

THE PARTNERSHIP CONNECTION
 FEBRUARY 2026

PRESIDENTS' DAY

UNITED STATES PRESIDENTS

1ST GEORGE WASHINGTON (1789-1797) 2ND JOHN ADAMS (1797-1801) 3RD THOMAS JEFFERSON (1801-1809) 4TH JAMES MADISON (1809-1817) 5TH JAMES MONROE (1817-1825) 6TH JOHN QUINCY ADAMS (1825-1829) 7TH ANDREW JACKSON (1829-1837) 8TH MARTIN VAN BUREN (1837-1841)

9TH WILLIAM H. HARRISON (1841) 10TH JOHN TYLER (1841-1845) 11TH JAMES K. POLK (1845-1849) 12TH ZACHARY TAYLOR (1849-1850) 13TH MILLARD FILLMORE (1850-1852) 14TH FRANKLIN PIERCE (1853-1857) 15TH JAMES BUCHANAN (1857-1861) 16TH ABRAHAM LINCOLN (1861-1865)

17TH ANDREW JOHNSON (1865-1869) 18TH ULYSSES S. GRANT (1869-1877) 19TH RUTHERFORD B. HAYES (1877-1881) 20TH JAMES A. GARFIELD (1881) 21ST CHESTER ARTHUR (1881-1885) 22ND GROVER CLEVELAND (1885-1889) 23RD BENJAMIN HARRISON (1889-1893) 24TH GROVER CLEVELAND (1893-1897)

25TH WILLIAM MCKINLEY (1897-1901) 26TH THEODORE ROOSEVELT (1901-1909) 27TH WILLIAM HOWARD TAFT (1909-1913) 28TH WOODROW WILSON (1913-1921) 29TH WARREN G. HARDING (1921-1923) 30TH CALVIN COOLIDGE (1923-1929) 31ST HERBERT HOOVER (1929-1933) 32ND FRANKLIN D. ROOSEVELT (1933-1945)

33RD DWIGHT D. EISENHOWER (1953-1961) 34TH JOHN F. KENNEDY (1961-1963) 35TH LYNDON B. JOHNSON (1963-1969) 36TH RICHARD NIXON (1969-1974) 37TH GERALD FORD (1974-1977) 38TH JIMMY CARTER (1977-1981) 39TH RONALD REAGAN (1981-1989)

40TH GEORGE BUSH (1989-1993) 41ST BILL CLINTON (1993-2001) 42ND GEORGE W. BUSH (2001-2009) 43RD BARACK OBAMA (2009-2017) 44TH DONALD TRUMP (2017-2021) 45TH JOE BIDEN (2021-2025) 46TH DONALD TRUMP (2025-)

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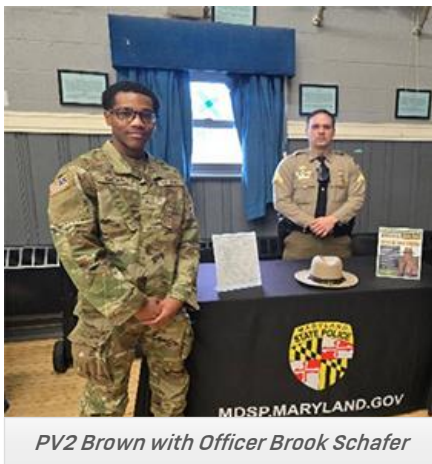


PV2 JALEEO BROWN PURSUES LAW ENFORCEMENT CAREER THROUGH PaYS PROGRAM

By Samuel I. Armstrong

PV2 Jaleeo Brown, originally from Baltimore, Maryland, joined the Maryland Army National Guard (MDARNG) at a pivotal moment in his life, driven by a desire to build a meaningful and lasting career. Although leaving home was a difficult decision, the MDARNG provided him with the structure, guidance, and sense of purpose he was seeking. Inspired by his grandfather, a military Veteran, PV2 Brown embraced the opportunity to serve. Now a Motor Transport Operator (88M), he is also pursuing opportunities to serve his community on the civilian side. During a Recruit Sustainment Program (RSP) event, PV2 Brown shared his career interests with PaYS marketer Samuel Armstrong.

