

Semi-annual 2013

THE EXPEDITIONARY

**NCOs host first
Area IV NCO
day**

*Nakdong River
Reenactment*

**GEN BROOKS VISITS
AREA IV**

*Memorial ceremony
for late Mr. White*

**NCO Induction
Ceremony**



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“You are what makes this country great and represent the very ideas and characteristics that would make our founding fathers.”



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Gen. Jung Seung-jo, Combined Forces Command (CFC) commanding general, visited the 19th Expeditionary Sustainment Command (ESC) to gain situational awareness of the Area IV.



Command Sgt. Maj. John W. Troxell, United States Forces - Korea command sergeant major, visited the 19th Expeditionary Sustainment Command (ESC) to gain the situational awareness and share ideas with the command sergeants major in Area IV.

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Cover photo by U.S. Army Staff Sgt. Catrina D. Herbert



19th ESC 238th Army Birthday Celebration



19th ESC 238th Army Birthday Celebration



CG's Corner



19th ESC Commanding General Brig. Gen. Stephen E. Farmen

I was thoroughly impressed with the professionalism and expertise that was exuded throughout our training exercises. Ulchi Focus Guardian was a tremendous success, and our 'fight tonight' stance is significantly enhanced.

We are warriors supporting the warfight not only in our designated occupations, but in sensitive areas such as sexual harassment and sexual assault. We are committed as entire force to undermining the sexual harassment and sexual assault epidemic. In September, more than 20 professionals were selected by our leadership to provide advocacy for anyone that may experience such an antic of unprofessionalism. Remember - Intervene, Act and Motivate! If you see something say something!

Lastly, our responsibilities range from the sea to the DMZ as we recently experienced at the completion of the 2ID warfighter exercise. Nothing happens until something moves, and our throughput set an atmosphere where everyone involved could learn, thrive and grow. Everybody counts! Everybody matters! We appreciate all that you do.

Team 19 = Mission Flexibility



CG's Corner

19th ESC Creed

Character - Combat Readiness - Honor

We must begin with a commitment to making Character-Combat Readiness-Honor part of our DNA. Simply put - we must continuously strive to become a unit that embodies the conscience and integrity (**character**) to make the hard-right choices/decisions, has the **combat readiness** to exude the Warrior Ethos in the battle space and the **honor** to live up to all Army Values - so we execute all missions with excellence as a habit and return with honor!

It is our quest to become a professional, warrior/ethics-based "Team" with a reputation founded on these attributes...

CG's Principles of Excellence

1. **Discipline** : *Doing the routine and right things routinely well; earned through respect and admiration not toxic behavior; trust but verify*
2. **Training** : *Train as we Fight; all Warfighters supporting the Warfight; white space*
3. **Maintaining** : *3 Rails of Readiness; Supply/Maintenance/Deploy-ability Excellence*
4. **Teamwork** : *No one gets ahead of someone at someone else's expense; share ideas; be team players; be an Integrator; Everyone matters!*
5. **Family** : *Caring, Viable FRGs, become Installations of Excellence*
6. **Don't Lie, Tell the Truth** : *Bad news doesn't get better with age*
7. **The Basics** : *Focus on the Fundamentals - builds confidence*
8. **Communication - x 3** : *Empower everyone with information / ASK! Who else needs to know what I know? Builds Trust! Be an active listener*
9. **Safety** : *How to think, not how to act, Don't be risk averse = manage risk*
10. **Mission Support** : *Support First; Argue Later; Build capability/capacity; Be resilient, Be proactive, not reactive; Think, Collaborate, Integrate, Synchronize, Stewardship; Build Relationships/Partnerships - **you can't surge trust.***
11. **Leadership** : *From the front; Steadfast/Creative; build green tab teams and foster development and growth, Who's in Charge? Candor, Loyalty, it's about people!*
12. **Have FUN!!!** : *Strike a Balance...relaxation and reflection, take leave*

Team 19 = Mission Flexibility



CSM's Corner



19th ESC Command Sergeant Major
Command Sgt. Maj. Robert F. Austin

“Back to the Basics”

Teammates - We have all heard of, and seen articles written in publications recently of the Army as a whole instituting the program of “Back to the Basics,” But, what does that really mean, Back to the Basics?

Simply put, it is getting back to what has made our Army the power house that it is. An Army grounded in heritage, customs and courtesies, discipline, high morale and standard based. It is time we dust off the leadership manuals, manuals governing training management, and standards and discipline. Those same manuals set the basis and guidelines of how we operate on a daily basis. For some of us, as senior leaders, we can think back to the dedicated leadership we had as subordinates, where we were made to read the actual manual and pitch a task from that manual to the team. Or read situational vignettes, and take part in a professional discussion about responses to that particular situation. This was important, as it set the conditions and developed

us as future leaders. Getting back to the basics is essential in developing a strong Soldier and Leader.

As part of developing future leaders, we must put at the forefront emphasis on Professional Military Education (PME). However, it is not TRADOCs responsibility to be the sole agency for leader development. We must prepare all to attend the requisite PME course when they are supposed to go. For those that cannot meet the standard and attend PME on schedule, we must be versed in the Army standards to address the shortcomings and get them to a point of attendance. The standard is to develop from the beginning and not wait until they come on an AT-TRS school seat reservation notice to figure out if they can or cannot attend. During this development, if they cannot meet the requirements for progression/attendance, we must be knowledgeable in AR 602-280/600-8-19 and others, to promote and retain the best NCO/Soldier possible.



CSM's Corner

It is incumbent on the unit to develop the future leaders of the Army. This is not only done in periodic OPD/NCOPD/LPD sessions. This development process is done on a daily basis. The days of putting on ASUs and going to a SAMC, Soldier/NCO of the month, or other boards and reciting Regulations are over. We are all Warriors, and incorporating hands-on warrior tasks into these events is essential.

Physical fitness must be a part of leader development, not just something that we do every morning. Physical fitness sessions must be challenging to Soldiers and at the same time be used to develop junior leaders. NCOs at all levels must be prepared to plan, resource and conduct training, utilizing the task/condition/standard methodology of training. For leader development to occur, senior unit leaders must be in attendance at every unit training session. Reconditioning (Profile) PT, must be resourced and supervised with the goal of getting the Soldier back into the formation. To that end, Soldiers conducting this phase of training should not have car keys, cell phones or other distracters from training in their possession. PRT is the standard, and it must be executed at an intense level to be challenging and demanding.

Unit leaders own the barracks through the First Sergeant Barracks Program where living conditions and safety concerns are looked at daily. This is not the responsibility of a civilian or installation management. The barracks is the responsibility of leaders, and this is a core area of instilling discipline and adherence to standards. This is where we start developing disciplined Soldiers that uphold Army values and represent our unit, Army and Country as ambassadors.

We must recognize the professional NCO Corps. We must dust off AR 600-20 and reinvigorate the NCO support channel. It is not TRADOCs job to create Sergeants. It is the responsibility of unit's with the pointed mentorship from the unit NCO Support Channel to create the unit's Sergeants. As NCOs we must train, develop and mentor our Soldiers to become Sergeants. We must conduct NCO induction ceremonies and

attach the level of importance to it that it rightly deserves.

We need to get back to doing Pay Day Activities. Some units are doing this, we must all do this. Pay Day activities are not simply a half of days work. It is a day that may start off with a unit morale run for PT. Followed by an in-ranks inspection in ASU's an in-ranks inspection. Again, a great opportunity to train junior leaders on a leader task, and insuring that Soldier's possess the right and correct uniform items. It is also a day where unit and individual awards, and promotions are presented in front of the formation. This is a day of unit leader/subordinate counseling, as well as other tasks the unit Commander deems appropriate for this day. Speaking of counseling, we must dust off our skills on this critical leader task. Remembering all the forms of counseling (Reception and Integration, Professional Growth and Guidance, Disciplinary, etc) and when they should occur.

