



Insight

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New sergeant major in town

by Brian Murphy
INSCOM Public Affairs

The U.S. Army Intelligence and Security Command welcomed one of its newest members, Command Sgt. Maj. Maureen Johnson, Feb. 2.

Johnson, who returns to the command for the first time since 1995, replaces Command Sgt. Maj. Terence McConnell to become INSCOM's 10th command sergeant major.

"Because I've been out of INSCOM for so long there is going to be a little bit of a learning curve," said Johnson. "But taking care of Soldiers is the same no matter where you are, and that's my primary job."

Johnson describes her first two weeks on the job as hectic.

"Before you can take care of Soldiers you have to understand their mission," she said. "And there are so many different missions within INSCOM; I'm trying to take in as much information as possible. There's a lot I need to learn so I can be in a position to help the Soldiers out."

Johnson plans on facing the challenges of her new role with an open mind.

"I have to remain flexible," she said. "You can't use the same process for all Soldiers

to get the job done. What works for one might not work for another. I want to get to know as many of the Soldiers as possible, so I can know how to motivate them correctly."

Even though Johnson has only been in her position for a couple of weeks, she's already made goals for herself and for INSCOM. As far as Johnson is concerned, two of the biggest ways to take care of Soldiers are awards and noncommissioned officer's evaluation reports.

"I think, statistically, we're not handling these processes as well as I would like," said Johnson. "We need to get these done in a more timely fashion. My goal is to get better with that. Then we'll have happier Soldiers, which leads to a higher retention rate. That's very important - especially in time of war."

Helping Soldiers deal during war operations is one of Johnson's top priorities as well.

"If you talked to Soldiers 15 years ago and asked them why they chose to leave the Army they said things like 'Well, I didn't want to go back to Korea. I didn't want to go overseas again.' Talking to Soldiers today you hear a lot of the same thing. They want to start their



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families and raise their kids," she said. "Most Soldiers want to deploy one time. But if they know they're going to return home for a year and then be sent back again, the Soldier may become unhappy. So we try to rotate as many different Soldiers as we can. But in some critical jobs that don't have a large number of Soldiers, it becomes extremely challenging."

What's next on the immediate horizon for the new command sergeant major?

"We're working my itinerary now," Johnson said. "I want to get out there to each of the units and get a better understanding of what their issues are. Then I can come back here and help them work through those issues."

The stabilizing force at INSCOM

by Brian Murphy
INSCOM Public Affairs

Darell G. Lance assumed responsibilities as the chief of staff of the U.S. Army Intelligence and Security Command Nov. 18.

Lance is originally from Alliance, Neb., a town with a total population of around 9,000 people. He's now one of the senior leaders of a command with just as many people.

Lance went from being a self-proclaimed "Army brat" to a colonel who retired after 28 years of service, and he plans to use the knowledge gained during that time to help him in his new role.

"I will use anything and everything I've learned along the way," Lance said. "In order to be successful as the chief of staff of INSCOM you need to be able to manage people, to understand the priorities of the command, and have the ability to get the job done."

The new chief of staff isn't completely in the dark about how things work in the command though - this is his third time at INSCOM. Lance previously served as the chief of the intelligence electronic warfare systems division with INSCOM's Force Modernization Activity and the aide-de-camp to the commanding general.

"This is like coming home," Lance said. "This is literally a dream assignment for me. I am so pleased to be here. It is going to be a challenge that I am looking forward to. The headquarters has changed a lot since I left in 1992. I am learning the organization, the processes and the people. All three of those are necessary to make a strong command."

Lance's first few months back at INSCOM can be summed up in one word - shocking.

"I am attempting to move full-speed ahead," he said. "This is a very diverse command. For



DA photo

example, my background was not on the counterintelligence or human intelligence side of the house. So there are a lot of things that I need to learn in that realm."

One person Lance has worked closely with during his transition period has been Maj. Gen. John F. Kimmons, INSCOM's commanding general.

"The commanding general is a wonderful person to work for," he said. "I love his vision. He knows where the command wants to go, and he knows how to take us there. What I'm here to do is to help him achieve those goals. We're creating an organizational structure that allows us to meet the warfighter's needs. We're doing things

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Chief, Public Affairs Office.....Deborah Y. Parker
Editor.....Brian Murphy



photo by Tina Miles

Su-Ann shows her friends the gift certificate she received at the 902nd Military Intelligence Group's Valentine Breakfast held at Club Meade, Fort Meade, Md. Feb. 7.

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now to make information flow, from a horizontal integration perspective, that I never thought we could do. We are leading the way in a lot of different aspects.”

