



ARMY  
RESERVE



CELEBRATING 117 YEARS

APRIL 23, 2025

U.S. ARMY RESERVE  
BIRTHDAY



THE  
PARTNERSHIP  
CONNECTION  
U.S. ARMY RESERVE  
BIRTHDAY  
MONTH OF THE MILITARY  
CHILD  
APRIL 2025



MONTH OF THE MILITARY CHILD

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## **THE ARMY PARTNERSHIP FOR YOUR SUCCESS (PaYS) PROGRAM CELEBRATES THE ARMY RESERVE'S 117TH BIRTHDAY**

*Written by Victor Fleming*



The onset of World War I pushed the United States into the age of modern warfare and mass armies. By 1919, planners in the War Department understood that a permanent reserve consisting of unit structure, reserve officers and enlisted Soldiers was required. With the passage of the National Defense Act of 1920, the reserve component known as the "Organized Reserve" was born. Taking its unit structure directly from the National Army of 1917-1919, the Organized Reserve required management, training, and national-level accountability.

Army Chief of Staff John J. Pershing was instrumental in addressing the problems plaguing the newly formed Organized Reserve: poor training, minimal guidance at the Army staff level, and unrealistic expectations concerning the mobilization of Citizen Soldiers. Pershing and others realized the obvious benefits of having a staff officer available at the War Department to answer questions and evaluate recommendations made by Officers' Reserve Corps members. Formed April 23, 1908, as the Medical Reserve Corps, today's U.S. Army Reserve has evolved into a global operational reserve force, engaged to support America's active-duty forces.



U.S. Army Reserve Soldiers, civilians, and Army Reserve Ambassadors will mark the 117th anniversary of the U.S. Army Reserve, at the command's headquarters, April 23, 2025, at Fort Bragg, NC. Last year, Chief of the Army Reserve Lieutenant Robert D. Harter led the observance and discussed the past and future accomplishments of the reserve force. "Today's Army Reserve is the most capable, combat-ready, and lethal federal reserve force in history of our nation, providing trained and ready forces and critical capabilities wherever needed, anywhere around the world where the Army needs to initiate, sustain, and prevail in major operations.", said LTG Harter. "Through two World Wars, the Cold War, Korea, Vietnam, the Persian Gulf War, the Global War on Terror and countless crises, operations, and contingencies, America's Army Reserve has never failed to answer the nation's call."

Also joining in celebrating the 117th anniversary, the Army PaYS Program recognizes the rich history of the Army Reserve always standing ready to answer the call-providing critical capabilities and ensuring the Army's readiness for every mission, helping the force meet any challenge. Army Reserve Soldiers balance civilian life and military readiness, embodying resilience, adaptability, and dedication to mission success. These Warrior Citizens serve their country while also contributing to their communities and civilian careers, embodying the strength and resilience of our Nation. PaYS maintains its commitment to providing excellent and diverse career opportunities to our reserve force, and, for our partners, to attract quality men and women into their hiring pool. Reserve Soldiers registered with the PaYS Program not only positively impact local community perceptions but build an environment more favorable to the Army's Brand and connecting America with its Army. PaYS partners benefit through access to potential employees who bring the skills, professional work habits, and pride and values that an Army background provides.

*Photo above - Chief of the Army Reserve LTG Robert D. Harter Leads the USAR Birthday observance at USARC Headquarters*



## ARMY PaYS RECOGNIZES RESILIENT AND READY YOUTH DURING THE MONTH OF THE MILITARY CHILD

Written by Frank McNeil



Established in 1986 by then-Secretary of Defense Caspar Weinberger, April is a month dedicated to recognizing the extraordinary children of military families who show remarkable strength, resilience, and adaptability in the face of unique challenges. This month, communities across the nation come together to celebrate the Month of the Military Child, a time to honor and acknowledge the sacrifices made by these young heroes. The Month of the Military Child continues to be an important time to reflect on the vital role that military children play in supporting their families. These children experience unique challenges that most others do not, from frequent relocations and long deployments to the emotional toll of having a parent away for extended periods. The April 2025 Month of the Military Child theme is *"Celebrating Military Children and Youth: Building Stronger Character and Relationships."* Military children show bravery, fearlessness, and resiliency by adapting and meeting adversity head on in an ever-changing environment.