Retention is a privilege not a right. We must ensure that we are maintaining the best Soldiers (quality not quantity). Every Soldier has the responsibility to uphold the Army values and standards. Leaders have the responsibility to our Army to identify and retain the best of the best disciplined and standards based Soldiers within the formation. There are programs to address those that do not meet the standard. Leaders must not only FLAG a Soldier that does not meet the standard or when an instance occurs that requires it, but also be able to emplace a BAR to reenlistment on Soldiers that fail to meet the standard. The important thing to remember is that a BAR is a Commander's Tool for RETRAINING.

These are just a few thoughts and are definitely not an all-inclusive list on tasks for getting back to the basics. We all have a responsibility in getting this done.



NCOs

host first Area IV

NCO Day

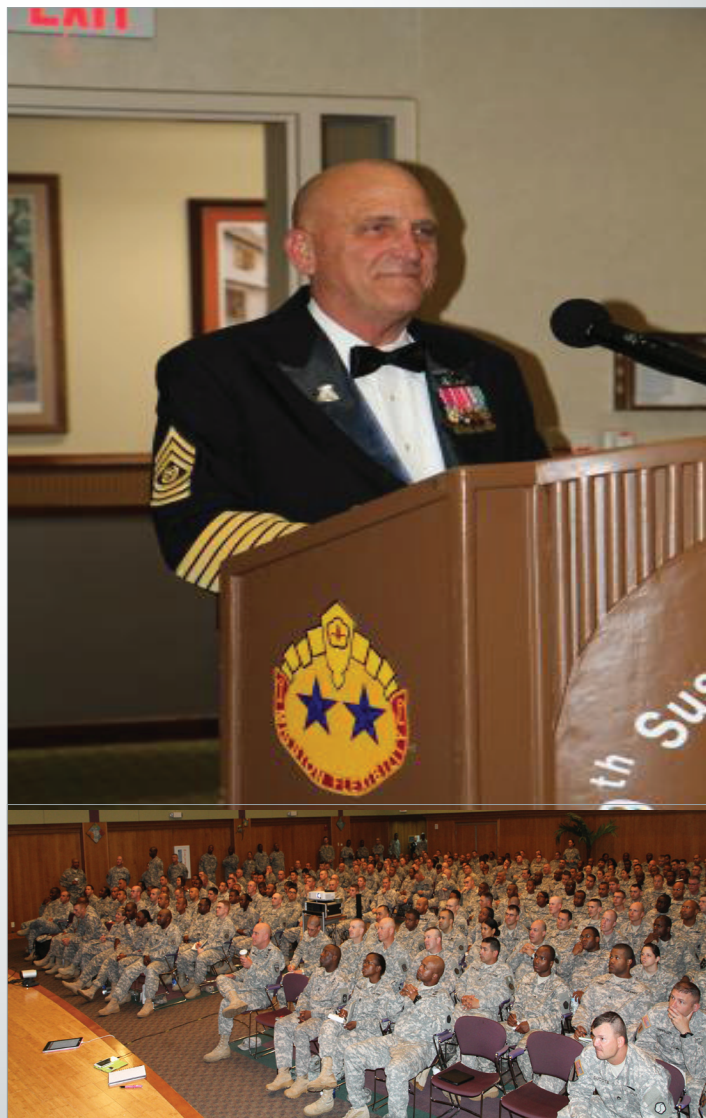
Story & photos

By Staff Sgt. Catrina D. Herbert

DAEGU, South Korea – The early morning breeze accompanying a nice, short fun run led by Command Sgt. Maj. Robert F. Austin, 19th Expeditionary Sustainment Command (ESC) command sgt. maj., was a great way to start the day off.

It was the beginning of the first Area IV Non-commissioned Officer Day during which noncommissioned officers from all Area IV units came together as one on Camp Carroll to unite and bond and also receive professional development focused on becoming the better and stronger leaders needed in today's Army.

During the course of the day, Area IV NCOs participated in many events, that included the NCO fun run, NCO professional development, an NCO Induction Ceremony and ended the day with the NCO dining-in.



501st SBDE Chaplain attends rededication of church his grandfather founded



Story and photos
By Sgt. Michael Folkerth

CAMP CARROLL, S. Korea – Some families have traditions that get passed down, other families have occupations that members all have in common. Whether it is a tradition or occupation that becomes legacy, these are things that families share throughout generations.

Maj. M. Tim Ryu, the brigade chaplain for the 501st Sustainment Brigade, is part of a family of ministers and had the rare opportunity to visit the starting point of his family's legacy Thursday at the Jeonju Evangelical Holiness Church, Jeonju, South Korea.

His family's involvement with the Christian ministry goes back three generations, said Maj. Ryu. It started when his grandfather, Ryu Heungman, founded the Jeonju Evangelical Holiness Church on Dec. 15, 1945. He acquired an old Japanese Buddhist Temple, which he used as the first building used for the church.

Ryu said that there were risks for Christians during the Korean War. The communist party began to persecute Christians as they were pushing south to claim more territory.

"There are stories of mass killings at locations that were under occupation of the communist forces," said Ryu. "The persecution was especially focused upon Christian leaders."

The church rediscovered the organ his grandfather had hidden from the communists, said Ryu. The organ is now a part of the church's historical artifact collection.

The legacy continued through the family when his father, Ryu Jongkil, served as a chaplain for the Republic of Korea Army for five years, said Ryu. The Ryu family then moved to America when his father was invited to take over a pastoral position from one of his seminary professors. Ryu said his family history heavily influenced him when he chose to become a pastor. He grew up with the idea that he would continue the family tradition of working in the pastoral ministry.

The idea to serve in the military as a chaplain came to him while he was in contact with his friends back in Korea, said Ryu. They had begun to serve their mandatory service in the ROK Army, and he finally decided to join the U.S. Army to do his part as a military chaplain.

"I thought it would be an honor to serve as part of the military that helped save my family during the Korean War," said Ryu.

Ryu, his wife Jamie, and their three children Karis, Shannon, and Christopher, were invited to participate in the rededication of the Church because its leadership wanted to recognize the Ryu family for the acts of his grandfather. The Ryu's performed as a family in a special music section during the rededication ceremony.

To visit the starting point of a family legacy is not something that many people get to do, said Ryu. It was an experience that he will always cherish and is extremely grateful for the opportunity to do so.

"This is the first time that I've been to the church," said Ryu. "Being able to come back to where it all started is incredible."

Nakdong River commemoration reenacts historic event.

Story & photos

By Pfc. Kim Dong-weon

CHILGOK, South Korea – The National Defense and the 2nd Operations Command (OC) commemorated the 63rd anniversary of the victorious Nakdong River battle with support of the 19th Expeditionary Sustainment Command (ESC) and the 8th Army's assets on Sep. 13.

The Nakdong River is a historical battlefield where the last defense line battle of the Korean War was fought. This battle placed the allied forces at an advantage to drive the North Korean troops during the civil war. It was a major combat which overthrew the North Koreans with Gen. Douglas. MacArthur's historical landing in Incheon.

The day started off with a luncheon with Brig. Gen. Stephen. E. Farmen, 19th ESC commanding general and the Korean War veterans.

During the luncheon, he shared complimentary remarks with the Korean War veterans, expressing gratitude and appreciation for their noble heroism. While shaking hands with Farmen, a war veteran proudly exclaimed "I used to be a Korean Augmentation to the United States Army (KATUSA) during the Korean War." Farmen replied, "thank you for your selfless service in defending the peace and freedom of South Korea."

"It is important for Korea just like the U.S. to bring connection with the youth so that they never



forget the people who fought hard to preserve this country and what it is," said Farmen. "Those living legends are the ones that kind of carried that message. I was really honored to shake their hands." Shortly after the luncheon, a tribute was payed to the fallen U.S. comrades who sacrificed their lives at Hill 303 in JAGO Mountain during the Korean War. Soldiers of the U.S. 1st Cavalry Division and 5th Regiment were bravely deterring the North Korean tanks from storming down the Pusan Perimeter at the JAGO Mountain. Unfortunately, they were captured and were ruthlessly shot and killed by the North Koreans.