During the event, Armstrong connected PV2 Brown with PaYS partner Maryland State Police, where he met with recruiter Officer Brook Schafer. Inspired by a childhood dream of becoming a detective and a passion for research and solving crimes, PV2 Brown shared his long-standing interest in law enforcement.



PV2 Brown with Officer Brook Schafer

Officer Schafer assisted him with the application process, helping PV2 Brown take a meaningful step toward his goal of serving in law enforcement. Through PaYS, PV2 Brown is guaranteed an interview as he pursues a law enforcement career, with plans to attend the academy in 2026. "The Maryland State Police will provide me the opportunity to serve my community and fulfill a lifelong dream," Brown said. "I've always been interested in police work."

Through programs like PaYS, the MDARNG continues to provide Soldiers with pathways to success both in uniform and beyond. PV2 Brown's initiative and commitment to service reflect the values of the MDARNG and demonstrate how early career opportunities can shape long-term goals. As he continues his military journey and prepares for a future in law enforcement, PV2 Brown exemplifies how dedication, mentorship, and service can lead to meaningful careers within the community.



PV2 Brown with PaYS marketer

ARMY PaYS CONDUCTS MARKETING TRIP ACROSS NORTH DAKOTA

By Roy Kidwell

Army PaYS marketer Roy Kidwell conducted a comprehensive marketing and outreach trip across North Dakota aimed at strengthening relationships between current PaYS partners, the North Dakota Army National Guard (NDARNG), the University of North Dakota Army ROTC program, and prospective partners.

The engagement began with a meeting with LTC Jay Sheldon, NDARNG Strategy and Policy Officer, to discuss PaYS program integration and the benefits the program provides to National Guard Soldiers. Following a PaYS overview, LTC Sheldon registered for the program, demonstrating senior leader support for expanding PaYS awareness and participation statewide.



LTC Jay Sheldon

Roy next briefed leaders at the NDARNG Recruiting and Retention Battalion and Recruit Sustainment Program (RSP), including CW4 Jess Willard, RSP Commander. Discussions focused on PaYS program updates, integration into recruiting and retention efforts, and strategies to increase Soldier participation across North Dakota.

Outreach continued at NDARNG recruiting stations in Bismarck and Grand Forks, where recruiters received briefings on PaYS program benefits, recent enhancements, and the registration process. The discussions highlighted how PaYS supports National Guard Soldiers seeking full-time civilian employment after training while also assisting recruiters in identifying potential local employer partners.



SSG Aschoff registers for PaYS



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U.S. ARMY

ARMY PaYS CONDUCTS MARKETING TRIP ACROSS NORTH DAKOTA - continued

The marketing trip also included visits with current PaYS employer partners to strengthen engagement and expand employment opportunities for Soldiers. At Titan Machinery, Roy met with Andrea Haugland, Talent Acquisition Specialist, to review program updates, provide system training, and discuss ways to increase job visibility and Soldier engagement. He also met with Bonnie White, Manager of Talent Acquisition, and Jennifer Semling, Human Resources, at Altru Health in Grand Forks to update job postings and identify opportunities to better connect Soldiers and Veterans with healthcare career pathways.



Roy and Andrea at Titan Machinery



Jennifer and Roy at Altru Health

A visit was also conducted at True North Equipment, where Roy met with John Oncken, Owner; Kevin Phelps, Human Resources Generalist; and Rachel Kmecik, Vice President of Aftermarket and Human Resources. As a newer PaYS partner, True North Equipment received initial system training and discussed strategies to increase Soldier engagement and plan a future PaYS signing ceremony.



Roy with owner John Oncken of TrueNorth Equipment

The trip concluded with a briefing at the University of North Dakota Army ROTC program. Kidwell met with LTC Jared Budenski, Professor of Military Science, and CPT Nathaniel Hycza, Assistant Professor of Military Science, to discuss program integration. Following the cadre briefing, approximately 60 Cadets received an overview of the PaYS program and registration process, highlighting how PaYS supports Army National Guard and Army Reserve Cadets seeking full-time employment opportunities after graduation.