With many parents serving overseas, children often bear the emotional weight of missing a parent, and the stress of transitioning between military bases can be significant. Organizations such as the Armed Services YMCA, Operation Homefront, and Blue Star Families work tirelessly to provide resources, support systems, and programs aimed at easing the burdens of military children. By acknowledging and addressing their specific needs, these initiatives ensure that military kids don't just survive their circumstances - they are empowered to succeed.

During April, many military bases and communities across the country host events that highlight the achievements and contributions of military children. These range from family-friendly activities, such as sports tournaments and art exhibitions, to school-wide celebrations that encourage students to learn more about the lives of their peers who are part of military families.

Operation Megaphone is a program hosted by the Army Morale, Welfare and Recreation (MWR). On April 25- 26, 2025, youth from Army CYS Youth programs worldwide will meet for one 24-hour period to discuss key issues that affect military youth across the services. The "Purple UP! For Military Kids" initiative and is now celebrated nation-wide. Wearing purple is a visible way to show support and thank military youth for their courage and sacrifices. Purple was chosen and symbolizes all branches of the military, it is a combination of Army green, Marine Corps scarlet, and Coast Guard, Air Force, and Navy blue. The goal of "Purple UP! For Military Kids" is for military youth to SEE the support of their schools, after school programs, youth groups, Child Development Centers, Family Child Care Homes, and the entire community. This year "Purple UP! For Military Kids" will officially be celebrated on 9 April 25.



## STAFF SERGEANT JOSEPH FAINE'S JOURNEY FROM INFANTRY TO INDUSTRY

By Alfredo Harris



Staff Sergeant Joseph Faine, a native of Bowling Green, Kentucky, enlisted in the Army as an 11B-Infantryman with one goal in mind-get out of his hometown and experience something greater. Over the course of his military career, he achieved exactly that, serving nearly a decade and deploying multiple times to Afghanistan. These experiences tested his resilience, sharpened his leadership, and gave him the global perspective he would carry into civilian life.

While he didn't learn about the Army PaYS Program until after his transition, Joseph wishes he had. The opportunity to connect directly with vetted, veteran-friendly employers could have made the shift to civilian life a little smoother. Still, he found his own path through persistence and preparation.

Joseph's journey into the civilian workforce led him to Waste Connections, where he now serves as a District Manager. "The interview process was detailed," he explains. "I actually interviewed several times and even traveled to two of them." His efforts paid off. Waste Connections has built a strong reputation for hiring veterans, something Joseph attributes to the value of leadership experience. "Leadership is so important in running a business, and veterans bring that from day one."

Transitioning out of the Army wasn't easy. "It's hard, and it takes time," Joseph says. After his ETS (Expiration Term of Service), he took time to finish his degree before fully stepping into the civilian sector. "Civilian life was refreshing after nearly a decade in the Army. It was an adjustment, but also a chance to breathe and reset."

Now in his role at Waste Connections, Joseph finds himself relying on many of the same skills that defined his time in uniform. "Dealing with people from all over the country and the world, traveling, living on my own, having to be a leader, and working under strict deadlines-all of that carried over."

For Soldiers approaching their transition and considering PaYS partners, Joseph has clear advice: "Don't just rely on your resume-build relationships. Start talking to recruiters early, stay curious, and stay persistent. The Army teaches you to show up prepared-do the same thing for your career."

Joseph's story is a reminder that while every transition is different, the foundation built in the Army is strong. And with the right mindset, opportunities will follow.





## SEATTLE, WASHINGTON MARKETING TRIP, MARCH 17-21, 2025

By Alfredo Harris

PaYS Marketing Analysts Alfredo Harris and Samuel Armstrong conducted a marketing trip to Seattle, Washington, where they visited multiple stakeholders across the region to promote the U.S. Army Partnership for Your Success (PaYS) Program. The trip focused on re-engaging with current partners, introducing PaYS to potential new organizations, and briefing recruiting personnel and ROTC leadership on the latest program updates.



The team began the week with a visit to the Tukwila Recruiting Station, where they provided updates on the PaYS Program and encouraged integration of the new self-registration platform. Afterwards they traveled to the Kent Recruiting Station. During this visit, SGT Tommy Helsenrierra took our words to heart and successfully registered for the program then and there!