Gen. Kim Yo-han, 2nd OC commanding general, Lt. Gen. Bernard. S. Champoux, 8th Army Commanding General and the 19th ESC Commanding General took part in this memorial event to pay respect and recognize the fallen soldier's sublime spirit of sacrifice.

Speeches from Kim Kwan-yong, Kyungbuk province governor, Cho Jung-hwan, Republic Of Korea Army Chief of Staff and Champoux were followed by the Nakdong River reenactment ceremony.



“The ROK-US alliances still protects the time of the Korean War because it is rooted in mutual respect, shared sacrifice and common values,” said Champoux. “Today, we are recognizing the very service of those who won the battle of the Nakdong River. I am glad of both of our great nations, the people who defend them and the family that support them. Kamsahapnida, Katchigapshida” (Thank you, we go together in Korean).

The demolition of the Waegwan railway bridge started off the performance with flight demonstration arousing amazements from the audiences. Throughout the ceremony, soldiers realistically reenacted the Nakdong River battle just like over half a century ago, where fierce combat took place. At the end, soldiers from South Korea, the U.S. and the United Nations waved their national flags high with triumph, celebrating the victory of the Nakdong River battle.

This year marks the 63rd anniversary of the Korean War and the 60th of the ROK-US alliance. We must embed that Freedom is not free in our hearts. May the noble souls sacrificed and which were dedicated to South Korea’s liberty during the Korean War rest in peace, light and comfort.



KATUSA Cpl. Kim Jin-koo

brings honor to the team 19



Story & photos By Cpl. Lee Sang-cheol

Camp Jackson, South Korea – Korean Augmentation to the United States Army (KATUSA) soldiers are more than just easygoing battle buddies. KATUSAs push themselves hard to prove their abilities as young leaders who excel with fellow U.S. Soldiers in completing and attaining the highest commemorating during Army training.

Cpl. Kim Jin-koo, 19th Expeditionary Sustainment Command (ESC) G-3 clerk, graduated from the

Kim volunteered to go to WLC to develop himself even though it is not compulsory for KATUSAs who have to serve only two years in the U.S. Army.

“Ever since my military occupational specialty had been desk job, I have felt boredom from the monotony. I needed some change in my military life and new experience to challenge myself,” Kim said.

He went through various trainings that WLC contain such as written tests, physical readiness training (PRT), conduct individual training (CIT), Army correspondence, oral history brief, land navigation, situational training exercise (STX), Garrison

“I devoted myself to every class and training with high motivation not to be underestimated or defeated,” Kim said.

Warrior Leader Course (WLC) placing 6th on the Commandant’s List, receiving a certificate of Achievement for the Iron Warrior Award on Aug. 2 at Camp Jackson.

leadership and tactical leadership. It was not easy for him to complete these training as a foreign soldier in the U.S. Army.

“Training like STX troubled me because of my

shortage of military experience unlike the U.S. Soldiers. Moreover, commanding soldiers in English was a bit difficult for me,” Kim said.

Difficulties from the military experience deficiency challenged Kim to accomplish the given missions in the course. Nevertheless, he overcame it with high motivation and confidence ending up with making the Commandant’s List and earning the Certificate of Achievement for the Iron Warrior.

“I devoted myself to every class and training with high motivation not to be underestimated or defeated by the fellow U.S. Soldiers in the course. I think the motivated and positive mindset I had was the key factor that made me surmount the difficulties,” Kim said.

Kim believes the challenges and lessons learned in WLC groomed him for the next level.

“I learned how to effectively manage and lead the soldiers. Also, it was a nice opportunity to test my physical strength and patience,” Kim said. “Although I do not think WLC does not need to be mandatory for KATUSAs, I think it is really a great experience to improve the essential capacities not only for the military life, but also for the future life.”

After the WLC graduation, Kim became assured that KATUSAs can fulfill tasks as any other soldier.

“I am very satisfied that I proved KATUSAs can accomplish given missions as good as the U.S. Soldiers do and proud of myself that I raised the prestige of the ROK and ROKA as a representative,” Kim said.



“I am very satisfied that I proved KATUSAs can accomplish given missions as good as the U.S. Soldiers do and proud of myself that I raised the prestige of the ROK and ROKA as a representative,” Kim said.





Sergeant's Time Training





HHC, 19th ESC Change of Responsibility



Story by,
Staff Sgt. Catrina D. Herbert
Photos by,
Cpl. Lee Sang-cheol

DAEGU, South Korea – 1st Sgt. Danny Morales assumed responsibility of the Headquarters and Headquarters Company (HHC), 19th Expeditionary Sustainment Command (ESC) from 1st Sgt. Yolanda Y. Brown during a change of responsibility ceremony Aug. 7 at Kelly Fitness Center.

“I want to teach soldiers how to take responsibility in the small things like accountability,” Morales said.

Soldiers, family, civilians, Korean nationals and other Daegu community witnessed the passing of the company guidon.

Capt. Peter Mueller, the commander of HHC, 19th ESC, facilitated the traditional passing of the guidon from Brown, symbolizing her relinquishment of responsibility. Mueller then passed the guidon to Morales, symbolizing his trust in him to take care of the soldiers in the company.

According to tradition, the first sergeant may change, but the guidon remains.

Morales, a native of Isabela, Puerto Rico, comes to the 19th ESC from Rock Island Arsenal, Ill. During the ceremony, he expressed his excitement at the opportunity to lead the soldiers of the HHC, 19th ESC.

“I am glad to be given the chance to be the first sergeant of a great group of soldiers,” said Morales.

He also discussed future implementation during his time as the first sergeant.

“I want to be able to change the culture of the military here in Korea,” said Morales. “I want to be able to teach soldiers how to take responsibility in the small things like accountability.”

With everything there comes change, and sometimes change is good.

“I have a great group of

professionals that I have under me and I have some big shoes to fill from Brown,” said Morales.

Brown, a native of Benton Har-



bor, Mich., and her family will continue on to Joint Base Lewis-McChord, Wash.

She was assigned to HHC 498th Combat Service Support where she served as the Support Operations noncommissioned officer in charge. She was reassigned to HHC, 19th ESC as the company first sergeant in 2012.

“I want to thank all the soldiers for allowing me the opportunity to lead, coach and mentor to them,” said Brown. “I do what I do because I love to make a difference in the lives of soldiers and their families.”



501st Soldiers Serve Meals to Elderly Waegwan Residents

Story and Photo

By Sgt. 1st Class Josh Edson

Waegwan, KOREA (October 17, 2013) - Nestled in alley way near the Waegwan train station, is a small, non-descript building. Walk past it, and it's easy to mistake it as any number of warehouses or office buildings in this mainly agricultural town about 25 kilometers outside Daegu.

However, looks can be deceiving. Known locally as the Lovely House, this community center and soup kitchen offers elderly and disadvantaged residents from all over the Chilgok county area a place to rest and socialize, making it in ideal place for the Good Neighbor Soldiers and civilian volunteers to give a little back to the local community.

The Good Neighbor Program is United States Forces Korea (USFK) program designed to strengthen the United States and Republic of Korea alliance through community engagements which in today's case means Soldier volunteers of the 501st Sustainment Brigade (SBDE) serving up meals to approximately 200 hungry seniors.

"It feels good to get out in the community and serve," says Pvt. Kayla Barnes, a medic with 501st SBDE and a native of League City, Texas. "I did this a couple of weeks ago and it never gets old."

Working diligently with members of the Korean Red Cross, the volunteers cleared tables, served trays and even cooked eggs. The seniors, affectionately known as 'Silvers' in Korea, certainly appreciated the attention that they received from the Soldiers. Their smiles and words of thanks were a powerful reminder of how something as simple acts of kindness can brighten someone's day.

