

"THE GAZETTE"
FEBRUARY 2009

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Military Recruiting and Retention Hall of Fame Selections for 2008



Pictured, recent inductees into the USAREC Career Counselor Hall of Fame MSG (retired) Mike Meyers, MSG Maria Hamelers and MSG Kathy Caccamo

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By AMRAC Executive Director Jerry Pionk Military Recruiting and Retention Hall of Fame Selections for 2008

The AMRAC Director of Awards and Recognition has announced this year's Hall of Fame selections. (See full criteria on our web site at www.ngob.net).

From the recently retired category:

SGM (retired) Chet Miller – Prior to retirement in 2007, served as Director of Human Resources and Retention at the U.S. Army Pacific Command, Fort Shafter, HI. Previously served as senior counselor, Military District of Washington, Washington DC, and as Command Counselor, US Army Recruiting Command Headquarters, Fort Knox.

SGM (retired) Venus Carpenter – Most recent assignment prior to retirement was to Human Resources Command,

Retention Management Branch as a reenlistment policy integrator. Previous assignments include TRADOC operations and US Army Europe.

SGM (retired) Scott Kuhar – Served past four years as the HQDA G-1 retention policy manager and senior career counselor in the Army. His management of the retention program during wartime led to successful mission accomplishment in one of the most difficult retention eras of the volunteer Army. Previously served in Iraq with the First Infantry Division as command retention SGM.

SGM (retired) Fred Couch - Served past three years as the HQDA G-1 National Guard affiliation policy manager and program integrator. Credited with streamlining affiliation policy and integration of continuum of service policy among all three Army components.

From the "older retirees and special categories" nominations:

SGM (retired) Alphonsa Green. *Cont'd pg. 3 "Awardees"*

AMRAC News, Updates and Happenings

By AMRAC Exec. Director Jerry Pionk

I hope as you read this issue of *The Gazette* all of you made it through the holidays and are ready to tackle a challenging New Year. We've had a busy time with AMRAC this fall and more to come this winter.

Our Association's annual youth essay contest ended in November, and we have been giving out the awards- some of the stories and pictures of recipients appear in this issue.

We welcome six new members to the Military Recruiting and Retention Hall of Fame- see the article in this issue as well. We are pleased to announce that AMRAC Post #1, Watertown SD, through its own fundraising efforts was able to award two youth scholarships this year.

They also hosted their annual wild game feed. The Post #1 update is in this issue. We also welcome Post #3, Korea, and the recently formed Post #4. Post #4 is comprised of the members of the USAREC Career Counselor Hall of Fame.

The Post will use the AMRAC 501c (3) status to organize events and charities mostly in the Fort Knox area. Of course, Post #2 at Fort Jackson has been active in many charities in that area and in recognition of career counselors and recruiters who achieve high standards in the Recruiting and Retention school.

The Association's board of directors is devising plans to recognize outstanding Post Commanders and Post members for recruiting and activities throughout the year. We're still working on appropriate recognition for these members.

In November, the Worldwide Army

Retention Conference was held in Destin, FL. I had a good chance to see some old friends and to attend the banquet honoring the USAREC Career Counselor Hall of Fame inductees for 2008. Three new members were inducted; **MSG (retired) Mike Meyers, MSG Kathy Caccamo and MSG Maria Hamelers**. Our congratulations go out to the new USAREC Career Counselor Hall of Famers and the whole USAREC retention team who put on a first class event as usual.

We have a couple of other projects still pending- the Veteran's Leadership Book, which encompasses the lives

of our previous *Veteran of the Year* recipients is still in progress and still planned for publication this coming year. We have resubmitted our National Combined Federal Campaign (CFC) application again- hopefully we'll be successful this year in gaining our national recognition.

The organization has grown steadily and we thank all of you for your support. Please encourage your fellow veterans to join us. They can do so on line at www.ngob.net.

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SGM (R) Ray "Old Soldier" Moran Inducted Into Recruiting and Retention Hall of Fame

By SGM Gary Hellums

The Army's Recruiting and Retention School recently established a Recruiting and Retention Hall of Fame to recognize individuals that have made significant contributions to the Army's recruiting and retention efforts. This recognition is specifically for Army Recruiters and Career Counselors and should not be confused with AMRAC's Military Recruiting and Retention Hall of Fame in which membership is open to all branches of service. Induction into either hall of fame does not preclude, nor is it a prerequisite for, induction into the other.

