

# U.S. ARMY RESERVE BIRTHDAY

## APRIL 23, 1908

CITIZENS FIRST, SOLDIERS ALWAYS



**Purple Up!**

Month of the  
Military Child  
is here.



**THE  
PARTNERSHIP  
CONNECTION**

APRIL 2024

**U.S. ARMY RESERVE BIRTHDAY  
MONTH OF THE MILITARY CHILD**

### IN THIS ISSUE...

[PRESS RELEASE - PaYS JOINS SOLDIER FOR LIFE DIRECTORATE](#)

[APRIL NEWSLETTER THEMES](#)

[INTERVIEW WITH ARMY RESERVE AMBASSADOR JAMES BERNET](#)

[CASA MIKE FLANAGAN - MONTH OF THE MILITARY CHILD](#)

[GEORGIA ARMY NATIONAL GUARDSMAN SERVES AS COBB COUNTY POLICE OFFICER](#)

[PaYS SIGNING CEREMONIES](#)

[MARKETING TRIPS](#)

[CONGRATULATIONS TO CSM GREGORY BETTY - 15th CSM OF ARMY RESERVE](#)

[COMMAND](#)

[PaYS PARTNER ANNIVERSARIES](#)

[MESSAGE FROM THE PROGRAM MANAGER](#)

### JOB POSTINGS

[UNITY POINT HEALTH](#)

[LSG GROUP - SKY CHEFS](#)

[ATRIUM HEALTH](#)

[ALLAN MYERS](#)

[LEE COMPANY](#)

[PHOENIX PROTECTIVE CORP.](#)

### JOB FAIRS AND ASSISTANCE

[NATIONAL CAREER FAIRS](#)

[CHOICE CAREER FAIRS](#)

[RECRUIT MILITARY NATIONWIDE](#)

[VETERAN JOB FAIRS](#)



U.S. ARMY

## PRESS RELEASE

### PaYS Joins Forces with Soldier For Life

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### FOR IMMEDIATE RELEASE

#### PaYS Joins Forces with Soldier For Life

FORT EUSTIS, VA – PaYS has officially announced its move to the Soldier For Life Directorate.

In October 2023, the Secretary of the Army announced her decision to transform the Army Recruiting Enterprise. This transition involves TRADOC’s divestment or realignment in some of their accessions programs. As a result, TRADOC G-3/5/7 will realign the Partnership for Your Success (PaYS) program from the Accessions Directorate to the Soldier for Life Directorate.

**“We are very excited about aligning with Soldier For Life and look forward to the collaborative effort!” – Antonio Johnson, PaYS Program Manager**

PaYS provides an opportunity for Soldiers to serve their country while preparing for their future by partnering with a cross-section of corporations, companies, and public sector agencies. The PaYS partners guarantee Soldiers an interview and possible employment after their service in the Army. The program is part of the Army's effort to partner with America's business community and increase Soldiers' success.

PaYS connects Soldiers with employers who understand the skills, discipline, and work ethic that military service members bring to business. This program is part of a long-term U.S. Army effort to help Soldiers forge professional relationships with businesses and encourage business owners to look to the Army as a plentiful and reliable recruiting source. Since PaYS began in 2000, more than 1,200 employers have partnered with the program.

U.S. Army Soldier For Life is an official U.S. Army program created to engage and connect Army, government, and non-government organizations in order to influence policies, programs, and services that support Soldiers, veterans, and families; build sustainable relationships and outcomes; and reinforce the Soldier For Life (SFL) mindset throughout the entirety of the Soldier Life Cycle (SLC).

For more information about the PaYS Program, visit [www.armypays.com](http://www.armypays.com).



## April Newsletter Themes

### Month of the Military Child

Month of the Military Child is observed to highlight the resilience, sacrifice, and unwavering support of children in military Families worldwide. From frequent relocations and often adjusting to new schools, to the challenges of separation from their loved ones during deployments, military children exemplify courage and adaptability. This observance reiterates the Army's commitment to provide quality care and positive youth development for a bright future.

Source: [Army MWR](#)



### Army Reserve Birthday

April 23, 2024, marks the 116th birthday of the United States Army Reserve.

"In an era of great power competition, the Army needs forces able to compete with adversaries, respond to crises, win in conflict, and prepare for the future. To accomplish this mission, the Army needs a dedicated federal reserve force that is ready today and prepared to meet the challenges of tomorrow. That force is the United States Army Reserve."



#ArmyHistory,#USARBirthday

Source: [Army Reserve](#)

## PaYS interviews Army Reserve Ambassador, James Bernet

By: Travis Carter

In honor of the Army Reserve Birthday, PaYS Marketing Analyst Travis Carter interviewed the Nevada Army Reserve Ambassador, James Bernet. Mr. Bernet reflects on the significance of the Reserve's birthday and highlights his support for Reservist utilizing the PaYS Program as an employment tool.



*As an Army Reserve Ambassador, could you share the significance of the Reserve's birthday and its impact on the nation's defense?*

On April 23, America's Army Reserve will celebrate the generations of Soldiers who, like many patriots before them, embraced their roles as "Citizen Soldiers." 116 years ago, Congress created a bill authorizing the Medical Reserve Corps, a group of 160 professionals who would deploy in times of national emergency. A month later, President Theodore Roosevelt, signed that bill into law. The National Defense Act of 1920 created the Organized Reserves for officers and enlisted Soldiers.