"It makes us happy that the Soldiers come out and help us," says Ms. Hi-suk Park, Vice President of the Military Gold Members (MGM), an organization that acts as a liaison for the Good Neighbor Program in the Daegu Area. "We feel happy to share Korean culture with the U.S Army." Cultural exchanges can always be a bit risky. Korean is a difficult language to learn and many of the diners were approaching their 80s, but despite these seemingly insurmountable barriers,



"It is great showing the Koreans, especially the older generations, how much we care," Vue said.

everyone involved in today's exchange spoke the same common language, the language of friendship.

"The more you come, the more they respect you and the uniform that you wear," says Sgt. 1st Class Chee Vue, who hails from Green Bay, Wis. and is a Sustainment Maintenance Non-commissioned officer with the 501st SBDE. "It is great showing the Koreans, especially the older generations, how much we care."

First rotational ARS comes in South Korea



**Story and photos
By Cpl. Lee Sang-cheol**

BUSAN, South Korea –The Fourth Squadron, Sixth Cavalry Regiment started their nine-month operation with 380 Soldiers and 30 OH-58D Kiowa Warrior helicopters in South Korea as the first Rotational Forces Attack Reconnaissance Squadron (ARS) sent to Korea on Oct. 1.

The first rotational ARS, Fourth Squadron, Sixth Cavalry Regiment, from Joint Base Lewis McChord (JBLM), WA, completed deployment with their equipment to Camp Humphreys, South Korea and rejoined the Second Combat Aviation Brigade (CAB). The unit will return to JBLM upon completion of its nine-month rotation, leaving the

equipment in South Korea for following-on deployments.

The last Air Cavalry Squadron and OH-58D KW helicopters deployed to Iraq in 2008 and stayed at JBLM throughout 2009-2013 supporting units at the base. The return of the squadron and its helicopters is the United States Forces' part of strategic plans.

The OH-58D KW helicopter is a military helicopter used for observation, utility, and direct fire support. It will be primarily operated in an armed reconnaissance role in support of ground troops.

The inception of the ARS sparked the attention of the community, which led to the media coverage request from the 837th Transportation Battalion to the 19th Expeditionary Sustainment Command (ESC). In accordance with the request, the 19th ESC invited 21 reporters from the international and local media agencies to pier 8 in Busan Oct. 10.

The reporters had opportunities to take pictures of the OH-58D KW helicopters departing Busan for Camp Humphreys. Additionally, they received a mission briefing and opportunity to interview military officers on the operation.

Lt. Col. Christopher W. Abbott, 837th

“This rearrangement will help both United States Forces-Korea and Republic of Korea Forces to eliminate the threats on the Korean Peninsula,” Hamilton said.

Transportation Battalion commander, gave a brief to the reporters on the operation emphasizing the strategic importance of this mission after the second set of aircrafts departed.

“The rotations will add to the defense of the Korean peninsula and improve the Army’s ability to conduct bilateral and multilateral military exercises and advisory activities,” Abbott said. “It is aimed at strengthening strategic access and reinforcing enduring relationships with our allies and partners.”

After the brief, the reporters had a second chance to take more pictures of helicopters being prepared for departure and to interview Lt. Col. Victor S. Hamilton, Second CAB deputy commander, and the 837th Trans. BN. commander Abbott for further questions.

“Since the OH-58D KW helicopters have excellent reconnaissance ability and firepower, this re-arrangement will help both United States Forces-Korea and Republic of Korea Forces to eliminate the threats on the Korean Peninsula,” Hamilton said.

The reporters were satisfied with the coverage on an important military operation.

“I think it is a great opportunity for Korean civilians to see the essential military equipment since it is hard to encounter the military equipment for civilians,” said Mr. Kim Young-rok, Kookje Sinmun reporter. “This rotational operation and introduction of the OH-58D KW helicopters will supplement the reconnaissance mission of the ROK Forces.”





COUNSELING



Counseling is one of the most important leadership development responsibilities for Army leaders. Counseling is a standardized tool used to provide feedback to a subordinate. Counseling focuses on the subordinate by producing a plan outlining actions the subordinate can take to achieve individual and organizational goals. It is central to leader development and should be part of a comprehensive program for developing subordinates.

A consistent counseling program includes all subordinates, regardless of the level of each one's potential. The primary purpose of counseling is to improve performance and to professionally develop the rated individual. A quality counseling session does not dwell solely on the past; it focuses on the future and what can be done better. It is the responsibility of leaders and the rated individuals to work together to ensure goals are set and understood, observations are shared, credit for successes are documented, and recommendations for improvement are acknowledged. Remember, the overall quality and usefulness of counseling is a shared responsibility between the rater and the rated individual.

Leaders should transition their counseling efforts to comply with the Army standards. Let's take a minute to explore the Army's counseling standards for evaluation reports and eliminate potential confusion. The current Army standards for counseling are outlined in AR 600-20, AR 600-100, AR 623-3, DA Pamphlet 623-3 (Appendix C), ADRP 6-22, FM 6-22 (Appendix B only), and AR 690-400.

The following are the time frames for each type of required counseling:

Initial Counseling:

- Counseling will be conducted within 30 days after the beginning of the rating period and quarterly thereafter for NCOs, WO1s, chief warrant officers two (CW2s), lieutenants (LTs) (first lieutenants (1LTs) and second lieutenants (2LTs)), and captains (CPTs) (para 1-8e, AR 623-3).
(Note: Use of the NCOER counseling and support form for NCOs is mandatory for all NCOs, CPL through CSM).
- Counseling for all other ranks will be on an as-needed basis.
- All Department of Army Civilians must have written performance plans in place within 30 days from the beginning of each rating period and the performance plans must be recorded on the Counseling Checklists, DA Form 7223-1 (Base System Civilian Performance Counseling Checklist Record for DA Civilians in grades: WL, WG/WS/GS-8 and below) and DA Form 7222-1 (Senior System Civilian Evaluation Report Support Form for DA Civilians in grades SES, SL, ST, GM, WS/GS-9 and above).

Follow-up Counseling: Extremely important! "Please give me feedback" Tell me how I did. Did I meet the established standard?

- Throughout the rating period raters of CPTs, LTs, CW2s, and WO1s will conduct quarterly and periodic individual, follow-up face-to-face counseling with the rated officer to discuss performance, update and/or revise developmental tasks, as required, and assess developmental progress. Summary or key comments will be recorded on the DA Form 67-9-1a (or equivalent).
- Quarterly counseling is mandatory for active Army, AGR, and USAR on active duty tours for CPTs,

LTs, CW2s, and WO1s. Field-grade follow-up counseling is on an as-needed basis.

- Raters will conduct follow-up counseling sessions quarterly for active Army and AGR NCOs and at least semiannually for USAR TPU, DIMA, and drilling IRR NCOs and ARNG NCOs.
- Raters of Civilians conduct formal performance-related discussions at the midpoint of each rating period and at any other time that needs arise. Raters provide informal feedback and get Ratee input on performance expectations and accomplishments throughout the rating period. If significant changes to expectations occur, notify the rating chain and obtain approval.

All Counseling:

In accordance with the Army Campaign Plan for Health Promotion Risk Reduction and Suicide Prevention, all initial and subsequent performance counseling will include the importance of Soldier, DA Civilian, and Family physical and behavioral well being. This will enhance available programs by increasing awareness and reducing the stigma associated with seeking health assistance.

Additional Counseling:

Additional counseling may be required in certain situations. For instance, counseling may be required for a specific event, crisis, referral, promotion, adverse separation, or professional growth. The Developmental Counseling Form (DA Form 4856) is designed to help Army leaders conduct and record counseling sessions. FM 6-22 (Appendix B) covers the counseling process and provides excellent examples such as a blank form with instructions on how to complete each block, a completed DA Form 4856 documenting the counseling of a young Soldier with financial problems, and a routine performance/professional growth counseling for a unit first sergeant.

The Inspector General's Office handles numerous complaints every day. In many cases, the root cause is a lack of communication. Two-way communication is the key to success. Leaders must strive to provide predictability to their Soldiers, Civilians and Families through the communication process. Effective communication between leaders and subordinates enhances predictability, eliminates confusion, and reduces problems created by a lack of understanding. Leaders must focus their counseling efforts towards establishing open and maintainable lines of communication. Soldiers and Civilians cannot perform to standard if they don't know the standard. Remember, quality counseling enables leaders to set their Soldiers and Civilians up for success and access their full potential.