Every year a representative from the recruiting and retention communities will be selected for induction into the Recruiting and Retention School Hall of Fame. This year two members of AMRAC were selected for membership in the hall.

As the hall is named for Sergeant Major (Ret) Ray "Old Soldier" Moran it is fitting that Sergeant Major Moran was inducted as the inaugural Recruiting representative. Sergeant Major (Ret) Faith Childers was inducted as the first Career Counselor representative. Sergeants Major Moran and Childers represent many, many years of recruiting and retention experience and both are members of AMRAC.

Sergeant Major Moran began his Army career in 1948 and served as a member of the post-World War II occupation force in Japan. He later served in combat during the Korean War and Viet Nam conflict.

Sergeant Major Moran was first assigned to Recruiting Command following his combat tour in Korea, eventually serving as a Recruiting First Sergeant and as the Command Sergeant Major for 1st Recruiting District, Army Recruiting Brigade, NE, at Fort Meade, MD.

When he retired from active duty in 1978, the Old Soldier continued to engage in his passion for Army Recruiting by going to work as a civilian recruiter with the First Recruiting Brigade, where he serves today. Sergeant Major Moran took a break from his position as a civilian recruiter when he volunteered to return to active duty during Operation Desert Storm.



Left, Sergeant Major retired Ray "Old Soldier" Moran and right Sergeant Major retired Faith Childers were the inaugural inductees into the Army's Recruiting and Retention Hall of Fame.

During that time he performed Casualty Notification and Mortuary Duty.

Sergeant Major Moran lives an example worthy of all of us to follow; he continues to embody the Soldier's Creed by continuing to serve honorably and with distinction for over 30 years after his retirement from active duty. How many others have given 60 years in the defense of our great nation?

Sergeant Major Childers was a member of an elite group that helped usher the Army into a new era; an era that saw the Women's Army Corps, in which she enlisted in 1974, integrated into the Regular Army. Upon completion of training as a Veterinary Food Inspection Specialist she was assigned to Tripler Army Medical Center. While there she was one of the first female Soldiers to deploy with 25th Infantry Division when she volunteered to participate in Operation New Life after the fall of Saigon, South Viet Nam in 1975.

Sergeant Major Childers volunteered to become an Army Recruiter in 1976 and was assigned to the Honolulu Recruiting Battalion. She was later assigned to the Santa Ana, CA Recruiting Battalion.

After serving for eight years as an Army Recruiter, Sergeant Major Childers became an Army Career Counselor and continued to make her mark on the Army.

As a Career Counselor, Sergeant Major Childers served two tours in Germany, one in Mannheim and the other, in Schwetzingen. She also served the installation Career Counselor for Fort Huachuca, AZ and as the Command Career Counselor for United States Army Signal Command. Prior to her retirement in 2004, Sergeant Major Childers had served for five years as the Director, Retention Department, RRS.

Cont'd pg. 7 "RRSHOF"

Awardees *From page 1*

Currently serving as the recruiting policy branch chief for HQDA G-1 Accessions Division as a civilian. Al previously served as the chief recruiting policy integrator, HQDA G-1, Pentagon. Prior to his current assignment and previous to his DA assignment, he served as the 6th Recruiting Brigade SGM in USAREC.

CSM (retired) Ray Moran- Known as the "Old Soldier"; CSM Moran is a veteran of Korea, Vietnam, Cambodia and the Gulf War. Still an active recruiter, he is also a recipient of the Morales Award, the Morrell Medal, the recruiter ring, and was previously named as a distinguished veteran by AMRAC. He has a street named after him in Fort Meade, Maryland. He was named as an honorary CSM by the First Recruiting Brigade.