Although he hasn't been a part of the command very long, Lance has noticed one trend - the Soldiers, civilians and contractors of INSCOM continue to get the job done.

“The workforce is responding tremendously to the challenges they face,” he said. “What I am pleased to see is the infusion of young faces and young blood in INSCOM. The folks who have grown up with their own computers in the information age and use that to their advantage.

“Additionally, three out of every four people in this command are Soldiers,” Lance said. “For the most part, they are the ones who are out front and visible. Without the hard work and dedication of the Soldiers, the mission couldn't be accomplished.”

INSCOM is constantly changing and evol-

ing, nowhere is that more apparent than the command group. Kimmons assumed command at the end of August 2003. Lance took over in November 2003. Command Sgt. Maj. Maureen Johnson arrived in early February. The abundance of new faces can be both a blessing and a curse, said Lance.

“It is a challenge because we're stepping into these roles at INSCOM for the first time,” he said. “We're coming in with fresh ideas, diverse backgrounds, and different expectations. We're also coming in with an open mind. As a new leader I can see what is working and what needs to be adjusted. Then we can make the appropriate changes.

“Although I'm the new guy now, this is a permanent position,” said Lance. “I plan on being here for a long time. We'll see new commanding generals and command sergeants major come and go, but ultimately, I will be a source of continuity. I look forward to being a stabilizing force in INSCOM for years to come.”

All Soldiers to wear flag insignia

WASHINGTON (Army News Service) — All Soldiers can now wear the U.S. flag insignia on the right shoulder of their utility uniform, as a reminder that the Army is engaged in a war at home and abroad.

“The flag has been around for years to identify deploying troops. Now based on the Army’s joint expeditionary mindset, the flag represents our commitment to fight the war on terror for the foreseeable future,” said Sgt. Maj. Walter Morales, the uniform policy chief for Army G1.

Army Chief of Staff Gen. Peter Schoomaker approved the uniform change Feb. 11, and all Soldiers throughout the force, regardless of deployment status, have until Oct. 1, 2005 to get the insignia sewn on their uniforms.

Currently there aren’t any flags in the inventory, which is why Soldiers have a substantial amount of time to get the flags sewn on, Morales said. Deploying troops have the priority. Everyone else will have to wait until the Defense Logistics Agency has more in stock, he said. An estimated 30 million flags need to be made.

Enlisted Soldiers will not have to purchase the flags. They will be issued five flags from their assigned unit, and commanders will make arrangements for getting the insignia sewn on, Morales said. However, if Soldiers purchase



file photo

the flags on their own, they will not be reimbursed, he added.

When purchasing the flag, the only ones authorized for wear on the uniform is the reverse field flag in red, white and blue. Subdued flags and those in other colors are in violation of U.S. code, Morales said.

Soldiers studying for promotion boards may notice that Army Regulation 670-1, Wear and Appearance of the Army Uniform and Insignia still states that Soldiers are not authorized to wear the full-color cloth U.S. flag replica upon their return to home station. However, the change will be added to the regulation later this year, Morales said.

Nothing has changed regarding the placement of the flag, Morales said. It is sewn ½ inch below the shoulder seam. If a combat patch is also placed on the right shoulder, the flag is sewn 1/8 inch below the combat patch.

Why is the flag facing backwards?

The appropriate replica for the right shoulder sleeve is identified as the reverse side flag. The flag insignia is worn so that the star field faces forward, or to the flag’s own left. When worn in this manner, the flag is facing to the observer’s right, and gives the effect of the flag flying in the breeze as the wearer moves forward.

Why put the flag on the uniform?

The requirement is based on the expeditionary nature of today’s Army, and to reduce the impact of sewing and removing the U.S. flag insignia on uniforms. Additionally, the basis for this change is to reinforce that we are still a nation at war and will be for the foreseeable future.

500th MI Group holds conference

by Spc. LeeAnn Lloyd
500th MI Group

Three soldiers walk into a room, one an active-duty counterintelligence agent, one a reserve component linguist, and one a National Guard interrogator.

Sounds like a good foundation for a very bad joke, right?

Actually, it was a strong setting for the 500th Military Intelligence Group's Reserve Component Integration Conference that took place at the group's headquarters Jan. 5-9.

"The conference brought war traced 'aligned and multi-compo' Reserve units to the 500th MI Group so they could see how we are operating and how they will fit in with the 500th organization if called to go to war with us," said Lt. Col. Wayne McArthur, reserve integration officer, 500th MI Group.