The Army and the nation need forces capable of defeating adversaries, responding to crises, and preparing for the future. To accomplish these goals, the U.S. needs a dedicated federal reserve force that is ready today and prepared to shape the world of tomorrow. That force is the United States Army Reserve.

Continued...

3

## PaYS interviews Army Reserve Ambassador, James Bernet - continued

*What milestones and achievements has the Army Reserve accomplished since its inception, and how do you envision its future role?*

The Army Reserve is present in 20 time zones and on five continents around the world - around the clock. This presence makes a difference every day, in communities across America, and around the world. Since its inception, Citizen Soldiers have always stood ready to answer the call. The Army Reserve has mobilized more than one million Soldiers in defense of the Nation, providing trained, equipped, and ready Soldiers at home and abroad, whatever the mission, through countless crises and emergencies. These resilient warriors and capable leaders bring great military skillsets to the private sector, enhancing and developing our communities.

*Can you highlight a challenge the Army Reserve faces today, and how can the PaYS Program help address it?*

Balancing Civilian and military careers! Serving at least one weekend a month and two weeks a year, usually within 90 minutes of home, Army Reserve Soldiers provide a critical link between private sector employers and the Army Reserve. With experience in business and industry, Soldiers enhance their readiness and bring additional capabilities to the Army and the nation. To further improve communication channels the Army Reserve creates mutually beneficial employer relationships with the PaYS Program to provide much-needed Civilian advocacy. These resources work on behalf of the Army Reserve and its Soldiers.

*Thank you for your support to the Army PaYS program. In 2024, we will continue to pay homage to our leaders through a series of efforts and observations, we'd like to offer you an opportunity to share your closing thoughts.*

Shaping the force of the future requires the support of both military and community leaders. We are asking for your support in encouraging communities, cities, campuses, congressional districts - and the employers located therein - to see themselves as partners in national security, sharing their best talent with us. Employers are our partners in national security, sharing their best talent with us. The skills and expertise Army Reserve Soldiers acquire through private sector employment hone the same skills utilized in uniform and vice versa. Engineers, doctors, and lawyers in our communities serve in the same capacities while supporting the Army at home and abroad.

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## CASA Mike Flanagan (Virginia - South) shares his experience as a military dependent in honor of Month of the Military Child

By: PaYS Staff

As PaYS recognizes Month of the Military Child, it's a fitting time to honor the experiences and resilience of those who grew up in military families. Among them is Civilian Aide to the Secretary of the Army CASA Mike Flanagan, whose journey as a "Military Brat" offers insight into the unique challenges, positive aspects, and social impacts of being a military dependent. In a recent interview, CASA Flanagan candidly recounts his upbringing, which includes both CONUS and OCONUS assignments with his family. Through his story, we gain a deeper understanding of the sacrifices and strengths of military families, and the invaluable contribution of military children to our communities. Here is his story:



*Can you share a bit about your experience as a military child (MC)? How has it shaped your life?*

My very first memory in life was when I was around three years old living with my family in Verdun, France. My father was a CPT then, working first as a Club Officer and later as a Company Commander for the Headquarters Company on Maginot Caserne in Verdun. I must have been at day care and playing outside when I looked up into the sky and saw Soldiers hanging from parachutes descending all around our school. One of them even landed on top of one of the buildings. I don't think I remembered anything else from France, but that image remains seared into my memory. Following France, my family and I moved every one to two years including two years in England. All that travel, the wide variety of people I encountered and the necessity to make friends, made me extremely resilient as an adult and optimistic about almost any location (even down range as a Soldier).

Continued...

4

## CASA Mike Flanagan (Virginia - South) shares his experience as a military dependent in honor of Month of the Military Child - continued

*What are some positive aspects of being a military child that you've experienced?*

Some of the most positive aspects of being a military child include being part of something special and the people and places along the way. When your parent is in the military, you get a front row seat to what it means to be an American, and especially the sense of service displayed by our parents that wear the uniform. Add to that the broad range of people you meet in the United States and, if you're lucky, in foreign countries. I was young when I started to realize that you couldn't put simple labels on different types of people. Everyone is special in their own way and it's important to respect and appreciate our differences.

*Can you describe a challenging moment you faced as a MC and how you overcame it?*

Moving every one or two years provided lots of practice in "fitting in" at school and the neighborhood. That must be difficult for someone that hasn't moved much, but for me it got easier with each move. Looking back, I have my parents to thank for always sticking me into Scouting and sports activities right away --- those activities came with their own built-in networks that I could take to school or the neighborhood. I saw the same pattern in my own children's lives.

*How did frequent relocation affect your social life?*

Compared to kids that never moved, I probably didn't have the same long-term relationships that hometown kids had. However, by the time I was 10, I realized that I could reinvent myself every time I moved. That gave me an opportunity to "try on" different characteristics with each move, until I found what worked the best in dealing with people. That must have worked well, because I eventually met my wife of 38 years when I went to high school. I feel I hit the jackpot at a young age and found my lifelong friend and soulmate. Now we're enjoying our three grown children and five grandchildren (and growing). My wife and I were both military children --- that must have been part of the magic.

Most Appreciatively,

Mike Flanagan  
Soldier for Life and former Military Child



CASA Flanagan in the beret with his dad, CPT William J. Flanagan, Jr.



The wedding picture from West Point with his bride and high school sweetheart, Melia



CASA pictured with his wife, Melia and fellow CASA Woody Goldberg (CASA Emeritus for DC).

