

NAVY **RECRUITER** Future of the Fleet

Navy Chief Saves Life Through Social Media

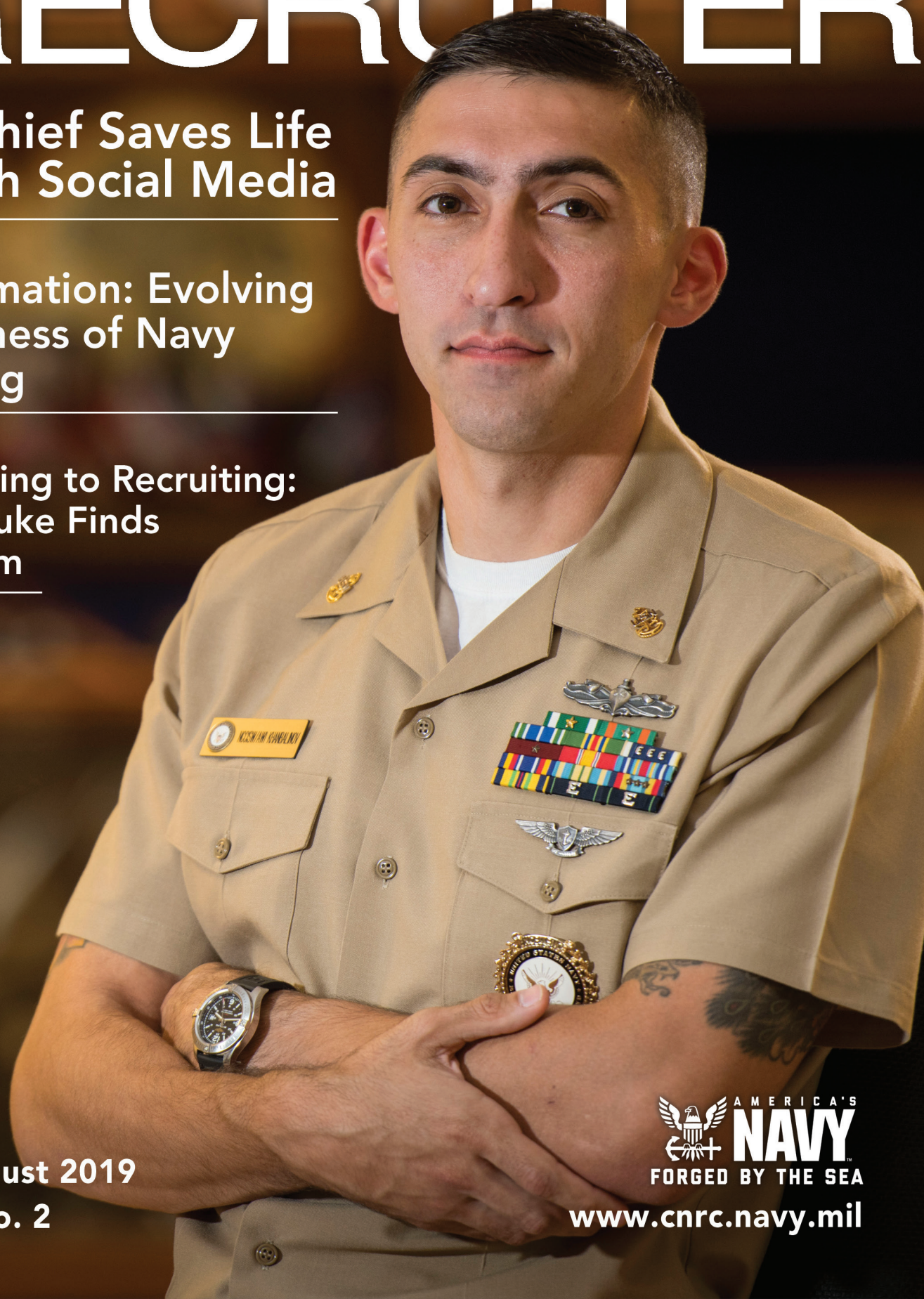
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Transformation: Evolving the Business of Navy Recruiting

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From Rowing to Recruiting: A Navy Nuke Finds His Rhythm

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From the Admiral

Rear Admiral Brendan R. McLane
Commander, Navy Recruiting Command



Recruiting Nation!

Big Bravo Zulu to you! We made mission for FY19, 39K+ and 3100 Nuclear Field, very impressive accomplishment considering how tight the job market is with 3.7% unemployment. Essential for our long-term strategy to man the 355-ship Navy, we took community outreach to a new level through SWARMS, re-energized Recruiting District Assistant Councils, and Fleet-wide outreach alignment. Looking ahead, I'm excited about the FY20 SWARM schedule in which we have 12 events planned to generate leads.

The Year of the High Quality Market is now on! To support our Nuclear Field mission, Naval Reactors is accepting waivers for applicants over age 27 on a case by case basis using the Type III waiver. This is huge for us as we launch into FY20. SPECWAR recently announced new "Competitive Physical Standardization Test Scores" for each of the Warrior Challenge ratings. This will greatly speed up the recruiting process for these high quality fields. We also have Reserve benefit advisors in high concentration areas to educate the active component about Reserve opportunities.

In August, our unprecedented "Sailor Versus" initiative went live, leveraging popular YouTube creators to bring attention to our high quality ratings. In just a few weeks these videos garnered more than 4.3 million views and impressions, with 60% of those views from people in our target demographic. This is a phenomenal effort by our Marketing and Advertising team to reach younger generations who are not familiar with the Navy or have never considered serving. Make sure you use this content in your efforts to connect with our target demographic in nuke, CT, and Warrior Challenge.

Transformation is in full swing, and so far nine of our 26 districts have converted into Navy Talent Acquisition Groups. We received a lot of positive feedback from our NTAGs, and many of you expressed this change has improved your quality of life and your work/home balance. We know recruiting is a tough and often thankless job, and I appreciate the work you do every single day. With FY20 Q1 looking sparse in terms of marketing funding, we are asking you to stay creative with how you're getting leads. I have no doubt that you will rise to the challenge, you always do. Let's continue to stay motivated and focused as we aim to achieve our 2020 Vision!

God bless you all and God bless America!

Rear Admiral Brendan R. McLane
Commander, Navy Recruiting Command

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FRONT COVER:

Chief Navy Counselor Grant Khanbolinov poses for a portrait. (Photo by Mass Communication Specialist 2nd Class Zachary S. Eshleman)



BACK COVER:

Members assigned to Naval Special Warfare Group 2 conducts military dive operations off the East Coast of the United States. (Photo by Senior Chief Mass Communication Specialist Jayme Pastoric)

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Navy Recruiter encourages the submission of "Letters to the Editor" and articles expressing the opinion of individuals in the Navy recruiting community. All submissions must be signed. Send submissions to: Editor, Navy Recruiter Magazine, Navy Recruiting Command, 5722 Integrity Drive, Bldg. 784, Millington, Tenn. 38054-5057 or call 901-874-9048

National Chief Recruiter's Rudder

Giving Course and Direction to the Enterprise



I could not be more impressed with all the success the Nation has had this fiscal year. With new policies, focus shifting from fill to fit, and making the nuclear program a priority, you all have come through.

By identifying our overall New Contract Objective and nuke shipping goals we are on track to close out the year. I thank each and every one of you for all your efforts.

With the New Year on the horizon, we will shift our focus to the "year of the high quality market." I know with your drive and leadership, we can attain the Admirals vision for next fiscal year. As a Nation, people tend to spend time debating on why we can't get tasks completed, but we need to spend our time figuring out how to get them done. When you are faced with a "no," I encourage analyzing the situation and finding a solution to get to the "yes." We live in a society where "no" can be the easier solution, but we are Sailors and easy is not in our job description.

Make plans work, prospect in the right areas, use your systems, and seek guidance from experienced individuals to find that "yes." 2020 can be the best year Navy Recruiting has ever had with your help, and that is what I am asking for - your help.

If you prospect toward quality, mission will make itself. Something new, I am sure your chain of command has discussed with you, is weekly shipping. For years, Navy Recruiting Command's old monthly shipping model hasn't been in perfect alignment with RTC/A-School training pipelines.

Thanks to heavy involvement with the Regions and NRC staff, we were able to come up with a plan to fix that issue. Regions/NRDs NTAGs will now shift from a monthly shipping construct to a weekly shipping model in accordance with the published Rating Phasing Matrix (RPM) distributed by NETC. This will assist the supply chain efficiency and maintain shipping variance. For this to work commands must maintain 0 to +10% variance each week. This means you HAVE to make shipping goal each week and work to ship + 10% of your weekly shipping goal.

I know this a major thought process change and that can be intimidating. Stick to your core competencies of leadership and lead change. With our experts in the field, I expect a seamless transition.

Your commanding officers and chief recruiters have been trained on this topic, so please reach out to them for assistance. I look forward to continuing the conversation through many different resources to include our Recruiter Magazine, and feedback is welcome.

My email address is Franklin.Tiongco@Navy.Mil. Thank you again for all that you do and I will see you on the deck plates!


NCCM Franklin Tiongco 



More Sailor-Friendly Options for PCS Moves

From Chief of Naval Personnel Public Affairs

MILLINGTON, Tenn (NNS) -- Navy Personnel Command (NPC) leaders announced that they are expanding options and capabilities offered to further improve the Permanent Change of Station (PCS) move experience for Sailors and their families. This comes only a few weeks after the release of MyPCS Mobile and more capabilities are expected in the near future.

As part of the Navy's ongoing pay and personnel transformation efforts, NAVADMIN 184/19 announces a new pilot program in which participating Sailors can use the Government Travel Charge Card (GTCC) for PCS move travel expenses. The initial pilot population includes Active Duty Sailors who are existing GTCC cardholders, executing CONUS-to-CONUS moves with less than 30 days of combined travel and Temporary Duty under Instruction, and who are single or traveling with accompanied dependents.

"We are providing Sailors with more choice and control during the PCS move process by providing them with the option to use their GTCC for PCS-related travel expenses," said Rear Adm. Jeff Hughes, NPC commander.

"We want Sailors to have the funds necessary to support their move readily available either through use of a requested electronic funds transfer/direct deposit (EFT/DD) travel advance or by using the GTCC," Hughes said, adding, "It's their choice based on what works best for their particular situation."

