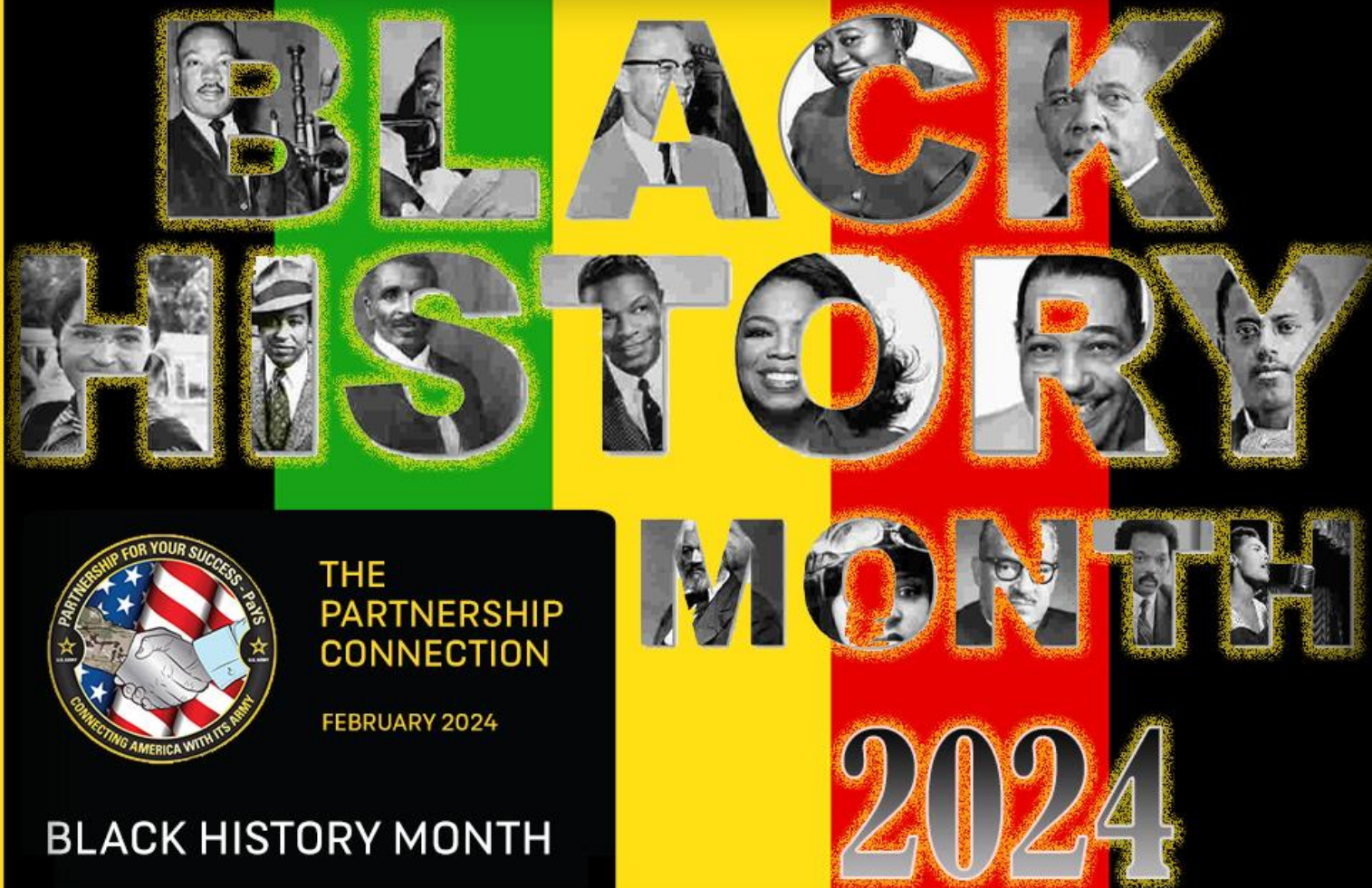



BLACK HISTORY MONTH 2024



 THE PARTNERSHIP CONNECTION
FEBRUARY 2024

BLACK HISTORY MONTH

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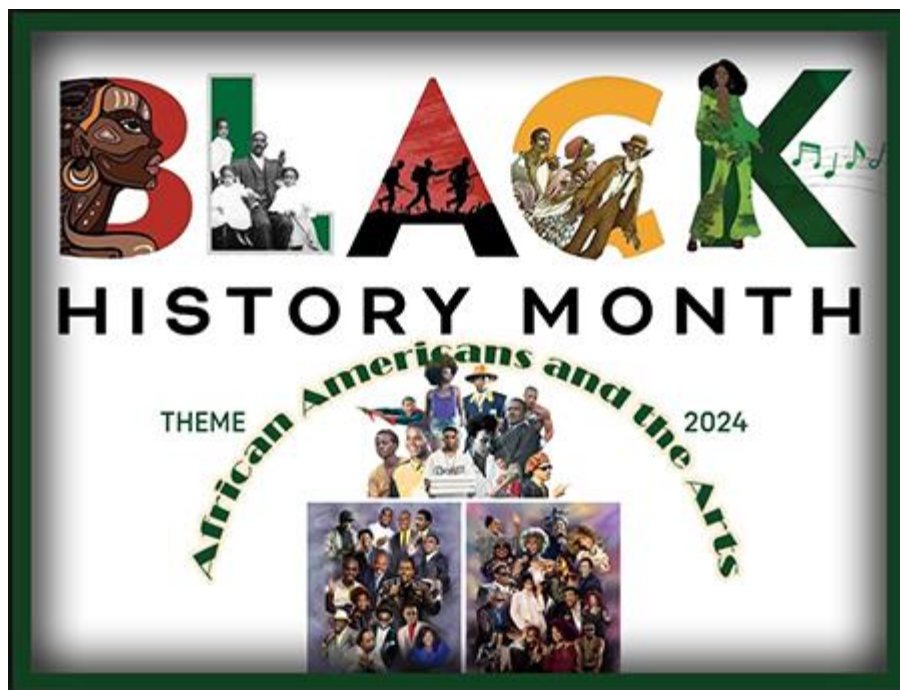
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February Newsletter Theme

Black History Month

February heralds the arrival of Black History Month, a time when we conscientiously reflect on the contributions and indomitable spirit of the Black community throughout history. This month serves as a poignant reminder to honor the achievements, resilience, and cultural richness that have woven into the fabric of our collective story. As we embark on a month of remembrance and celebration, let us amplify the voices and narratives that have shaped our community, fostering a deeper understanding and appreciation for the profound impact of Black history on our shared journey.

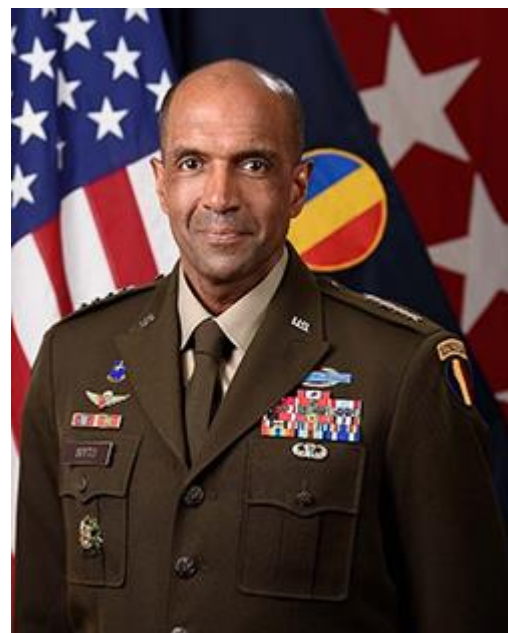


Black History Month Spotlight

GEN Gary M. Brito

By: Velvett Jenkins

Hailing from Hyannis, Massachusetts, GEN Gary M. Brito stands as a distinguished figure and a testament to excellence in military leadership. As one of only three African American four-star Generals in the US Army, GEN Brito has carved an extraordinary path, earning recognition for his remarkable achievements along the way. He was the first African American Commander of Fort Moore (then Fort Benning) in 2018, and the same in his current role as the Commanding General of US Army Training Doctrine and Command (TRADOC). GEN Brito holds the critical responsibility of overseeing training and leader development, while shaping the future force and guiding culture across the Army. In a special Black History Month feature, GEN Brito interviewed with Velvett Jenkins, PaYS Social Media Coordinator, where he shared his reflections on Black History Month and its impact as well as the support of the PaYS Program in shaping the future of the US Army.



