also be used for major home repairs, improvements or to refinance an existing home loan.

So, what's the catch?

As with all types of mortgages there are fees associated with a VA loan. It's typically a small percentage of the overall loan, but the fee can be rolled into the loan to avoid high up-front costs to purchase the home. In most areas across the U.S., there is a cap of \$417,000 for a VA guaranteed home loan. There are some exceptions to that cap—especially in high cost areas like Hawaii, California and Alaska. For a full list, go to <http://www.benefits.va.gov/homeloans/>.

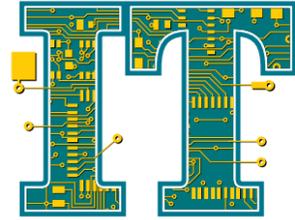
But it's still a loan.

VA home loans are not a grant; nor a gift. They must be repaid. If not, the home can go into foreclosure just as other homes have in the past. While the federal government does back the loan, it's still the individual purchaser's financial obligation to pay it. So whether it's a VA loan or any other large loan agreement, make sure you understand the full obligations, agreements and responsibilities of this major purchase.



Cmdr. Caroline Tetschner
Commander, Navy Reserve Forces Command
Public Affairs Officer

GETTING IT TO THE SAILOR



Securing Your Network at Home

Written by Lt. Cmdr. CHRISTINE BRASHEAR, N64A

A wireless home network is a wonderful thing. You can surf the web, blog, and check the weather. You can even complete your Navy work from the comfort of your own recliner. However, wireless internet has a downside; the security of files, emails, or information on your home computer can be at risk. A wireless signal doesn't stop at the boundaries of your home. Without certain security measures in place, hackers can easily sniff your wireless network, record your keystrokes, and inflict damage to your computer by introducing viruses and other malware.

For this reason, you should not work on sensitive, work-related documents at home. For similar reasons, Navy policy mandates users will not access Navy email via Outlook Web Access (OWA) with a wireless connection. For Navy Reservist Sailors, both of these propositions may seem unrealistic, since much of your work is accomplished away from your NOSC. If you must do Navy work at home, it's very important to secure your wireless router. If you don't, anyone within range can steal your internet connection, see your online activity, and possibly access your open files.

Use Encryption — Preferably WPA2

By default, the data that travels between your wireless router and your home computers is "in the clear." Without changing the router defaults, anyone might be able to see sensitive information. Additionally, anyone can connect to your network. A way to keep this from happening is to use encryption and password-protect your network.

Wi-Fi Protected Access (WPA/WPA2) encryption standards have replaced the Wired Equivalent Privacy (WEP) standard.

WEP can be easily cracked, and doesn't provide adequate Wi-Fi security. If you find the router and wireless adapters in your network do not support WPA/WPA2, you should still use WEP encryption. First, you should try to upgrade the firmware on the router. Log into your router and click "update." If this does not work, contact your manufacturer's customer support. If you take both these steps and your router still does not support WPA/WPA2, the best option is to purchase a new router that supports WPA security.

Use Strong Encryption Keys

Enabling your router's encryption is a huge step toward making your Wi-Fi network safe. To make it as secure as possible use a strong encryption passphrase/key. A strong encryption passphrase/key uses a long string of upper and lower case letters, numbers and punctuation marks. Your passphrase can be up to 63 characters long.

Use a Firewall

If a computer is connected to a network or the internet, it should always have a firewall installed and running. A firewall helps protect the information on your computer by filtering the type of traffic allowed into the computer. If properly configured, a firewall will stop hacker attempts. Since the introduction of Windows XP, Microsoft has included Windows Firewall by default. If your operating system is current and you have no other firewall installed, check your firewall configuration by opening the control panel, opening the firewall settings, and ensuring it is enabled. Make sure any checked exceptions are needed and are only checked for legitimate programs.

If you do not have a good anti-virus program or firewall, Navy service members can download one for free at: <https://infosec.navy.mil/av/index.jsp>.

NOTABLE

Police Battalion Crew Swap

Written by Chief Mass Communication Specialist (SW) MARIA YAGER
COMBINED JOINT INTERAGENCY TASK FORCE 435



U.S. Navy Military Police Battalion-Afghanistan, Task Group Trident, changed hands during a change of command and crew swap ceremony recently, on board a mock ship outside the battalion headquarters.

Navy Reserve Cmdr. Cordell Honrado relieved Navy Reserve Cmdr. John J. McGinn as commander of the group, which supports detention operations in Afghanistan.

"I'm happy and proud to be here on this ship because of what it represents," said Honrado from the deck of what he dubbed a B-hut-class vessel unlike any other in the Navy registry which was built by Sailors proud to represent the Navy in Afghanistan. "I believe it is symbolic of our Navy's commitment to defend our nation and stand alongside our sister services; the Army, Air Force and Marine Corps, to join the fight wherever that fight may be."

Honrado assumed command of more than 300 active-duty and Reserve Sailors assigned to Task Group Trident. With their U.S. Army and Afghan National Army military police counterparts, Trident Sailors compose the guard force at the detention facility in Parwan (DFIP), a state of the art theater internment facility for enemy combatants captured on the battlefield.

Their primary mission is to provide care, custody and control, with dignity and respect for detainees at the DFIP.

Task Group Trident Sailors also serve as instructors at the detention operations transition course, preparing Afghan National Army military police Soldiers for duty in the DFIP.

"I look forward to working together as we face the challenges ahead," said Honrado. "This is an environment where our tactical decisions can have strategic consequences. To be successful, we must maintain our vigilance."

Honrado has previously mobilized to Iraq in support of Operation Iraqi Freedom and Kuwait in support of Operation Enduring Freedom. He and 140 Trident group 6A Sailors completed 10 weeks of combat and detention facility operations training at Fort Bliss, Texas, to prepare for their mission in Afghanistan. They relieve Sailors from Trident group 5A who have been deployed nearly 12 months, and join Sailors from Trident group 5B already serving at the DFIP.

"You have really made meaningful and measurable contributions to this critical mission," said McGinn. "It has been a privilege to lead such accomplished and dedicated Sailors in this important strategic mission."



Concertina wire lines a fence at the detention facility in Parwan. Photo by Master Sgt. Adam Stump.

PROFILE IN PROFESSIONALISM

We have many talented people in our Navy Reserve. Each month we highlight our stellar Sailors and some of the unique careers, skills and services they provide to the fleet. To nominate a Sailor, e-mail the editor, james.vorndran@navy.mil, for a submission form. Please include a high-resolution (300 dpi) 5"x7" digital photo of the candidate.