Participating Sailors may now choose to use either the GTCC or request an EFT/DD travel advance to support move related costs; however, both may not be used simultaneously. Sailors who elect to participate in the pilot program may use the GTCC for temporary lodging at their old or new permanent duty station, fuel for privately owned vehicles (POVs) used as part of PCS travel, and for lodging and meals en route to their new duty station. Additionally, if the Sailor is entitled, the GTCC may be used for Dislocation Allowance (DLA) related expenses normally associated with the establishment of a new household.

This pilot period allows us time to evaluate the rollout through all phases of the PCS process, receive feedback from participating Sailors and commands, and fix any unknown issues prior to expansion to the widest possible population of Sailors in the near future.

Additionally, NAVADMIN 183/19 announces the release of Lean Orders and a PCS Entitlements Calculator. Lean orders is a streamlined, simplified, and plain language orders format, providing a Sailor and family everything they need to know to execute a



move on a few screens on a mobile device. Lean Orders and the full text orders will both be available in MyPCS Mobile and on MyNavy Portal (MNP). A PCS Entitlements Calculator will also be available to provide Sailors a tool to easily determine their PCS travel entitlements. The intent is for a Sailor and their Command Pay and Personnel Administrator (CPPA) to use this tool during the initial PCS planning phase, which may influence what options the Sailor may pursue regarding advances or card use. It is also useful when a Sailor fills out their travel claim at their new permanent duty station to ensure the claim disbursement is the correct amount.

"Simplifying the PCS process for Sailors is a priority area of effort within the MyNavy HR Transformation effort," said Ann Stewart, Director, NPC Pay and Personnel Management Department, adding, "All of these new services are a direct result of what we are hearing from Sailors and their families during numerous fleet engagements. We're listening and rapidly improving processes and fielding capabilities to best resource our Sailors and reduce the administrative burden on them, so they can focus on readiness, lethality, and improving their life/work balance."

It is vital that Sailors work with their CPPA and GTCC Agency Program Coordinator when pursuing available options for their PCS move planning and execution. The MyNavy Career Center (MNCC) Contact Center is also a 24/7 option and may be contacted via email: askmncc@navy.mil or by phone at (833) 330-MNCC (6622).

▲ Fire Controlman 1st Class Kial Hartwell is greeted by his children during the homecoming ceremony for the guided-missile destroyer USS O'Kane (DDG 77) at Joint Base Pearl Harbor-Hickam. O'Kane is returning from an independent deployment to the western Pacific in support of theatre operations. (Photo by Mass Communication Specialist 1st Class Holly L. Herline)



CNO Meets With Navy Recruiters During Farewell Visit

Story by Chief Petty Officer Elijah Leinaar, Navy Recruiting Command



▲ The Chief of Naval Operations (CNO), Adm. John Richardson, shakes hands with Rear Adm. Brendan McLane, commander Navy Recruiting Command (NRC) on Aug. 2nd, and meets with senior leaders and Sailors from NRC and Navy Personnel Command to thank them for their efforts in supplying quality recruits and expertly assisting Sailors in their careers during his tenure as CNO. (Photo by Mass Communication Specialist 2nd Class Brandon Woods)

MILLINGTON, Tenn. (NNS) – The Chief of Naval Operations (CNO), Adm. John Richardson, and Master Chief Petty Officer of the Navy (MCPON), Russell Smith visited Commander, Navy Recruiting Command (CNRC) and Navy Personnel Command (NPC) at Naval Support Activity Mid-South, Aug 2.

Richardson and Smith started their visit at NPC by meeting with senior leaders and Sailors from the MyNavy HR team to thank them for their efforts in supplying quality customer service and expertly assisting Sailors in their careers during his tenure as CNO.

The two then met with Rear Adm. Brendan McLane, Commander Navy Recruiting Command (NRC), and area Navy recruiters for a luncheon at NRC where the group discussed some of the key points of recruiting for tomorrow's fleet.

"We are growing to a 355-ship Navy,"

said Richardson. "That is the Navy the Nation needs. We are building ships which are the bones of the Navy, but our people are the brains, muscle, and nerves that make the Navy a living organism. These ships require highly capable crews to meet the challenges of an evolving and advanced maritime domain."

Recruiting command is working to meet a goal of 39,000 Future Sailors in fiscal year 2019 in support of the national initiative to build up America's Navy. That begins by recruiting the Future Sailors who will eventually go on to lead the Navy of tomorrow.

"What you do," said Richardson, "is critical to the future of the Navy as our Fleet is changing with new technology and platforms that require a different kind of Sailor. As long as there are ships with people on them, we will need to recruit high quality talent that will give our Navy the edge to become a more agile maritime power."

NRC's transformation model directly supports Richardson's Design for Maintaining Maritime Superiority, which was published in December. This innovative approach to recruiting converts Navy Recruiting Districts (NRDs) into streamlined Navy Talent Acquisition Groups (NTAGs) that compartmentalize recruiting responsibilities into Sales and Sourcing, Assessing and Onboarding sections. This model allows recruiters to be placed in jobs they excel at and reduces their workload to be more efficient.

During the CNO's luncheon with recruiters, conversations focused on NRC transformation, cyber recruiting, and other initiatives surrounding the future of the Navy. The discussion fostered deck-plate insights into how effective modern recruiting tactics are playing out in real-life experiences.

"I never thought I would get to be in the room with the CNO, let alone talk about recruiting and our transformation," said Fire Control Technician 1st Class Ricardo Munoz, assigned to a Talent Acquisition Onboarding Center (TAOC), in Bartlett,

Tennessee. "From start to finish, recruiters used to have to do it all when bringing someone into the Navy. Now that we are streamlined under transformation, we each do a specific part of the job so we really are an efficient team. That gives us more time for college, personal and professional development and overall being better at our job, which is manning the fleet."

Another critical aspect is recruiting the next generation of Sailors where they spend much of their time -- online. Richardson's initiatives drive naval modernization and strengthen the Navy for the future. NRC parallels those efforts by reaching today's digital generations, the millennials and centennials, who are best found through cyberspace recruiting.

"Being able to sit at the table and discuss the importance of cyber department with the CNO was amazing," said Aviation Electrician's Mate 1st Class Sarah Hindman, assigned to Navy Recruiting Command's cyber recruiting department, Millington, Tennessee. "This generation doesn't want to be called on the phone or talk, but they want to chat online, communicate through Snapchat, Instagram and other social media. It's no longer face-to-face or over-the-phone recruiting but we are meeting the millennials where they are ... the digital marketplace."

During a base-wide all-hands call that afternoon, the CNO discussed what he learned from his meeting with these recruiters and told a story about the importance of

authentic community engagement.

"Today I spoke with recruiters about 'Swarm' events, which are one of the new ways that Navy Recruiting is engaging communities," said Richardson. "They told me a story about a school event during a Swarm this year, where a young Sailor spoke at his old high school to an auditorium filled with students, about his Navy experiences. It was very powerful and he really connected with them. This is a great example of how important it is for all of us to connect with our communities and tell our stories to educate them about our Navy and inspire Future Sailors to serve."

Richardson wanted to make the trip to Millington as part of his farewell trip after 37 years of service to the Navy. He said it was important to thank Sailors for their efforts in supporting the Navy's mission and the manpower that drives it.

Richardson became the 31st CNO Sept. 18, 2015, serving as the Navy's most senior officer, a member of the Joint Chiefs of Staff and a principal advisor to the secretary of the Navy, secretary of defense and the president.

Navy Recruiting Command consists of a command headquarters, three Navy Recruiting Regions, 18 Navy Recruiting Districts and eight Navy Talent Acquisition Groups that serve more than 1,330 recruiting stations across the world. Their combined goal is to attract the highest quality candidates to assure the ongoing success of America's Navy. 🇺🇸

▼ The Chief of Naval Operations (CNO), Adm. John Richardson, Master Chief Petty Officer of the Navy (MCPON) Russell Smith and their staff pose for a group photo with Rear Adm. Brendan McLane, commander, Navy Recruiting Command (NRC), and his recruiting staff at NRC's headquarters, in Millington, Tennessee. (Photo by Mass Communication Specialist Seaman Apprentice Daniel L. Gonzalez)



Eye on the Field



▲ **NEW YORK (May 21, 2019)** Navy recruiters speak to people all over New York to raise Navy awareness during Navy Recruiting Command's (NRC) Swarm New York evolution in conjunction with Fleet Week New York 2019. (Photo by Mass Communication 2nd Class Kyle Hafer)

▼ **WICHITA, Kan. (May 31, 2019)** Senior Chief Navy Counselor James Rayburn, assigned to Navy Recruiting District (NRD) St. Louis, performs push-ups with a young boy at the 2019 Wichita River Festival, May 31, 2019. (Photo by Mass Communication Specialist 1st Class Chris Williamson)



Eye on the Fleet



▲ **SOUTH CHINA SEA (June 20, 2019)** An E/A-18G Growler from Electronic Attack Squadron (VAQ) 141 and an F/A-18E Super Hornet from Carrier Air Wing (CVW) 5 launch from the flight deck aboard the Navy's forward-deployed aircraft carrier USS Ronald Reagan (CVN 76) during flight operations. (Photo by Mass Communication Specialist 2nd Class Janweb B. Lagazo)

◀ **KOROR, Palau (Aug. 13, 2019)** Students at Melekeok Elementary School dance with Musician 3rd Class Jared Goodrum, during a concert by the U.S. 7th Fleet Far East Edition Brass Band. (Photo by Mass Communication Specialist 1st Class John Philip Wagner, Jr.)



Navy Releases Hemp Policy

From Chief of Naval Personnel Public Affairs

WASHINGTON (NNS) -- Department of the Navy continues to direct Sailors and Marines not to use hemp-derived products in a message released Aug. 7.

ALNAV 057/19 references and reiterates current Department of Navy (DoN) policy (SECNAVINST 5300.28F) regarding substance abuse, and it establishes the prohibition of use, ingestion, consumption or application of cannabinoid formulations made or derived from hemp or marijuana.