## Georgia Army National Guardsman also serves as a Cobb County Police Officer

By: Samuel Armstrong



PaYS recognized Officer Khayree Hardy-Dozier, a Soldier and Police Officer serving his country and the local community. In an interview, PaYS Marketing Analyst Samuel Armstrong connected with Officer Hardy-Dozier, who shared his experience of dual service both as a Georgia National Guardsman and Cobb County Police Officer.

Hailing from Philadelphia, PA, Officer Hardy-Dozier supports his country as a Signal Intelligence Analyst. When asked why he joined the National Guard, he said, "The Army National Guard was the best fit for me. The Guard gave me the opportunity to serve and continue my Civilian career and goals".



### *How was the transition from the Army to the Cobb County Police Department?*

The transition was seamless. Cobb County Police Department has Veterans and Servicemembers currently serving.

### *How did your military experience help with your current position at Cobb County Police Department?*

The combination of decision-making, interpersonal communication skills, and teamwork directly correlate with the day-to-day experience of both military and police work. Advising Soldiers to "Not sell yourself short", said Officer Hardy-Dozier is the key to reaching one's full potential which is doable when we set goals and commit to the process.

The Cobb County Police Department is a professional and innovative policing agency with state and national accreditation. They are the leading law enforcement agency serving a county of 345 square miles and over 760,000 residents on the northwest side of the Atlanta metropolitan area. With an authorized strength of over 700 officers, the department operates out of 5 precincts and has over 25 full and part-time specialty units. The Cobb County Police Department has a diverse opportunity of assignments for candidates to pursue any passion while serving the community. The ability to move around precincts and through multiple specialty assignments, combined with abundant opportunities for promotion, will keep each day exciting, challenging and rewarding throughout your career with Cobb County. We provide exceptional training and state-of-the-art equipment to prepare you for success and look forward to you accepting the challenge to be the best and joining the family at the Cobb County Police Department.

## PaYS Signing Ceremonies

### *CalPortland Company*

By: Matthew Green



The CalPortland Company recently announced its official partnership with the US Army during a signing ceremony held at the Red Rock Casino Resort and Spa. LTC Robert J. Shumaker, Commander, Salt Lake City Recruiting Battalion and Allen Hamblen, CEO, CalPortland Company joined to signify this collaboration. In attendance were, Lt. Governor Stavros S. Anthony, Senator Marilyn D. Loop, Civilian Aide to the Secretary of the Army (CASA) Susan L. Malone and Army Reserve Ambassador (ARA) Christopher Schroeder.



*From left to right: Christopher Schroeder (ARA), LTC Robert Shumaker (Salt Lake Army Recruiting Battalion Commander), Allen Hamblen (CEO CalPortland), Stavros S. Anthony (Lieutenant Governor of Nevada), Susan Malone (CASA)*

Continued... 6



## PaYS Signing Ceremonies - CalPortland Company - continued

The highlight of this collaboration is the commitment to provide Veterans with guaranteed job interviews after completing their military service. LTC Shumaker said, "The shared values make the partnership between the Army and CalPortland a win for both organizations. The Army wins because we gain a respected public sector partner that will offer opportunities for our Soldiers. CalPortland wins because they will gain access to potential employees that have demonstrated the qualities they are looking for in their teammates. The biggest winner, however, will be our Soldiers because they will have an opportunity to continue to serve with a respected organization in their community."

Mr. Hamblen, the CEO of CalPortland Company stated, "We are excited about our relationship with the US Army and the Army PaYS Program." The talents and skill sets learned while in the Army provide high caliber recruits that will integrate seamlessly into the CalPortland Community." Following their remarks, LTC Shumaker and Mr. Hamblen signed the Memorandum of Agreement that solidifies the partnership and presented the PaYS plaque and certificate of participation on behalf of the Army and pinning of the PaYS lapel.

CalPortland is the largest building materials company producing cement and construction material products in the western United States. CalPortland has operations in Alaska, Washington, Oregon, California, Nevada, and Arizona as well as in British Columbia and Alberta. Since 1891, CalPortland has been producing quality unsurpassed cement-based products and delivering material on time and uninterrupted with integrity, reliability, and consistency. CalPortland's commitment to environmental leadership has made the organization stronger and is the primary choice of contractors.



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## City of Petersburg, VA

By: *Velvett Jenkins*



The City of Petersburg, VA officially became a PaYS partner during its signing ceremony, held at the Petersburg Public Library. The ceremony showcased the commitment of both the city and the US Army to support transitioning Soldiers and enhance the workforce development. The event commenced with a stirring rendition of the National Anthem by Ms. Timaya Green, a volunteer whose soulful performance set the tone for the occasion. The Petersburg Bureau Police Department proudly posted the Colors, symbolizing the shared values of service and dedication.

At the heart of the ceremony was the signing of the memorandum of agreement between the City of Petersburg and the US Army, signifying their formal partnership. Leading the charge were MG Michelle K. Donahue, Commander, CASCOC Sustainment Center of Excellence, Ft. Gregg-Adams, and Mr. John Altman, City Manager of Petersburg. Their signatures affirmed a commitment to mutual support and cooperation.

## PaYS Signing Ceremonies - City of Petersburg, VA - continued

Officiating the ceremony, MG Donahue emphasized the significance of the PaYS Program, highlighting its role in connecting Veterans with meaningful employment opportunities. "This is an incredible program," she remarked, "that allows new recruits as well as ROTC Cadets to have the opportunity to fulfill their service and all of the character, confidence and commitment that the Army instills, while giving employers access to the talent Veterans bring in the workplace."