As we celebrate Black History Month, could you share what this month means to you, personally?

I think this is a great opportunity to highlight contributions of Black History that are part of American History. Similar to many other observance months during the year, it's as important this month, to recognize contributions of Black Americans.

America has a history filled with influential figures. Who serves as an inspiration for you and how did they motivate you?

I have had the opportunity to work with several great leaders and Soldiers. I wouldn't want to leave anyone out that inspired me in some way. I also recognize I stand on the shoulders of many before. I would like to mention a Soldier that I served with, whom I would say will go down in history. SFC Alwyn Cashe, was a Platoon Sergeant for me when I was the Battalion Commander of 1st Battalion, 15th Infantry. He was awarded the Congressional Medal of Honor on December 16, 2021, for his heroic actions in Iraq. My wife and I had the honor of attending his ceremony. He was a great NCO, who happened to be an African American, who served our Army well, loved his troops and paid the ultimate price. Individuals like him contribute to our rich military history, Black History and American History.

Black History Month Spotlight - GEN Gary M. Brito - continued

What role would you say Black History Month has in shaping the future Army?

Opportunity! We have 248 years of rich Army history and Black Americans have always been part of that; I am an example of those opportunities. Despite the obstacles that one may have faced growing up, social status or whatever; the Army today and in the future provides opportunity to excel and reach ones' fullest potential.