December 20, 2018, President Donald J. Trump signed into law the Agriculture Improvement Act of 2018, commonly known as the "2018 Farm Bill". This includes legislation allowing hemp cultivation and the transfer of hemp-derived products across state lines. The legislation defines hemp as a cannabis plant that contains no more than 0.3 percent of tetrahydrocannabinol (THC), the chemical compound in cannabis associated with psychoactive effects. With the passage of this legislation, hemp-derived products, including cannabidiol (CBD), have become widely available.

Navy policy has not been affected by the passage of the Agriculture Improvement Act of 2018, and all products derived from hemp or marijuana are still prohibited. While currently deemed legal for civilians in some states, all hemp and CBD products are strictly prohibited for use by Sailors.

Commercially-available hemp products, including CBD, have not been inspected by the FDA and therefore have not been proven to diagnose, treat, prevent or cure any illness. Some of these products do not list all ingredients, making it impossible to know definitively how much CBD, THC or other synthetic cannabinoids they may contain. Use, which is defined as oral ingestion, intravenous use, smoking/vaporization

or any other method through which hemp-derived products may enter the body, could expose the user to THC. It is possible to test positive for THC on a urinalysis by using a CBD or hemp product. It can be impossible to determine where a CBD or hemp product was manufactured and what level of THC it may contain. Even trace amounts of THC can accumulate in the body and be detected in a urinalysis screening.

Sailors who test positive for THC or other controlled substances for which they have no valid prescription are subject to mandatory administrative processing and could receive a discharge characterized as "Other Than Honorable" (OTH), which can affect future veteran's benefits and employment opportunities. Additionally, the Navy reports unlawful drug users to the Federal Bureau of Investigation for inclusion in the National Instant Criminal Background Check System (NICS), which could impact the ability to purchase firearms or ammunition in the future. It is the responsibility of every Sailor to ensure that he or she is diligent in avoiding intentional or accidental exposure to THC and other prohibited substances.

Information about Navy drug detection and deterrence as well as Navy policy on hemp and CBD products can be found at www.ddd.navy.mil.



◀ **SAN DIEGO (July 13, 2019)** Navy Operational Support Center North Island conducts a monthly urinalysis test of assigned Reserve Sailors on Naval Air Station North Island. The NOSC collected 62 samples from Sailors that day to comply with zero tolerance drug use standards within the Navy. (Photo by Mass Communication Specialist 1st Class Shannon Chambers)

A New Era of Naval Recruiting

Story by Petty Officer 3rd Class Preston Jarrett, Navy Recruiting Command

▲ **Sonar Technician (Surface) 1st Class Emery Burks**, assigned to Navy Recruiting Command's cyberspace department, chats online with a potential Future Sailor at the Navy.com "Navy Chat" page. (Photo by Mass Communication Specialist 3rd Class Preston Jarrett)

In the modern age, a world's worth of information is just a few clicks away, and immediate, long-distance communication has become the standard. To find potential Future Sailors in this digital frontier, Navy Recruiting Command (NRC) is using non-traditional methods of connecting with potential applicants.

In Millington, Tennessee, a group of cyberspace recruiters communicate online with people interested in joining the U.S. Navy.

Engineer 1st Class Chad Small has spent nearly seven years of his naval career in recruiting, the last three working in the NRC Cyberspace department.

"My job is basically answering chats and getting people the information they're looking for," said Small. "If they're qualified,

we send them to the recruiter. From there, it's up to the recruiter to work with them. If they join, we get credit for that contract. If the recruiters out in the field aren't succeeding, then we're not succeeding."

Small said that part of his role as an online recruiter is informing people of their own eligibility to join. Known as a "lead-generation," high-quality candidates are identified and advanced to the next step before walking into a recruiting station.

"They're going to the recruiter knowing they meet the requirements to join, because we ask them beforehand," said Small. "We can also let the applicant know in advance if they are ineligible and advise what they need to do to be able to join."

Fire Control Technician 2nd Class James



Commander, Navy Recruiting Command, Rear Adm. Brendan McLane, presents a poster to NRC (Navy Recruiting Command) Cyberspace's Departmental Leading Chief Petty Officer Rebecca Rein to congratulate the Cyberspace department on surpassing the previous year's number of contracts in nine months. (Photo by Mass Communication Specialist 3rd Class Preston Jarrett)

Surface has been working as an online recruiter for a year and a half. He said he didn't know the position existed until he arrived in Millington.

"When I first joined, I didn't know you could chat with a recruiter online," said Surface. "It's a pretty awesome tool."

Surface echoed Small's sentiments that online recruiting helps educate prospective Sailors without them having to physically step into a recruiter's office.

"I think the biggest advantage is being able to know more coming into it vice going in blind and just talking to the recruiter right away," said Surface. "When they talk to us first, we give them all the information we can."

NRC Cyberspace exceeded last fiscal year's number of contracts, 537 to be exact, in just nine months, and Senior Chief Navy Counselor Rebecca Rein, cyberspace's departmental leading chief petty officer, said that she is excited about their recent success.

"Surpassing the numbers from last year is extremely significant," said Rein. "Our focus every year is to surpass last year's numbers and produce the highest-quality leads for the field so they're able to work our leads and get good, qualified contracts."

Rein's drive to meet the goals is on par with Small's energy to succeed.

Small said he enjoys his job so much that he volunteered to stay at NRC Cyberspace longer than originally intended.

"It's actually very fun," said Small. "I was able to extend for a year, so I don't have to leave until next December. I like it, and I feel like I'm doing well, so I'll keep it going."

Chief Sonar Technician (Submarine) Logan Leland, cyberspace leading chief petty officer, said that the condition of the U.S. job market has a residual effect on military recruiting.

"There are jobs in the civilian world that are readily available with good wages being paid," said Leland. "It definitely makes it more challenging for military recruiters

in the field. By working together between cyberspace and the field, we're able to make that job easier for them, and they're the reason our contracts go up."


Senior Chief Navy Counselor Justin Noble, the national chief recruiter executive assistant, said that recruiting methods have evolved over time to keep up with the civilian world.

"Ten years ago, you could get a phone list and call from that phone list," said Noble. "Now, you get a phone list, and no one is going to answer your calls. People don't work that way anymore, so recruiting is moving in the direction of the cyber world, and they're tapping into that by reaching those potential applicants through their own networks. We're moving more and more toward doing everything by computer, by texting and messaging."

Noble said that despite competition with the civilian world in a strong economy, cyberspace is still accomplishing its mission.

"They're right on track, they did a phenomenal job, and hopefully they can keep that going," said Noble. "The year's not over yet, so their numbers are still going to climb."

Target demographics for U.S. Navy recruiting increasingly exist in the digital space, so NRC is adapting to meet an ever-increasing recruiting goal. In this evolving recruiting environment, the online recruiters at NRC Cyberspace continue to succeed, and never in history has there been an easier time to learn more about serving in the U.S. Navy.

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U.S. NAVY RESERVE

Recruiting Mission Centralization

► GREAT LAKES (April 8, 2019) Sailors assigned to Navy Reserve Assault Craft Unit-1 prepare the rigging of a maritime prepositioning force utility boat assigned to Navy Operation Support Center Chicago at Naval Station Great Lakes. ACU-1's mission includes the traditional assault and follow-on echelon operations to support the Global War on Terrorism as well as independent multi-day anti-piracy patrols, visit-board-search and seizure operations, humanitarian assistance and disaster relief. (Photo by Mass Communication Specialist 1st Class John Sorensen)



Story by Mass Communication Specialist 2nd Class Zachary S. Eshleman, Navy Recruiting Command

MILLINGTON, Tenn. (NNS) – In support of its growing recruiting mission, Navy Recruiting Command has adjusted their tactics for bringing Sailors into the Navy Reserve. Specifically, this adjustment led to the centralization of the prior service mission, which focuses on transitioning active duty Sailors directly into Reserve Component without a break in service. This means focusing more recruiting assets into the fleet concentrated areas of Norfolk, San Diego, Seattle and Jacksonville, Florida, and putting elements in Hawaii and Japan.

The recruiters participating in the mission in these areas work with command career counselors at the active duty units, providing training and information sessions with Sailors who are getting close to separating from the active-duty Navy. The purpose of the prior service recruiters, known as reserve benefits advisors, is to expose active duty Sailors to the possibilities and

advantages of joining the Navy Reserve straight from active duty without a break in service. Over the course of their time on active duty, it is possible that a Sailor may have little to no interaction with Navy Reservists, so this could be the first time they start to think about it as an option.

For the Navy Reserve, the purpose behind this move lies in the advantages of accessing Sailors directly from active duty without any break in service. With this seamless transition, Sailors' qualifications, job knowledge, and medical records will not become outdated, saving time and money that would have otherwise been devoted to retraining and requalifying the person.

"By taking someone straight from active duty to the reserve, we're able to immediately employ a fully trained and qualified Sailor," said Lt. Cmdr. John Poissant, the deputy director for prior service accessions. "Also, if the Sailor has critical

Navy Enlisted Classifications (NECs), or special qualifications, we can plug them right into our higher demand, critical billets and they'll perform at the level we need them."

Engineman 2nd Class Natalia Cummings-Duckie is one of the Sailors in the Northeast Detachment of the prior service mission, located in Norfolk. This was the first detachment created for this initiative; it was started on Oct. 1, 2018.

"What I try to instill in the Sailors who are thinking about getting out [of the Navy] is that life happens," said Cummings-Duckie, "Sometimes the great job you had set up on the outside might not pan out, or you may not like it after six-months, so it never hurts to use this as an option through your transition."

She said for these reasons, she wants to make sure Sailors at least see the Reserves as an option, rather than throwing away all the time they spent building themselves up in the Navy and starting over in the civilian sector.

The second detachment created was Navy Reserve Prior Service Detachment Southwest, based in San Diego. This detachment began operations on Jan. 1.

"Most of these Sailors we talk to have never really gotten a lot of information about the Navy Reserve," said Builder 1st Class Justin Gomez, a member of the Prior Service Detachment Southwest. "So when we go in there and do our presentations, it's kind of a mind blower for a lot of people, and they tend to have a lot of questions."

As someone who has been on active duty, worked in the civilian world, returned to the Reserves and is now back on active duty orders. Gomez said he wants to help make the transition as smooth as possible for these other Sailors. He routinely works through the process with the command career counselors and the Sailors themselves.