Missy Parker
BOATSWAIN'S MATE 1ST CLASS

Hometown: Laurel Springs, N.C.

NOSC: Greensboro, N.C.

Unit: Emory S. Land Detachment M

Brief description of your Navy job: As leading petty officer for Emory S Land Det M, I assist sailors in preparing for advancement, deployment, and overall readiness.

Brief description of your civilian job: As an administrative coordinator for Ashe County Parks and Recreation, I perform a variety of clerical tasks, maintain records, oversee inventory, market programs and events, and submit articles for media releases. In addition, I organize youth and adult sports leagues and tournaments, park events, and special programs.

What has been your greatest Navy achievement? I organized and completed a Voyage Repair period for USS Georgia (SSBN 729) in Diego Garcia. I assisted the First Lieutenant with topside preservation and maintenance. I recruited Sailors, created an orders gauge and arranged the somewhat difficult travel arrangements that were involved with that mission.



Matthew T. Tynes
ELECTRONICS TECHNICIAN 1ST CLASS (SW)

Hometown: Coweta, Okla.

NOSC: Kitsap, Wash.

Unit: Deep Submergence Unit

Brief description of your Navy job: Submarine Rescue Chamber Operator as well as Navigator.

Brief description of your civilian job: I am a field network technician for Cox Communications. I perform outside plant maintenance on a hybrid fiber coaxial communications network.

What has been your greatest Navy achievement? Getting the chance to serve on DSRV-1 Mystic and diving more than 3,800 feet. Being attached to the deep submergence unit has given me an opportunity to serve with a group of Sailors that truly believe in what they do and do it well.

Who has been your biggest influence since joining the Navy? My wife Lisa, because she has encouraged me through the

Who has been your biggest influence since joining the Navy? Lt. Jeffrey Schaefer, my current commanding officer, is one of the most level-headed, optimistic and encouraging leaders I have known. He is extremely knowledgeable about so many things, and has been a driving force for me to excel. His leadership has taught me to take challenges and step out of my comfort zone in order to become a better leader myself.

What do you enjoy most about the Navy? The variety of assignments offered is invaluable to me. I have deployed to Kuwait as a customs agent, assisted with a Voyage Repair period in Diego Garcia, worked in repair onboard submarine tenders, and drilled at the NOSC with some amazing and selfless Sailors. The comradery the Navy provides cannot be found anywhere else.

Most interesting place visited since joining the Navy? I have enjoyed visiting Guam on Annual Trainings. The island is rich in naval history and culture, and the island mentality there encourages fun and relaxation.

Current hobbies: Coaching a youth soccer team, doing P90X, running, and shooting guns.

tough times of deployment and the stress of having multiple jobs and responsibilities.

What do you enjoy most about the Navy? Getting the chance to do what others can only dream about. I've had the privilege to participate in Operation Bold Monarch and Pacific Reach where we conducted open hatch operations on foreign submarines. This demonstrated that the U.S. Navy is capable of providing worldwide rescue of our submariners, and submariners from foreign countries.

Most interesting place visited since joining the Navy? Japan, I visited a number of cities and they all had something which made them unique and interesting. One that stands out was my visit to the Nagasaki Peace Park and Hiroshima Peace Memorial Museum.

Current hobbies: Spending time with my family and running our party rental business.



Employment Initiative Program

Written by **BETH SHERMAN**
ESGR PUBLIC AFFAIRS



Since the events of Sept. 11, servicemembers have played a tremendous role in fighting terrorism and keeping our country secure. The readiness of the Guard and Reserve components is at an all-time high and service members can take great pride in that achievement. At the same time, the country is now seeing unprecedented levels of unemployment and underemployment among members of the Guard and Reserve.

The promise of a secure job provides servicemembers and their families with peace of mind, which is increasingly important as up to 22 percent of junior Guard and Reserve members face unemployment.

In this time of economic uncertainty, Employer Support of the Guard and Reserve (ESGR) and the Yellow Ribbon Reintegration program are focusing on connecting employers with the talented pool of service members and spouses, with the intent of facilitating meaningful employment opportunities.

The Employment Initiative Program (EIP) is a collaborative effort with federal agencies such as the Department of Labor (Veterans Affairs), the Department of Veterans Affairs, the Small Business Administration and the Office of



Personnel Management. Together, they work to create efficiencies, enhance the employment process and serve as an effective resource for service members and employers.

ESGR is partnering with Employer Partnership of the Armed Forces (EPAF) through EIP with a high-tech and high-touch approach.

The high-tech approach includes the website www.EmployerPartnership.org, which provides employers with the ability to post available jobs. This site also allows service members to post resumes, search for jobs, and make a connection.

This approach comes through a series of employment-related events being conducted in conjunction with DoD Yellow Ribbon events throughout the nation. This includes tailored, state-specific job events hosted by ESGR in all 50 States, Guam, Puerto Rico, the Virgin Islands, and the District of Columbia.

Hiring a service member makes good business sense. These are disciplined and skilled workers who display pride, leadership and professionalism in what they do. They understand the mission of their civilian jobs and make it a priority to get results, all while displaying a strong work ethic.

It is ESGR's goal to improve employment opportunities for transitioning service members. EIP will make a difference at the local level by using the 4,700 ESGR volunteers to connect with employers and service members and communicate the many employment resources available to them.



CNO Support of the Guard and Reserve

Chief of Naval Operations Adm. Gary Roughead signed a statement of support for the Guard and Reserve to demonstrate the Navy's commitment to its employees who serve in the National Guard and Reserve.

Joining Roughead for the ceremony were David McGinnis, principal deputy assistant secretary of defense for Reserve Affairs; Ronald Young, executive director, Employer Support of the Guard and Reserve (ESGR), and Vice Adm. Dirk Debbink, chief of Navy Reserve.

Before signing the statement of support, Roughead spoke of the vital contributions of the Reserve component to current operations.

"We are really one Navy wherever you go. It's great to see the contributions all our Sailors make as well as the contributions others make to allow our Sailors to do what they do for the Navy and the country," Roughead said.

The intent of the ESGR Statement of Support program is to offer employers a way to publicly proclaim their support for employee service in the National Guard and Reserve. As part of the Federal government, the Navy is called on by Congress to be a model employer of Guard and Reserve service members.

Written by Chief of Naval Operations Public Affairs
Photo by Chief Mass Communication Specialist
TIFFINI JONES VANDERWYST

▲ Chief of Naval Operations (CNO) Adm. Gary Roughead poses for a photo with Chief of Navy Reserve Vice Adm. Dirk Debbink and leadership from Employer Support of the Guard and Reserve (ESGR) after signing a statement of support in recognition of Selected Reserve Sailors at the Pentagon.