Switching gears a bit, PaYS connects Veterans and transitioning Soldiers with businesses who guarantee job interviews and possible employment. In what way do you see the Program contributing to Army recruiting?

PaYS provides credibility behind the messaging that we take care of our Soldiers from the moment they put on their first pair of boots and get their first haircut to when they transition and change the color of their ID card. It is also a 'handshake' with those businesses and employers that support PaYS - helping vets, gaining folks with a strong work ethic and often with skills and credentials that help their organization. I see it as a win-win.

How do we ensure we recruit the next GEN Brito to serve as a beacon of equality for future generations?

For one, thanks for the kind words; honored to serve. As an Army, continue to show the great value of service in the Army through proper messaging to our youth today. The Army offers more than 150 plus jobs. It is a profession - a calling for some. Total Army effort to showcase our Army to young men and women from coast to coast and territories. We also must maintain trust with American parents, teachers and more. I remain optimistic that we will keep our Army strong.



*Velvett Jenkins interviews
GEN Brito, CG*

Lastly, GEN Brito, we sincerely appreciate your support of the Army PaYS Program. Would you like to share any closing thoughts or encouragement for future Soldiers considering both military service and the opportunities that programs like PaYS can provide?

I can't applaud PaYS enough. Great for employers, great for our troops that served whether for a few years or a career. Honored to have PaYS in the command.

GEN Brito, we thank you for the time you've shared with us and your commitment to positive leadership as you shape the Army.

Thank you. I am very pleased with what this organization is doing. It is for the Army, not just for TRADOC.



Velvett Jenkins (l) and GEN Brito, CG

PaYS recognizes Army leaders in honor of Black History Month

By: PaYS Staff



In honor of Black History Month, PaYS recognizes two senior leaders, both who support PaYS Soldiers, within the military ranks. COL LaTonya Jordan, Director CASCOC G-3/5/7, Fort Gregg-Adams and CSM Randy Brown, Command Sergeant Major, Military Surface Deployment and Distribution Command (SDDC), share their reflections on the significance of Black History Month (BHM), delve into their personal perspectives and explore how they celebrate this crucial heritage. Here are their responses:

Continued... 3

PaYS recognizes Army leaders in honor of Black History Month- continued

COL LaTonya Jordan, Director, CASACOM G-3/5/7

What does Black History Month mean to you, and do you have any lesser-known facts on BHM you would like to share?

Black History Month is an opportunity to highlight and educate others on the achievements and contributions African Americans have made to America. *Lesser known BH fact: one year before Rosa Parks refused to give up her seat on a Montgomery bus, a 15-year-old girl named Claudette Colvin did the same thing. Lonnie Johnson, a black NASA Scientist invented the Super Soaker water gun by accident while working on a jet pump project.

America has a history filled with influential African Americans. Who has served as an inspiration for you and how did they motivate you?

Harriet Tubman has served as an inspiration for me. She was a brave leader in the Underground Railroad movement who escaped slavery and dedicated 11 years to guiding enslaved people to freedom as a conductor of the Underground Railroad. She unselfishly put others before self. When I think of Harriet Tubman, I see a leader who demonstrated the personal courage to develop a solution to help others, without regard to her own personal safety. She worked tirelessly to strategically plan the escape of over 300 slaves, and never lost a single passenger. Ms. Tubman encountered numerous perils and hardships to serve enslaved people, but never wavered at the task at hand. Her actions motivate me to be a servant leader who acknowledges the needs of my subordinates while developing them professionally and influencing exceptional duty performance.

What role would you say BHM has in shaping the future Army?

The role BHM has in shaping the future Army is using the month as a starting point to educate all ethnic groups on the achievements and success of African Americans. This education process must also continue daily to recognize what African American leaders and Soldiers can bring to our US Army.

This is a two-part question. First, although the Army PaYS Program is geared towards transitioning Soldiers, what role does the program play in Army recruiting? Secondly, how do we recruit the next COL Jordan to serve as a beacon of equality for future generations?

The PaYS program plays an essential role in Army recruiting because it offers Soldiers the incentive of a guaranteed job interview for potential employment after transitioning from service. With over 1200 PaYS partners, the program generates a network of private companies and corporate and public sector agencies. These organizations can help carry the Army's message for recruiting and be an advocate for military service in their communities. We recruit the next COL Jordan to serve as a beacon of equality for future generations by continuing to provide opportunities for personal and professional growth, and assignment to key positions of increased responsibility based on individual performance and potential, rather than race or gender. Leaders within the ranks are motivated to serve and excel when they see leaders who look like them or those they can relate to.

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

I appreciate the opportunity to participate in this series and I salute the PaYS team for what they do to prepare our Soldiers to excel after their transition from the Army. With a history of not taking care of our Veteran population, PaYS offers potential employment opportunities for our Veterans who will bring job skills and a professional work ethic to potential employers when they leave the military.