Gomez said one of the best advantages he has while working in the Prior Service

Detachment Southwest is that he spent his entire career in the Navy in the San Diego area, so he can connect with the Sailors, and they can see someone like himself who went into the Reserves and benefited from it.

He also is excited about this new method of spreading awareness through these detachments, and he believes it's very effective.

"When a recruiter can focus fully on talking to Sailors who are already in the Navy, rather than also having to go to high schools and job fairs in addition to it looking for people to bring into the Reserves, it makes the job a lot more efficient, and it lets you give more time to people who are already in [the Navy]," said Gomez. "It helps make the whole transition smoother, and it helps with Navy retention as well."

Poissant said this new method of educating and training Sailors has been very effective so far, and he is optimistic about the effects it will have on the Navy Reserve end strength.

"I think overall we've had a really positive effect on the number of Sailors coming into the Navy Reserve," said Poissant, and we've been a force multiplier for the career transition office by spending more time training and educating career counselors and the Sailors on the benefits of the Navy Reserve."

This initiative will certainly help ease the transition out of active duty for many Sailors, and it's another step in the right direction for Navy Recruiting Command to continue to support the requirements of the Navy Reserve.

Navy Recruiting Command consists of a command headquarters, three Navy Recruiting Regions, 18 Navy Recruiting Districts and eight Navy Talent Acquisition Groups that serve more than 1,330 recruiting stations across the world. Their combined goal is to attract the highest quality candidates to assure the ongoing success of America's Navy. 🇺🇸

BREMERTON, Wash. (April 23, 2019) Sailors assigned to Space and Naval Warfare Systems Command (SPAWAR) Reserve Program Configuration Validation Team collaborate with Naval Information Warfare Center Pacific's RESTORE Lab to explore how three-dimensional scanning and printing can deliver an effective and reliable solution to repair critical warfighting equipment. The SPAWAR Reserve Program leverages education, corporate knowledge and military experience and applies those skills to the challenges SPAWAR and the fleet are facing with respect to complex command, control, communications, computer and intelligence systems. (Photo by Cmdr. John P. Fagan)



Navy Recruiting Tactic Calls for a Swarm of Manpower

Story by Mass Communication Specialist 2nd Class Zachary S. Eshleman, Navy Recruiting Command Public Affairs Office

MILLINGTON, Tenn. (Aug. 23, 2019) – Caught in the midst of a strong American economy and the mission to man a growing Navy, the members of Navy Recruiting Command (NRC) are finding ways to maximize their recruiting efficiency and refine the scope of their outreach. This is in response to the national policy to grow the Navy to a 355-ship force.

A higher demand for more Sailors on more ships, combined with normal attrition rates from Sailors separating or retiring from the Navy, called for a recruiting goal increase to 39,000 new Sailors this year. This is no easy task. In fact, this goal is the highest Navy recruiting goal since the Vietnam era.

Recruiters have had to refine their skills, share experience with each other nationwide and build a recruiting plan that gets Future Sailors signed up with enlistment contracts or commissions. One method recruiting command has instituted to bolster their efforts is through a

new technique called swarming.

The core of the concept of swarming focuses on the importance of location and people. NRC identifies an event that will attract a large number of people who are within the age and demographics that most likely would be interested in, and qualified for, military service. Some of the events have been pro-sporting events, Fleet Weeks or Navy Weeks.

After an event is chosen, a schedule is built around the event to capitalize on the increased amount of people. A special team at NRC headquarters in Millington, Tennessee, then chooses some of the top

recruiters from around the country to attend the swarm and provide support to the local recruiting district or talent acquisition group located closest to the event.

This is when the term swarm becomes literal. Between 80 and 100 recruiters gather and then split off into teams and visit local schools, malls and other locations encompassing the main event. This mass presence of recruiters lasts about a week prior to the main event and it increases Navy awareness through organizations like the Navy Sea Cadets, Navy League, and Naval Officer Training Corps (NROTC), and to local centers of influence such as local government officials.

“Swarming is an innovative idea where we can take national assets and people from different areas around the country and use them to support the local recruiters in lead generation,” said Capt. Matt Boren, the director of NRC’s marketing and advertising department. “By centering this around an event that draws a lot of people in, it produces a very widespread effect.”

NRC’s virtual reality assets, the Nimitz and Burke, are also typically sent to the area to increase the visibility of the recruiters and open the door for more interactions with the public.

Since its conception, swarming has been done in Miami; Orlando, Florida; Mobile, Alabama; Minneapolis, Boston and New York. In addition to producing a jump in leads and contracts in those areas, the participants noticed a major advantage to this strategy.

“Swarm has been extremely effective in re-teaching recruiting basics,” said Master Chief Navy Counselor Franklin Tiongco, the National Chief Recruiter. “We focus on a positive recruiting experience and improving morale for the Sailors everywhere we go, and we don’t just focus on potential applicants; we’re raising awareness in all members of the community.”

The comradery swarming produces among recruiters is one side effect of the strategy that the participants have noticed since the beginning.

“My first thought was that I was excited,” said Construction Mechanic 1st Class David Smith, a recruiter in Minneapolis. “Up here in the Midwest we’re very spread out, so it’s a good opportunity to pull us all together and get some visibility.”

However, the recruiters were not always positive about the idea. There was an initial apprehension and doubt that came with it, but since then the effects have shifted the narrative.

“These big ticket events have been a burden to commands in the past because they are a lot of work and you don’t see

the results immediately,” said Tiongco. “However, after we started showing them how to make it effective, everything changed. Over time, the leads start to turn into appointments to meet with recruiters. Then those appointments turn into contracts and it just keeps going. Their hard work pays off.”

This strategy is here to stay as NRC moves forward. There are 12 more swarms scheduled out to 2020, and a large part of the mission will be focused on outreach. Informing the public about the Navy and its option as a competitive career choice in today’s job market is an important part of that mission.

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For more news from Commander, Navy Recruiting Command, go to <http://www.cnrc.navy.mil>. Follow Navy Recruiting on Facebook (www.facebook.com/NavyRecruiting), Twitter (@USNRecruiter) and Instagram (@USNRecruiter).

◀ OCALA, Fla. (January 28, 2019) Damage Controlman 1st Class Veronica Scott, a Navy Talent Acquisition Force recruiter, speaks to a student at Lake Weir High School during Navy Recruiting Command’s “Swarm” Orlando evolution. (Photo by Mass Communication Specialist 2nd Class Brandon Woods)

▼ MINNEAPOLIS (March 7, 2019) During Navy Recruiting Commands’ Swarm Minneapolis evolution, Navy divers interact with people and swim in the aquarium at the Mall of America. (Photo by Mass Communication 2nd Class Zachary S. Eshleman)



Navy Chief Saves Life Through Social Media

Story and Photos by Mass Communication Specialist 2nd Class Zachary S. Eshleman, Navy Recruiting Command

MILLINGTON, Tenn. (NNS) – In a digital world filled with “internet trolls” and “keyboard warriors,” it can seem hard to make a meaningful difference, but one Navy chief petty officer is striving to be a light in the darkness.

Chief Navy Counselor Grant Khanbalinov has chosen to reach out and be a lifeline for people he has never met. He uses his face, name and position as a Navy chief petty officer to spark the conversation about mental health and to get Sailors the help they need.

“No matter where you are in the world,” said Khanbalinov, “whether you’re stationed on a ship overseas or in the cubicle down the hall, people need a human connection. It makes a difference.”

Khanbalinov currently works as the national social media trainer at Navy Recruiting Command, where he travels around the country to teach recruiters how to use social media to their advantage. The position was created specifically for him when he was working as a recruiter in Navy Recruiting District (NRD) Philadelphia. At the time, his leadership noticed all the ways he was improving his relationship to the community by embracing all types of social media, and how it was improving his productivity. They decided his ideas, tactics and keen understanding of social media needed to be spread throughout Navy recruiting.

However, his social media savvy was put to the test when he was scanning through Reddit, his favorite website. He spotted a post from a Sailor describing how he was going to commit suicide on his ship after it got underway. Khanbalinov said he knew there was no time to waste, and judging by the wording, this person was going to die if no one stepped in. “My first thought was just ‘we need to find this guy,’ if it’s not too late already,” he said. But this wasn’t a simple task.

Reddit is a site where anyone can post anything, and it’s anonymous, so Khanbalinov had to solve the problem with some creativity. He looked back at all the posts this person had ever made, and deduced the amount of time the Sailor had been in the Navy, their rank and the type of ship they were stationed on. Then Khanbalinov contacted Navy Personnel Command, and based on these and other factors, put together a list of 13 possible ships. He then contacted the Chiefs Mess on each ship, and within five hours of the initial post, the Sailor was located and received the care he needed.

Suicide prevention is something Khanbalinov has taken on as a personal mission because he has first-hand experience with its effects. “When I got back from a deployment in 2012, I started having some mental health issues,” he said. “I didn’t realize I was spiraling until someone on the outside looking in came



to me and said ‘you have a problem.’”

He said after this wake-up call he went to get help, and he was able to get better. He wants to show other people it’s okay to seek care. There were no repercussions to his career, and he didn’t have to leave his ship, but he said many Sailors don’t know all the options available to them; they internalize their problems and just try to deal with it themselves.

“I think in the Navy we’re ingrained with this tough mindset that we don’t need help, and it’ll get better,” he said, “but it won’t. Mental health is not like a broken bone or a scab that will heal over time. It only gets worse when it’s left alone; you have to go see a professional.”

He saw this mentality in his own life and in the culture he was raised in. He was born in the former Soviet Union before his family moved to New York. As an immigrant, he said he was raised to be very tough, and to just push through things on his own, but the realization of how necessary getting help can be is something he wants to pass on.

Khanbalinov thinks a large part of the solution to mental health issues is communication. “When I have a junior Sailor working for me, I want them to feel completely comfortable coming to talk to me about anything,” he said. “And the more you talk about suicide the less stigmatized it will be, and Sailors will get help right away.” To help promote this, he’s building a website to become a simple, consolidated source containing information about where to get help, testimonials, and healthy habits to reduce stress if it is becoming too much. The website will expand beyond Sailor-specific use and have information that benefits anyone who visits the page.