For more information on effective counseling and communication engage your chain of command, or your local Inspector General. As always, we're here to help.

BIO INFO for Article: Mr. Charles & Mr. Reynolds have over 47 years of combined active duty service in the U.S. Army and over 12 years with the Office of the Inspector General.

JUNE 2013

For more information - <https://8army.korea.army.mil/sites/19eSC/staff/IG/default.aspx>



ROKA and U.S. Army share ideas for logistical support as partners



Story and photos

By Cpl. Lee Sang-cheol

Camp Carroll, South Korea – Brig. Gen. Kim Myung-kyu, Republic of Korea Army Consolidated Maintenance Depot commanding general, visited Materiel Support Center-Korea located in Camp Carroll May 13 to tour the area and observe the maintenance procedures of MSC-K.

Col. John P. Chadbourne, MSC-K brigade commander, invited the ROKA general and his chief of staff to share maintenance procedures and processes as well as to solidify the strong 60-year ROK-U.S. alliance.



19th ESC participated in the Monument dedication wreath laying ceremony



Story and photos

By Staff Sgt. Catrina D. Herbert

BUSAN, South Korea- July 27, 2013, marks the 60th anniversary of the signing the armistice that ended combat on the Korean peninsula. The armistice marked the beginning of a 60-year relationship between the Republic of Korea and U.S. military, and set the stage for the ROK to grow into an economic powerhouse and major force in the region.

19th Expeditionary Sustainment Command(ESC), commanding gen., Brig. Gen. Stephen E. Farnen, travelled to Busan for the 60th anniversary of the Armistice of Korean War Monument wreath laying dedication ceremony at the United Nations Memorial Cemetery July 28.

“It was an awesome day to be here and to take part of such a wonderful event,”
Bassett said.

“The first time to have a battle monument in Korea for the all the Soldiers that came to Korea and sacrifice their lives, to build the strongest relationship we have today,” Bassett said.

“It was an awesome day to be here and to take part of such a wonderful event,” said Leslie A. Bassett, U.S. Embassy Deputy Chief of Mission. “The first time to have a battle monument in Korea for the all the Soldiers that came to Korea and sacrifice their lives, to build the strongest relationship we have today.”



Brig. Gen. Farmen meets with 19th ESC senior leaders to set command expectations



Story and photo
By Sgt. Michael Folkerth

Camp Carroll, KOREA – Senior leaders of the 19th Expeditionary Sustainment Command, Camp Henry, Korea, gathered together for a 2-mile camaraderie run at Camp Walker before meeting at the CG's Senior Leader Conference on Friday at the Henry's Place Club, Camp Henry.

The whole seminar was designed as a leader development program, said Brig. Gen. Stephen Farmen, the commanding general of the 19th ESC. The conference was held to set the leadership tone and expectations for the senior leaders under his command.

Farmen wanted to ensure his leaders were doing three things specifically: being a role model, developing soldiers ethically, and avoiding creating ethical dilemmas for their subordinates. He used analogy to make sure his leaders were doing what they were instructing their subordinates to do.

"Does your audio match your video?" asked Farmen.

Farmen brought up the Army regulations, military law, and the Army values as examples for leaders to refer to as guiding rules and standards to ensure their decisions were the right ones.

Leaders in the 501st Sustainment Brigade have



already been focusing studying ethical decisions made as part of their leader development program, said Col. Mark Weinerth, the commanding officer of the 501st SBDE.

"I break my leaders into groups and together we work through the ethical dilemmas and challenges that often appear during wartime scenarios," said Weinerth. "We also study historical Korean engagements, paying attention to the decisions made and how those situations played out."

"I look at ethics as if I'm on a range," said Sgt. Maj. Prentiss Hall, the G3 sergeant major of the 19th ESC. "You have your left and right limits that set the boundaries of what you can and can't do."

The senior leaders of the 19th ESC came away from the meeting knowing exactly what Farmen was expecting from them during their leadership, as well as having synced their calendars so that they were all updated on what events and taskings were to come in the future year.



501st Soldiers Help Make Warpath Two a Success

Story and photo

By Sgt. 1st Class Josh Edson

Camp Casey, SOUTH KOREA – For a week the camp was buzzing with activity. The dull drone of the generators providing much needed electrical power, the inviting smells coming from the field kitchen and spirited activity of Soldiers busily attending to their tasks made the place seem so alive.

The activity is still there, but now Soldiers of the 501st Sustainment Brigade (SBDE) are packing up their tents and loading up their trucks for the long journey back to Camp Carroll. The scene looks a bit melancholy; a bustling area of operations is now an almost barren patch of ground nestled among a breathtaking mountain view. But the mood is joyful; the feeling of job well done hangs in the air and with that infectious laughter as Enlisted and Officer alike pack the enormous tents onto trailers and line up their vehicles in anticipation for the convoy home.

Thus ends Warpath Two, a computer assisted exercise designed to train Commanders and Staff to react to different wartime contingencies. These can range from dealing with enemy threats to handling Weapons of Mass Destruction. Computer assisted may sound easy, but on the battlefield nothing is easy and the 24 hour operations really put unit staff to the test.

“Warpath Two is a simulation designed to exercise the staff,” says Maj. Mike Handy, 501st SBDE S-3 officer in charge. “During the exercise, battle staff has to deal with everything from transport to security and logistics.”

Warpath Two is a 2nd Infantry Division (ID) exercise, with units like the 501st SBDE working closely with 2nd ID’s Command and Staff. The 501st also worked closely with other units on Camp Casey such as the 210th Fires Brigade and 2nd ID’s own 1st Armored Brigade Combat Team, better known as the Iron Brigade.

Since battlefield conditions are rarely nine to five affairs, 501st Soldiers worked day and night shifts to keep the momentum going and the simulation as realistic as possible. The weeklong exercise gave new staff a chance to get a feel for possible wartime

operations on the peninsula as well as preparing them for future exercises. It also gave Commanders a chance to capitalize on their strengths and improve their weaknesses.

“This exercise absolutely helped us to see ourselves,” says Col. Mark Weinerth, commander of the 501st SBDE. “Ultimately, Warpath Two gave us a road ahead to what we have to do to be successful for the war fighter.”



“Warpath Two gave us a road ahead to what we have to do to be successful for the war fighter,” Weinerth said.

Gen. Brooks visits Area IV for situational awareness

Story and photos

By Cpl. Lee Sang-cheol



DAEGU, South Korea - Gen. Vincent K. Brooks, United States Army Pacific (USARPAC) commanding general, made his first visit to Area IV on Sept. 30 – Oct. 2 with his wife Mrs. Carol P. Brooks to apprehend the status of the 19th Expeditionary Sustainment Command (ESC) and its subordinate units.

This visitation included tours and updates of the 2nd Operational Command, 19th ESC, Materiel Support Center-Korea, 403rd Army Field Support Brigade and Camp Oscar. It also included USARPAC baseball cap presentations for nine recognizable soldiers.

Brig. Gen. Stephen E. Farnen, 19th ESC commanding general, and his staff briefed Brooks on the mission, vision and current status of the 19th ESC on Oct. 1 at Camp Henry. The command brief was continued by the 501st Sustainment Brigade,

MSC-K, 403rd AFSB, Defense Logistics Agency and 837th Transportation Battalion.

During the command brief, Brooks stressed the importance of the mission that 19th ESC has as a sustainment command. He stated the main mission of the 19th ESC is to satisfy the Eighth Army's needs since it is a logistics operating command and the value of sustainment unit is supportiveness.

Brooks also expressed his concerns with the sexual assault problem in the Army and emphasized on the roles of leaders on that issue.

It is unacceptable when a victim departs a duty station not knowing the status of a reported case. Brooks stated, "As leaders, we have to support the victim first, and then pursue the truth."