Command Sergeant Major Randy Brown, SDDC

What does Black History Month mean to you, and do you have any lesser-known facts on BHM you would like to share?

BHM is a time to recognize the contributions of African Americans. Also, it's a time to promote the inalienable rights granted to all Americans. Some may be familiar but in 1926, Carter G. Woodson set out to promote and educate people on black history culture. As a result, "Negro Achievement Week" was born and in 1976, Negro Achievement week evolved into BHM. February was chosen primarily because the second week of the month coincides with the birthdays of both Abraham Lincoln and Frederick Douglass.



PaYS recognizes Army leaders in honor of Black History Month- Command Sergeant Major Randy Brown, SDDC - continued

What role would you say BHM has in shaping the future Army?

BHM has an absolute role in shaping the future of the Army. As we deliver the Army of 2030 and design the Army of 2040, we must continue to stand on a foundation of equality. BHM offers us a means to sharpen our tools of justice and eliminate acts of discrimination within our Army.

This is a two-part question. First, although the Army PaYS Program is geared towards transitioning Soldiers, what role does the program play in Army recruiting? Secondly, how do we recruit the next CSM Brown to serve as a beacon of equality for future generations?

The transition from Soldier to Civilian can be stressful. As Soldiers transition, their experience could have a direct impact on how they view the Army. In essence, they become recruiters. As PaYS provides job opportunities for Soldiers, they generate a positive spirit. Ultimately, assisting in boosting a positive return on an investment.

As far as recruiting the next me, we must continue to promote what the Army is truly about and eliminate the associated rumors that often serve as a deterrence from Civilians joining our Army. We're on a great path of using non-traditional recruiting means and constantly accessing our efforts to acquire future Soldiers. I am proud of our Army's recruiting efforts, and I am sure the next CSM Brown is likely talking to an Army recruiter this week.

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

Thank you for the opportunity to provide comments. The Army PaYS program is an excellent resource for our Soldiers. The service it provides delivers options to our Soldiers and provides a sense of calm to many of our Soldiers during a critical inflection point in their lives. Thanks for all that you do, and it was my honor to offer comments. Once again thank you for the opportunity, "Be All You Can Be!"

Beyond personal reflections, these senior leaders articulated the profound impact of Black history on shaping the future of the Army, highlighting its pivotal role in fostering diversity, equity, and inclusion. Additionally, they expressed their unwavering support for the Army PaYS Program, underlining their commitment to empowering the next generation of military professionals.



PaYS Partners, Air Methods and Simon a Colas, hire Veterans post military career

By: Travis Carter



Air Methods, a leading air medical services company, stands out as a proud participant in the PaYS Program, exemplifying its commitment to supporting military Veterans in their Civilian careers. As a PaYS Partner, Air Methods actively contributes to the program's mission of facilitating employment opportunities for transitioning Soldiers. The company hired Veteran Nebraska Guardsmen, Devin Lovgren, leveraging the unique skills and experiences that Veterans bring to the workforce. Mr. Lovgren shared his experience navigating from the military into the workplace in an interview with PaYS Staff. Here's his story:

Why did you join the Army? What was/is your MOS?

I joined the Nebraska Army National Guard in February 2006 because my grandfather served in the Army during Vietnam, and I had no way to pay for college. I joined as a Flight Operations Specialist and then reclassified as a Religious Affairs NCO in 2009.

Continued... 5

PaYS Partners, Air Methods and Simon a Colas, hire Veterans post military career - continued

How did you learn of the PaYS Program?

I learned of PaYS through my time as an Army National Guard recruiter. Our company uses PaYS to hire the incredible talent of Army, Army Reserve, and Army National Guard. We're almost 30% prior service as an organization so this is a great home for our Servicemembers.

Share your experience in connecting with Air Methods.

My experience in connecting with Air Methods was great. A friend of mine who was a National Guard Recruiter on the East Coast had joined them 1.5 years prior and loved it. I had started the talks as the end of my tour approached and was offered a position immediately following, which allowed for a smooth transition.

If Air Methods was your first position after service, how was the transition from the Army to Air Methods?

The transition was great and seamless. Air MethodsMy military experience helped me tremendously. From being a recruiter to being a religious affairs NCO, the roles prepared me with the ability to connect and work with people from a diverse background. It honed my leadership and my empathy, then aided me to be successful year after year. ds models itself after the military and the policies, procedures, and SOPs lined up well with what I was already doing. It was stepping out of one great organization into another.

How did your military experience help with your current position at Air Methods?

My military experience helped me tremendously. From being a recruiter to being a religious affairs NCO, the roles prepared me with the ability to connect and work with people from a diverse background. It honed my leadership and my empathy, then aided me to be successful year after year.

What advice do you have for Soldiers reaching out to PaYS partners?

The advice I'd give to Soldiers is to jump in headfirst and learn about the companies. Don't be afraid to apply to roles you don't think you 100% fit. Most companies can and will train you, and because of your military background, they know you'll excel at whatever you do.