In the spirit of open communication, Khanbalinov’s Reddit username, /u/grantmkhan, is his actual name, a rarity on this anonymous platform, and he routinely posts videos of himself speaking in uniform about mental health and suicide, for everyone to see. This is just another way he’s trying to normalize the conversation. “If I go out and make these posts and people attack me or talk bad about chiefs, that’s fine if people don’t like it,” he said, “but if one person reads or watches my posts and goes to get the help they need – it’s well worth it. That’s why I do it.”

On June 3, 2019, Khanbalinov received a Navy and Marine Corps Commendation Medal from Rear Adm. Brendan R. McLane, commander, Navy Recruiting Command, for saving the Sailor with

suicidal intentions, and for saving another person who was unresponsive in a grocery store. He used CPR to restart the man’s heart before the police arrived.

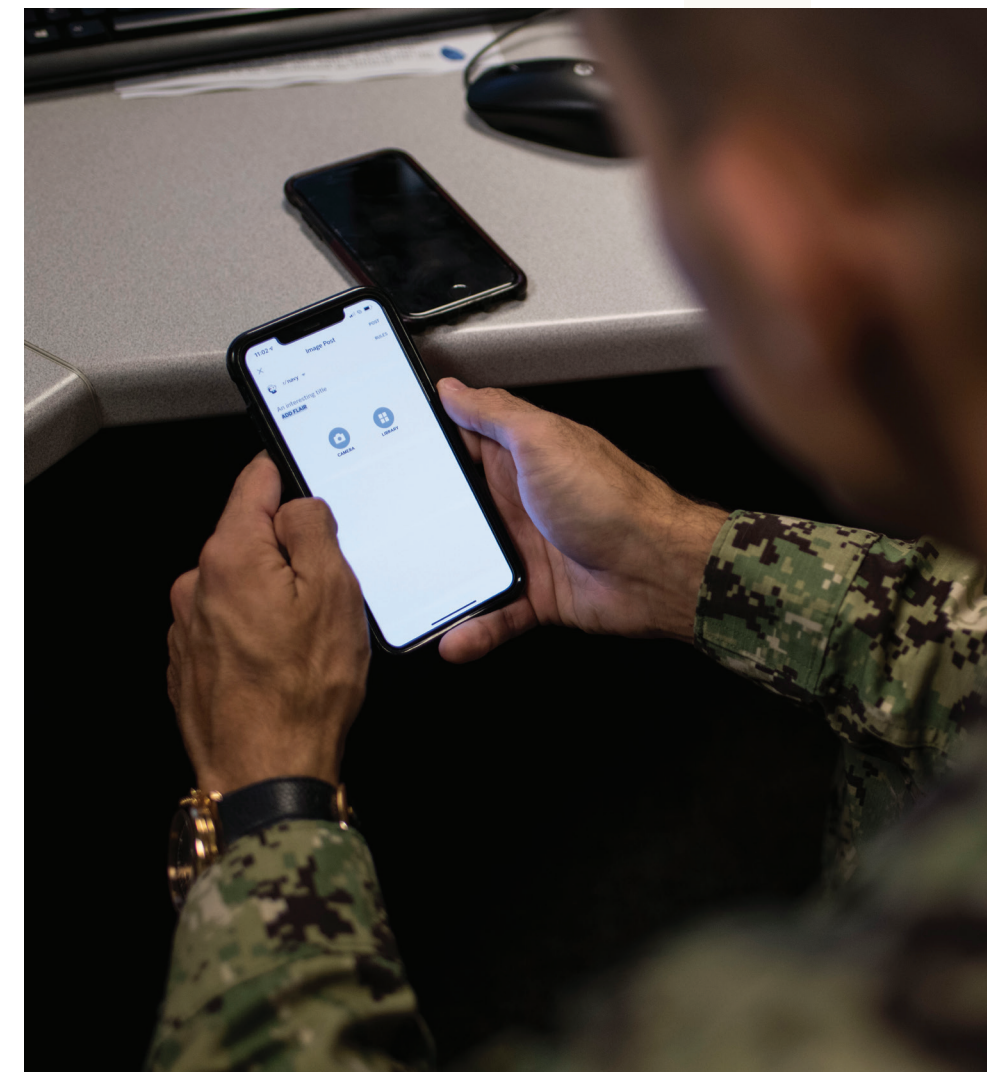
While Khanbalinov has been recognized for saving two lives, the number of people his posts have affected may be countless. To him life is precious and helping preserve it is a way of life.

Recently, he reached out to a fellow chief who was struggling with depression, anxiety and post-traumatic stress disorder. He knew there was something wrong and when the Sailor texted Khanbalinov a note with suicidal ideations, he immediately found the chief and took him to the hospital.

“I lost a close friend close to me last year, and I wasn’t going to lose another Sailor to suicide,” said Khanbalinov. “I just responded. I don’t judge or hesitate to take action, because you never know if it is a cry for help or something that person will follow through with.”

The Navy has many resources for Sailors who struggle with mental health,

Chief Navy Counselor Grant Khanbolinov uses his phone to create a new post on Reddit.



▶ Chief Navy Counselor Grant Khanbolinov works as the social media training manager at Navy Recruiting Command.



but if someone were to ask Khanbolinov he would gladly tell them that talking to people, whether online or face-to-face is the most effective thing you can do to help someone.

"I don't think you will find another job in the civilian market that takes their employees' mental health more serious while providing all the benefits that the Navy has to offer," said Khanbolinov. "We are all in this together, and I try to remind people the important thing is that 'you're not alone.' We take care of each other and that's just what I'm doing."

Khanbolinov mission in life is to improve the lives around him. While his first passion is saving lives, his second is offering a better life to people through naval service. For the last five years as a Navy recruiter, he has dedicated his career to giving people the opportunity to join the Navy. Khanbolinov joined the Navy in 2008 as an electrician's mate.

Though he had no military ties through

family or friends, he said he sought out a local recruiter because he wanted to make a difference by serving in the military. Eleven years later, he can rest assured that he is making a difference through every click of the mouse, stroke of the keyboard and his resolve to help anyone he finds in need.

If you, your shipmate, or a loved one are having trouble navigating stress or experiencing a crisis, help is always available. Seeking help is a sign of strength and a sign of the good judgment and reliability needed to thrive in your Navy career. You can reach out to your local Fleet and Family Support Center, Deployed Resilience Counselor, civilian or military mental health provider, or any of the following free and confidential resources:

- **MILITARY CRISIS LINE:** 1-800-273-TALK (8255, Option 1).



Region Recruiters of the Quarter

Every fiscal quarter, one Sailor from each Navy recruiting region is hand selected by their command master chief to be the Regional Recruiter of the Quarter. This person is then meritoriously promoted to the next rank. The following Sailors earned this in the 3rd quarter for FY19.

EM1 Quenten Easter (Region East)

According to his Commanding Officer, Cmdr. David Pavlik, Easter is a phenomenal Sailor. Pavlik said he willingly seeks additional responsibility and strives to make positive and lasting contributions to the team. He said Easter's peers and subordinates both seek him out for his techniques and advice.

Outside of his primary duties, Easter volunteers with the American Legion and serves as the divisional career counselor for the 17 Sailors in his department. He also takes it upon himself to mentor future Sailors. In the third quarter of fiscal year 2019, he led eight of his Sailors to advance in rank prior to leaving for basic training.



BM1 Jesse Jones (Region West)

Boatswain's Mate 1st Class Jesse Jones' Commanding Officer, Cmdr. Bradley Whittington, said Jones is a standout leader who demonstrates poise, intelligence and honor and is already performing as a seasoned first class petty officer.

He also steps up well outside his required duties. He volunteers at a local animal shelter and helped with the adoption of over 200 animals, improving the image of the Navy in his community. He's also an assistant command fitness leader, and he resuscitated a previously dormant second class petty officer association to build camaraderie among his fellow Sailors.

▶ Electricians Mate 1st Class Quenten Easter is pinned by his grandfather retired Senior Master Sgt. Richard Miller and his wife Ashely Easter, during his meritorious promotion to first class petty officer.

▶ Boatswain's Mate 1st Class Jesse Jones is pinned by his father Staff Sgt. Terry Jones, during his meritorious promotion to first class petty officer.

SH1 Jeffrey Gilbertson (Region Three)

While working in Little Rock, Arkansas, Ship's Serviceman 1st Class Jeffrey Gilbertson took on the responsibilities as assessing lead, and he was directly responsible for processing 53 applications, including six NATS and five nuclear program candidates.

Outside of work he volunteers every month at a local animal shelter, feeding animals and cleaning cages. He earned his Military Outstanding Volunteer Service Medal for this work in his community. His Commanding Officer, Cmdr. Patrick Acker, writes that if he only had one meritorious promotion to give, he would use it on Gilbertson, and Acker said he performs on par with his top first class petty officers.



▶ Ship's Serviceman 1st Class Jeffrey Gilbertson receives his meritorious promotion to first class petty officer, after being picked as Navy Recruiting Region Three's Recruiter of the Quarter.

Transformation: Evolving the Business of Navy Recruiting

Story by Mass Communication Specialist 3rd Class Preston Jarrett, Navy Recruiting Command Public Affairs

MILLINGTON, Tenn. – Some people are extroverts. Some people are organizers. Some people do well with numbers, while others do well with customer service. Matching the right person with the right skills to the right job is something the Navy does well, and in line with this, Navy recruiting is transforming the way it does business by aligning its recruiters with their strengths.

Under the legacy model of recruiting, recruiters were required to cover a broad list of jobs and responsibilities that didn't always match their strengths. The overwhelming stress they experienced from this jack-of-all-trades assignment motivated their leadership to develop a more effective way to achieve mission.

Transforming:

Senior experts in the field came up with a concept to categorize and split recruiters' tasks into three separate recruiting disciplines; talent scouts, assessing, and onboarding. Under the old NRD (Navy Recruiting District) construct, recruiters had to focus on and be experts in all of the aspects of the three disciplines, but under the new concept recruiters refine their focus to only the details of the discipline they work under. Once an NRD has transformed into the new model, it is rebranded from an NRD to a Navy Talent Acquisition Group (NTAG).

"What we've seen unequivocally is increased job satisfaction from our recruiters," said Capt. Christian Stover, former director of field operations for Navy Recruiting Command. "We've seen improved production outputs, mission accomplishment, contribution to the mission and a sense of teamwork."