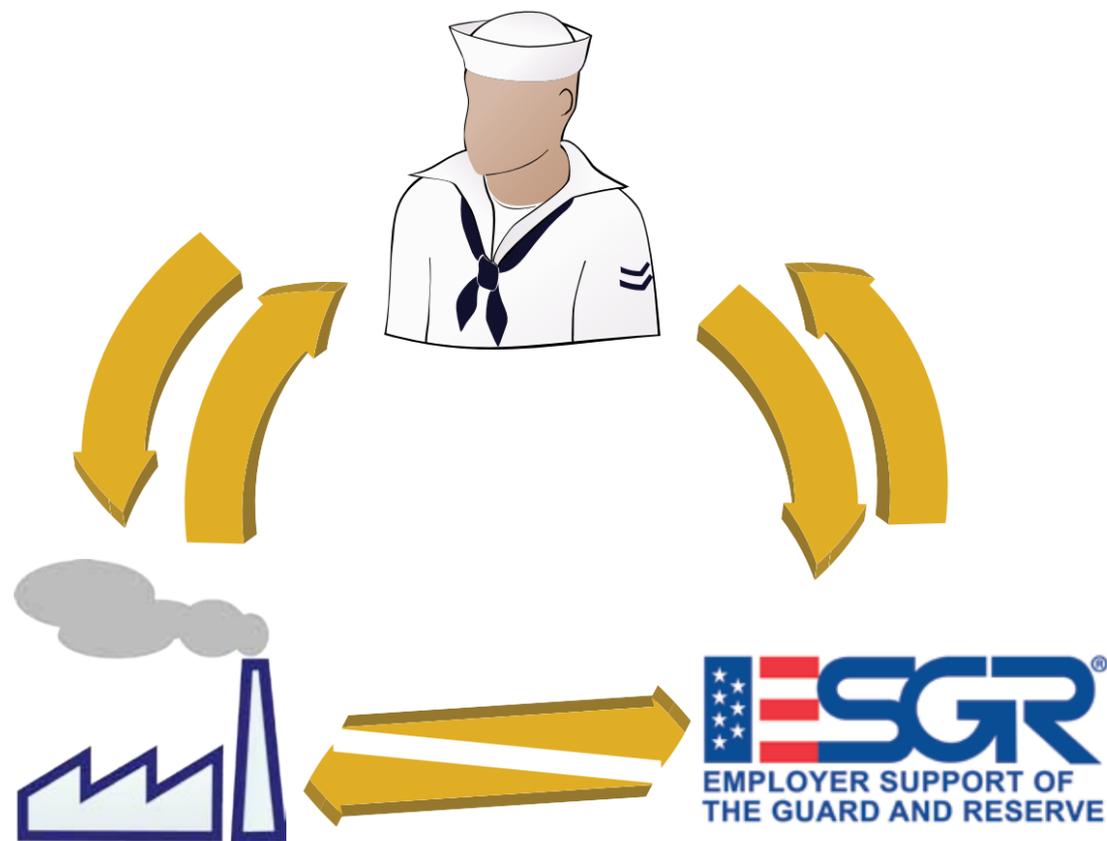
In signing a statement of support, employers and organizations pledge to:

- Fully recognize, honor and enforce the Uniformed Services Employment and Re-Employment Rights Act;
- Ensure managers and supervisors have the tools they need to effectively manage employees who serve in the Guard and Reserve;
- Recognize and support our country's service members and their families in peace, crisis and war.

McGinnis thanked Roughead for leading by example, highlighting the significance of his public acknowledgment of the Navy's support. McGinnis mentioned what it means to those serving in the military's Reserve components.

"When the leader of a company or government agency signs a statement of support, it sets the tone for the entire organization to not only comply with the law, but to create an environment of support and respect," McGinnis said. "When a service member knows their employer supports their service, they are more effective employees both on the job and when they serve on duty."

Debbink, who leads more than 63,000 Reserve Sailors, understands the importance of employer support. "I appreciate the CNO's leadership and support for our more than 700 Navy Reserve Sailors who also serve as Department of the Navy civilian employees, as well as those who serve in other components of the Guard and Reserve," said Debbink. "Those who employ these outstanding Americans also serve. With their patriotism and unwavering support, we can live up to our Navy Reserve motto: 'Ready Now. Anytime, Anywhere.'"



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 a 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.



A properly proportioned flag will fold 13 times on the triangles, representing the 13 original colonies. When complete, the triangular folded flag is emblematic of the tri-corner hat worn by the Patriots of the American Revolution. When folded no red or white stripe is to be evident leaving only the honor field of blue and stars.

BACK TO BASICS

Folding the Flag

1 Open edge.



Folded edge.

Fold the lower striped section of the flag over the blue field.

2 Open edge.



Folded edge.

Fold the folded edge over to meet the open edge.

3 Open edge.



Folded edge.

Start a triangular fold by bringing the striped corner of the folded edge to the open edge.

4



Fold the outer point inward parallel with the open edge to form a second triangle.

5



Continue folding until the entire length of the flag is folded into a triangle with only the blue field and margin showing.

6



Tuck the remaining margin into the pocket formed by the folds at the blue field edge of the flag.

7



The properly folded flag should resemble a three point hat.

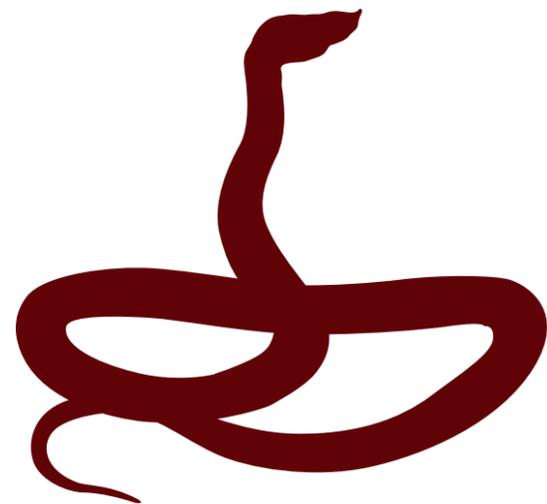


The colors of the Flag symbolize:

- Red - valor, zeal and fervency.
- White - hope, purity, cleanliness of life and rectitude of conduct.
- Blue - color of heaven, reverence to God, loyalty, sincerity, justice and truth.