On March 18th, Mr. Harris and Mr. Armstrong met with Seattle Recruiting Battalion Commander LTC David Sherck. Together, they discussed the strategic potential of PaYS in supporting the Reserve recruiting mission and analyzed a regional map of the 6th Brigade's area of operations to pinpoint USAR markets with strong partnership potential. They also collaborated with Mr. Mack Leonard, the battalion's social media specialist, to share TTPs for increasing online engagement with Soldiers and partners.



Later that day, the analysts conducted visits with Weyerhaeuser, a potential PaYS partner, and Avenue 5, a non-contact organization. These engagements served as opportunities to reintroduce the program to Avenue 5 and establish connections while laying the groundwork for a future partnership with Weyerhaeuser.

Mid-week, Mr. Harris and Mr. Armstrong visited the University of Washington Army ROTC program. They held a detailed conversation with Recruiting Operations Officer Mrs. Lisa Pirak and Executive Officer CPT Nathaniel Yantis about the importance of year three and four cadets taking advantage of PaYS prior to commissioning. Mr. Harris walked CPT Yantis through the registration process.

Additional engagements that day included discussions with representatives from the City of Tacoma and the UW Medical Center- focused on building awareness and assessing interest in becoming PaYS partners.

On March 20th, Mr. Harris met with Washington Civilian Aide to the Secretary of the Army (CASA) Aaron Reisinger. Their meeting focused on community engagement and strategic approaches to expand the PaYS Program throughout the Seattle area. Mr. Harris also reconnected with the Seattle Police Department and met with Deputy Houn of the Pierce County Sheriff's Office to provide program updates and explore ways to better utilize the resources available to existing partners.



UW Recruiting Operations Officer Mrs. Lisa Pirak, UW Executive Officer CPT Nathaniel Yantis, Alfredo Harris

The Seattle trip was a success, reinforcing partnerships across military, civic, and corporate sectors. The Seattle Recruiting Battalion leadership, local law enforcement, and ROTC staff expressed strong interest in leveraging PaYS to support their missions. By bridging military and civilian employment efforts, the PaYS Program continues to create meaningful opportunities for Soldiers transitioning into the workforce.



Alfredo Harris and CASA Aaron Reisinger

## ATLANTA AREA MARKETING TRIP

*By Victor T. Fleming Sr.*

From March 17th thru the 20th, 2025, Victor Fleming embarked on a strategic outreach tour across several Georgia cities to champion the Army's Partnership for Your Success (PaYS) program. This initiative focused on strengthening relationships with Army Reserve units, current and prospective PaYS partners, military personnel, and academic institutions. The goal was to foster new collaborations and expand career opportunities for Soldiers transitioning into civilian life.



*Left to right: CSM Balson, Victor Fleming, and LTC Gerheim, Commander.*

At the Atlanta Recruiting Battalion, Victor met with LTC Gerheim and CSM Balson to discuss recent updates to the PaYS program. They explored strategies to enhance program awareness and engagement within the Atlanta area. Their discussions emphasized the importance of bridging the gap between service and career opportunities, ensuring Soldiers have seamless access to PaYS benefits.

Victor also visited the Newnan Army Recruiting Office, where recruiters have been actively identifying potential new PaYS partners. During his visit, SFC Fuller officially registered with the PaYS program, marking another step forward in expanding employer connections for Soldiers.

At Georgia State University, Victor met with MSG Tameeka Van

Ellis to discuss how the PaYS program can benefit ROTC cadets as they prepare for life beyond the military. This meeting reinforced the importance of early career planning and aligning ROTC programs with corporate and governmental career pathways.

Victor also stopped by Chattahoochee Valley Community College, where he briefed Antwan Hill and Nikki Whitaker, Coordinator and Advisor at the Center of Excellence for Veteran Student Success (CEVSS). He provided an in-depth overview of how the PaYS program can support their student Veterans, reinforcing the Army's commitment to education and professional development.



*Victor Fleming with Lt. B. Trulove at the Cobb County Police Department*

Victor's itinerary included meetings with several established PaYS partners. At Aaron's Headquarters in Atlanta, he reinforced the ongoing collaboration between the Army and corporate partners to create pathways for Soldier success. His visit to Shaw Industries included a productive discussion with Brian Cooksey, Director of Workforce Development, about potential opportunities to collaborate with local recruiting commands and other veteran-focused organizations.