Mr. Altman echoed this sentiment, expressing his pride for Petersburg's participation in the PaYS Program. "It's an honor for us to support the Army's recruiting efforts through this partnership. Receiving V3 designation through the Virginia Department of Veteran Affairs is another way we help Veterans in our region. Collaboration with PaYS not only benefits our city but also reinforces our commitment to supporting transitioning Soldier and their families."

Guest speaker, CASA Mike Flanagan (Virginia – South) further underscored the value of partnership, emphasizing the Army's commitment to supporting Soldiers beyond their service. "The Army uses the PaYS Program to assist Soldiers with career planning and transition," he explained. "And now, with the launch of a new app, Petersburg will have the opportunity to connect directly with Veterans seeking employment, further strengthening our community ties."

As Petersburg joins the ranks of the PaYS partners across the nation, it reaffirms its commitment to honoring and supporting those who have served. Through this partnership, the city not only opens doors to employment opportunities but also demonstrates its unwavering support for Veterans and their Families.



*(l-r) CPT David Butcher, Commander, Richmond Recruiting Company, LTC Bowe Averill, Commander, Richmond Recruiting Company, CASA Mike Flanagan (Virginia - South), Samuel Parham, Mayor, City of Petersburg, John Altman, City Manager, City of Petersburg, MG Michelle Donahue, Commander, CASCOM, Antonio Johnson, PaYS Program Manager, Thomas Parker, PaYS Project Lead.*

## Fleet Services by Cox Automotive

By: Travis Carter



Fleet Services by Cox Automotive conducted a signing ceremony in Indianapolis, IN, formalizing the partnership with the US Army. The ceremony was hosted by LTC Ryan E. Collins, Battalion Commander, Indianapolis Recruiting Battalion. Ted Coltrain, VP Operations, Fleet Services by Cox Automotive was in attendance along with other representatives from Fleet Services by Cox Automotive.

Following the ceremony, Mr. Coltrain stated "We are extremely proud to partner with the US Army's PaYS Program and honored to be part of efforts to build bridges between Soldiers and businesses, reinforcing the idea that the Army is a rich source of skilled and reliable recruits. This partnership is a testament to our unwavering commitment to supporting Veterans and active-duty personnel, and we look forward to the positive impact it will have on both our organization and the lives of those who have served our country."



*The audience stands for playing of the National Anthem*





## PaYS Signing Ceremonies - Fleet Services by Cox Automotive - continued

After Mr. Coltrain and LTC Collins signed the ceremonial agreement, a cake cutting and reception was held where LTC Collins commented, "In the Army, we accomplish our mission by taking care of the folks under our command. When we bring people into the Army, it's incumbent upon us to not only take care of them during their time of service, but also helping them to transition to Civilian life. Programs like PaYS are a critical part of that journey."

Fleet Services by Cox Automotive is the industry leader in scheduled and unscheduled maintenance. Through 1,400+ world-class technicians, we deliver maintenance excellence tailored to your customers' needs.



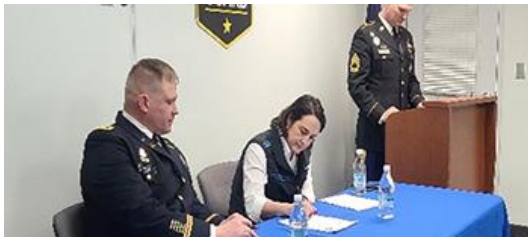
LTC Collins presented Mr. Coltrain with the PaYS plaque.



Following the ceremony, Veterans that work for Fleet Services by Cox Automotive pose for a picture to recognize their service with Recruiters and Soldiers from the Indianapolis Recruiting Battalion.

## Matson Navigation Company of Alaska, LLC

By: Travis Carter



Ms. Tungul and COL Kelsey sign the PaYS Ceremonial MOA, marking the partnership between the AKARNG, Matson and PaYS.

Matson Navigation Company of Alaska, LLC held their signing ceremony at the Port of Alaska, Anchorage, AK. The event formalized the partnership between the U.S. Army and Matson Navigation Company of Alaska, LLC. Special guests of the ceremony were COL Aaron Kelsey, Chief of Staff, Alaska Army National Guard and Jennifer Tungul, Vice President of Alaska Operation, Matson Navigation Company of Alaska, LLC.

Providing remarks during the ceremony, Ms. Tungul stated "Not only is it an honor to support the military here and throughout the country, but we also know from experience that individuals who have served make great employees and team members."

COL Kelsey commented, "Since 1636, there has been a significant amount of change to what is expected of a citizen Soldier and the role they play. The transition from being a reserve force, to being a vital component of the operational picture has changed the landscape of the Guard. National Guardsmen ought to be the most professional, well-equipped leaders in the local communities in which they serve."



COL Kelsey and Ms. Tungul pose with the signed ceremonial PaYS Memorandum of Agreement.

**Matson**  
Ocean Shipping • Truck • Rail • Logistics

A leader in Pacific shipping since 1882, subsidiary Matson Navigation Company, Inc. provides a vital lifeline to the economies of Hawaii, Alaska, Guam, Micronesia, and the South Pacific and premium, expedited services from China to Southern California. The company's fleet of vessels includes containerships, combination container and roll-on/roll-off ships and custom designed barges.