He also told the leaders in the command brief to take interest in the soldiers of their units to prevent the sexual assault problems.





“Give advice to the people in the unit before something happens and take care where the sexual assault condition comes from,” Brooks said. “We have to make it to zero incidents and 100 percent reporting.”

The general took tours of the Heavy Equipment Division and Army Prepositioned Stock (APS)-4 warehouse at Camp Carroll after receiving the 19th ESC’s command brief. During his tour, Brooks presented USARPAC baseball caps to nine soldiers who were recognized by the command sergeants major of the units as a means of encouragement.

The visit concluded following an Area IV social with senior leader at Camp Walker.



“As leaders, we have to support the victim first, and then pursue the truth,” Brooks said.



Team 19 at the Range





Water and Fuel Expo

Protects homeland, saves environment

Story and photos

By Cpl. Lee Sang-cheol

PYEONGTAEK, South Korea - The 501st Sustainment Brigade carried out the Water and Fuel Expo July 7-12 at the training area near Camp Humphreys to share efficient techniques to use fuel and water supply equipments for supply support to the troops during emergency situations .

The military has to conduct field exercises frequently to prepare for enemy's attack in order to protect our land and lives. However, if the by-products of the field exercise are contaminated and wastes for our livelihood, it would be hard to say it is for the sake of the land we live in and our lives. Therefore, the 501st SBDE made the 'environment friendly exercise' as one of the best goals to minimize the harm to the training area.

“One reason why we are holding this expo is to teach the Soldiers how to protect the environment from fuel spillage,” Lett said.

“One of the reasons why we are holding this expo is to teach the Soldiers how to protect the environment from fuel spillage by using drill pads and spill kits for any leaks not to contaminate the area,” said Sgt. Jonathan P. Lett, 302nd Brigade Support Battalion Fuel Section petroleum supply specialist. “If we harm the training site, it affects not only to the future training but also to the people living on the peninsula. We have to leave the site as it was.”



The 348th Quarter Master Company, 194th Combat Sustainment Support Battalion showed the Refuel on the Move system which enables the fueler to fuel vehicles and aviations as many and fast as they can by using eight hoses with forked valves. Along with the ROM instructor's explanations of how to utilize it, he pointed out that it can prevent environmental damages.

“A lot of people end up spilling when they fuel with using only two hoses. However, when we set up the ROM system, there are rarely any spills and furthermore we can accomplish the mission quickly by using Y- or T-fitting valves,” said Spc. Joshua M. Kenagy, 348th QM Co. Fuel Platoon the ROM instructor.

Meanwhile, the 602nd Aviation Support Battalion revealed how they test the quality of fuel with the Petroleum Quality Analysis System-Enhanced. PQAS-E determines if the fuels are usable by analyzing their quality.

“When we set up the ROM system, there are rarely any spills and furthermore we can accomplish the mission quickly by using Y- or T-fitting valves,” Kenagy.

“The purpose of the PQAS-E is to test the quality of all types of fuels by conducting B-2 type tests. We log the fuels' temperature by 10 seconds, distilling the fuels thoroughly,” said Pfc. Jewell N. Brodiegraham, 602nd ASB Fuel&Water&Lima Platoon petroleum laboratory specialist. “Afterwards, the



Safety Message

With summer ending and the start of the school year just around the corner, parents and drivers need to do their part to keep kids safe as they walk and bike to school. Whether you are dropping your kids off at school or driving through a school zone on your daily commute, there are important steps you should take.

Here are some simple reminders for drivers: Slow down and be especially alert in the residential neighborhoods and school zones. Take extra time to look for kids at intersections, on medians and on curbs. Enter and exit driveways and alleys slowly and carefully. Watch for children on and near the road in the morning and after school hours. Reduce any distractions inside your car so you can concentrate on the road and your surroundings. Put down your phone and don't talk or text while driving.

Reminder for your kids: They should cross the street with an adult until they are at least 10 years old. Cross the street at corners, using traffic signals and crosswalks. Never run out into the streets or cross in between parked cars. Make sure they always walk in front of the bus where the driver can see them too.



samples are determined whether they are usable or not for the specific unit.”

Also, Brodiegraham stressed out that the PQAS-E is environment friendly.

“We have different types of environmental safety precautions with using PQAS-E such as spill kits, spill pads, fire extinguishers and all basic issue items. After we finish the job, we preserve the samples in containers and dispose them with a certain process at a specific disposal place,” Brodiegraham said.

The Water and Fuel Expo successfully ended on July 12 without harming the training area with the cautions and efforts of the soldiers.



“We have different types of environmental safety precautions with using PQAS-E such as spill kits, spill pads, fire extinguishers and all basic issue items,” Brodiegraham said.

Four Area IV Soldiers retire after 96 years of military service combined



Story and photos
By Pfc. Kim Dong-weon

WAEGWAN, South Korea – Four Soldiers from subordinate units of the 19th Expeditionary Sustainment Command (ESC) were honored for a combined 96 years of military service during the Area IV Quarterly Retirement on Oct. 4 at Camp Carroll.

Sgt. 1st Class Gregory R. James, Sgt. 1st Class James E. Blakely, Sgt. 1st Class Tara E. Greene and Staff Sgt. Jonathan D. Glab were candidates for retirement after their meritorious service in the United States Army.

The retirement ceremony started off with the arrival of the official party, following the national anthem and an invocation given by the chaplain. Soon after, Col. Jordan S. Chroman, 403rd Army Field Support Brigade commander, delivered congratulatory remarks to the retired soldiers.

“I definitely want to say thank you for your sacrifice, service and the freedom that you have so generously helped to provide to the American people,”

said Chroman. “On behalf of a grateful nation we wish you and your families’ happiness and good luck, today and in the future.”

Retirees stepped up to the center stage to receive awards for their outstanding commitment and dedication to the military. The retirees’ center stage appearance was a display of their final formation before their commanding officer.

The retirement ceremony ended with the Army song flowing in the theater. As the last military cadence, the retirees seemed to recall a sense of reminiscence of their military career.

Soldiers have earned their respect and honor with both different and diverse experiences. Non-commissioned officers (NCO) within the units of the 19th ESC have precious memories that will be cherished throughout their lives.

“My experience in the 501st Sustainment Brigade (SBDE) began since October 2012 and it was very good. It provided me the opportunity to gain in-depth knowledge in logistics,” said Blakely, the 501st SBDE S-3 NCO. “From the different experiences in this unit, I have grown to become a better person.”





“I definitely want to say thank you for your sacrifice, service and the freedom that you have so generously hepled to provide to the American people,” Chroman said.

One of the retirees has an exotic experience to share while serving in Area IV. Training missions conducted in this area have embedded a strong impression that he will never forget.

“The most special experience during my military life in the 665th Movement Control Team (MCT) was the 30-day training at CJLOTS (Combined joint Logistics over the Shore). This exercise involved active interaction with my soldiers and built strong teamwork.” added Glab, the 665th MCT movements supervisor.

Moreover, the retirees had genuine pieces of advice and words of encouragement to share with Area IV soldiers who are currently serving in the military.

“Always stay motivated and determined. Since only two percent of the populous bond tiers to serve, soldiers are significant resources. They have endless potential, and I am sure that they can accomplish any given tasks,” said Glab.

The retirees’ journey is not over yet as they will write a new chapter in their lives with a fresh beginning travelling to new destinations. The great credits they have attributed to the 19th ESC and the United States Army are recognized and deeply appreciated.



Remembering the life of 19th ESC Protocol Officer Mr. Gilbert D. White



Story by
Staff Sgt. Catrina D. Herbert

DAEGU, South Korea— Officers, Non-commissioned officers (NCO), Soldiers, family members and local community leaders all came together to pay respect to a man who has touched everybody's life somehow one way or another.

Mr. Gilbert (Dave) White was the protocol officer for the 19th Expeditionary Sustainment Command (ESC) for over 20 years, until his untimely death.