It wasn't enough to just get better at what we were doing, said Stover.

"We had to deliberately increase the quality of life of our recruiters. We still had increasing mission requirements, so to do more with less in an environment of diminishing resources, we needed to do something different to meet those requirements."

Navy Recruiting Command, comprised of some of the highest ranked personnel involved with recruiting, eventually decided on a model to simplify the recruiting process and divide the workload in a more manageable fashion, said Stover. This also allows recruiters' strengths and skillsets to be matched to one of the three disciplines that best fits. This places the right

recruiter in the right job for the mission.

"The primary theory of our transformation effort is to leverage the efficiencies and talent match of our recruiters," said Stover. "In our legacy recruiting model, a recruiter had to be great at everything in order to be defined as a successful recruiter, but that's not realistic. Some of them have different talent matches, so under our functional specialization model, we're able to match those talents to what recruiters are required to do."

Changing Curriculum:

NRD Portland was the first to undergo the transformation into becoming an NTAG, but the need for revision became apparent after implementing the new procedures, said Stover.

"There were sound principles that we believed would work, but there were some second and third-order effects that could not have been envisioned or in execution did not deliver the results we anticipated," said Stover. "Once the field began executing under the model, we were given responses back from the lessons learned and developed the system we now are operating under, which is our transformation 2.0 model."

Both new and senior recruiters are trained at Navy Recruiting Orientation Unit (NORU), and Stover attributes the system's prosperity to NORU's consistently evolving approach to education.

"They're absolutely critical and essential to our transformation success because they drive the curriculum that trains our new transformation model to those students and our career recruiters," said Stover. "They oversee our RTI (Recruit Tactics Instructor) program. These are cadre career recruiters that are embedded in our transformation organizations. They provide our recruiters on-site, on-the-job training at the highest levels. They're able to take lessons learned in execution from the field back to the schoolhouse at NORU to develop new curriculum and ensure that we stay relevant with current practices."

As is common with long-term changes, persistence has been an important part of making the transition work. Though the conversion was initially met with difficulties, Stover said it proved to be ultimately rewarding.

"There have been some highs and lows throughout our journey, and it takes time and leadership to truly appreciate and understand

that success may not be seen immediately," said Stover. "It would've been easy to say 'OK, let's go back to the way we used to do business,' but our organization stayed the course, saw the vision and ensured that we had the tools and resources available to make this journey successful."

Improving Lives:

Stover said that with dedication and time, the change has significantly improved morale and work performance.

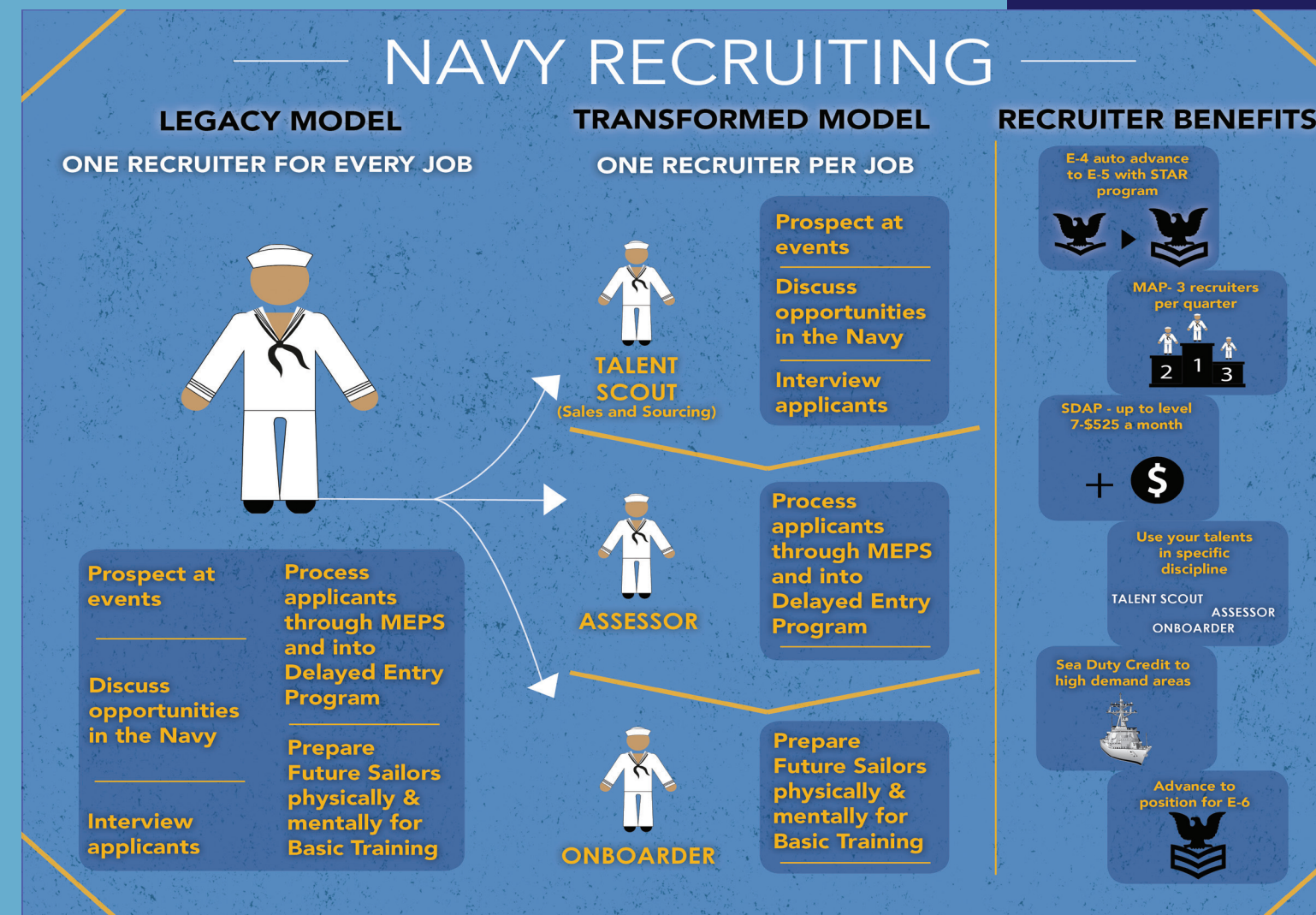
"We ask recruiters anonymously on surveys of their thoughts, and they have come back with real answers such as: 'Transformation saved my marriage'; 'I can actually have dinner with my family'; 'I have control of my schedule'; 'I can actually go to school'; 'I couldn't wait to leave recruiting until we transformed,'" said Stover.

"These are real responses from real recruiters who absolutely defined that their quality of life has improved."

With an overall positive outcome, Stover said that recruiting leadership will continue to assimilate information from the field and develop the transformation process.

"The future of transformation is very bright," said Stover. "I will say that even within the last six months, we have met an exponential curve of production output. It was a slow start, to be honest, but as the field has bought into the program, and as the culture has changed, the field is executing at levels that we have never seen before."

Since Portland, eight more NRDs have transformed into NTAGs: Nashville, New



Orleans, Northern Plains (Minneapolis), Ohio River Valley, Pacific Northwest (Seattle), Pittsburgh, Rocky Mountain (Denver) and Houston. With increases seen in recruiters' happiness and working efficiency, transformation has shown to be a fruitful endeavor. NRDs will eventually become obsolete as specialized and more organized methods of recruiting become the Navy-wide standard.

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Regions, 17 Navy Recruiting Districts and nine Navy Talent Acquisition Groups that serve more than 1,330 recruiting stations across the world. Their combined goal is to attract the highest quality candidates to assure the ongoing success of America's Navy.

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Live to Ride, Ride to Live a look at motorcycle safety

Story by Chief Mass Communication Specialist Elijah G. Leinaar,
Navy Recruiting Command Public Affairs Office



MILLINGTON, Tenn. (NNS) – Summer is coming to an end, but the weather in many locations remains ideal for motorcycle riding. Riding a motorcycle can be a liberating experience. The motorcycle enthusiast can feel free of constraints, smell the air, hear their surroundings and enjoy their connection with the outside environment.

There is a saying within motorcycle communities; “four wheels move the body but two wheels move the spirit.” However, like many adventurous activities, motorcycle riding has its risks. This reality has recently affected Navy Recruiting Command (NRC) in the most severe way.

“We lost one of our own,” said NRC’s Command Master Chief Donald Charbonneau. “It’s a tragic loss to the command, the Sailor’s family, friends and colleagues. It’s something we cannot forget. Safety is a priority in everything we do, but mishaps can still happen even when we do all we can. It’s a painful truth in life and a realistic fact that everyone who rides a motorcycle is more at risk than if they had been in a car.”

One risk factor is a practice known as lane splitting. This is when a motorcyclist rides the

line between two lanes of traffic. There are state laws against it throughout the United States except in California. While the state doesn’t have traffic laws against lane splitting, many cities have ordinances restricting the practice due to its increased risk for accidents. Navy regulations ban lane splitting on base and it’s highly discouraged off base in California. The last thing a rider needs is to increase their odds of a collision.

The hard truth is that there is very little physically protecting a motorcycle rider in an accident. Navy regulations require motorcycle operators to wear personal protective equipment (PPE), which at a minimum is an approved helmet, eye protection, sturdy over the ankle footwear, long-sleeved shirt or jacket, long pants, and full-fingered gloves designed for use on a motorcycle. For specifics see the Naval Safety Center’s motorcycle safety website page.

Those precautions hardly match the metal-cage frames of automobiles, air bags, seatbelts, antilock brakes and even more technologically advanced safety features that newer vehicles are being equipped with every day.

“It often leaves us exposed roadside where we could be hit by another car,” said Chief Navy Counselor Aspen Noels. “I love motorcycles and I know they can be dangerous. That’s why my entire family has taken the Navy-offered motorcycle safety training. It’s a two-day course that would have cost us hundreds of dollars out on the town, but through the Navy we got it for free.”

Motorcycle safety courses are available to active duty Sailors and on a stand-by basis to all dependents, DoD civilians and retirees. Under Navy regulations, reference OPNAVINST 5100.12J, all Military motorcycle riders are required to have completed Level I training, which can be scheduled online through Enterprise Safety and Management System (ESAMS), valid motorcycle insurance and a motorcycle operator’s endorsement on their driver’s license.