Veteran in Focus: Arkansas' only Vietnam War Medal of Honor Recipient shares his story with AMRAC

by Stacy A. Ouellette

Public Affairs Specialist, Special contributor to the 'Gazette'

*** Editor's Note: Each year the U.S. Army Corps of Engineers sets aside contracts solely for bid by Service Disabled Veterans business owners. Last month, Nicky D. Bacon was awarded a contract under this program. After discovering he is a Medal of Honor recipient, I asked him to share his story.*

Nicky D. Bacon's career began as an Infantryman, fighting his way through the thick jungles of Vietnam. His actions there warranted his receiving of the Medal of Honor.

He received the award for his actions on August 26, 1968, during the Battle of Tam Ky, Republic of Vietnam. At the time, he was a Staff Sergeant with Company B, 4th Battalion, 210th Infantry Brigade.

"Everything is teamwork," Bacon said. "Somebody is singled out for the award. I might have been able to knock out a couple of machine gun positions and at the time it was my duty to do.

"There were many other people at the same time firing their weapons, doing all they could do to take care of the situation."

His memory of the battle hasn't dimmed with time, nor does he have nightmares from the experience. Instead, some details remain clear vividly and he rarely needs help to fall asleep.

"One of the clearer moments is we were riding in there with the Cavalry, on armored personnel carriers and tanks," he recalled, "I didn't hear anything due to the sound of the tanks, and then all of a sudden there were bullets pinging metal."

Once the Viet Cong forces started shooting rocket-propelled grenades, the tanks started backing up to provide overhead fire support to the Infantrymen, who went into the wood line for cover. Bacon's platoon was the first one in.

"We got in there and were fighting like hell for a long time. I was able to knock out a couple of positions as I went in and at one point it got real hairy," Bacon said.

"It's hard to remember the entire battle. There was just a lot of firepower going on



Nicky Bacon, pictured above, MOH recipient shares his story with AMRAC.

from both sides," he said.

The Viet Cong were trying to close in on his unit and he believes they didn't realize there were Infantrymen along with the tanks.

"It was obvious that if the Cavalry had been in there by themselves, there would've been a lot more casualties," he said.

At the time, Bacon's unit thought the Viet Cong had a reinforced company on the hill. As it turned out, it was a regiment sized unit, which is more than five times the size of what was initially anticipated.

"As a grunt, I had a map and a compass. The overall battle plan isn't really explained to you on that level. Your mission is, but the overall plan is not," he said.

"I was taking out people who were bringing the most target fire on us. I couldn't do what had to be done as long as they were in position doing what they were."

Throughout the battle, Bacon thought his own platoon leader had been killed because two others in the unit were. Bacon didn't find out until years later that he not only lived, but also became an Army surgeon, later retiring from service as a brigadier general.

"We were successful, victorious and should not have been," Bacon said. "They had all the advantages. They had the high ground, were dug in and camouflaged. It was a hell of a fight."

He gives a lot of credit to prayer and the Soldiers he fought with that day. At the time, U.S. Forces were building up troop levels in the area and it was all out war, all the time.

"In '68 things were very, very hairy," he

said. "It was all out war. There were ambushes and firefights all the time. You didn't go for long periods of time without exchanging fire. Battles were real battles."

Part of his motivation during the battle was knowing there were wounded Soldiers out there depending on him. His mind was set on doing his part to take out the enemy and get to those Soldiers.

"I know if I'm out there wounded, somebody is coming for me and visa versa," he said. "If someone's out there, they know I'm coming for them. If there's a target out there between you and what you're trying to do, then take it out. That's what happened."

Bacon is humble about receiving the medal. He recalls the more famous recipients like Audie Murphy and Alvin York, who also believed they didn't deserve it any more than anyone else.

"There was nothing magical about what I did any more than someone who died or was wounded that day," Bacon said.

"I just survived it and was in a position to do some things that maybe someone else would've done if I hadn't," he said. "You're not there to evaluate and be brave. You get stuck sometimes in something."

The majority of Medals of Honor were given to Servicemembers during the Civil War since it was the only award at the time.

Over the years, the Medal of Honor has become a more prestigious award and increasingly difficult to receive. Sixty-eight percent of them are given posthumously.

Bacon is the seventh recipient from Arkansas since World War II to receive the award and is the state's only recipient for the Vietnam War.