Simon a Colas, a distinguished company in the construction industry, also a PaYS Partner welcomed Veteran and former Army Recruiter Andrell Cook who shared his transition story in an interview with PaYS Marketing Analyst Travis Carter. Here's his story:

Why did you join the Army? What was/is your MOS?

I joined the Army in 2002 as a 31B, Military Police Officer and in 2008 I was assigned to the Army Recruiting Command as an 79R, Recruiter.

How did you learn of the PaYS Program?

When I was an Army Recruiter, we would use the PaYS program to differentiate our benefits from other branches of service. I remembered how beneficial it was while explaining to candidates about possible future employment opportunities after their service ends. Once I retired and gained employment in talent acquisition, I wanted to find a way to support other Veterans, transitioning service members, and spouses with an opportunity to work for a company that values and appreciates their experience and service. Our company understands all the qualities and attributes Veterans bring to an organization and jumped at the opportunity to partner with the Army PaYS.



PaYS Partners, Air Methods and Simon a Colas, hire Veterans post military career - continued

If Simon a Colas was your first position after service, how was the transition from the Army to the organization?

Simon a Colas Company was my first talent acquisition management position after the Army, and I will always be grateful that they took a chance on me. I had a lot of experience to share when I transitioned out of the Army, but companies were hesitant or would not hire me because they did not understand what military recruiting looked like. I was told that it did not "correlate" to corporate recruiting settings. This was extremely discouraging as I thought it would be easy to find a career, but after hundreds of applications I started to lose hope. Then I received a call from Simon asking me to interview and when I did, they were so impressed by my military experience, that I was offered the job immediately.

How did your military experience help with your current position at Simon a Colas?

My military experience taught me how to look at recruiting from a strategic perspective and understand how my efforts effect the entire organization. I used the skills I learned such as teamwork, communication, and problem solving to build a relationship based on trust with employees, hiring managers, and the executive team.

What advice do you have for Soldiers reaching out to PaYS partners?

I would advise Soldiers to do their research and ensure that any company they are looking to work for, that its values align with their own personal values. When a company's values are in alignment, it creates a positive culture which will provide meaning, and purpose to its employees, leaders, and stakeholders.



PaYS Signing Ceremonies

The Town of Prescott Valley

By: Crancena Ross

The Town of Prescott Valley (TPV), AZ held a signing ceremony to announce its partnership with the Army in the Prescott Library. The Town of Prescott Valley's

Police Department, Fire Department, and Medical Authority posted the Colors followed by singing of the National Anthem by Ms. Marie Scott, Paralegal, Legal Department, TPV.



Mr. Kell Palguta, Mayor, TPV and LTC Tammy Bogart, Commander, Phoenix Recruiting Battalion hold the PaYS Partnership Plaque

LTC Tammy Bogart, Commander, Phoenix Recruiting Battalion and Mr. Kell Palguta, Mayor, TPV hosted the ceremony where they signed the ceremonial agreement that formalized the partnership.

LTC Bogart said, "The PaYS Program reassures families that their loved ones will have five guaranteed options after leaving the Army." Mayor Palguta said, "The PaYS Program is just one way we as a town aim to show our appreciation by ensuring a smoother and more fulfilling transition to Civilian life. It is such an honor to honor the brave men and women who have served and continue to serve our country and be a part of the U.S. Army by partnering with the Army."



Mr. Kell Palguta, Mayor, TPV and LTC Tammy Bogart, Commander, Phoenix Recruiting Battalion cut the ceremonial cake

PaYS Signing Ceremonies - The Town of Prescott Valley - continued

The Town of Prescott Valley is in the heart of Yavapai County with high desert elevations of 5,100 feet affording four seasons with mild temperatures year-round. Prescott Valley is the largest and fastest-growing municipality in the county. They believe the greatest resource in fulfilling their mission is its employees! Their signature count-on-me SERVICE culture means togetherness. They value INTEGRITY, holding themselves to the highest standards. RESPECT, treating others with dignity. They aim to welcome differences in people, cultures, ideas, and experiences for a more inclusive workplace. TEAMWORK, honoring commitments, and FUN, being an energizing force to find a new way to pioneer public services.



Photo left –

MAJ Curtiss Brouters, Assistant Professors of Military Science, Embry – Riddle Aeronautical University, SFC Christy Ferguson, Recruiter, 1LT Stephanie Myles, Mayor Palguta, LTC Bogart, Mr. Gilbert Davidson, Town Manager (TPV), SFC Douglas Sanders, Recruiter, SFC Manuel Portela, Station Commander, N Phoenix Recruiting Co, 1LT Peyton Carder, Commander, N Phoenix Recruiting Co.

Delta Air Lines

By: Velvett Jenkins

Hosted at the Delta Flight Museum in Atlanta, GA, Delta Air Lines announced their partnership with the U.S. Army during their PaYS Signing ceremony. Ms. Jessica Jordan, Delta employee, opened the ceremony with a soulful rendition of the National Anthem, followed by the posting of Colors presented by Georgia State University ROTC – Panther Battalion.