Level I training consists of a two-day Basic Rider’s Course (BRC) given through the Motorcycle Safety Foundation (MSF). All riders have 60 days after the BRC to complete Level II training. Riders who are properly licensed and have completed Level I training may immediately enroll in and complete Level II training.

There’s more training down the road for sports bike riders. They’re required to take the Military Sport Bike Riders Course (MSRC), which counts as Level II training but is more focused on sports bike skills and safety. If it seems confusing, riders can talk to their command motorcycle safety coordinator (MSC) or local installation safety office. MSCs are required to run the motorcycle safety program, know all the rider options and requirements and have all the current regulations and references on file. They can steer riders and potential riders straight.

For other styles of bikes, there are more options available. Fortunately for all of them, there are MSF courses tailored to these options; including Experienced Rider Course, Advanced Rider Course, and Off-Road Rider Training Courses for dirt bikes and all-terrain vehicles, ATVs.

Unfortunately training a motorcyclist is only part of the battle. Training motorists to be aware is another key element. Motorcycles are considerably smaller than cars on the road, and they’re often hard to distinguish in traffic. Motorcycles often appear to be farther away than they actually are. They start, stop and turn much faster than a full-sized vehicle. This misperception can lead to cars moving over on or merging into motorcyclists’ lanes of traffic resulting in mishaps.

According to the National Highway Traffic Safety Administration (NHTSA) and the Naval Safety Center, Motorists often say following an accident with a motorcycle, “I didn’t see him/her there.” While the numbers for fiscal year 2019 are not out yet, as of May 1 of fiscal year 2018, the Navy has experienced seven motorcycle fatalities. This is up from five during the same time frame in fiscal year 2017.

“My hope is that drivers and riders share the road safely,” said Charbonneau. “We all have to be careful when on the road because it doesn’t take more than a second to be distracted by your phone, kids in the backseat or a million other things. We have to pay attention because the cost of a life lost is not worth it.”

Training, education and awareness go a long way in preventing motorcycle accidents. There are many factors, from road conditions to a lack of attentiveness, which can lead to an accident. Automobiles have a significantly higher level of safety compared to motorcycles, which is why it is important for those drivers to look twice for motorcycles and be cautious of their surroundings.

More information on motorcycle safety can be found in the links below:

<http://www.nhtsa.gov/safety/motorcycles>

<http://www.trafficsafetymarketing.gov/sharetheroad>

<http://exchange.aaa.com/safety/motorcycle-safety/#.vyjkrwpf3xg>

https://www.cnmc.navy.mil/regions/cnrma/om/safety/traffic_safety/motorcycle_training.html



PPE - Use the best not the bare minimum

Battle of Midway Survivors Enlist the Navy's Newest Sailors

Story by Chief Petty Officer Carla Burdt, Navy Recruiting District San Diego

▶ (From left) Vice Adm. Brian B. Brown, commander, Naval Information Forces; Vice Adm. Richard A. Brown, commander, Naval Surface Forces; Vice Adm. DeWolfe Miller III, commander, Naval Air Forces; Adm. John C. Aquilino, commander, U.S. Pacific Fleet; Vice Adm. John D. Alexander, commander, U.S. 3rd Fleet; and Rear Adm. Bette Bolivar, commander, Navy Region Southwest, pose with Battle of Midway veterans Truxton "T.K." Ford, Charles E. Monroe, and Ervin "Judge" Wendt. Ford is a former aviation pilot 1st class, Monroe a former aviation radioman 1st class, and Wendt a retired senior chief aviation ordnanceman. (Photo by Mass Communication Specialist 2nd Class Natalie Byers)



Heroes of Navy past stood face-to-face with the Navy's future during a ceremony aboard USS Midway (CV-41) June 1 commemorating the 77th anniversary of the Battle of Midway. Three survivors of the Battle of Midway - Aviation Pilot 1st Class Truxton "T.K." Ford, Aviation Radioman 1st Class Charles "Chuck" E. Monroe and Senior Chief Aviation Ordnanceman Ervin "Judge" Wendt, delivered the oath of enlistment to Navy Recruiting District San Diego Future Sailors Paige Dominguez, Emerson Albright and Miles Dixon. "Being selected to be one of three Future Sailors who had the opportunity to be sworn in by a Battle of Midway survivor was beyond honorable," said Emerson Albright. "Leading up to the event so many emotions ran through me. Having my name called and standing face-to-face with Battle of Midway survivor Senior Chief Wendt, I felt so proud to be able to raise my right hand and be sworn in by a true hero."

The Future Sailors, born more than 50 years after the battle, understand the significance of the sacrifices made by these three veterans and the honor to stand before these heroes. "As my career in this great military begins, my greatest goal is to live up to the expectations of these great Sailors, and to continue fulfilling the wills of the many Sailors who lost their lives that day back in 1942," said Dixon. "I will carry on their legacy of protecting this great nation, and strive to become better than I was yesterday, in order to help us all become better than we ever knew we could be." Dominguez said that she felt incredibly privileged to be one of the three Future Sailors chosen to participate in the ceremony, and she feels an immense sense of responsibility to both the survivors and those who lost their lives in the Battle of Midway. "These men and the ones that were lost in the Battle of Midway, are true,

undeniable heroes and we owe them everything," said Dominguez. "They changed the course of history, and it was priceless to be able to meet someone who so humbly and selflessly did their job to protect our country. They truly exemplify honor, courage and commitment." Dominguez continued, "I will tirelessly work to be worthy of this experience and their sacrifices. I hope that throughout my Naval career and after, I will be remembered by my fellow Sailors and my future children, for always being a strong, moral and kind person. I will wear this uniform with pride, and I am truly ready to step up and grab that baton and walk forward. I am truly thankful to have been given this tremendous, once in a lifetime opportunity." Following the oath of enlistment, Wendt had these words for the new Sailors: "God bless our Navy and keep taking care of us." Dominguez will leave for boot camp in August, and Dixon and Albright will leave in September. Established January, 1975, NRD San Diego encompasses 210,000 square miles covering Arizona, Nevada and Southern California. Headquartered at Naval Base Point Loma, NRD San Diego has more than 50 recruiting



stations in the tristate region and employs more than 300 recruiters, support personnel and civilians. Navy Recruiting Command consists of a command headquarters, three Navy Recruiting Regions, 18 Navy Recruiting Districts and eight Navy Talent Acquisition Groups that serve more than 1,330 recruiting stations across the world. Their combined goal is to attract the highest quality candidates to assure the ongoing success of America's Navy. 🇺🇸

▶ Former Aviation Radioman 1st Class and Battle of Midway veteran Charles Monroe gives the oath of enlistment to Paige Dominguez during the annual Battle of Midway Commemoration ceremony aboard the USS Midway (CV 41) Museum, June 1. (Photo by Mass Communication Specialist 2nd Class Natalie Byers)



▶ Vice Adm. Dewolfe Miller III, commander, Naval Air Forces, shares a laugh with Battle of Midway veterans Truxton "T.K." Ford (left) and Charles E. Monroe prior to the annual Battle of Midway Commemoration ceremony aboard the USS Midway (CV 41) Museum, June 1. Ford is a former aviation pilot 1st class and Monroe a former aviation radioman 1st class. (Photo by Mass Communication Specialist 2nd Class Natalie Byers)

Navy Recruiting Command Delivers More Than Chief Advancements

Story by Chief Mass Communication Specialist Elijah G. Leinaar,
Navy Recruiting Command Public Affairs Office



▶ Naval Support Activity Mid-South and tenant commands pinned 45 new chief petty officers during the ceremony on September 13, 2019, in Millington, Tennessee. (Photo by Mass Communication Specialist 3rd Class Preston Jarrett)

MILLINGTON, Tenn. – (Sep. 13, 2019) In an effort to recruit the highest quality Sailors, during a time when unemployment is at its lowest in recent history, it has become important to focus on recruiting efforts. That includes a focus on recruiters themselves, and the benefits recruiting provides.

“Navy Recruiting Command is by-far the greatest place to boost your career and forge a successful future in the Navy,” said Rear Adm. Brendan McLane, commander, Navy Recruiting Command. “Recruiting Future Sailors is a critical mission in support of the National policy to build a 355-ship Navy, so we provide excellent benefits when it comes to supporting our recruiters.”

NRC consists of a command headquarters based in Naval Support Activity (NSA) Mid-South Millington, Tennessee, three Navy Recruiting Regions, 17 Navy Recruiting

Districts and nine Navy Talent Acquisition Groups that serve more than 1,330 recruiting stations across the world.

There are three key areas that NRC, as an enterprise, has built benefits on; promotion, pay incentives and quality of life.

Promotion, NRC's Largest Incentive

Navy Recruiting Command (NRC) promoted 178 Sailors across the NRC enterprise to the rank of chief petty officer (CPO) for fiscal year 2020. Navy Recruiting Command stands out as one of the best for advancement and benefits overall.

There are also promotion opportunities for Sailors in other paygrades.

E4 Sailors selected for recruiting duty can be automatically advanced to E5 with the Selective Training and Reenlistment (STAR) program, which is detailed in MILPERSMAN

1160-100. This program can benefit many junior Sailors who didn't promote to E5 at their first command but wish to increase their advancement odds when transferring to a shore-based command. Recruiting command opens that door of opportunity.

NRC Sailors are also eligible for the Meritorious Advancement Program (MAP – NAVADMIN 031/19.) NRC not only offers the annual quotas for MAP, but NRC exceeds it by 12 quotas annually (NAVCRUITCOM 1430.9.) These bonus quotas are given quarterly to the top recruiter in each of the three regions.

NRC holds another wild card with the Recruiter of the Year (ROY) program. ROYs are selected for different categories in recruiting and typically one ROY is selected to be advanced to CPO annually.

The last advancement perk is the Advance to Position (A2P) program, which is for exceptional Sailors who screen for A2P billets upon reporting to recruiting command. The program is used as an advancement incentive to fill priority recruiter billets. It is held for E5 Sailors to be promoted to E6 and is outlined in NAVADMIN 122/19.

Special Pay Delivers Financial Motivation

Through Special Duty Assignment Pay (SDAP), recruiters don't have to wait until their next promotion to earn more cash. This program is defined in OPNAVINST 1160.6 (series) and was updated through NAVADMIN 14/19 July 1, 2019.