The stars in the union, one star for each state, symbolizes dominion and sovereignty, as well as lofty aspirations.





CRIMSON VIPER

Written by Information Systems Technician 1st Class DAVID MALKIND



“Crimson Viper provides a great venue for Office of Naval Research (ONR) and Naval Research Laboratory (NRL) field experiments. The environment in Thailand is notoriously difficult on military systems. The intense heat and humidity, frequent rain, and difficult logistics provide an ideal test venue to stress our systems,” said Capt. Paul Marshall, Navy Reserve ONR officer in charge.

Crimson Viper is an international science and technology event conducted through a collaborative relationship with Thailand’s Defense Science and Technology Department. The U.S. side is led by the U.S. Marine Corps Forces Pacific Experimentation Center.

During the two-week exercise Navy Reserve Sailors evaluated a Haptic Automated Communication System (HACS).



Royal Thai Marines participate in a simulated patrol while wearing the Haptic Automated Communication System. Photo by Information Systems Technician 1st Class David Malkind.

HACS technology is a bidirectional, sense of touch system that taps unused sensory resources. It uses embedded sensors to detect warfighter location, activity, hand signal information, and sends this information to multiple team members. HACS is designed to be a clear communication method in non-line of sight, noisy and stealth

conditions. It supports units up to platoon size and aids in overcoming communication limitations outside the line of sight and in noisy operating conditions.

“The system is designed to improve situational awareness and decision making for dismounted warfighters. Technologies like these are being tested to bring new capabilities to warfighters for future conflicts,” said Lt. Cmdr. Sean Hayes, HACS project leader.

The Reserve Sailors on the assessment team used their civilian technical skills and their fleet experience to bridge the gap between the technical and scientific community and the active component warfighters.

“The heart of the program is our team members. The Reservists on our team provide a unique capability for ONR and NRL program managers. Our assessments will help get this technology out to the warfighters,” Marshall said.

Another experiment conducted during Crimson Viper was called the Zero Power Ballast Control. This technology features a design that uses live microbial gas generation to control ballast.



▲ Left: Cmdr. Tom Boyd (right) and Capt. Ithan Zimmer prepare the microbial fuel cell used in buoyancy control in the Zero Power Ballast Control experiment. Photo by Information Systems Technician 1st Class David Malkind. Right: Members of the Aspen Water Systems Experiment Group during water filtration testing. Photo by Cmdr. Hite Spencer.



During the experiment it was used to surface and re-submerge a specially designed test buoy. The experiment goal was to analyze the buoy’s performance in a natural marine environment and test an on-demand surfacing capability. The buoy collects data on temperature and pressure underwater and at the surface and sends the data to mission commanders.

“The experiment was a great success and the NRL team is already planning a follow on experiment at the next Crimson Viper. The next experiment will add a demonstration sensor and communications links,” said Cmdr. Tom Boyd of the ONR/NRL headquarters unit.

The Water Purification Technologies Analysis project was another Crimson Viper evolution. ONR Reserve Sailors conducted an assessment of 10 water purification technologies to assess their suitability for disaster relief and humanitarian assistance missions. During Crimson Viper, Thai military members received training, operated, and provided feedback on each of the purification technologies. Machinist Mate 1st Class Kimberly Jones, from the Naval Sea Systems Command surge maintenance program, demonstrated the unique experience available in the Navy Reserve.

Jones applied her civilian experience as a field water tester to perform lab tests of water samples for the Crimson Viper experiment.

Many of the Crimson Viper participants spent their Saturday conducting a community relations project helping the Phu Rhu boarding school in the rural town of Ban Amphure Najomtien in Chonburi Province. The Crimson Viper Team, along with their Thai military counterparts, painted five school dormitories and a flag pole station using supplies donated from the Crimson Viper team. In addition to the painting, Hospital Corpsman 1st Class Ray Abregana and Hospital Corpsman 2nd Class David Jordan held a medical civic action program in the Phu Rhu dining hall, where they treated more than 80 students.

Crimson Viper brings together a wide variety of people from many different organizations. They quickly transform from a dozen different groups into a single team. Military, government, corporate, and university members all apply their skills and experience to test and assess new technologies. The goal of all the participants is to transition these technologies to the battlefield, by providing a technological edge for U.S. and allied warfighters conducting operations around the globe.

▼ Left: Boys from the Phu Rhu boarding school in Chonburi Province, Thailand perform the Krong Yau Dance (long drum welcome dance) during the Crimson Viper community relations project. Right: Marine Force Pacific Experimentation Center Director Shujie Chang and ONR officer-in-charge Capt. Paul Marshall present the Crimson Viper team’s donations to Phu Rhu headmistress and her students. Photos by Information Systems Technician 1st Class David Malkind.



Thanks to Employers for Your Support

Written by Beth Sherman, ESGR Public Affairs

Our country relies on the proven abilities and skills our Reservists provide, and citizen warriors are a vital element of our country's defense. Employer support allows members of the Reserve to carry out their mission and is a direct contribution to the total national security equation. Whether serving our country or supporting those who do, we all serve.

Employer Support of the Guard and Reserve (ESGR) is a DoD agency with the mission to develop and maintain employer support for Guard and Reserve service. Paramount to ESGR's mission is encouraging employment of Reservists who bring integrity, global perspective and proven leadership to the civilian workforce.

A way ESGR recognizes the most supportive employers is with the Secretary of Defense Employer Support Freedom Award. The Freedom Award is the highest recognition the U.S. Government gives to employers for their outstanding support of employees serving in the Guard and Reserve. The award honors those employers who safeguard the positions of their military employees while they are deployed. The award also recognizes employers for establishing exceptional and generous initiatives that accommodate and care for their employees and their families. For 2011, three of the 15 Freedom Award recipients were nominated by Navy Reservists.

For the Burt County Sheriff's Office, Master-At-Arms 1st Class Jamie Keatts'

deployment was felt by everyone. But, "everyone" represents only a small number at the Tekamah, Neb. law enforcement agency. Keatts is one of only five deputies. The 38-year-old father of two has deployed twice in the last five years and says the support has been incredible. "My sheriff covered shifts that I was to work, yet still covered vacation time for others," Keatts said.

With an office manager out for two months with a broken leg, Keatts said the sheriff just kept plugging along. "I never heard him complain. During my deployment, he was also running for county sheriff and I was so amazed how he juggled it all. To this day I have no idea how he did it," Keatts said.