# Keolis America, Inc.

By: Samuel I Armstrong



Keolis America, Inc, a leading provider of passenger transportation services in the US and Canada, recently participated in a signing ceremony with the Virginia Army National Guard in Woodbridge, Virginia. The ceremony, hosted by LTC Wynn, Commander, Virginia Army National Guard Recruiting and Retention Battalion, included David Scorey, President and CEO of Keolis North America, Inc., and Honorable Victor Angry Supervisor of the Neabsco District (USA CSM Ret.), who served as the guest speaker.

Keolis America, Inc. has been in operation for over 100 years, specializing in providing safe, comfortable, and efficient transportation services. The company carries millions of people annually via train, bus, and ADA paratransit through public contracts across the country. In addition to passenger transportation, Keolis offers fleet management and maintenance, logistics, and routing services.

The signing ceremony marked a significant partnership between Keolis America, Inc. and the Virginia Army National Guard, showcasing Keolis' commitment to supporting the military community and providing career opportunities for Servicemembers. The event underscores Keolis' dedication to providing essential transportation services while fostering strong relationships with local communities and organizations.

LTC Kim Wynn stated, "We are honored to establish this partnership with you as the leading company offering local and suburban mass transportation services. Virginia National Guard says thank you. We have Soldiers that will jump at this opportunity to be a part of your family."

Mr. David Scorey said, "It makes total sense for us to seek Veterans. We know Veterans are trained, possess many technical skills with the strongest work ethic, have a moral compass and demonstrate the highest ethical standards."

Honorable Victory Angry said, "This is a partnership that's going to benefit the Virginia Army National Guard and Soldiers significantly. Anyone here who has served knows that leaving the military prior to what we're doing today was one of the hardest things you could ever do."



LTC Kim Wynn and Mr. David Scorey with the Partnership plaque.



LTC Kim Wynn and Mr. David Scorey sign the ceremonial agreement.



Samuel I. Armstrong, Marketing Analyst, PaYS, LTC Kim Wynn, CDR, VARNG RRB, Nancy Jean-Louis, CASA (Virginia North), David Scorey, President and CEO, Keolis America, Inc., and Honorable Victor Scorey, Supervisor, Neabsco District (USA CSM Ret.)

## PaYS Marketing Trips

### Matthew Green shares PaYS awareness at Barstow/Fort Irwin, CA

By: Matthew Green

Army PaYS Marketing Analyst, Matthew Green attended a Career Fair at Fort Irwin, CA. Alongside him, SSG Andrew Moreno, an Army Recruiter from the Barstow Army Recruiting Center. SSG Moreno stated, "The Army PaYS Program is truly a benefit to all Soldiers." No matter what your job field is, or if you're in it for a short contract or the long run, PaYS will allow you to continue to grow in any path you see fit." Approximately 50 Soldiers committed to registering in the PaYS Program during the career fair. This achievement underscores the effectiveness of a collaborative outreach effort and the value proposition that the PaYS Program offers to Servicemembers transitioning into Civilian careers. The success at the Fort Irwin Career Fair demonstrates the growing recognition and interest in the Army PaYS Program among military personnel. Attending the Fort Irwin Army Career Fair will add to the successful transition of Soldiers into Civilian careers, ensuring their continued success beyond their military service.



Matthew Green attended a Career Fair at Fort Irwin, CA



Matthew Green at the Career Fair with SSG Andrew Moreno



Matthew Green with SFC Patricia Wynter-Klutse, Station Commander, Army Recruiting Center in Barstow, CA

Enhancing both recruitment efforts and career opportunities, Matthew Green met with Darcy Wigington, Human Resources Manager, City of Barstow. Additionally, he met with SFC Patricia Wynter-Klutse, Station Commander, Army Recruiting Center in Barstow, CA, and their discussion centered around aligning military skills with Civilian job openings. SFC Wynter-Klutse stated, "It was a great opportunity meeting with Mr. Green and the City of Barstow HR manager to discuss bringing on the City of Barstow as a PaYS partner. This is a great opportunity for both the City and the U.S. Army, especially with the proximity of Fort Irwin, CA and the ongoing relationship to strengthen the Army ties and fostering those private and public partnerships. In my opinion this will be a successful partnership for both the US Army, the City of Barstow and our transitioning Servicemembers." Mrs. Wigington expressed enthusiasm about the prospect of integrating PaYS participants into the workforce of Barstow, recognizing the value that military-trained individuals bring to various roles within the city's administration. With a diverse array of positions available, ranging from administrative to technical roles, the collaboration opens doors for Veterans seeking to transition into Civilian careers. As the collaboration between the Army and the City of Barstow continues to evolve, it sets a precedent for other municipalities nationwide, demonstrating the power of partnership in bridging the gap between military service and Civilian employment. Through initiatives like PaYS, the invaluable skills and experiences gained in the armed forces can seamlessly translate into fulfilling careers, enriching both individual lives and community prosperity..

## PaYS Marketing Trips - Matthew Green shares PaYS awareness at Barstow/Fort Irwin, CA - continued



Continuing to bridge the gap between military service and Civilian employment, Matthew Green talked with Army Recruiters and Future Soldiers at the Barstow Army Recruiting Center. Mr. Green briefed the core principles of the Army PaYS Program - a unique initiative that partners with corporations across various industries to offer guaranteed job interviews and potential employment to Soldiers after their military service. At the conclusion of Mr. Green's briefing, all the Soldiers registered for the Army PaYS Program.