The biggest update to SDAP for recruiters was the increase in incentive pay topping out at level 7, which brings in an additional \$525 a month for recruiters. Recruiters can thank the Chief of Navy Personnel who recently authorized the re-structure of SDAP into a qualification-based system. While this incentive can entice Sailors to join the recruiting team, it doesn't leave current recruiters out in the cold.

Recruiters currently earning SDAP have the ability to advance at least one additional SDAP level. This includes the instructors at Navy Recruiting Command Orientation Unit, and cyberspace recruiters who run the online chat feature of Navy.com. Recruiters will be grandfathered until March 2019. Sailors who received orders to NRC with a date-time-group after 1 July 2018 have a starting SDAP level of four.

Recruiting Benefits Improve Quality of Life

NRC has also introduced a new transformation initiative. The old recruiting model required a recruiter to fulfill every aspect of finding, recruiting, processing and shipping Future Sailors from start to finish. Something NRC leadership identified as a “Jack of all trades, master of none” scenario.

Under the new model, recruiters are placed in positions where their strengths can flourish

and they can focus on one streamlined mission. The new transformed recruiting model breaks down recruiting tasks into sourcing/sales, assessing and onboarding. This refines processes and opens up more time for recruiters to work on personal and professional development while honing their work skills in one area.

Recruiting duty also allows Sailors to become a recruiter close to their hometown. Sailors can work with their detailers to attain orders close to home or take specific locations that count toward a Sailors sea duty counter. Specific recruiting billets located in Chicago, Ohio, Michigan, Puerto Rico, Saint Louis, Minneapolis and Pittsburgh can all earn 12 months sea duty credit over the three year tour.

Another hometown related benefit is for nuclear production recruiters. Every nuclear production recruiter selected as the recruiter of the quarter or recruiter of the year is guaranteed their choice of either the U.S. east or west coasts for follow-on orders.

The last, but possibly most personal, benefit of becoming a recruiter is the feeling earned from inspiring the next generation of Sailors to join. Recruiters are bringing in the numbers, but to many of them it's more than a job. They are fulfilling the request for the Navy the nation needs, supporting a 355-Ship national initiative for growth, and finding the best people to eventually take their place.

NRC's combined goal is to attract the highest quality candidates to assure the ongoing success of America's Navy.

For more news from Commander, Navy Recruiting Command, go to <http://www.cnrc.navy.mil>. Follow Navy Recruiting on Facebook (www.facebook.com/NavyRecruiting), Twitter (@USNRecruiter) and Instagram (@USNRecruiter).

▼ A Navy recruiter poses for a photo in Times Square during Navy Recruiting Command's (NRC) Swarm New York evolution in conjunction with Fleet Week New York 2019. Top recruiters from NRC, NRD New York and various other recruiting commands from around the nation comprise a 153-person recruiting swarm team. Swarm is a new recruiting strategy in support of the national policy to build a 355-ship Navy. (Photo by Mass Communication Specialist 2nd Class Kyle Hafer)



From Rowing to Recruiting: A Navy Nuke Finds His Rhythm

Story and photos by Mass Communication Specialist 2nd Class Bridget Saunders,
Navy Talent Acquisition Group Nashville

NASHVILLE, Tenn. (NNS)—Just before dawn in Nashville, Tennessee, the waters of Percy Priest Lake are peaceful and quiet. Out of the fog and fading night, a single rower glides with practiced ease.

Outfitted in a blue and gold rowing uniform, Electrician's Mate (Nuclear) 1st Class Timothy Mazzotta, a recruiter for Navy Talent Acquisition Group (NTAG) Nashville, pulls on the oars of his one-man racing craft.

Rowing is not only part of Mazzotta's morning routine, but his passion. His love for the sport developed at a young age and has stuck with him throughout his Navy career.

"One of my favorite things about rowing is when you go out on the water, you don't bring your cellphone or anything else with you," said Mazzotta. "Whatever you have going on in your life, you leave it on the shore and just focus on rowing and being better."

The Orlando, Florida, native was first introduced to rowing in high school while living with his father. The then 16 year old had just transitioned to a new school and was walking through campus when he was immediately noticed by the crew team. Mazzotta's tall frame made him the perfect candidate, and the members encouraged him to join. Soon after accepting the team's offer, Mazzotta was hooked.

"I love it," said Mazzotta with a grin. "It's one of my favorite things that I've ever done in my life."

After graduating high school, Mazzotta

attended Rollins College in Winter Park, Florida, where he majored in mathematics and continued rowing as part of his college team. When faced with the prospect of graduating without a clear career path in mind, the Navy opened a door for him.

Mazzotta sought out a local recruiter and immediately became interested in the Navy's nuclear power program. The nuclear field consists of some of the most highly trained Sailors, or 'nukes,' who are responsible for keeping nuclear reactors aboard submarines and aircraft carriers running.

Mazzotta always considered himself to be academically driven, and he recognized the work ethic he had cultivated through rowing would prove valuable.

"Rowing is one of the big reasons why I joined the Navy," said Mazzotta. "It's difficult having practice six days a week and sometimes twice a day. Due to the amount of physical fitness involved and how in shape we have to be, I knew that whatever I chose to do in the Navy, I would be ready for the challenge."

With this determined mindset, Mazzotta decided to enlist in 2012. After completing recruit training, he spent a year and a half at the Nuclear Power Training Command. There, Mazzotta learned the science and engineering behind the design, operation, and maintenance of naval nuclear propulsion plants.

The training he received prepared

Mazzotta for his first command aboard the USS Harry S. Truman (CVN 75) in 2014. Despite the long hours working on the ship, Mazzotta proudly describes the responsibilities he was entrusted with.

"I remember sitting in front of this nuclear reactor at two in the morning with no one else in the room," said Mazzotta. "That was me who was able to do that."

Mazzotta attributes his committed attitude to the teachings of his former college rowing coach, Shawn Pistor. After every practice, his coach required each rower to slap a sign posted at their boathouse. The sign read, "Those who stay will be champions." This beloved message became a motivating force for the team and a constant reminder to Mazzotta of the power and value in perseverance.

"As long as you try and put forth an honest effort, then you will succeed, and that is definitely what I have seen in rowing and in the Navy," said Mazzotta. "It takes a great deal of time to dedicate yourself to the nuclear power program. I was always the first one on the ship and the last one to leave every time we went underway."

Even while at sea, Mazzotta remained devoted to rowing. He recalled taking advantage of two rowing machines offered at the Truman's Seaside Gym, a small workout room located on a weather deck on the ship's starboard side. "I remember the first time being out there, I took a picture and sent it to all my rowing friends," said Mazzotta.

Once completing his tour aboard the Truman, Mazzotta chose to become a recruiter; it's an opportunity he said affords him time to devote to his wife, Cortlandt, and rowing.

Before receiving orders to NTAG Nashville, Mazzotta did some research. "My wife and I looked at a map and saw the Nashville region was open," said Mazzotta. "I had been to Tennessee about 10 times for rowing competitions, and I really liked the environment here."

Upon arrival to his new command in Murfreesboro, Tennessee, Mazzotta was fortunate to discover Percy Priest Lake. It is here that he rows in the early dawn hours before recruiting future Sailors. Mazzotta is also a member of the Nashville Rowing Club where he competes with his team in a series of races during the summer and fall. His membership has brought lasting friendships with his team members and an appreciation for the journey the Navy has taken him on.

"There's some guys my age that I row with, and there's also some people that I row with from my parent's generation, many of whom are former veterans," said Mazzotta. "It gives me hope that one day when I'm 60 plus years old, I'll still be able to get out on the water and do what I love."

NTAG Nashville is one of nine NTAGs



Electrician's Mate (Nuclear) 1st Class Timothy Mazzotta poses for a portrait in his recruiting station where he works as part of the sales/sourcing team at Navy Talent Acquisition Group (NTAG) Nashville.

nationwide. More than 100,000 square miles are assigned to NTAG Nashville including counties in Tennessee, Arkansas, northern Alabama, northern Georgia, northern Mississippi, southern Kentucky and Southwestern Virginia. The command consists of two Talent Acquisition Onboarding Centers (TAOC) Music City and Blues City, and 36 Navy Talent Acquisition Sites.

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Electrician's Mate (Nuclear) 1st Class Timothy Mazzotta, a Navy recruiter assigned to Navy Talent Acquisition Group Nashville, zips the cover of his rowing boat after a morning practice at Percy Priest Lake.



Electrician's Mate (Nuclear) 1st Class Timothy Mazzotta, a Navy recruiter assigned to Navy Talent Acquisition Group Nashville, practices his rowing skills on Percy Priest Lake in Nashville.

Recruiter Spotlight

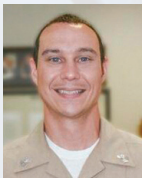
Every week a selected Navy Talent Acquisition Group or Navy Recruiting District chooses one Sailor with a special story to tell. We are hilighting them here so people across the country can see who our recruiters truly are. To learn more about these extraordinary Sailors visit our website at www.cnrc.navy.mil.

April



Machinist's Mate 2nd Class Jerrod Ragsdale

Hospital Corpsman 1st Class Caitlyn Strader



Aviation Boatswain's Mate (ABE) 1st Class McCord Brickle

Electrician's Mate 2nd Class Godson G. Bagnabana



May



Construction Mechanic 2nd Class Phillip Gable

Navy Counselor 1st Class Jonathan Shrum



Machinist's Mate 2nd Class Abhishek Srivastava

Engineman 2nd Class Gabrielle Anthony



Aviation Electrician's Mate 1st Class Dennis Hardison



June

Yeoman 2nd Class Brianna Price



Boatswain's Mate 2nd Class Charde Russell

Machinist's Mate (Nuclear) 2nd Class James Wright



Boatswain's Mate 1st Class Curtis Beeler



Navy Recruiting Command FORGE THE FUTURE



<https://www.public.navy.mil/bupers-npc/reference/instructions/BUPERSInstructions/Documents/1150.1C.pdf>

WARRIOR CHALLENGE



www.cnrc.navy.mil/navy-recruiter-magazine

NAVY Future of the Fleet **RECRUITER**