Additionally, he made a stop at Mohawk Industries to check in with key contacts and maintain strong corporate ties. His visit to HD Supply also opened discussions on additional avenues for potential partnership, further broadening career opportunities for transitioning Soldiers.

Victor's trip also focused on connecting with law enforcement agencies. At the Cobb County Police Department, he had a valuable conversation with Lt. B. Trulove about the department's recruiting efforts. They explored ways to better connect Veterans with career opportunities in law enforcement, ensuring a smooth transition from military service to public service.

Victor also visited the Columbus Consolidated Government, where he met with Mariah Thomas, Human Resources Specialist, to discuss progress in finalizing their PaYS partnership.

Victor concluded his trip with a visit to Fort Benning, where he connected with SFC Tonya Ritter Jenkins, 98th Division Command Career Counselor. Their discussion centered on the best ways to introduce the PaYS program to Soldiers preparing to transition out of the Army. This meeting highlighted the importance of early career planning and ensuring Soldiers have the necessary resources to succeed in civilian careers.

Victor's tour across Georgia underscored the PaYS program's mission of linking Soldiers with meaningful employment opportunities. By strengthening corporate, academic, and military partnerships, he helped pave the way for future collaborations that will benefit both the Army and its Soldiers.

As the Army continues to prioritize career readiness, initiatives like these ensure that every Soldier has access to valuable opportunities upon transitioning to civilian life.



*Victor Fleming pictured with Antwan Hill and Nikki Whitaker*



*Victor Fleming with Mariah Thomas*



## CLEVELAND AREA MARKETING TRIP

By Samuel I. Armstrong



*SFC Brandon Simpson registers for PaYS*

Samuel I. Armstrong recently visited the Cleveland area. During a visit to the Lynhurst Recruiting Station, he had the opportunity to meet with two new recruiters, SFC Brandon Simpson and Joshua Kunkel. Despite being unfamiliar with the PaYS program, both recruiters were eager to learn about it. After providing a brief overview, they saw the value of the program and decided to register for PaYS.

Samuel visited Cuyahoga County and met with Latanya Jackson-Williams, the Human Resources Manager for the County Sheriff's Office. She serves as the primary point of contact for hiring within the sheriff's office, and had an engaging conversation about how PaYS can help streamline the recruitment of veterans. Jackson-Williams expressed a strong interest in reaching out to Soldiers in the Reserves and National Guard, and she plans to send flyers to PaYS when the County Sheriff's Office is hiring. They also discussed organizing refresher training for next week to help the sheriff's office access the PaYS PIX portal, a vital resource for connecting with potential candidates.



*Latanya Jackson-Williams and Samuel Armstrong*

His visit to the City of Cleveland led to an insightful discussion with Darrick McDaniel, the Veteran and Development Manager for the city, as well as members of the Cleveland Veteran Collaborative Committee. He provided an overview of the PaYS program and answered questions they had about its benefits. The committee shared details about their upcoming Armed Forces Day celebration, and explored potential ways to raise awareness about city employment opportunities for veterans. McDaniel emphasized that the City of Cleveland is actively seeking more veterans to join its workforce, and he expressed a desire to meet with Soldiers in the Reserves and National Guard. They are committed to working together to help spread the word and facilitate veteran recruitment into the city's employment programs.

A significant milestone in supporting veterans' employment came with the Leaf Home signing ceremony. Col Jarrett Thomas, Director of SFL, and Mr. Matt Scagnelli, Chief Human Resource Officer, signed a Memorandum of Agreement (MOA), reaffirming their commitment to employing veterans. Nick Busse, Head of Military Talent at Leaf Home, served as the guest speaker at the ceremony, where he highlighted the immense value that veterans bring to their workforce. Leaf Home is looking to expand its veteran hires, building on its success of employing over 800 veterans. The ceremony was well attended, and it's clear that this partnership will continue to grow, providing more career opportunities for those transitioning from military service.

At Kent State University, Samuel met with LTC James Wheeler, PMS; MAJ Lauren Meyer, XO, SSG Alex Crawford, Recruiter, OHARNG; and SSG Brent Wright, Recruiter, OHARNG. They discussed the recent changes to the PaYS program and explored how the university's ROTC program could benefit from these changes. He encouraged the ROTC staff to share the information with their cadets and motivate them to register for the PaYS program. He will follow up with LTC Wheeler and MAJ Meyer to provide additional resources, including PaYS flyers and detailed program information.