Farewell to the Army Retention Force From SGM Scott

Kuhar

As I transition to civilian life, I wanted to take a moment to let everyone know what an honor it was to serve as the Senior Army Career Counselor. No other position I have held during my 28-year military career was more demanding or rewarding. Although working in the Pentagon is challenging in itself, I had the opportunity to meet and work with the best that America has to offer, the men and women that serve our nation. These individuals, whether military or civilian, are true professionals, attempting to move mountains to solve issues that affect our Soldiers and their Families, which is difficult at best in an environment that is known for its bureaucracy.

During my four-year tenure in the Pentagon, I had the ability to change several policies that were no longer effective for an Army at war. Let me rephrase that, WE had the ability to change several policies. I was always surrounded by superstars in their own rights; individuals like Master Sergeant (retired) JD Riley who sponsored me into the Pentagon and showed me the ropes of moving actions through the maze of career bureaucrats, which I will always be thankful for.

However, he did think it was humorous to send me to a meeting, which I did not know how to find my way back from and with data, I did not fully understand. We still laugh about that day when we see each other.

Then there is our very own Career Counselor of the Century, Jerry Pionk. He held this same position for more than eight years and then came back as a civilian to take on the enormous role of Chief, Incentives Branch for the Accessions Division. Since he only sat a few feet from me, I would occasionally, okay, frequently ask him questions on issues when I was stuck. He never hesitated to provide me with excellent counsel and encouragement. Jerry knew all too well the burden and difficulties of this position and always wanted to see me (us) succeed. I know he will do the same for my successor, SGM Dean Drummond.

I would be remiss if I did not mention my left and right hand guys, MSG Patrick Johnson and MSG Beaupre. These two



SGM (R) Scott Kuhar in his retirement ceremony. SGM Kuhar served for 28 years and was the Senior Army Career Counselor.

extraordinary noncommissioned officers took on the daunting task of being my operations NCO with superior results. Not once did I ever feel the necessity to check on any action either one of them were working, they always came through with exceptional products. My farewell was one of those occasions. Although I wanted a very small ceremony, MSGs Johnson and Beaupre made it first class all the way. My Family still talks about that day; especially how professional and magnificent the gifts were, which were designed and arranged by Amy Beaupre, MSG Beaupre's better half...thank you Amy!

I could not forget my fellow Command Career Counselors and the outstanding NCOs who fill our ranks as Career Counselors. Without them, none of our goals or objectives would have been possible. I know we did not always agree, but we took from each other our passion and desire to offer the very best to our Soldiers and their Families. This is evident in the several policy changes we made such as, age, citizenship, and retention control points. Through the field's feedback and recommendations, we were able to revamp the way reenlistment bonuses were paid, which made it easier for Soldiers, Commanders, leaders, and Career Counselors to understand, and ultimately increased our reenlistment production. In addition, together, we added more than 300 Career

Counselor positions to unit manning documents. None of this could have been possible if we did not work as a team.

There is not enough space in this article to list all of our achievements, such as bringing Recruiters over to augment our deploying forces with the correct number of Career Counselors, which I hope we continue. However, I do need to publicly thank a couple of individuals who have always been true friends and professional peers, Dr. Lyle Hogue and SGM Gary Schoolfield. Too often, we go through life without realizing what we have, I have not. I know I have the greatest friendship with Lyle and Gary, and for this, I am truly thankful. Both of them have always provided me with the best advice any friend could ask for, even when I did not want it.

So, as my Family and I complete our transition to civilian life, we will take many cherish memories with us. Most importantly, serving with and befriending the men and women who provide the strength of our Army, the Recruiters and Career Counselors. We wish all of you and your Families all the best in your future endeavors. In closing, I would like to leave you with the motto of the 1st Infantry Division, which I believe gets to the core of what we expect from every Soldier, "No Mission Too Difficult, No Sacrifice Too Great, Duty First!"



From the desk of George

SGM (R) George Stapleton Awarded



By George Taylor, AMRAC Dir. of Awards and Recognitions

2009 Veteran of the Year Nominations



Rick Martin (left), commander AMRAC Northeast Region presents SGM (retired) George Stapleton with the Hall of Fame plaque. George was inducted into the Hall of Fame in 2007 but was only available to receive his plaque until the World Wide Army Retention Conference in Destin, Florida November 2008.