Mr. White was born on Oct. 03, 1947, in Baltimore, Md. In Oct. 1966, he enlisted in the United States Army as an 11B, Infantryman. Dave had three combat tours in Vietnam. Dave retired from Active Duty, as a Master Sgt., on Oct. 31, 1992. Dave has served with the Department of Defense (DoD), honourably for more than 46 years throughout the U.S. and overseas.

"Dave was not just a superb Chief of Protocol in every sense of the word- he was an institution, a legacy, a

profession and became iconic in nature," said Brig. Gen. Stephen E. Farnen, commanding general 19th ESC. "His humour, his smile, his mannerisms, his quirky style that made him beloved and admired for all the many leaders and soldiers who served with or worked with Dave."

White's impact on operations and protocol for the command team and the entire unit is best described by the extremely long list of events that he oversaw and coordinated in support of the command team's interest.

"Dave was a magnificent professional ambassador for Team 19," said Lt. Gen. Raymond V. Mason, former commanding general of 19th ESC. "Even before I became the commander of the 19th ESC, I visited Daegu many times, and each time Dave would meet me at the airport and I always knew I was in good hands."

He was directly responsible for scheduling, coordinating and executing high level events on a routine basis. His efforts to put the right face on the unit and the command team are demonstrated by his dedication to receive, escort and senior leaders of the Army, but did the same for our sister, tenant

"His humour, his smile, his mannerisms, his quirky style that made him beloved and admired for all the many leaders and soldiers who served with or worked with Dave,"
Farnen said.

and enabler services as well as foreign military dignitaries.

“Knowing that the reputation of the command was often in his hands as he escorted visitors and VIPS into the area, I never once doubted that Dave would ensure a positive experience and pleasant visit was had by all,” said Maj. Gen (retired) Barry Bates, former commanding general 19th ESC.

White was at the point of spear, down to every minute detail, for every external and internal event that involved his unit or the command team of his unit.

White developed an indispensable network of contacts throughout United States Forces Korea (USFK) as well as throughout the Korean community. He is well known and routinely asked for by name from returning visitors and always receives recognition for his work ethic.

Sgt. Joshua Stevens, 19th ESC Protocol transportation coordinator said, “He loved his job, he loved what he did, he took care of those below him that worked for him.”

He not only cared for all protocol aspects if the duties associated with an overseas headquarters, but was also responsible for the transportation and lodging coordination for all unit exercises in support of unit overall mission.

“During family vacation my dad will drive back 2 hours one way just to come back to work to make sure that things were taken care at the office,” said Ryan White.

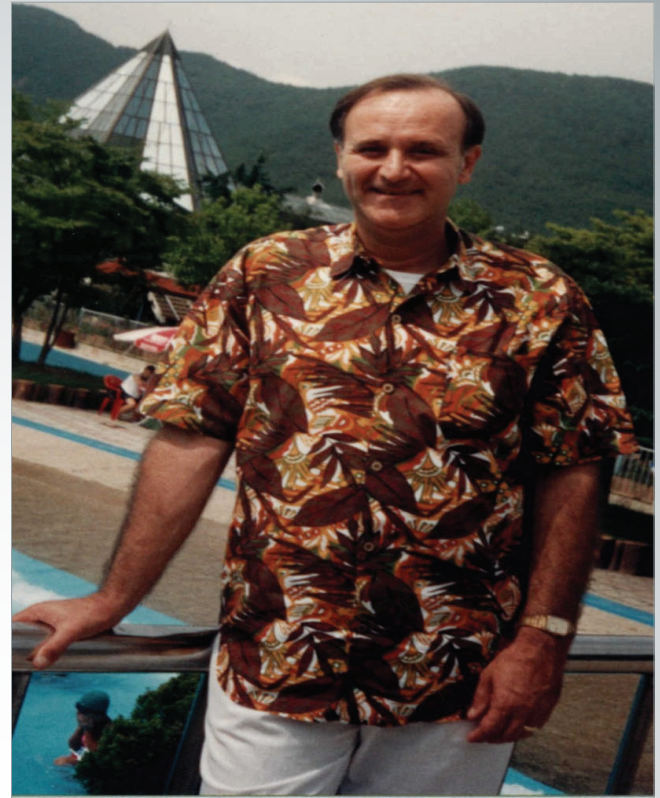
When it came down to family values White was a strict man that taught his children responsibility at an early age and the value of working by getting up everyday going in to make things happen at the 19th ESC.

“The one thing my father would say to me was that, I was not responsible enough to drive his car, but the day he went into the hospital, he gave me the keys to his car and said, you are responsible now,” said Ryan.

“The atmosphere now without him is not as jubilant, he is truly missed around here,” said Stevens.

The legacy of excellence he leaves behinds one of good humor, utmost professionalism, and genuine care and concern for others, the mission, and the strength of family. As for 19th ESC, his legacy will live on in all of us, and we owe it to live up to what Mr. White taught us and instilled in us.

“Dave, I will miss seeing you greeting me as I ar-



rive at work in the morning, sometimes very earlier, one thing you could count on is that he would be there with a grin, a smile and a quick witted comment,” said Farnen. “ So in closing to inspire us all and in honour of Dave’s life and what he meant to Team 19 and all he touched during his journey, I will close with a quote from his own words: Three: ‘HOOAH! HOOAH! HOOAH!’”

“The atmosphere now without him is not as jubilant, he is truly missed around here,” Stevens said.

Wake up, Fatigue!

a leading cause of our military vehicle and POV accidents

C. R. 'Safety Guy' Ryan
19th ESC Safety Director

Even though we can't measure the brain's fatigue level, good leaders and vehicle commanders can accurately predict fatigue levels, based on work-load and sleep cycles, combined with the time of day. Whether we are in a convoy returning from an exercise, or heading down the highway after a long day's workload; driving drowsy is as deadly as driving intoxicated.

Perhaps Team 19 does not need more training; more discipline; more regulatory guidance or more safeguards. Perhaps we just need more sleep! If you become drowsy while driving and drift into 'micro-sleep' (a brief nap that lasts around 3 to 5 seconds) at 62 mph that's plenty of time to run into a Korean guardrail.

Driver fatigue is the general term used to describe the experience of feeling sleepy, tired or exhausted when driving a vehicle and is dangerous because it decreases one's ability to judge their own level of tiredness. The amount of sleep you get can affect your physical health, emotional well-being, mental abilities, productivity and performance.

It is important to realize that driver fatigue in Team 19 is not simply a result of the time spent driving, but relates to other factors including the number of hours since you last slept (hours of wakefulness) and time of day or night. Fatigue-related crashes at these times (10 p.m. – 6 a.m./1 p.m. – 3 p.m.) coincide with the dips in the body's circadian rhythms which program us to feel sleepy at night when we should be asleep and to a lesser extent in the afternoon hours.

Our senior leadership, with years of experience both at home and deployed, peacetime and during the Global War on Terrorism, know the risk of sleep-deprived drivers. 19th ESC Deputy Commander, COL James Ryan, never signs off on an Army Risk Management worksheet unless an adequate drivers and vehicle commander sleep plan is listed as an accident mitigation.

Bottom line is that once fatigue sets in sleep is the only cure. Fatigue-related crashes tend to be severe with little or no braking or avoidance action. The risk of death or serious injury to a Team 19 driver, passenger, and the occupants of other vehicles in a fatigue-related crash is very high. WAKE UP everyone, this hazard is for real!





Fatigue Symptoms

- ◆ Heavy eyelids
- ◆ Tired or sore eyes
- ◆ Poor concentration
- ◆ Yawning
- ◆ Restlessness
- ◆ Drowsiness
- ◆ Slow reaction
- ◆ Boredom
- ◆ Feeling irritable
- ◆ Missing road signs
- ◆ Having difficulty staying in the lane
- ◆ Succumbing to micro sleeps

Five tips for drivers AND VEHICLE COMMANDERS to Beating Fatigue:

1. Energize Your Diet. Eating habits play a powerful role in how well you function on every level. Small snacks throughout the day can keep your blood sugar levels stable all day.
2. Have Breakfast. Even if you don't feel hungry.
3. Add Fiber to Your Diet. Fiber has a time-releasing effect on carbs, so they enter your bloodstream at a slow and steady pace, giving you energy staying power.
4. Stay Hydrated (A Safety Guy favorite!). Water makes up the majority of your blood and other body fluids. Mild dehydration can cause blood to thicken forcing the heart to work harder to carry blood to your cells and organs and resulting in fatigue.
5. Watch Your Caffeine Intake After Noon.