Lastly, Samuel visited the Cuyahoga Falls Recruiting Station, where he briefed three recruiters and the Station Commander on the recent changes to PaYS. They registered for PaYS.



*Samuel Armstrong, MAJ Lauren Meyers, SSG Alex Crawford, and SSG Brent Wright*



*Cleveland Recruiting Battalion Color Guard joins Col Thomas and the Leadership at Leaf Home for a picture*

## **A DAY AT FORT GREGG-ADAMS WITH THE ARMY PaYS MARKETERS AND 508TH TRANSPORTATION STUDENTS**

*By Crancena Ross*

Army PaYS Marketer Crancena Ross, and Senior Marketer Kevin Talley, had the privilege to be at the 508th Transportation Advanced Initial Training (AIT) at Fort Gregg-Adams. Their visit was aimed at introducing AIT students to the Army Partnership for Your Success (PAYS) Program, a vital initiative designed to connect soldiers with career opportunities after their military service. During their time at Fort Gregg-Adams, Kevin and Crancena gave an overview of the PAYS program. This initiative serves as a bridge between military service and civilian careers, offering Soldiers and Veterans the chance to register with a network of employers committed to guaranteeing job interviews. It was inspiring to see how this program positively impacted the lives of those who were in attendance and served our country.



*Photo left - Army PaYS Marketer Crancena Ross works with AIT students at Fort Gregg-Adams*



*Photo right - Army PaYS Senior Marketer Kevin Talley speaking to AIT students at Fort Gregg-Adams*

The interaction with AIT students was particularly rewarding. Many of them were enthusiastic about the opportunity to register for the PAYS program, especially since over half of the class was composed of U.S. Army Reserve (USAR) members and National Guard Soldiers. It was heartening to witness their excitement and eagerness to explore potential career paths. One standout moment was when they spoke with a student currently employed by Southwest Airlines. She expressed her excitement about the additional opportunities available throughout Southwest, that she had seen once she had registered. It was clear that these soldiers were not only focused on their military training but also on their future careers. The atmosphere during the visit was one of curiosity and engagement. A lively question-and-answer session followed the overview, where students voiced their inquiries about the program, and some of the leadership leaders on the Teams call had questions also. Kevin and Crancena enjoyed addressing their questions and helping to clarify the process and benefits of registering for PaYS.

The interaction with the students reinforced the importance of initiatives like PAYS. It is crucial our service members feel supported as they transition to civilian life, and programs like PaYS are essential in providing that support. Following the visit, Crancena received an invitation from CSM Kenneth Hood of the 16th Regimental Command to return to Fort Gregg-Adams and other AIT schools. This opportunity to further promote the PAYS program and ensure that soldiers are registered is one she eagerly accepted. It underscores the commitment to ensuring that our soldiers are aware of the resources available to them as they prepare for life after military service.

Overall, the experience at Fort Gregg-Adams was not just informative; it was inspiring. The desire for new opportunities reaffirmed the importance of programs like PAYS. As we continue supporting service members in their career journeys, The PaYS team looks forward to returning and connecting with more students, ensuring they have every opportunity to succeed in their post-military careers. All Military installations need to get on board and have their Soldiers registered for Army PaYS.