Overall, the North Dakota marketing trip strengthened collaboration with NDARNG recruiting leadership, increased PaYS awareness at recruiting stations, and reinforced relationships with employer partners. These efforts continue to advance the PaYS mission by connecting Soldiers with employers who value military experience and by expanding civilian career opportunities across North Dakota.



Roy Briefing ROTC cadets at University of North Dakota

PaYS PROGRAM EXPANDS CAREER OPPORTUNITIES THROUGH NORTHEAST OHIO OUTREACH

By Gabriel Street

PaYS Marketing Analyst Gabriel Street led a series of outreach engagements across Northeast Ohio to strengthen relationships with the Cleveland Recruiting Battalion, Kent State University, and current and prospective PaYS partners. These efforts focused on expanding career opportunities for Soldiers and Cadets while increasing awareness of the PaYS program among regional employers and community stakeholders. Through visits to key employers and recruiting locations in the Cleveland area, the outreach highlighted how PaYS connects transitioning Soldiers with meaningful civilian careers while providing employers access to a highly skilled and disciplined workforce.



Gabriel with 1SG Braun

Gabriel began his outreach by meeting with key leaders from the Cleveland Recruiting Battalion, including Gregory Becker, Advertising and Public Affairs Chief, 1SG Donald Braun to discuss strategies for increasing PaYS participation and strengthening collaboration across recruiting channels. Additional engagements with recruiting stations throughout the region reinforced PaYS as a valuable resource for both enlistment and transition. Soldiers were briefed on the importance of early registration and how PaYS supports career continuity as they prepare for civilian employment, highlighting the program's support from accession through transition.

Productive meetings were also held with current PaYS partners, including the Cleveland Clinic, where discussions centered on connecting Soldiers with medical training to clinical career opportunities. Gabriel also met with Mr. Darrick McDaniel from the City of Cleveland to explore ways to better align job postings with Soldier skill sets, improve access to employment information, and expand outreach to Transition Assistance Program offices. These discussions included coordination efforts for upcoming workforce engagement events planned for later this year.



A&PA Chief Gregory Becker (L) & Gabriel

Continued...

PaYS PROGRAM EXPANDS CAREER OPPORTUNITIES THROUGH NORTHEAST OHIO OUTREACH - continued



Mr. Darrick McDaniel with Gabriel

Gabriel also visited Kent State University, where more than 60 ROTC Cadets received an overview of the PaYS program. Following the briefing, he assisted Cadets with the registration process, emphasizing the program's benefits for early career planning and long term professional development.

The outreach concluded with visits to potential partners, including healthcare organizations and regional employers in the Akron area. During these visits, information packets were shared to encourage continued collaboration and explore opportunities for future partnership growth. These engagements reinforced PaYS's commitment to building strong relationships with employers who value the leadership, technical expertise, and work ethic Soldiers bring to the civilian workforce.



Overall, these outreach efforts strengthened existing partnerships and created new opportunities to expand PaYS's impact across Northeast Ohio. By engaging recruiters, educational institutions, employers, and community leaders, the program continues to bridge the gap between military service and civilian employment. Through sustained collaboration and strategic outreach, PaYS remains committed to supporting Soldiers and Cadets in achieving successful career transitions while providing regional employers with access to a proven, highly capable workforce.

QTS DATA CENTERS PARTNERS WITH THE U.S. ARMY THROUGH ARMY PaYS

By Victor Fleming

The U.S. Army officially welcomed QTS Data Centers as a new partner in the PaYS program during a signing ceremony held December 3, 2025, at the QTS Auditorium in Duluth, Georgia. The event was conducted in coordination with the Atlanta Recruiting Battalion and highlighted the Army's continued commitment to helping Soldiers transition successfully into civilian careers.

The ceremony opened with remarks from 1LT Armon Barnett, Company Executive Officer, followed by the posting of the colors by the Duluth Army Recruiting Station Color Guard. LTC Lindsey Gerheim, Battalion Commander of the Atlanta Recruiting Battalion, and Gregory Wuestner, Director of Facilities Operations Engineering and Innovation for QTS Data Centers, shared remarks emphasizing the value of connecting Army talent with industry partners who recognize the skills and leadership Soldiers bring to the workforce. The event concluded with the signing of the PaYS Memorandum of Agreement, presentation of the PaYS plaque and certificate, and a reception with attendees.