This was accomplished after days of briefings with key individuals from the 500th staff and commanders, the Army Reserve and National Guard components. Col. Mark Perrin, commander, 500th MI Group, started the conference with a welcome and a review of the 500th MI Group organization and future plans.

About 20 Soldiers and civilians came from throughout the United States to let the 500th MI Group know their counterintelligence agents, linguists and interrogators are prepared for whatever situations the 500th MI Group may need assistance with.

"We brought in all of the 500th MI Group's commanders and those in staff positions to brief what they do and how we might be able to use those reserve components to assist in Japan. We were briefed on various issues like Overseas Development Training and the Time Phase Forces Deployment Data," McArthur said.

The end result left him impressed with how all components, active, reserve, and National Guard work together. All attendees agreed the level of participation and interaction was appreciated, McArthur said.

"It was simply amazing. We sometimes think that as active-duty Soldiers we are the only



photo by Spc. LeeAnn Lloyd

Master Swordsman Mitsuo Onazaki, Camp Zama Japanese Head Start instructor, prepares to give a demonstration on use of the samurai sword during a break in the conference.

ones in this war. During this conference, I saw charts of the deployed reservists, and we are talking about battalions of 320 left with only 20 qualified Soldiers in the rear. They are deployed and providing support all over the world. Somehow, with the minimal amount of support in the rear these units manage to stay functional," McArthur noted.

"This conference helped give me a better understanding of how the active-duty component works with the reserves, otherwise you never really see how the active components interact with the reserves or how the reserves impact

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active-duty Soldiers. We [reserves] play a huge function in this war. Conferences like this help keep the Army reserves knowledgeable of actions while giving the active-duty Soldiers a chance to see that we are ready to perform," said Michael Stewart, recruiter for the Military Intelligence Augmentation Detachment out of Fort McPherson, Ga.,

One main focus of the conference was the building up and manning of the 301st MI Battalion, Phoenix, Az., which is currently in a two-year carrier status. The 301st MI Battalion will merge and become a part of the 500th MI Group. The group was able to focus on key points that will assist with the stand up, such as the building up of facilities like an Intelligence Dominance Center extension, recruiting efforts, and where additional funding to support the battalion will come from, McArthur said.

After three days of briefs, the group used the final day and a half of the conference to get out and see the sites of Japan. Locally, they were able to enjoy a samurai warrior demonstration performed by Master Swordsman Mitsuo Onazaki, Camp Zama Japanese Head Start instructor, and were given a brief historical

lesson of Camp Zama by Tadasu Takahashi, also a Head Start instructor.

Then it was out on the town. The conference attendees loaded onto a bus and headed toward Tokyo on the Tomei Expressway. Downtown they toured the perimeter of the Diet Building, the Japanese equivalent of the U.S. Capitol building in Washington, D.C. They also viewed the General Kusunoki Samurai Warrior Statue before they headed to the New Sanno Hotel for a bite to eat.

The group toured the Japan Defense Agency and the Ichigaya Memorial Hall. There they saw the original courtroom where World War II war criminals were tried and prosecuted.

"A lot of MI Reservists are concerned about deployments to Japan, Korea and most places in the Far East. They feel more comfortable in places like Mexico, South America and Europe, mainly because of the similarities in their cultures. It's important that we show them Japan is a modern, progressive country, and that raw fish isn't that bad," McArthur said with a laugh.

"Mainly, it's just a long way from home, and that's difficult for any one to deal with. I still say you haven't really traveled until you've crossed the International Date line," McArthur said.

Changes to pay statements

ARLINGTON, Va. — Leave and Earning Statements for all service members and Defense Department civilians, and paychecks for military retirees will soon have more protection from identity theft. Over the next several weeks, the Defense Finance and Accounting Service will drop the first five digits of a person's social security number from all pay statements and checks to guard against identity theft.

"The changes apply to everyone," said Patrick T. Shine, acting director Defense

Finance and Accounting Service. The proposal "originated internally and will be phased in over the next couple of pay periods." Reports of identity theft have substantially increased in recent years, according to the Federal Trade Commission, which monitors the issue.

This change is for all hard copy leave and earning statements. This does not apply to electronic copies of statements found on **myPay**, the online system for access and control of customers personal pay

information (<https://mypay.dfas.mil>).

Five years ago, the number of identity theft complaints to the FTC was roughly 23,400. By 2001, the rate had more than tripled to about 86,200. Based on figures released in January 2004, the number of complaints rose to 215,000 for 2003.

The Social Security Administration has also taken the same step of eliminating the first five social security numbers on the millions of checks it issues.