*Crancena Ross and Kevin Talley with cadre*





## LEAF HOME PARTNERS WITH ARMY PaYS

*By Samuel I. Armstrong*

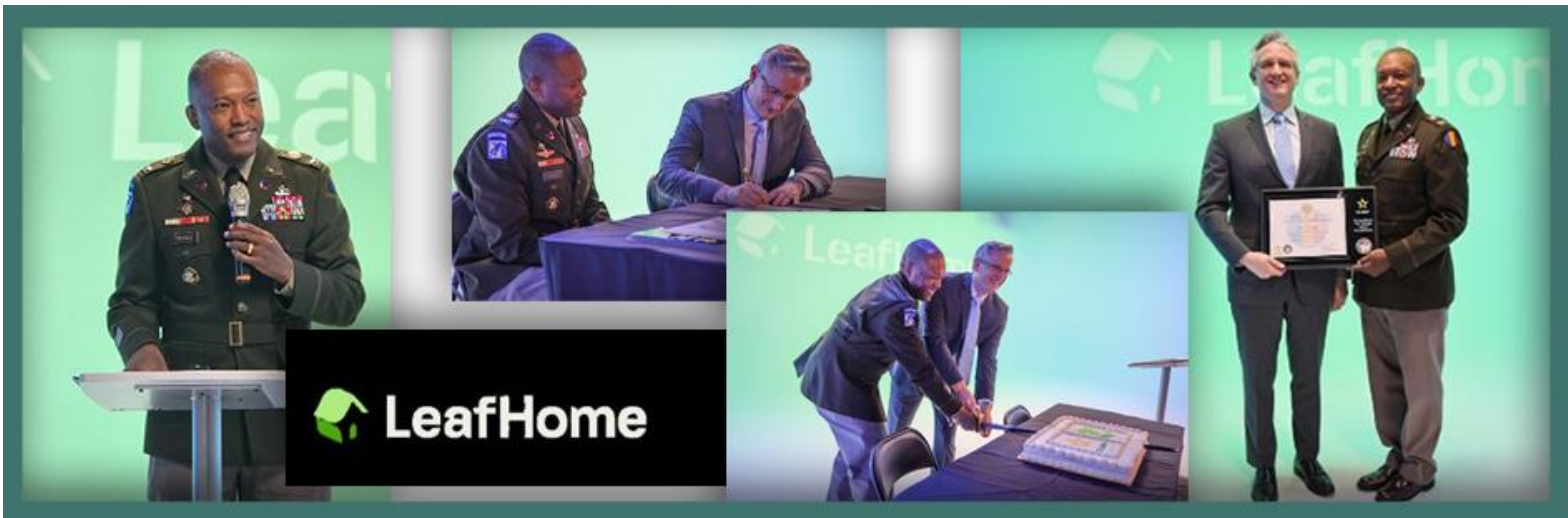
Leaf Home recently participated in a signing ceremony with Army Partnership Your Success program in Hudson, Ohio. The ceremony was hosted by COL Jarrett Thomas, Director, U.S. Army Soldier For Life which included Matt Scagnelli, Chief, Human Resources Officer and Nick Busse, Head of Military Engagement and Talent Program.

Leaf Home is a leading provider of home improvement solutions across North America, offering a range of services designed to enhance comfort, safety, and peace of mind for homeowners. With brands like LeafFilter Gutter Protection, Leaf Home Stairlift, and Leaf Home Water Solutions, the company delivers innovative, high-quality products that solve common home issues such as gutter clogs, mobility challenges, and water treatment needs. Headquartered in Hudson, Ohio, Leaf Home is also a proud veteran-friendly organization, employing over eight hundred veterans and recognizing the valuable skills they bring to the workforce. Through its commitment to both exceptional home solutions and supporting military veterans, Leaf Home is making a positive impact on both homes and lives across the country.

COL Jarrett Thomas stated, "Regardless of how you enter the Army, Soldiers will eventually decide to transition from military service, and this partnership is key to that successful transition. This partnership is an investment in their future, along with investments in our Soldiers' training, education, financial readiness, health, and well-being. Coupled with the whole government's efforts to support transitioning soldiers, these initiatives are proving effective. Your organization is key to that success, as evidenced by the results today. Soldiers are better prepared to transition to civilian life than at any other time in our history."

Matt Scagnelli stated, "At Leaf Home, we truly understand the value veterans bring to the workforce. They enrich our company and the communities in which we operate, bringing invaluable skills, leadership, discipline, and a strong work ethic that inspires everyone around them. Leaf Home is better because of the veterans that we employ."

"We believe that investing in our veterans is not just the right thing to do, but it's also the smart thing to do, and it's great for business," said Nick Busse.