Posting of Colors by Georgia State University ROTC - Panther Battalion



LTG Maria Gervais, Deputy Commanding General, Chief of Staff, TRADOC presented Mike Spanos, Chief Operating Officer, Delta Airlines with the Certificate of Participation after the two signed the ceremonial agreements solidifying partnership. LTG Gervais said, "I am excited for Delta for all the incredible talent this partnership will bring. PaYS partnerships is a win-win



relationship. Our partnerships are about building relationships, being a part of a team, connecting with our community, and local businesses. By choosing to partner with the Army, Delta is choosing to continue to support our military Veterans while welcoming our wonderful talent to your team. This partnership allows our Veterans the opportunity to utilize transferrable skills."

LTG Maria Gervais, Deputy Commanding General, Chief of Staff, TRADOC and Mike Spanos, Chief Operating Officer, Delta Airlines, sign the ceremonial agreements

Continued... 8

PaYS Signing Ceremonies - Delta Air Lines - continued

During his remarks, Mike Spanos said, "It is a privilege to be here. Everything with Delta starts with people. We are here today to get the best talent that represents our brand, our customers, delivering a safe, elevating experience and for that we thank you. Veterans have skills like no other. You are trained to deliver information quickly and you are skilled. You know how to improvise, adapt, and overcome when the going gets tough. We have heart for our people. There is a family-based comradery, just like in your platoons, but we're the best. If you're qualified, you got the role, and we will get you trained up."



Right - LTG Maria Gervais, Deputy Commanding General, Chief of Staff, TRADOC and Mike Spanos, Chief Operating Officer, Delta Airlines

Left - LTG Gervais and Mike Spanos cut the ceremonial cake with a saber.



Following the ceremony, LTG Gervais had the opportunity to render the Oath of Enlistment to 25 Future Soldiers.



LTG Gervais swears in 25 Future Soldiers at the Delta Flight Museum



(l-r) Antonio Johnson, PaYS Program Manager, Angela Odom, CASA, LTG Gervais, Mike Spanos, COL Cantu, Director, Accessions Directorate G3/5/7, TRADOC, and Victor Fleming, PaYS Marketing Analyst

Newport News Police Department

By: Velvett Jenkins



Steve Drew, Chief of Police, Newport News Police Department and LTC Bowe Averill, Commander, Richmond Recruiting Battalion with the PaYS participation plaque.

In a significant move aimed at supporting military Veterans in their transition to Civilian life, the Newport News Police Department recently announced official partnership with the US Army. The partnership was formalized at a signing ceremony held at the police headquarters, where LTC Bowe Averill, Commander, Richmond Recruiting Battalion and Steve Drew, Chief of Police, Newport News Police Department joined to signify this collaboration.

The highlight of this collaboration is the commitment to provide Veterans with guaranteed job interviews after completing their military service. During his remarks, LTC Averill said, "As the Richmond Recruiting Battalion Commander, I know first-hand, the hesitation many of our applicants have when considering military service. We all understand the outcome of their service will be personal and

professional development, it is often difficult to see how that development directly turns into employment when transitioning out of the military. The PaYS Program was initiated to make that connection clear by connecting transitioning Soldiers to the Civilian workforce by providing five guaranteed job interviews and possible employment opportunities with companies, communities, and entities like the Newport News Police Department."



Chief Drew speaks to the audience

Chief Drew said, "One thing we look for in our profession are people who care about others that are going to put themselves first to give back and protect those who can't protect themselves. Leadership matters and I know of no other entity in our country that does a better job than our U.S. military. Our commitment is to offer a home here with the Newport News Police Department to individuals looking for employment after their service and encourage them to continuing serving the people in our community."

Following the ceremony, LTC Averill and Chief Drew signed the Memorandum of Agreement that solidifies the partnership, presented the plaque of participation on behalf of the Army, and pinning of the PaYS lapel. Chief Drew said, "We appreciate your service and value this partnership moving forward."



Photo above includes members of the Newport News PD, Richmond Recruiting Battalion, Sonja Brewer, Army Reserve Ambassador, VA, Antonio Johnson, PaYS Program Manager, LaQuyn Brock, PaYS Senior Marketer, Thomas Parker, PaYS Project Lead.

PaYS Signing Ceremonies - continued

Dominion Technologies Group Inc.

By: Raymond Snow



Dominion Technologies Group Inc. and the Army conducted a signing ceremony in Roseville, MI. The event formalized the partnership between the US Army and Dominion Technologies Group Inc, hosted by LTC Robert D. Heffner, Commander, Great Lakes Recruiting Battalion, Doug Doyle, SVP, Organizational Effectiveness, Dominion Technologies Group Inc, and CPT Robert Gilmore, guest speaker.

Mr. Doyle remarked "We are so excited to partner with the U.S. Army to bring Veterans into our company. Dominion Technologies Group Inc. is unique in the fact that they developed and built all the equipment used in their facility. This gives them the leg up on their competition because they have subject matter experts onsite to train any Veteran/new employee and have them operating the equipment immediately."