As the non-commissioned officer in charge of the protective service detachment in Saudi Arabia, Keatts emailed and phoned the Sheriff often. The upbeat conversations kept the morale of the eight-year-Navy veteran high. From a send off party, to care packages from his co-workers, to making sure the snow was shoveled and lawn maintained at his home, the Burt County sheriff's office had a direct impact on his deployments. "I take so much pride in working for Sherriff Pickell simply because he takes pride in me and



what I do. He is an amazing boss, person and friend," Keatts said.

Heading west 1,600 miles to Santa Ana, Calif. there is a much larger sheriff's department. Since 9/11, 118 Guard and Reserve members of the Orange County Sheriff's Department (OCSO) have mobilized. Cmdr. Arthur Castiglia is a seven-year veteran of OCSO and has a total of 17 years combined active and Reserve time with the Navy. He's deployed twice since being with the OCSO and says they make it easy to serve. "With the sheriff's department, I have peace of mind that I'm not sabotaging my civilian career with my military obligations," Castiglia said.

Castiglia believes the dual hat has been beneficial for both employers because he's been able to leverage his acquired skills to help both organizations. "As operations in Iraq evolved into fourth generation warfare, the military was actively tapping into the Reserve components for law enforcement expertise as interrogators and for target

evidence collection. While home, the OCSO draws from our military members' work ethic, sense of responsibility and leadership ability. I'm happy the sheriff's department has the intelligence and vision as an organization to recognize the cost-benefit balance of having personnel on military leave with the quality and skill sets the Guard and Reserve personnel bring to their organization," Castiglia said.

In addition to the 150 care packages sent to deployed employees, co-workers sent newsletters to make sure everyone remained connected. Upon return from a deployment, Castiglia says the department allows service members to retain positions on highly competitive specialty details which are not always extended at other agencies. "I am on the SWAT team and I know I have a place back on the team when I return. I'm fortunate that patriotism and support of the military is part of the culture at OCSO," Castiglia said.

Lt. j. g. Todd Brooks thinks saying thanks to Ford Motor Company wasn't enough. An employee for 18 years, Brooks nominated Ford for the Freedom Award because they understand the necessity of the citizen-soldier. The company knows about the difficulties a Reservist's loved ones face as a result of their commitment to this great nation. "Service would not have been possible if it was not for the

unwavering support of co-workers, managers, and leaders of the company. Everyone, up to and including our Chairman and CEO, truly believes in nothing but absolute support for the troops," said the husband and father of one. "The incredible support I have received while deployed overseas is not the only act worthy of recognition however. There is an incredible untold story of compassion, commitment, and corporate leadership that Ford Motor Company has been quietly providing to the nation's veterans for many years."

Ford has donated millions of dollars in recent years to support active duty members, Guard and Reserve component members, and veterans through several programs. In 2010, two rare Ford Mustangs were donated for the Healing Heroes network; this led to more than \$1.3 million in contributions and will be repeated again this year.

From care packages to vehicle discounts, more than 700 Reservists and Guardsmen and more than 7,000 veteran employees have benefited from Ford. In May 2007, Ford Motor Company officially established the Veteran Employee Network Group. "Ford Motor Company was built on the premise of a family working together toward a common goal and taking care of one another; the very same foundation our military was built on," said Brooks.

The Freedom Award was instituted in 1996 to recognize exceptional support of Guard and Reserve members from the employer community. In the past 15 years, 145 employers from across the nation have received this prestigious award. Last year Vice President Joe Biden and Secretary of Defense Robert Gates met privately with the recipients and thanked them for the exceptional support they provide to their Guard and Reserve employees. To see the other 12 employers selected as 2011 Freedom Award recipients, log on to www.FreedomAward.mil.

In addition to the Freedom Award, a second way a Navy Reservist can say thanks to an employer is through the Patriot Award program. Supervisors qualify for recognition when they practice leadership and personnel policies that support employee participation in the Guard and Reserve. We know the spouses of Navy Reservists also have supportive employers.

While awards honor supportive employers, ESGR is here to help if you find yourself with a workplace problem or issue. Our customer service center is operational from 8 a. m. to 6 p. m. eastern time, Monday through Friday and can be reached by calling 1-800-336-4590.

▼ Photos: (Left) Lt. j.g. Todd Brooks. (Right) Cmdr. Arthur Castiglia.



VR-51 Mentors Top Hawaiian Students

Written by Lt. Cmdr. Joseph Crawford, VR-51 Public Affairs

While attending a number of medical classes in Hawaii, Capt. Cynthia Macri, chief of Naval Operations special advisor for minority affairs, noticed an alarming lack of diversity in health care professionals.

She saw no people of color and especially no native Hawaiians. The lack of diversity alerted her to the growing cultural disparity between health care providers and their patients. In response to the lack of minorities working in the medical field, Macri developed a program called Science, Service, Medicine and Mentoring (S2M2).

With the help of Navy Reserve Sailors from Fleet Logistic Support Squadron (VR) 51, based in Kaneohe Bay, Hawaii, she brought nearly 50 students from four Kauai high schools to visit members of VR-51. The students met with VR-51 where the squadron showcased the unique mission of the C-20G Gulfstream IV and the role of unit members, especially those native to Hawaii.

VR-51 conducts medium payload, rapid response movement of cargo and personnel. The squadron also provides detachment support and crew exchanges for Navy commands and routinely supports Fleet combatant commanders throughout the world.

Aboard the aircraft, a group of Oahu-based multi-service personnel flew to Kauai to support the project. This group of volunteers included doctors, pilots, dentists, nurses, pharmacists, optometrists, corpsman and aircrew. The volunteers talked about their careers to the group of students and later during lunch they interacted with students one on one.

The students had a unique opportunity to interact with aircrew and support staff from across the squadron and learned how science impacts their jobs.

"It was great to give back to the community and represent the Navy Reserve," said Cmdr. Blandon Picl, VR-51 prospective executive officer. "Our keiki (children) are our legacy and if we influenced the kids to take the first step forward toward a positive future, I think we have completed the mission."

The majority of the crew, native to Hawaii, were a huge motivation for the students according to Cmdr. Dave Parker, a Naval Air training and operating procedures standardization pilot. Parker and VR-51 pilot Cmdr. Blandon Picl, have worked with Bill Arakaki, Hawaii Department of Education Kaua'i Area Complex superintendent, and Kauai Mayor Bernard Carvalho over the past two years.

The Reservists feel educating the children of Hawaii is important. "All the kids were great. I enjoyed showing them what I do and love. The Navy Reserve has been a good career for me, and it can be an opportunity for them too," Picl said.