*Matthew Green talked with Army Recruiters and Future Soldiers at the Barstow Army Recruiting Center*

## Jacksonville/Northern Florida area

By Samuel I. Armstrong

Samuel Armstrong, PaYS Marketing Analyst, recently visited Jacksonville / Northern Florida to strengthen partnerships and enhance career opportunities for Soldiers. During his trip, Samuel engaged with current partners, including the Jacksonville Police Department, VyStar Credit Union, and the Florida Highway Patrol, showcasing the benefits of the PaYS program.



*Staff Sergeant Cory Moran, Florida Highway Patrol and Samuel Armstrong*



*VyStar Credit Union Human Resources Department and Samuel Armstrong*

Samuel's meetings with these organizations focused on best practices for utilizing PaYS to connect with Soldiers and emphasized the importance of engaging with FLARNG and Reserve units. Each organization expressed a strong commitment to hiring Soldiers, highlighting the valuable skills and experience they bring to their respective fields.

Samuel had the opportunity to meet with the North Florida University Army ROTC. He facilitated the registration of Cadets into the PaYS Program. Over 15 Cadets and their Leadership registered for PaYS. In addition to the briefing, Samuel took the time to interact individually with the cadets, answering questions and providing insight into career opportunities after their military service.



*North Florida University Cadets register for Army PaYS*

## PaYS Marketing Trips - Jacksonville/Northern Florida area - continued



*CASA Allie Braswell and Samuel Armstrong*

Samuel met with Civilian Aide to the Secretary of the Army (CASA) Allie Braswell, Samuel Armstrong discussed the PaYS program and its potential partnerships in the Jacksonville area. They prioritized the top five potential partners and reviewed the current PaYS partners in Northern Florida. CASA Braswell expressed particular interest in pursuing a partnership with I Heart Radio. They also discussed the importance of connecting with the Florida Army National Guard (FLARNG) and building a stronger relationship. CASA Braswell offered his support as a liaison for both current and future partners, highlighting his commitment to the program's success.

While visiting the FLARNG Recruiting and Retention Battalion, Samuel engaged with Soldiers and leadership to discuss the PaYS program and upcoming signing ceremonies. The visit also included a briefing to over 75 Gold Phase Soldiers at the FLARNG Recruitment Sustainment Program, highlighting the importance of interview preparation and follow-up with partners. The briefing highlighted the significance of showcasing military skills and experiences to prospective employers. He also emphasized the need for Soldiers to follow up with PaYS partners after interviews, showcasing their professionalism and commitment.



## Victor Fleming attends PaYS luncheon in Greenwood, SC

By: Victor Fleming

Victor Fleming, a PaYS Marketing Analyst, actively participated in a PaYS luncheon organized by the Columbia Recruiting Battalion in Greenwood, SC. In addition to engaging with attendees at the luncheon, he took the initiative to visit partners unable to attend the event, exemplifying his dedication to fostering relationships. Among his stops was the South Carolina Department of Motor Vehicles, where he met with Amanda Zeno, Employment & Recruitment Specialist, and Sara Heller, HR Specialist. During their discussion, they exchanged insights on program updates and upcoming events, demonstrating a commitment to enhancing collaboration and support within the PaYS network.

*Mr. Fleming, PaYS Marketer addressing current and potential partners.*



## PaYS Marketing Trips - Victor Fleming attends PaYS luncheon in Greenwood, SC - continued



*LTG Maria Gervais and the Brandon Smith Mayor of Greenwood, South Carolina share insight on Army PaYS*

The luncheon focused on support for current and prospective PaYS partners. LTG Maria R. Gervais Deputy Commanding General/ Chief of Staff U.S. Army Training and Doctrine Command delivered a compelling address. Emphasizing the invaluable synergy between the military and Civilian sectors, she underscored the mutual benefits of the PaYS program for both employers and Servicemembers transitioning to Civilian life. With a strategic partnership approach, she highlighted the program's capacity to provide skilled, disciplined, and dedicated personnel to the workforce while offering Soldiers meaningful career opportunities post-service.



*Group photo of current and potential PaYS partners in attendance for the Columbia BN PaYS luncheon.*

## Fargo-Bismarck, North Dakota

*By: Travis Carter*

PaYS Marketing Analyst Travis Carter conducted a marketing trip to Fargo and Bismarck North Dakota. While there Mr. Carter briefed multiple North Dakota Army National Guard (NDARNG) units on the PaYS Program as well as securing numerous enrollments into the program. Mr. Carter also visited local partners to help raise their brand awareness and update them on the program.

At the NDARNG Recruiting and Retention Battalion, Mr. Carter briefed CSM Jeffery Sayler, the Battalion Command Sergeant Major about PaYS and its use by the NDARNG. They also discussed ways to make sure the program is more successful, and how the RRB can help get RSP Soldiers enrolled. He also spoke to LTC Nicolette Daschendorf, Battalion Commander and MAJ Chance Schaffner, Executive Officer.

Mr. Carter also visited one of the local partners in the area, Border States where he answered questions they had and provided updates to the program. He also discussed a strategy with all the partners to raise their brand awareness so they can effectively attract and hire Veterans using the PaYS Program as a resource.