The Association annually awards one outstanding veteran the honor of Veteran of the Year. We are soliciting nominations from any member of someone who you think is worthy of this recognition. We plan to present the award around Memorial Day or Independence Day depending upon availability.

This award is presented to a deserving veteran of any United States military service who has made contributions that positively impact on the lives of service members or veterans at the National level. Please submit your nominations, in writing (by e-mail or regular mail), with a full biography of the nominee and a narrative reason why the individual is worthy of such recognition.

Nominations must be post marked or received by e-mail at ngobl@aol.com no later than April 30th, 2009. (Send by mail to: AMRAC, 12241 Tilney CT., Woodbridge, VA 22192.

2009 Youth Essay Scholarships

We are also looking for a theme for this year's youth essay contests. Anyone with a good idea, please send via e-mail to the address above.






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AMRAC Awards First International Youth Scholarship to Australian Woman bound for Medical School

By Jerome Pionk, PR Director AMRAC

One of the charters of AMRAC is to promote positive public relations and fostering of America to those abroad.

This past December, in a ceremony in Warrnambool, Australia, AMRAC Oceania Commander Dennis Daley presented the first international scholarship of AMRAC to Tracey McCosh for her essay, "The Future of the U.S. and Australia Alliance."

Ms. McCosh is slated to attend medical school this March and this award will be used to further her studies.

"I am honored to be recognized and thankful for the opportunity," Ms. McCosh said.

For more information on AMRAC scholarships and grants go to www.ngob.net.



Oceania Commander Dennis Daley (right) present sTracey McCosh with a \$500 Scholarship for her essay "The Future of the U.S. and Australia Alliance".

RRSHOF *From page 2*

It might be accurate to state that Sergeant Major Childers' greatest contributions to the Army's retention efforts are the result of the years she served at the "Schoolhouse". In addition to her time as the Director, she earlier served as an instructor for about five years.

Over half, possibly two-thirds of the Army Career Counselors serving at the time of Sergeant Major Childers' retirement had

gone through a course at the Schoolhouse during one of her tenures there. The influence she had on shaping our Army will be felt for years to come through the efforts of her former students and other Career Counselors she mentored over the course of her career.

The Recruiting and Retention School Commandant encourages every Recruiter and Career Counselor, active or reserve component, currently serving or retired, to submit a nomination for consideration.

Nominees must have attained the rank of Sergeant Major and hold a Military Occupational Specialty in Career Management Field 79 (Primary MOS 79R, 79S, 79T, or 79V). Additionally, recruiting nominees must have served as a Recruiting Battalion Command Sergeant Major.

Each year, in February, the Commandant will solicit nominations from the field and establish a date by which nominations must be received. When all nominations have been received, the Commandant will convene a board to select the top three nominations from both the recruiting and retention communities. Names of the top three nominees from both fields will be submitted to the field for a vote. Inductees will be determined by a simple majority of votes from their respective communities. The annual induction ceremony will be conducted in Mid-November.

The goal is to have complete information and downloadable nomination forms on the Recruiting and Retention School website (www.rrs.army.mil) in the near future. Until that task is accomplished please contact SGM Gary Hellums at 2hellums@sc.rr.com for information and nomination forms.

The SGM (Ret) Ray "Old Soldier" Moran Recruiting and Retention Hall of Fame is located at Army Recruiting and Retention School; in the 800-wing of Building 10000, Fort Jackson, South Carolina.

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AMRAC Post #1 Awards First Scholarships



Terry Parrish (left) commander of Post #1 and owner of the Hot Rod Lounge and Prairie States Region commander Jeff Thronson award the first ever Post #1 Youth Scholarships to John Cerrol (pictured left) and Ashley McElhaney (pictured right).

Post #1, Watertown gave out its first two youth scholarships. The awardees were: Ashley McElhaney and John Cerrol, both students at LakeArea Technical School in Watertown. The students were chosen by the Post#1 AMRAC membership. Proceeds from the sale of "Pull Tabs" and donations were used to fund the scholarships. This event marks the first award of youth scholarships not funded by AMRAC National Headquarters and is a significant step in the growth of AMRAC.

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