Macri believes there is a stereotypical assumption that Asian-Americans are well educated. Because of this belief there is the misperception they will find their way to technical professions without the need for programs like S2M2. In fact, Hawaii has some of the fewest opportunities because of this stereotype. Due to the state's small size opportunities in the profession in Hawaii are limited. There is also little access to post-high school education.

"The number of people who hold technical degrees is not representative of society due to the lack of colleges in Hawaii. Asians and Pacific Islanders need more opportunities. This program is targeted to under-served populations," Macri said.

Picl said, "his hat is off to this group of motivated kids. They are taking life by the horns and working toward a great future."

The goal of S2M2 is to get college-bound high school students energized for careers in science and medicine and cultivate professionals, particularly in health related career paths. The outreach is open to all students, but has a focus on minority students.

"VR-51 is indeed fortunate for the opportunity to participate in such a wonderful program. These kids represent the best and brightest Kauai has to offer," Parker said. "We are hopeful that our Reserve stories will remind these young leaders that in a life full of choices, the decisions we make today can impact the rest of our lives."



Spouse Employers Now Eligible for Patriot Award



Boatswain's Mate 2nd Class Brandon Carney receives the traditional first kiss from his wife during a homecoming celebration for the guided-missile destroyer USS Cole (DDG 67). Photo by Mass Communication Specialist 1st Class Julie Matyascik.

Employer Support of the Guard and Reserve (ESGR) has expanded the Patriot Award Program to include employers of Guard and Reserve members' spouses. The Patriot Award was previously presented only to employers of Guard and Reserve members. After learning of the growing number of employers adopting supportive initiatives for military spouses, ESGR embraced the opportunity to recognize these employers with their own Department of Defense award.

The employer of a military spouse has no legal obligation to provide unique support, but Guard and Reserve spouses often share the challenges of military service. Childcare, managing the household, and work schedules often have to be adjusted when one spouse leaves to serve our country. Military spouses value the cooperation and encouragement of their employers just as much as those in the Guard and Reserve. The expansion of the Patriot Award honors these employers and is the only Department of Defense award designated for spouses' employers.

The nation has relied heavily on Guard and Reserve service members since entering continuous operations nearly 10 years ago. These service members have deployed and fought side-by-side active duty members, each time leaving a spouse behind to do the work of two. Unlike their counterparts on active duty, Guard and Reserve spouses' may not live near the supportive network of large military bases. In

many cases, an employer is a Guard and Reserve spouse's strongest support community.

Guard and Reserve spouses are already coming forward to share how their employers have gone above and beyond in their support. For one spouse, her supervisor shifted her nursing schedule when her husband deployed. This allowed the mother of three to continue working, but also to be at home for their children during the school year. When babysitter options became too difficult to coordinate, she was granted a leave of absence with no questions asked.

Robyn Gellerup, a Wisconsin mother of three, works as an office manager for a construction company showroom. "While my husband was deployed both times, Rod and Becky Cook have taken care of us like we are part of their family. They mowed our lawn, plowed snow from our driveway and performed maintenance on our vehicles and home. It gave my husband peace of mind to know if something went wrong I could just pick up the phone and they'd be there," praised Robyn.

All spouses of Guard and Reserve members are eligible to nominate their employers. Spouses can log on to www.esgr.org/PA to fill out the Spouse Nomination Form. Each nominated supervisor will receive a Department of Defense Certificate of Appreciation, presented by the spouse employee or the local volunteer from the ESGR State Committee.

WE ALL SERVE™



Chief of Police Paul Walters, center, of Santa Ana, Ca Police Department, a 2009 Secretary of Defense Freedom Award recipient, with employees Sergeant Ken Witt, First Sergeant Charles Flynn, Master Chief Mike Gonzalez and Sergeant Major Paul Hayes.

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. ESGR is a Department of Defense agency established in 1972 whose mission is to develop and maintain employer support for Guard and Reserve service by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws, and resolving conflict between employers and service members. Paramount to ESGR's mission is encouraging employment of Guardsmen and Reservists who bring integrity, global perspective and proven leadership to the civilian workforce.



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▲ Commander, Naval Air Forces Command Master Chief (AW) Chris Wheeler discusses the benefits of earning Sailor of the Quarter with the senior and junior winners. Photo by Mass Communication Specialist 1st Class (SW/AW) Chris Fahey.

The Navy Reserve's 14th Force Master Chief - FORCM (AW) Chris Wheeler

Written by Mass Communication Specialist 1st Class (SW/AW) Chris Fahey, Naval Air Forces Public Affairs

The Navy's Reserve Force officially welcomed its new senior enlisted leader during a force master chief change of office ceremony in June.

Force Master Chief (FORCM) (AW) Chris Wheeler relieved FORCM (FMF) Ronney Wright, becoming the Navy Reserve's 14th force master chief. Chief of Navy Reserve (CNR) Vice Adm. Dirk Debbink and Wright, regard Wheeler as a "highly motivated, professional and qualified" leader.

"I will rely on [Wheeler's] insight and counsel to ensure our Sailors, their families and their civilian employers have what they need to carry out our mission and live up to our Navy Reserve Force motto – 'Ready Now. Anytime, Anywhere.'"

Wheeler brings a leadership style forged from nearly 30 years of naval service. His focus will ensure the enlisted Reserve Force receives the same quality of care, concern and guidance provided under Wright's helm.

"My goals are the welfare of Sailors, the building up of their families and continuing to work with employers to let them know they are an essential member of the team," said Wheeler. "I will continue what the CNR and FORCM Wright have in place to carry out the mission and vision of the Reserve Force. Also, I'm excited to meet the Sailors and their families to let them know the leadership appreciates their work, sacrifice and commitment."

Inspired by his father who served as a yeoman from 1951-55, Wheeler enlisted in 1982. Although the opportunity to travel, see the

world and take advantage of the Navy's training and education were among his reasons, his primary motivation was to honor his father.

"My dad drilled me after high school to join, but I went to college instead," he said. "I didn't have a lot of money, so I couldn't continue. I returned home, talked a great deal to my dad who kept telling me I should join. I went to the recruiter's office and didn't know what I wanted to do, but knew I wanted to leave right away. So, I just joined undesignated.

A month after enlisting, my father died. I left for boot camp directly after his funeral. I remained faithful that joining the Navy to honor my father was the right decision. Through hard work, faith and remaining honorable to my commitment, joining the Navy to honor my father was the right decision. My career has been blessed, and I've achieved some really fulfilling things."