QTS Data Centers is a leading provider of secure, scalable, and sustainable data center solutions, supporting some of the world's most innovative companies with mission-critical infrastructure. Known for its commitment to operational excellence, advanced technology, and community engagement, QTS offers dynamic career opportunities across engineering, operations, facilities, security, IT, and corporate services. The company values leadership, teamwork, and problem-solving, making it an excellent fit for transitioning Soldiers and Veterans seeking long-term careers where their technical skills, discipline, and leadership experience can make an immediate impact.

The partnership between the U.S. Army and QTS Data Centers through the PaYS Program represents a shared commitment to long-term success for Soldiers beyond their military service. By aligning Army talent with meaningful career opportunities, this collaboration strengthens the civilian workforce while honoring the skills, dedication, and leadership developed through military service. Together, the Army and QTS are creating a seamless transition for Soldiers into rewarding careers, reinforcing their mutual investment in Veterans, mission readiness, and the future of America's workforce



L to R - Duluth Army Recruiting Station Color Guard, LTC Lindsey Gerheim and Mr. Wuestner, LTC Lindsey Gerheim and Mr. Wuestner cutting the ceremonial cake, Representatives from the Army and QTS.

EL PASO ELECTRIC COMPANY JOINS U.S. ARMY PaYS PROGRAM TO SUPPORT SOLDIER AND VETERAN EMPLOYMENT

By Frank McNeil



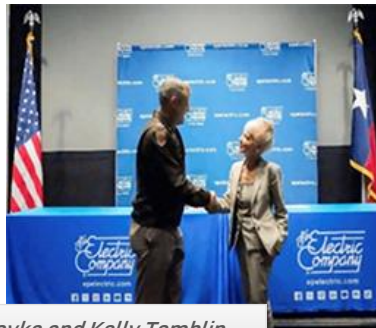
El Paso Electric Company (EPEC) officially joined the PaYS program during a signing ceremony that celebrated a shared commitment to workforce development, Veteran employment, and community service. Community leaders, Army representatives, and EPEC leadership attended the event, which featured the presentation of the colors by the University of Texas El Paso Army ROTC Color Guard and a stirring rendition of the National Anthem performed by SSG Jessica Brust of the 1st Armored Division Army Band. MAJ Brittany Browne, Executive Officer for the San Antonio Army Recruiting Battalion, narrated the ceremony, guiding attendees through the PaYS program and highlighting its role in creating meaningful career pathways for Soldiers transitioning from military service.



COL Soyka provides remarks during the signing ceremony

Remarks were delivered by COL Michael V. Soyka, Garrison Commander for Fort Bliss, and Kelly Tomblin, President and Chief Executive Officer of EPEC. COL Soyka emphasized that EPEC's participation is more than a hiring initiative, saying, "It represents a commitment to individuals who have already proven their ability to lead, adapt, and perform under pressure. Employers like El Paso Electric Company understand that hiring Soldiers is an investment in excellence." Mrs. Tomblin underscored EPEC's dedication to workforce development and Veteran employment, noting that the company values the unique experiences and proven leadership Soldiers bring, which align seamlessly with EPEC's mission to deliver safe, reliable, and innovative energy solutions.

EPEC is a regional electric utility serving customers in West Texas and Southern New Mexico. The company provides reliable power and innovative energy solutions while offering a wide range of career opportunities in engineering, operations, customer service, and skilled trades. EPEC welcomes talented professionals, including Veterans, who want to make a meaningful impact in the community while building a rewarding career.



COL Michael V. Soyka and Kelly Tomblin



COL Michael V. Soyka and Kelly Tomblin prepare to sign the ceremonial Memorandum of Agreement

Together, EPEC and the U.S. Army PaYS Program are building a bridge from service to success, empowering Soldiers to continue making a lasting impact by strengthening communities, supporting the workforce, and helping shape a resilient future beyond the uniform.