LTC Heffner said, "As Dominion Technologies Group Inc, we are proud to partner with the U.S. Army as we build on our longstanding commitment to hiring Veterans with the PaYS program. Our people form the basis of everything we do, and it's a win-win to have access to a pool of highly skilled, motivated, and responsible candidates that are willing to join our journey, while supporting the Army's effort to prepare Servicemembers. Through the United States Army's Partnership for Your Success Program, this specific collaborative effort creates a unique win-win opportunity between the U.S. Army and Dominion Technologies Group Inc. Dominion Technologies Group Inc, position aligns directly with our Army values and the need for sustainable employment in today's world.

Dominion Technologies Group Inc, dedication to hiring National Guard/Reserve, Active-Duty Soldiers and Army Veterans reflects their appreciation of the technical skill and leadership experience we bring to the Civilian workforce. The commitment of Dominion Technologies Group Inc, to the PaYS Program reflects a culture and corporate values dedicated to building and sustaining a strong United States and is the precise opportunity our Soldiers are seeking to be aligned with in their Civilian employment."



LTC Heffner and Mr. Doyle pose with the certificate of participation.

We are happy to have Dominion Technologies Group Inc. on board. This collaboration not only bridges the gap between military and Civilian employment, but reinforces the shared values of service, leadership, and commitment to supporting Veterans.

PaYS Marketing Trips

Crancena Ross travels across Arizona to increase PaYS awareness

By: Crancena Ross

On a marketing trip, Ms. Ross traveled across Arizona and met with current and potential partners within the Phoenix Recruiting Battalion area of responsibility. She visited the Glendale Police Department where she met with Sergeant Jay Davidge, Personnel Management Officer. The two spoke about program updates and conducted PIX training, which allows partners to upload jobs for PaYS Soldiers to apply.



Crancena Ross with SGT Jay Davidge, Glendale PD



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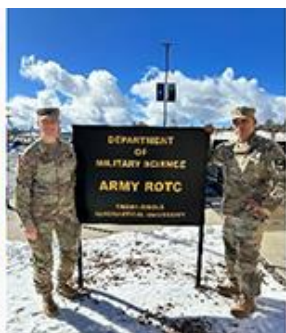
PaYS Marketing Trips - Crancena Ross travels across Arizona to increase PaYS awareness - continued

Her next meeting was with CASA Mario Diaz and Mr. Rick Buss, Assistant City Manager, Peoria, AZ, who expressed interest in a potential partnership for the city. Ms. Ross had the opportunity to share more information about the program and answer questions regarding its impact and benefits.

Other visits included Yavapai Sherri's Office, Scottsdale Recruiting Battalion, Embry Riddle Aeronautical University- ROTC Department and Knight Transportation, all to share program information, how to enroll Soldiers and Cadets and using the PaYS system to their full advantage. While visiting Knight Transportation, Ms. Ross toured the facility and learned about the different color trucks and their purpose - drivers occupy specific color trucks based on their accomplishments with the company. Knight Transportation boasts a 36% population of Army Veteran employees, this is just one many things that make them a great PaYS Partner.



(l-r) CASA Mario Diaz, Crancena Ross, and Rick Buss, Assistant City Manager, Peoria, AZ



(l to r) Sheriff David Rhodes, Yavapai Sheriff's Office, CPT Brenna Reynolds & MAJ Curtiss Brouthers, Assistant Professors of Military Science, Embry-Riddle Aeronautical University- ROTC, SFC Lisa Corella, Recruiter, Scottsdale Recruiting Company, David Valdiva, Veteran Military and Regional Recruiting Lead, Knight Transportation.

She wrapped up in Arizona with the Town of Prescott Valley signing ceremony where Mayor Kell Palguta and LTC Tammy Bogart, Commander, Phoenix Recruiting Battalion signed ceremonial agreements officially announcing partnership with the Army at a signing ceremony. Overall, the trip was a success in spreading PaYS awareness.



Mayor Kell Palguta and LTC Tammy Bogart with the PaYS Certificate of Partnership

PaYS propels Program awareness in Georgia

By: PaYS Staff

In a strategic marketing venture, Army PaYS Marketing Analyst Victor Fleming embarked on a mission to raise awareness about the PaYS program in Georgia. His journey proved to be a triumph, marked by significant events that underscored the program's importance in bridging the gap between military service and Civilian employment.

Fleming's expedition commenced at the Delta Flight Museum, where he witnessed the official partnership signing ceremony between Delta Airlines and the Army. Led by LTG Maria Gervais, Deputy Commanding General, Chief of Staff and Mike Spanos, Chief Operating Officer, Delta both set the tone for a series of impactful engagements throughout the remaining trip. One of the highlights occurred during the ceremony, where LTG Gervais administered the Oath of Enlistment to 25 Future Soldiers, emphasizing their enduring commitment to service.