Fatigue Quiz

1. Coffee overcomes the effects of drowsiness while driving.
True or false
2. I can tell when I'm going to go to sleep.
True or false
3. Rolling down my window or singing along with the radio will keep me awake.
True or false
4. I'm a safe driver, so it doesn't matter if I'm sleepy.
True or false
5. You can stockpile sleep on the weekends.
True or false
6. Most adults need at least seven hours of sleep each night.
True or false
7. Being sleepy makes you misperceive things.
True or false

(email your answers to Charles.r.ryan.civ@mail.mil, and the most correct will be eligible to win the 19th ESC Safety Baseball Cap)



Naturalization Ceremony conducted for three new U.S. Citizens



Story & photos
By Pfc. Kim Dong-weon

DAEGU, South Korea – One soldier and two military spouses took the oath of allegiance and became U.S. citizens during a naturalization ceremony held at Camp Henry on Sep. 9.

This year's naturalization ceremony was the 3rd annual ceremony held in the southern region of the Korean Theater of Operations, otherwise known as Area IV. The first naturalization ceremony occurred in 2010 as a combined event across South Korea with 11 soldiers and one family member attaining U.S. citizenship. One soldier from Area IV received naturalization in last year's ceremony.

Col. Jimmy M. Bradford, United States Army Garrison (USAG) - Daegu Commander, expressed congratulatory remarks in his speech at this glorious event.

"Thank you for your love of the nation that you have wanted to become an American citizen. You are what makes this country great and represent the very ideas and characteristics that would make our founding fathers proud. I know your family is extremely proud of you as well, but I want you to know from all of us that we are proud of you." said Bradford.

Candidates of this year's naturalization ceremony represented three countries: The Republic of

Korea, Jamaica and Brazil. Pvt. Ginez Bonillo, Mrs. Latisha Campbell and Mrs. Hyekyung West were the three candidates.

Bonillo had a big smile throughout the ceremony. He has served in the military for nearly a year and has lived in the United States for more than 19 years. He expressed that the United States has always felt like home to him.

"This day is very special for me. I love the United States, and it is an honor to be called as a U.S. citizen. It has been something I have been waiting for a while." said the 36th Signal Battalion, Chemical, Biological, Radiological and Nuclear (CBRN) Specialist.

As for Campbell, spouse of Sgt. Robert Jones, she shared a comment of encouragement to future candidates looking forward to naturalization.

"For those pursuing naturalization, do not give up and keep seeking ways if it is something you have always wanted." said Campbell.



Brig. Gen. Stephen E. Farmen, 19th Expeditionary Sustainment Command (ESC) commanding general, delivered words to the three candidates during the ceremony.

“I would like to congratulate and thank our new citizens for their individual commitment to our nation and our nation’s constitution. Our three citizens have earned a perfect equality of rights today. Together it is incumbent upon all of us to secure those rights from here forward into eternity.” said Brig. Gen. Stephen E. Farmen.

According to the new naturalized citizens, attaining citizenship was truly one of the most humbling events of their lives. For each of them, their journey and their dreams may be different and yet in many ways the same. Their service and support to the Army, the Army family and to the United States are recognized.



“You are what makes this country great and represent the very ideas and characteristics that would make our founding fathers proud,” Bradford said.

Soldiers grow from 19th ESC's pay-day activities

Story & photos
By Pfc. Kim Dong-weon

The 19th Expeditionary Sustainment Command (ESC) conducted payday activities, which included soldiers' barracks inspection and Army Service Uniform (ASU) in-rank inspections by 40 non-commissioned officers (NCO) on Nov. 1 at Camp Walker and Camp Henry.

The pay-day activity concluded with the first sergeant's declaration of falling out the formation. This day provided the 19th ESC soldiers to wear their crisp and fresh uniform and explore the great history of the Army. The pay-day activity infused a spirit of confidence to the soldiers to look sharp and clean.



19th ESC gas chamber runs hot

Story & photos

By Pfc. Kim Dong-weon

WAEGWAN, South Korea – Soldiers, non-commissioned officers (NCOs) and officers of the 19th Expeditionary Sustainment Command (ESC) went through the gas chamber to conduct Chemical, Biological, Radiological and Nuclear (CBRN) training at Camp Carroll on Nov. 13.

As one of the fundamental basic trainings, the CBRN exercise fosters the soldiers to develop confidence and prepare readiness from potential threats. The Area IV gas chamber operated or 'ran hot' for two days for the 19th ESC and its subordinate units to experience and it enriched the very basic values of soldiers.



CSM Devens speaks NCO's responsibility

Story & photos

By Cpl. Lee Sang-cheol



CAMP HENRY, South Korea – Command Sgt. Maj. Ray A. Devens, Eighth United States Army command sergeant major, visited Area IV to conduct Non-commissioned Officer Professional Development (NCOPD) and check on the new Physical Readiness Training (PRT) program with Area IV soldiers on Nov. 12-13.

This visitation of the Eighth U.S. Army command sergeant major was mainly focused on developing the NCOs' leadership skills while reminding them of their role as the true backbone of the Army as well as trying out the new PRT with the soldiers.

Devens started off his Wednesday (Nov. 13) with conducting the new Eighth U.S. Army PRT with the 498th Combat Sustainment Support Battalion soldiers and NCOPD at Camp Carroll.

After finishing NCOPD at Camp Carroll, he visited the 19th Expeditionary Sustainment Command (ESC) to conduct NCOPD with the NCOs of the 19th ESC and its subordinate units.

During the NCOPD, Devens cast light upon the issues that the Army has faced such as sexual assault, intoxication and misconduct. He strenuously insisted that those undisciplined behaviors of soldiers must be stopped by their leaders.

"I want you to be aware of the decisions your soldiers are making and give them help when they ask you. Help your son or daughter (soldier) to stop making bad decisions and to be successful in their lives," Devens said. "I need every person in this room to recognize the importance of your roles and responsibility to be challenged everyday by your soldiers."

Also, Devens demanded the NCOs not to look for comfort but to love to be challenged by problems that they would face.

"Bad things are going to keep happening, which will test you everyday. It is our role to face the challenges that we need to get rid of and overcome those," Devens spoke. "The comfort is not

"I need every person in this room to recognize the importance of your roles and responsibility to be challenged everyday by your soldiers," Devens said.

for us, but for the soldiers.”

His remarks ended with encouraging the NCOs to be a proper model for the soldiers while expressing his gratitude to the NCOs’ enthusiastic efforts in serving for freedom and nation.

“Make sure the soldiers see us as proper examples for the key part of their success. And make sure we are doing a right thing every time either on- or off-duty, since the soldiers are going to see and mirror us,” Devens said. “Thank you for being dedicated, responsible, fit, athletic warriors and accepting this challenge to build trust and protect our own in Korea.”

The senior NCO’s speech with sincere advices and stern messages influenced and made the leaders take the mission of disciplining soldiers upon themselves by becoming a right example.

“If you are a leader, you should set the example by being the first one in, last one out, as everything he (Devens) mentioned was not only talk the talk, but walk the walk. You cannot just talk about something if you are not doing it well,” said 1st Sgt. Danny Morales, Headquarters and Headquarters Company, 19th ESC first sergeant.

Although it is hard to be a perfect soldier who excels on every field, other soldiers can accomplish more by mirroring him or her if he or she achieves it, Morales added.

Devens completed his visitation on Area IV with two NCOPDs and PRT session while inscribing strict messages on the Army leaders’ mind.



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