Lastly, Mr. Carter got the opportunity to brief NDARNG Soldiers directly on the PaYS Program. The units were the Detachment Fargo RSP NDARNG, Detachment Bismarck RSP NDARNG, and Military



Police Detachment ACO, Bismarck ND. These briefings were critical in raising awareness of the new self-enrollment feature of the PaYS Program. The briefings were well received and resulted in over 210 enrollments from the NDARNG into the PaYS program.



*Mr. Carter briefs the Fargo RSP Detachment on the PaYS Program as well as getting the RSP Warriors enrolled into the Program.*



*Mr. Carter takes a photo with Ms. Danielle Jacobson, Talent Acquisition, Border States, following a briefing on PIX and a discussion on strategy in raising brand awareness for her organization.*

## PaYS Marketing Trips - Fargo-Bismarck, North Dakota - continued

The trip showed how collaboration and teamwork between the Army and partnering with the PaYS team can result in many hires as well as raising awareness of the program.

*Mr. Carter walks Soldiers from the Military Police Detachment ACO Fargo, ND through registration for PaYS as well as answering any questions they may have on the Program.*



### The Army PaYS Program extends congratulatory wishes to CSM Gregory Betty, 15th CSM of the Army Reserve Command

NEWS | March 20, 2024

#### Gregory Betty selected as 15th Command Sergeant Major of the Army Reserve

By Lt. Col. Addie Leonhardt United States Army Reserve Command

Source: [US Army Reserve](#)

FORT LIBERTY, N.C. - Lt. Gen. Jody J. Daniels, Commanding General, U.S. Army Reserve Command, announces the selection of Command Sergeant Major Gregory Betty as the 15th Command Sergeant Major, U.S. Army Reserve Command.

Prior to this selection, Betty served as the Senior Enlisted Advisor to the U.S. Army Training and Doctrine Command Deputy Commanding General (U.S. Army Reserve).

As the 15th Command Sergeant Major of the Army Reserve, Betty will be the principal enlisted advisor to the Commanding General, U.S. Army Reserve Command, and other senior Army leaders on regulations, policies and quality of life issues related to nearly 200,000 Army Reserve Soldiers. He will succeed Command Sergeant Major Andrew Lombardo who has served in the position since June 29, 2020.

Betty began his career with the United States Army in April 1988 and throughout his military career, he has served in every enlisted leadership position, from team leader to senior enlisted advisor. He has also served as Senior Logistics NCO, First Sergeant, and Operations Sergeant. Other previous assignments as a senior enlisted leader include Command Sergeant Major of the 88th Readiness Division; Command Sergeant Major of the 100th Training Division (Leader Development); Command Sergeant Major of 1st Brigade (QM), 94th Training Division; and Command Sergeant Major of the 8th Battalion (PS) 98th Regiment.

His awards and decorations include the Legion of Merit (2), Bronze Star Medal, Meritorious Service Medal (2), Army Reserve Component Achievement Medal (3), Army Achievement Medal (3), National Defense Service Medal, Southwest Asia Service Medal, Global War on Terrorism Expeditionary Medal, Armed Forces Reserve Medal with "M" device, NCO Professional Development Ribbon (with numeral 5), Army Commendation Medal, Army Service Ribbon, Overseas Service Ribbon, Afghanistan Campaign Medal, Kuwait Liberation Medal (Saudi) and Kuwait Liberation Medal (Kuwait).