LTG Maria Gervais, Deputy Commanding General, Chief of Staff and Mike Spanos, Chief Operating Officer, Delta, during the Delta Airlines signing ceremony.

PaYS Marketing Trips - PaYS propels Program awareness in Georgia - continued



Mr. Fleming at Ft. Moore TAP office with a transitioning Soldier, Jesse Perri

At the Fort Moore Transition Assistance Program Office, Mr. Fleming, seized the opportunity to deliver a PaYS brief to Soldiers, actively encouraging their enrollment in the program. The engagements aimed to showcase how the program's initiative serves as a pivotal resource in supporting transitioning Soldiers and Veterans as they navigate the challenging terrain of post military employment.

Continuing his journey, Fleming visited the Columbus Recruiting Station, engaging with ROTC cadets and military leaders at Columbus State University. The tour concluded with a visit to the East Alabama Chamber of Commerce where he met with Ms. Edith de la Garza and was invited to brief all 400 members on the PaYS Program. The engagement paved the way for potential collaborations, with the cities of Phenix City and Columbus expressing interest in becoming key partners in the program.



Far Left - Fleming poses with a SFC Justin Mejia, Recruiter, Columbus Recruiting Station

Left - Ms. Edith de la Garza and Mr. Fleming at the East AL Chamber of Commerce

Below - Cities of Phenix City and Columbus logos



Marketing Analysts Samuel Armstrong and Raymond Snow conduct marketing trip to Ft. Knox, KY

By: Raymond Snow

On a recent trip to Fort Knox, KY, Samuel Armstrong and Raymond Snow visited the Transition Assistance Program Office (TAP) and met with Jennifer Quaye, Transition Assistance Manager. They discussed PaYS and its relationship with TAP. Ms. Quaye invited the marketers to return and brief the team of TAP counselors on the PaYS Program.

Armstrong and Snow engaged in strategic discussions with Army Reserve Ambassador, MG Retired Troy Kok to discuss opportunities for increasing Reserve Soldiers' registration for PaYS. Mr. Kok recommended participation in the Battalion Recruiting Reserve Partnership Council (R2PC). R2PCs allow Soldiers and leadership to learn more about PaYS. Furthermore, the group discussed focusing on the program's growth, current partnerships and opportunities that lie ahead. Reserve Ambassadors such as Mr. Kok, play a pivotal role as influential Ambassadors who bridge the gap between military and civilian sectors, cultivating robust connections and partnerships.



(l-r) MG Retired Troy Kok and Raymond Snow

PaYS Marketing Trips - Marketing Analysts Samuel Armstrong and Raymond Snow conduct marketing trip to Ft. Knox, KY - continued



(l-r) Samuel Armstrong MAJ Jonathan Strayer and SFC Danielle Speier, YARNG RSP, Everett Braxten, Program Manager, KY Dept of Veteran Affairs

The PaYS Marketers visited the Kentucky Army National Guard Recruiting Sustainment Program (KYARNG RSP) and met with MAJ Jonathan Strayer, Operation Officer, and SFC Danielle Speier, Operation NCO. Everett Braxten, Program Administrator, Kentucky Department of Veterans Affairs, also attended the meeting. Mr. Armstrong provided a PaYS overview and updates to the program.

Their next stop was Kentucky State Police (KSP) where they met with Amy Williams, the Program Coordinator to discuss PaYS. Mr. Armstrong gave an overview of PaYS and PIX training. Ms. Williams provided the minimum qualification for a Kentucky State Police Cadet. She requested a copy of the MOA from 2005 when KSP joined PaYS. Furthering outreach, Mr. Armstrong and Mr. Snow stopped by the Louisville Metropolitan Police Department and met with Officer Tyree Williams. They gave him a brief overview of PaYS, followed by PIX training and discussed opportunities to connect with Fort Knox/Campbell TAP and KYARNG. Lastly, the team ended their trip with a visit to the Elizabethtown Recruiting Station to brief recruiters on PaYS and encouraged them to register.



Far left - Samuel Armstrong and Amy Williams, Program Coordinator, KY State Police

Left - Raymond Snow and Officer Tyree Williams, Louisville Metro PD

A Big Thank You to these Partners Celebrating their February PaYS 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 Flynns 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 Ferrovial 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

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

Huntsville Hospital - Montgomery Battalion

City of Henderson Police Department - Salt Lake City Battalion

Saint Paul Police Department - MNARNG

New Orleans Police Department - LAARNG

MESA Natural Gas Solutions LLC - WYARNG

City of Killeen, TX - Dallas Battalion

Pro Services, Inc. - Great Lakes Battalion

Truly Nolen of America, Inc - AZARNG

Sila Services LLC - Harrisburg Battalion

City of Elizabeth City - Raleigh Battalion

Signing Ceremonies

20 FEB
CalPortland
Salt Lake City Battalion

22 FEB
AKRS
NEARNG

3 APR
USIC
INARNG



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