COL Soyka and Mrs. Tomblin participate in the cake-cutting at the close of the signing ceremony

THE STATE OF NORTH DAKOTA PARTNERS WITH U.S. ARMY THROUGH PaYS PROGRAM

By Roy Kidwell



The State of North Dakota officially partnered with the U.S. Army through the PaYS program during a signing ceremony held in Bismarck, ND on Jan. 14, 2026. The event formalized the collaboration between the Army and the State, reinforcing North Dakota's ongoing commitment to becoming the most military-friendly state in the nation by supporting service members as they transition from military service into meaningful civilian careers. The ceremony opened with the National Anthem performed by CW2 Tessa Hogan, a Recruiting and Retention Medical Technician Recruiter with the North Dakota Army National Guard (NDARNG).



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THE STATE OF NORTH DAKOTA PARTNERS WITH U.S. ARMY THROUGH PaYS PROGRAM - continued



Governor Kelly Armstrong gives remarks during the PaYS ceremony

Following the opening ceremony, the Honorable Kelly Armstrong, Governor of North Dakota, delivered remarks emphasizing the importance of providing Soldiers with opportunities to continue contributing to their communities after military service. "Our service members gain invaluable skills during their time in uniform," Governor Armstrong said. "This partnership ensures those skills continue to benefit North Dakota long after their military service ends."

Governor Armstrong was followed by remarks from BG Mitchell Johnson, The Adjutant General of the NDARNG, who highlighted the PaYS program's role in strengthening Soldier confidence and readiness by linking military service to post-service career opportunities. "The PaYS program provides our Soldiers with clarity about their future," BG Johnson said. "It reinforces that their service is valued and that meaningful employment opportunities await them when they transition to civilian life."

BG Johnson and Governor Armstrong cut the ceremonial cake



PaYS Program Manger Antonio Johnson, Governor Kelly Armstrong and BG Mitchell Johnson display the Army PaYS commemorative plaque

The ceremony concluded with the signing of the Memorandum of Agreement by Governor Armstrong and BG Johnson, officially recognizing the State of North Dakota as an Army PaYS partner. Through this partnership, North Dakota joins a growing network of PaYS partners nationwide committed to honoring military service by supporting Soldiers, Veterans, and their families with clear pathways to continued purpose and employment.