## **A Big Thank You to these Partners Celebrating their April PaYS Anniversaries:**

Goodyear 4-Apr-01 Cleveland Clinic 28-Apr-03 Oakland County Sheriff's Office 20-Apr-05 Atlantic Health System 29-Apr-05 Lafayette Parish Sheriff's Office 29-Apr-05 McKinney Drilling Company 29-Apr-05 Canadian Pacific Railway 12-Apr-06 Los Angeles County Sheriff's Dept. 14-Apr-06 Sheetz, Inc. 10-Apr-07 City of Tampa 18-Apr-07 Cleveland Brothers Equipment Co., Inc. 24-Apr-07 State of Kansas, Dept. of Administration 1-Apr-08 United States Cellular Corporation 16-Apr-08 Johnson Controls, Inc. 17-Apr-08 NPC, Inc. 29-Apr-08 Indianapolis Public Transportation Corporation 23-Apr-09 Oregon State Police 23-Apr-09 Amazon 19-Apr-10 CDW, LLC 26-Apr-10 Sherman Bros. Trucking 6-Apr-11 Flextronics International, Inc. 26-Apr-11 Town of Fishers 26-Apr-11 Central Cardiology Medical Clinic 11-Apr-12 Faulkner Holdings 11-Apr-12 Super Service, LLC 12-Apr-12 Hansons Window & Siding 12-Apr-12 Brinker International Payroll Company, L.P. 26-Apr-12 Gila County, Arizona 9-Apr-13 Sprint Nextel Corporation 26-Apr-13 Metro One Loss Prevention Services Group, Inc. 26-Apr-13 Four Points by Sheraton 26-Apr-13 NuCO2 Management, LLC 9-Apr-14 Jtilley, Inc. 13-Apr-15 Phase 5 16-Apr-15 Ellwood Specialty Steel Group 16-Apr-15 Parkview Medical Center 8-May-15 MP2HP, Inc. 11-Apr-16 Goodwill of Orange County 18-Apr-16 Spectrum Health System 18-Apr-16 HSS 28-Apr-16 Duke Energy Corporation 28-Apr-16 Reddaway 28-Apr-16 OakCraft Elegant Cabinetry 10-Apr-17 Albemarle County Police Department 10-Apr-17 City of Carrollton, GA 10-Apr-17 La Crosse Area Family YMCA 2-Apr-18 Haag Ford Sales, Inc. 5-Apr-18 Dekalb County Police Department 5-Apr-18 Rogers Tire 5-Apr-18 Nations Roof, LLC 5-Apr-18 US Ecology, Inc. 5-Apr-18 Northwestern Mutual Little Rock 5-Apr-18 Shipmates Printmates dba Velocity 5-Apr-18 Honda Logistics North America, Inc. 30-Apr-18 SP+ 30-Apr-18 Oak Harbor Freight Lines 30-Apr-18 Bluehawk, LLC 30-Apr-18 BioSurplus, Inc. 30-Apr-18 Firefighting Finest Moving and Storage, Inc. 30-Apr-18 Enterprise Leasing Company of Philadelphia, LLC 30-Apr-18 Boise Cascade 1-Apr-19 T.A. Loving Company 1-Apr-19 Maryland State Police 1-Apr-19 Superior Fuel Company, Inc. 1-Apr-19 Boston Beer Corporation 12-Apr-19 Gwinnett Medical Center 25-Apr-19 Regent University 25-Apr-19 The Greenbrier Companies 14-Apr-20 Mercy Health 15-Apr-20 Yavapai County Sheriff's Office 15-Apr-20 The Cooper Health System 15-Apr-20 Littlefield Investment Company 15-Apr-20 Covenant Transport 15-Apr-20 Ponsse North America, Inc. 15-Apr-20 Aldevra, LLC 15-Apr-20 Smithfield Foods, Inc. 15-Apr-20 D.A. Collins Construction Co., Inc. 6-Apr-21 Northrim Bank 6-Apr-21 Xcel Energy 6-Apr-21 Denso Manufacturing Michigan, Inc. 14-Apr-21 Floyd County Sheriff's Office 14-Apr-21 Knight Transportation 14-Apr-21 Nine Line Apparel 14-Apr-21 ABC Supply 14-Apr-21 HHS 15-Apr-21 Montrose Memorial Hospital, Inc. dba Montrose Regional Health 4-Apr-22 City of Harlingen 7-Apr-22 Public Consulting Group LLC 8-Apr-22 Securatech 9-Apr-22 South Jersey Industries, Inc. 13-Apr-22 Orion Services Group 10-Apr-22 Rome Fire Department 21-Apr-22 Alexandria, VA Sheriff's Office 26-Apr-22 First Solar 4-Apr-23 Nebraska State Patrol 5-Apr-23 Louisiana State Fire Marshal's Office 6-Apr-23 Alaska Department of Transportation 14-Apr-23 Kiewit Corporation 14-Apr-23 Sonepar USA 19-Apr-23 Sarpy County 18-Apr-23 City of Hopewell 14-Apr-23 CalPortland Company 26-Apr-23 Skanska USA 28-Apr-23 Wolf & Company, P.C. 30-Apr-23





## A Message from the Program Manager...



Dear PaYS Partners,

Let's welcome our newest PaYS Partners and give a special thanks to the battalions' leadership and A&PAs for their support.

### New PaYS Partners

AutoNation - Miami Battalion

Government of the Virgin Islands (US) Division of Personnel - VIARNG

Northrop Grumman Systems Corporation - VAARNG

U.S. Sugar Corporation - Tampa Battalion

KAMAX - Great Lakes Battalion

Electro Switch Corporation - New England Battalion

Shelby County Law Enforcement Personnel Board - Montgomery Battalion

City of El Paso - San Antonio Battalion

Northeast Security - New England Battalion

Flagler County Sheriff's Office - FLARNG

### Signing Ceremonies

24 APR

Huntsville Hospital - Montgomery Battalion

25 APR

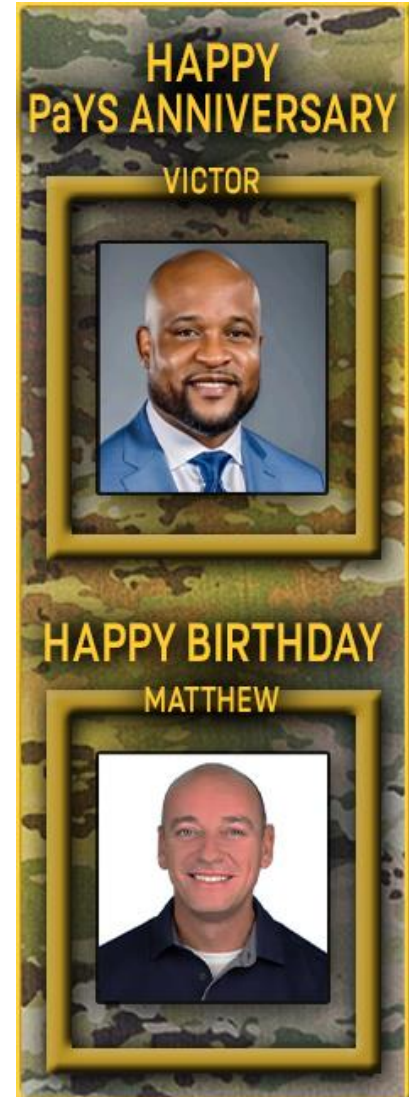
Buffalo Rock - Montgomery Battalion

9 MAY

Pro Services Inc. - Great Lakes Battalion

10 MAY

Coca-Cola Bottling Company - ALARNG



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