*(left to right) - COL Jarrett Thomas, Director, U.S. Army Soldier For Life, provides remarks; COL Thomas looks on as Mr. Matt Scagnelli, Chief Human Resources Officer, Leaf Home, Signs the MOA for partnership; COL Thomas and Mr. Scagnelli cut the ceremonial cake; COL Thomas presents Matt Scagnelli the Partnership Certificate*

## APRIL PaYS PARTNER 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 Securitech 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 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 City of Augusta 2-Apr-24 Stanislaus County Sheriff's Department 3-Apr-24 Edwards Electrical & Mechanical 4-Apr-24 City of Hinesville 5-Apr-24 JK Moving Services 8-Apr-24 Miami Dade County 9-Apr-24 Sutton Transport, Inc. 11-Apr-24 United States Secret Service 11-Apr-24 FEAM Aero 15-Apr-24 Leaf Home 15-Apr-24 O'Reilly Auto Parts 17-Apr-24 GE Healthcare 15-Apr-24 Milgard 24-Apr-24 State of Nebraska 24-Apr-24 Maine Department of Corrections 26-Apr-24 Transportation District Commission of Hampton Roads 26-Apr-24 Asbury Automotive Group 26-Apr-24 Loomis Armored US. LLC 30-Apr-24





## PROGRAM MANAGER NEWS CORNER

### A MESSAGE FROM THE PROGRAM MANAGER



ANTONIO

#### Welcome our new Project Lead



Antonio Crawley is the Project Lead for the Army PaYS program, leveraging his extensive leadership and recruitment experience to guide a team dedicated to expanding partnerships and providing valuable employment resources for Veteran Soldiers.

Originally from Kenbridge, VA, Antonio enlisted in the United States Army after graduating high school, beginning his career as an Automated Logistics Specialist (92A). Over the course of years of active-duty service, he rose through the ranks to retire as a First Sergeant. Throughout his career, Antonio held key leadership positions, including Regiment Operations Sergeant Major/NCOIC, The Old Guard Recruiter, and Company First Sergeant for both RHHC and the 529th Support Company within the 3rd Infantry Regiment (The Old Guard). His experience spans various leadership roles, from squad leader to Department of the Army staff at the Pentagon, where he served as an Inspector General and Army Recruiter. His ability to communicate the Army's mission and mentor Soldiers has been instrumental in his success.

Following his military retirement, Antonio worked as an Equal Employment Opportunity (EEO) Officer for the Department of State, further expanding his expertise in the workplace. Antonio holds a Bachelor of Science in Management with a concentration in Human Resources Management from Post University. He is the proud father of two successful adult children in the DMV and Richmond, VA areas. Most recently, he celebrated becoming a grandfather on March 7th.

#### New Partners

**Horizon Health** - Minneapolis  
Battalion

**Forefront Health** - MIARNG

**City of Tucson** - AZARNG

**Birmingham Police**

**Department** - Montgomery  
Battalion

#### Upcoming Ceremonies

**12 May 2025**

City of Watertown - Syracuse  
Battalion

**14 May 2025**

Onondaga Sheriff's Office -  
Syracuse Battalion

**29 May 2025**

Riverside Sheriff's Office - So-Cal  
Battalion

**11 June 2025**

Ingersoll Rand Industrial US, Inc.  
- Raleigh Battalion

**12 June 2025**

US Sugar - Tampa Battalion

#### Welcome our new Senior Marketer



Kevin Talley is the Senior Marketer for the Army PaYS program, where he utilizes his extensive leadership and recruitment experience to lead a team dedicated to promoting the program to potential partners and providing valuable employment resources to Army Soldiers.

Raised in a military family, Kevin lived in various locations before his family settled in Dinwiddie, Virginia, where he graduated from high school and joined the Virginia National Guard in 1997. He began his military career as an Automated Logistics Specialist and later transitioned into financial management with the United States Property and Fiscal Office. After five years as a Federal Technician, Kevin was selected for the Active Guard Reserve Program with the Recruiting and Retention Battalion, where he served in several key roles, including Operations Manager, Recruiter, Campus Recruiter (Virginia Commonwealth University, ROTC), Recruiting Supervisor, Senior Guidance Counselor (Military Entrance Processing Station), and Senior Master Trainer.

Over his distinguished 27-year military career, Kevin earned numerous awards and a Bachelor's degree in Business Administration from Columbia Southern University. He retired as a Master Sergeant (E-8) in 2024. Following his retirement, Kevin worked as a government contractor for the Navy Talent Acquisition Group before joining the Army PaYS team. He now resides in Chester, Virginia, with his wife and two children.

#### Regional Army PaYS Marketing Analysts:

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