Taking training to the next level

by Staff Sgt. Michael Brock
115th MI Group

For many units, Common Task Testing consists of standing around in a horseshoe formation waiting to go to different stations to take a test. But for one military intelligence company, the training is now much more interesting.

When Soldiers of the 408th MI Company, 732nd MI Battalion, 115th MI Group recently conducted CTT they were in for a shock. Instead of the same old routine, the training took place at East Range using lane training.

"We wanted to conduct training that was realistic and fun," said Capt. Eric Hudson, the company's commander. "This type of training helps the Soldiers understand what to do in a real life situation."

The training was set up as a squad competition, said Hudson. Each squad started out with 200 points and they had one hour and 15 minutes to complete the course. Soldiers had to negotiate all the tasks and complete the course in the specified time or risk losing points.

Each of the Soldiers who participated in the training took the challenge serious, because the top three squads were rewarded with either a three-day or four-day pass.

During the course, squads were taken through many obstacles.

Hudson and several key



photo by Staff Sgt. Michael Brock

Sgt. Garrett Carr asks an observer controller a question about one of the obstacles during the recent Common Task Training.

personnel within the unit sat down and created a scenario that would encompass all of the tasks using the CTT manual.

"We had opposing forces, booby traps, artillery simulators, training grenades, blank ammunition, and a whole lot of training aids like rocket launchers and AK-47s," Hudson said. "It was very realistic."

Each squad went out with three observer controllers who watched everything the squad did right down to timing how long it took to put on their protective masks.

But a training day this thorough didn't come together overnight for the company.

"The hardest thing about this was getting the equip-

ment," Hudson said. "It took months working along with the battalion in procuring the equipment and supplies. Since we don't have the resources, we had to borrow other units' equipment and supplies. It was a lot of hard work, but it was well worth it in the end."

Even getting the squad trained up on all tasks took awhile, he added.

"Our Soldiers trained every Tuesday and Thursday for about a month learning all the tasks that were tested," Hudson said. "There was a lot of time and hard work put into this test. At the end of the day, we were tired and happy that it was over. But, we were also happy that we did it."

New safety campaign begins

WASHINGTON (Army News Service) - The Army is hoping that saturating Soldiers with two simple and heartfelt words can keep them alive.

Acting Secretary of the Army Les Brownlee announced today that "Be Safe" will be the Army's official safety campaign theme. The campaign will attempt to decrease accidents by 50 percent over the next two years.

Brownlee came up with the slogan after hearing the phrase continuously used by Soldiers and their commanders in Iraq when he visited there.

"Be Safe" wasn't used flippantly by the Soldiers in the box, Brownlee said. He explained that they were a "band of brothers" with a fundamental concern for one another's safety.

From fiscal year 2001 to 2003 the Army's accident rate

has spiked from 168 accidental deaths to 255, according to officials from the Army Safety Center, Fort Rucker, Ala.

The plan is to plaster the theme all over installations to remind Soldiers and leaders of the importance of safety in all endeavors, locations and environments, safety officials said. The goal is to provide leaders with the resources to minimize risks, and the training to help Soldiers identify and avoid hazardous behaviors, officials said.

The specifics of the campaign will not be released until after Safety Center officials brief at the Senior Army Commanders Conference, Feb. 11, Carlisle Barracks, Pa.

Leader-driven risk management is what it's going to take to stem the increased accident rate Armywide, officials said. This is a responsibility of the

entire chain of command, they added.

The announcement of the campaign was not the first initiative to improve the Army's accident rate. During the Christmas season the Army announced that it was joining the nationwide "Click It or Ticket" campaign.

There have already been 29 deaths involving privately owned vehicles this year according to officials from the Safety Center. Last fiscal year POVs were responsible for 40 percent of accident fatalities.

Military police are aggressively ticketing people who disregard seatbelt laws, and showing zero tolerance during holiday weekends.

Lt. Gen. Ricardo Sanchez, the Combined Joint Task Force-7 commander, had POV safety in mind when he started Operation Guardian Angel. The program calls for family members and friends to adopt a service member while they're at home on their two-week Rest and Recuperation leave.

"While on leave, we entrust the care of our Soldiers to their family and friends. We are asking those families and friends to assist in caring for our troops by participating in Operation Guardian Angel to ensure their safe return to duty," Sanchez said.

Operation Guardian Angel is not a part of the Army's "Be Safe" campaign, but Sanchez intends to expand it Armywide and lend it to other services.



photo by Staff Sgt. Michael Brock

The Army hopes to cut the number of accidents in half the next two years.