After graduating from recruit training in San Diego, Wheeler reported to USS Midway (CV 41) in Yokosuka, Japan, to begin his assignment as an aviation ordnanceman. Being a junior Sailor in the shop, he started as a "Mag Rat," a term given to people who clean the ordnance magazines. He quickly learned he didn't want to stay in the magazine, and began working hard to advance.

"I got married mid-tour, so I had a wife to support and knew even as a young kid, I needed to do something for my family," said Wheeler. "Also, I saw how the petty officers on my ship acted with their authority—they took on a more respected role. I thought that was pretty cool to see someone accept their role as a leader and succeed. It was something I wanted to emulate."

In one year, Wheeler advanced to Aviation Ordnanceman 2nd Class, climbed out of the magazine, and became the flight deck leading petty officer (LPO), managing 33 people—his first taste of leadership.

During this ascension, Wheeler had a series of strong first class petty officer mentors. They helped him establish long term goals, mold his leadership style and inspire him to reach beyond what most people around him could live without.

"My first class' had a lot of influence on me," said Wheeler. "You could just be a worker and at that time a lot of people were happy in that position. They felt being a first class was too much work. My first classes wouldn't let me though. They taught me no matter what job you did, you had to give it your best shot and always work hard. They led by example, always lending a hand, being out there doing the work and proving they were the experts. After all I had accomplished in such a short time, I could see the positive results of everything they were saying. From that point forward, that's exactly what I did—I worked hard, led by example and taught others to do the same."

Wheeler took this leadership style and broadened it at each command. After a tour in Millington, Tenn., he reported as an AO1 to the "Tridents" of Patrol Squadron (VP) 65 as the squadron LPO. He then transferred to Helicopter Combat Special Squadron (HS) 5, where he advanced to chief petty officer.

"At HS-5, I went from being the LPO to being the chief," said Wheeler. "This transition taught me three lessons: One, when you're an LPO, you're focused on your shop. You get the work and ensure it's all done by the right time. As the chief, I had five shops. I had to learn to take a step back and look at the big picture. It was essential to keep people safe.

Two, you stay the same, but people view you differently. I had access to more resources and people knew I could help them. About two weeks after I advanced, a female Sailor opened up to me about problems she had at home. I knew her when I was the LPO and my personality didn't change. I was the same person—it had only been two weeks since my promotion. However, when you accept responsibility as a chief, you need to be prepared to help. That was a big lesson.

Third, I had four different first classes who worked for me when two weeks earlier, I was one of them. So, how do I transition between those roles? You have to be yourself. Just because you advance,

doesn't make you better than anyone else. Each week I had an LPO meeting. I trusted their expertise and made sure they had what they needed to get the job done. I learned to ask a very important question as often as possible – 'What's going on in your life?' I wanted them to know I trusted them and they could trust me. They were the experts, I was the chief. Developing trust is what makes everything work."

MY GOALS ARE THE WELFARE OF SAILORS, THE BUILDING UP OF THEIR FAMILIES

Master Chief Wheeler's cemented style of hands-on leadership and ability to develop trust allowed him to advance to senior chief and then to master chief. He was then selected into the command master chief (CMC) pipeline. He served first as the CMC to Fleet Logistics Support Squadron (VR) 57 and then at Helicopter Sea Combat Squadron (HSC) 85. He was

selected in 2009 by then Commander, Naval Air Forces Reserve (CNAFR) Rear Adm. Patrick McGrath to serve as the CNAFR CMC and the staff CMC for Commander, Naval Air Forces.

"Whether you're leading a division, a squadron, several squadrons or developing a chief's mess as the CMC, if you work hard, lead by example and develop trust you'll find success," said Wheeler. "No matter what, you can't sit in your office. You have to let your people see you. Get to know them and find a balance between understanding the issues and developing leaders equipped to manage those issues. I will take this same philosophy to the Reserve Force and make sure the Sailors understand they have a voice, their opinions and concerns matter and their leadership cares. Ultimately, I want those serving in the Reserve Force to feel proud and that they have a great place to come to work."

'Bees in the Box

Story and photos by
Chief Mass Communication Specialist
Terrina Weatherspoon

Vince Lombardi did it best when at the beginning of each season he would hold up a football and tell his team, "This is a football." Then he would take them outside and say, "This is a football field." It must have sounded ridiculous to his mostly-veteran players. However, his intent was to make sure they never forgot the basics.

Master Chief Construction Mechanic (SCW) Ronald Beard, command master chief (CMC) for the 3rd Naval Construction Regiment (3NCR) out of Atlanta, Ga., is not a football coach, but he does have a team. And like Lombardi, he preaches the basic fundamentals, but not just because he cares about their success. He does it because "the field" is the field of battle in Afghanistan, and it's not a game.

This dedication to others and simple back-to-basics philosophy have been running themes in Beard's life, not only in his Reserve career, but also in his life as a civilian. They have continued to lift him and those around him to continued success.

Originally from Lawrenceburg, Tenn., Beard joined the Navy Reserve in 1989 and has been going nonstop ever since. Now at 56 years old, he looks back with zero regrets.

As the CMC of the largest engineering task force in Afghanistan, you can imagine his days are long and his mission is endless. He has an open door policy, a provided convenience that leaves him vulnerable to a tour with little to no free time.

He doesn't mind though. He understands allowing his people to have a voice is important and he takes time to listen to everyone who knocks on the door. He embodies the phrase, never forget where you've come from.

Even as a second class, he was the hardest working construction mechanic in the battalion, said Senior Chief Construction Mechanic (SCW) Jose L. Del Rosario, the movement control chief for 3NCR.

"He did what he was told the first time, every time," said Del Rosario. "Twenty years later nothing has changed, except his rank. His heart and dedication to the mission remain the same."

Although Beard has never served in the active component, he has spent a great amount of time deployed. This pulls him from the massive responsibilities he has not only to his family, but also his community. His volunteer efforts in his community and foreign countries have earned him a Military Outstanding Volunteer Service Medal.

Throughout the last six years, Beard has completed six overseas projects with the Lawrenceburg Rotary Club where he has served as president and is currently the World Community Service Committee Chair. He uses his own money to support some of these projects and also donates to the Rotary Foundation to support humanitarian service worldwide.

His family fully supports the work he does both overseas and for the Navy, even though it takes him thousands of miles from them.

His service inspired his daughter to follow in his footsteps and is she now a captain in the Army.