FEBRUARY PaYS PARTNER ANNIVERSARIES

Deere & Company 16-Feb-01 NFI Industries 23-Feb-04 Pierce County Sheriff's Office 23-Feb-04 Shell Oil Company 24-Feb-04 Tallahassee Police Dept. 4-Feb-05 RDO Equipment Co. 17-Feb-05 Texas Instruments 25-Feb-05 Sacramento County Sheriff's Dept. 7-Feb-06 Orange County Sheriff's Office 7-Feb-06 Quad/Graphics, Inc. 7-Feb-06 Hawaii State Government 13-Feb-06 Las Vegas Metro Police Department 13-Feb-06 Sears Holdings Corporation 16-Feb-06 G4S Secure Solutions 21-Feb-06 Quest Diagnostics 5-Feb-07 Nationwide Truck Brokers, Inc. 5-Feb-07 OMNI Energy Services Corporation 5-Feb-07 Brock Group 13-Feb-08 City of Columbus, Department of Public Safety 19-Feb-08 Mississippi Dept. of Corrections 19-Feb-08 Albuquerque PD 23-Feb-08 Louisiana Office of Juvenile Justice 17-Feb-09 Baton Rouge General Medical Center 23-Feb-09 Orion South, Inc. 23-Feb-09 U-haul International, Inc. 28-Feb-09 East Texas Medical Center 28-Feb-09 AT&T, Inc. 9-Feb-10 Haas Automation, Inc. 1-Feb-11 Don Schumacher Racing Corp. 1-Feb-11 Schumacher Electric Corp. 1-Feb-11 GSE Lining Technology, LLC 1-Feb-11 Minnesota Wire & Cable Company 24-Feb-11 Frank C. Alegre Trucking, Inc. 12-Feb-14 URRR CO., Inc. dba Flynn's Tire Group 19-Feb-14 City of Cape Girardeau 19-Feb-14 Rivera Consulting Group, Inc. 19-Feb-14 AM Waters 8-Feb-16 The City of Orangeburg 10-Feb-16 The Geo Groups, Inc. 10-Feb-16 St. Joseph Regional Medical Center 11-Feb-16 Ocala Police Department 11-Feb-16 Horizon Health Care, Inc. 17-Feb-16 Brad Cole Construction 23-Feb-16 Dental Associates 26-Feb-16 System Scale Corporation 26-Feb-16 Indue Sales & Services, Inc. 10-Feb-17 Hamilton County Sheriff's Office 2-Feb-18 First Coast Security Services, Inc. 2-Feb-18 Novation Enterprise 2-Feb-18 Pennington County Sheriff's Office 2-Feb-18 West Florida Medical Center 2-Feb-18 GAT Airlines Ground Support 2-Feb-18 University of Wisconsin Hospital and Clinic Authority 2-Feb-18 Cortina Solutions 5-Feb-18 Enstrom Helicopter Corporation 5-Feb-18 Pharmaceutical Products Development 5-Feb-18 RMI 5-Feb-18 South Carolina DMV 16-Feb-18 Cincinnati Fire Department 16-Feb-18 Centerstone 16-Feb-18 Regional Health 16-Feb-18 Tempus, Inc. 15-Feb-19 ShipEx, LLC 15-Feb-19 The Meruelo Media 15-Feb-19 Gwinnett County Sheriff's Office 27-Feb-19 Mayvin, Inc. 10-Feb-20 Park National Bank 10-Feb-20 TWC Service 10-Feb-20 Bonnell Industries, Inc. 10-Feb-20 T-Rex Solution 13-Feb-20 Heartland RV 13-Feb-20 Elio North America 14-Feb-20 Charter Senior Living 14-Feb-20 Plymouth & Brockton Street Railway, Co. 20-Feb-20 John C Fremont Healthcare District 20-Feb-20 College of Biomedical Equip Tech 20-Feb-20 B & J Trucking Service, Inc. 20-Feb-20 City of Radcliff 9-Feb-21 Mission BBQ 9-Feb-21 Cloverdale Foods Company 9-Feb-21 Eyemart Express Holdings, LLC 9-Feb-21 Randall County Sheriff's Office 9-Feb-21 McCall Farms 10-Feb-21 Armed Forces Bank, N.A. 1-Feb-22 Academy Bank, N.A. 1-Feb-22 Denali Universal Services 1-Feb-22 Ferrovia Services Infrastructure, Inc. 4-Feb-22 Henry County Sheriff's Office 4-Feb-22 City of Texarkana, Arkansas 10-Feb-22 Mercedes Benz U.S. International, Inc. 10-Feb-22 Global Connections to Employment 10-Feb-22 Westfall Technik, Inc. 10-Feb-22 JPW Erectors, Inc. 11-Feb-22 TD Bank, N.A. 17-Feb-22 Ashley Furniture Industries, LLC 26-Feb-22 Arrow Exterminators, Inc. 28-Feb-22 Perrigo Company 28-Feb-22 Dominion Technologies Group, Inc. 9-Feb-23 Applied Information Sciences 14-Feb-23 Simon A Colas Company 17-Feb-23 CarMax Enterprise Services LLC 22-Feb-23 Stockton Police Department 27-Feb-23 Lonza Greenwood LLC 28-Feb-23 City of Lincoln 21-Feb-23 American Rock Products 1-Feb-24 Interstate Concrete & Asphalt 1-Feb-24 Helena Sand & Gravel 1-Feb-24 Riverbend Materials 1-Feb-24 Domtar 1-Feb-24 Buffalo Rock Product 2-Feb-24 Trihydro Corporation 5-Feb-24 LKQ 7-Feb-24 Alaska Department of Labor Workforce Development 8-Feb-24 Hinds County Sheriff's Office 8-Feb-24 Signicast 13-Feb-24 Conduent 20-Feb-24 Amteck LLC 23-Feb-24 RATP Dev 11-Feb-25 Karl's Transport 14-Feb-25 Governor Juan Luis Hospital & Medical Center 20-Feb-25 Fontana Police Department 27-Feb-25 State of North Dakota 27-Feb-25





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Upcoming Ceremonies

5 March 2026
Coca Cola Beverages
Northeast
CTARNG

18 March 26
Electro Switch Corporation
New England BN

25 MAR 26
Maine Drilling & Blasting
New England BN

14 APR 26
NY State Dept. of Corrections
& Community Services
Albany BN