"When my dad would put on his uniform, I knew I wanted to be just like him," said Beard's daughter, Capt. Jeannie Terrell, a maintenance officer with the Army. "When I was young I wanted to go to drill with him and would get upset because I couldn't go. I think the longest time of my life was when my dad was deployed to Desert Shield / Desert Storm. My dad was my best friend and he was gone. Every

day when I got off the school bus, I would check the mail. Getting a letter from him was like having Christmas. He must have known that because there wasn't ever a day I wouldn't find a letter to myself, my mother or one of my siblings. The day he came back from deployment he picked me up and hugged me. That was the best day of my life," she said.

On deployment again, this time as the command master chief of 3NCR, he knows how important his role is as the advisor to the commanding officer. It's in this role that he feels he can make the greatest impact on the command's success and the lives of the men and women he serves.

"The other day we had a chief's mess meeting and he showed us a video. It was a very old black and white film about the chief petty officer. At first I was confused at what the point was. But after showing it he began asking us questions about what kind of standards chiefs should hold themselves to," said Senior Chief Equipment Operator (SCW) Ed Schoen. "He started asking us questions about how we can make ourselves better and how we can do a better job of mentoring the junior troops and officers in our regiment. By the end of the meeting I understood what he was trying to do. He was trying to remind us of the basics. He was trying to remind us of all of the great things that the chief petty officer community stood for and he wanted to make sure we were still abiding by those standards and guiding ourselves appropriately."

Beard's guiding force is what 3NCR is counting on during deployment.

Where an active-duty team may have several months of working and training together before a deployment, as Reservists, Beard and his staff did not have that luxury. For this deployment there are approximately 100 people from more than 30 Navy Operational

Support Centers. Although many have deployed together in the past, there are quite a few members who met for the first time and will be expected to function as a well-oiled machine.

Beard may not be raking in the big bucks like other successful coaches in the world, and his team's accomplishments may not be televised for all to see. However, his players show up to every practice, listen to the basics, and follow their master chief onto the field to fight for the win that really matters; the one that grants freedom and democracy to those around the world.

MCC Terrina Weatherspoon left active duty as a Chief in January 2008 after 13 years of service, and affiliated with the Navy Reserve in March of 2009. She is currently deployed to Kandahar, Afghanistan with the Third Naval Construction Regiment "The Leaders" out of Marietta, Ga. The regiment heads up Task Force Keystone, one of the largest engineering efforts in Afghanistan.



Command Master Chief Neal Beard prepares to go outside the wire to Forward Operating Base Wilson.

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<http://www.tricare.mil>

Quit Tobacco--Make Everyone Proud

Sponsored by the DoD, Quit Tobacco is a program dedicated to helping service members become tobacco free. Go to this site to chat with a coach, read about quitting, and create an account, which allows you to develop a customized quit plan.

<http://www.ucanquit2.org/>

The President's Challenge

The President's Challenge is a program that encourages all Americans to make being active part of their everyday lives. Create your own personal profile for free and log your daily activity. There are individual categories for seniors, adults, teens and children, educators, or create your own group and compete against your friends and family.

<http://www.presidentschallenge.org>

Hooah4Health

This Web site offers resources and tools to help service members and their families achieve good health and wellness. Using interactive tools such as a customizable food pyramid and various health calculators. There are healthy recipes and tip sheets on a wide range of topics--dietary supplements, cancer prevention, sun safety, and more.

<http://www.hooah4health.com/>

NMCRS

The mission of the Navy-Marine Corps Relief Society is to provide financial, educational, and other assistance to members of the Naval Services of the United States, eligible family members, and survivors when in need. The Society provides financial assistance to eligible recipients in the form of: interest-free loans for educational purposes and budget counseling services.

<http://www.nmcrs.org/index.html>

Hire Vets First

This Web site was created to help employers find qualified veterans, and to help veterans make the best use of a national network of employment resources. This site includes links and resources for veterans to search jobs, find information about one-stop career centers, and translate their military skills into current civilian workplace needs.

<http://www.hirevetsfirst.gov/>

Hope Now

HOPE NOW is an alliance between counselors, mortgage companies, investors, and other mortgage market participants. This alliance will maximize outreach efforts to homeowners in distress to help them stay in their homes and will create a unified, coordinated plan to reach and help as many homeowners as possible.

<http://www.hopenow.com/>

Veterans Affairs Home Loans

VA can guarantee part of a loan from a private lender to help you buy a home, a manufactured home, a lot, or certain types of condominiums. VA also guarantees loans for building, repairing, and improving homes. If you already have a mortgage, VA may be able to help you refinance your loan at a lower interest rate.

<http://www.homeloans.va.gov>

Family

Education

NAVY Services Family Line

Naval Services FamilyLine is a volunteer, non-profit organization dedicated to improving the quality of life for every sea service family. Their aim is to provide an introduction to Navy life and to increase family members' understanding of the Navy's mission.

<http://www.lifelines.navy.mil>

Military HOMEFRONT

A DoD Web site for official Military Community and Family Policy (MC&FP) program information, policy and guidance designed to help troops and their families, leaders, and service providers. Whether you live the military lifestyle or support those who do, you'll find what you need.

<http://www.militaryhomefront.dod.mil>

American Academy of Pediatricians

The American Academy of Pediatricians Military Youth Deployment Support Web site has been designed to support military youth, families, and the youth serving professionals caring for this population. Parents can download a PDF version of the Parent's Guide to the Military Child During Deployment and Reunion booklet.

<http://www.aap.org/sections/uniformedservices>

National Military Family Association

The National Military Family Association's primary goals are to educate military families concerning their rights, benefits, and services available to them. This Web site includes information and resources for deployment, education, family life, family member benefits, health care, and money management.

<http://www.nmfa.org>

GI Bill

The Department of Veterans Affairs Web site contains information about the Montgomery GI Bill and the Post-9/11 GI Bill. Service members can decide which program is right and determine eligibility.

<http://www.gibill.va.gov/>

Navy COOL

A developing product for active and Reserve Navy service members. It allows the service member to obtain civilian credentials that relate to their rating, job, occupation, or designator. Navy COOL also works with programs that can help the service member pay for credential fees.

<https://www.cool.navy.mil>

One Stop Websites

Commander Navy Reserve Force

Ready Now. Anytime. Anywhere. The mission of the U.S. Navy Reserve Force is to provide mission-capable units and individuals to the Navy, Marine Corps Team throughout the full range of operations from peace to war.

<http://www.navyreserve.navy.mil/>

Military OneSource

Military OneSource is a 24-hour, 7-days-a-week, toll-free information and referral telephone service available worldwide to active-duty, Reserve, and National Guard military members and their families. Military OneSource provides information ranging from everyday concerns to deployment-related issues.

<http://www.militaryonesource.com/>

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