

## ADDENDUMS

### ADDENDUM A

Data required by the National Defense Authorization Act of 1994

#### Section 517 (b)(2)(A).

The promotion rate for officers considered for promotion from within the promotion zone who are serving as active component advisors to units of the Selected Reserve of the Ready Reserve (in accordance with that program) compared with the promotion rate for other officers considered for promotion from within the promotion zone in the same pay grade and the same competitive category, shown for all officers of The Army.

	AC in RC*	Army Average**
<u>Fiscal Year 2001 (percent)</u>		
Major	71.0	82.9
Lieutenant Colonel	50.0	75.7
<u>Fiscal Year 2002 (percent)</u>		
Major	82.1	89.8
Lieutenant Colonel	43.5	74.5

\*Active component officers serving in reserve component assignments at time of consideration.

\*\*Active component officers not serving in reserve component assignments at the time of consideration.

#### Section 517 (b)(2)(B).

The promotion rate for officers considered for promotion from below the promotion zone who are serving as active component advisors to units of the Selected Reserve of the Ready Reserve (in accordance with that program) compared in the same manner (as the paragraph above).

	AC in RC*	Army Average**
<u>Fiscal Year 2001 (percent)</u>		
Major	3.0	5.1
Lieutenant Colonel	0	6.0
<u>Fiscal Year 2002 (percent)</u>		
Major	3.0	5.1
Lieutenant Colonel	0	6.0

\*\*\* Below the zone active component officers serving in reserve component assignments at time of consideration.

\*\*\*\* Below the zone active component officers not serving in reserve component assignments at the time of consideration.



**Section 521(b).**

1. The number and percentage of officers with at least two years of active-duty before becoming a member of the Army National Guard or the U.S. Army Reserve Selected Reserve units.
  - a. Army National Guard (ARNG) officers: 21,108 or 57.9 percent
  - b. U.S. Army Reserve (USAR) officers 84,466 or 20.9 percent
2. The number and percentage of enlisted personnel with at least two years of active-duty before becoming a member of the Army National Guard or the U.S. Army Reserve Selected Reserve units.
  - a. ARNG enlisted: 143,501 or 45.6 percent
  - b. USAR enlisted: 30,199 or 18.2 percent
3. The numbers of officers who are graduates of one of the service academies and were released from active duty before the completion of their active-duty service obligation. Of those officers:
  - a. The number who are serving the remaining period of their active-duty service obligation as a member of the Selected Reserve pursuant to section 1112(a)(1) of ANGCRRA:
    - In FY02, 26 officers were released to the selective reserve to complete their obligation.
  - b. The number for whom waivers were granted by the Secretary under section 1112(a)(2) of ANGCRRA, together with the reason for each waiver:
    - In FY02, no waiver, for mental disorder, was granted by the Secretary of the Army.
4. The number of officers who were commissioned as Reserve Officers' Training Corps graduates and were released from active duty before the completion of their active-duty service obligation:
  - In FY02, 13 ROTC graduates were released before completing their active duty service obligation
  - a. The number who are serving the remaining period of their active-duty service obligation as a member of the Selected Reserve pursuant to section 1112(a)(1) of ANGCRRA:
    - In FY02, 10 ROTC waivers were released from AD and assigned to ARNG to complete their obligation.
  - b. The number for whom waivers were granted by the Secretary under section 1112(a)(2) of ANGCRRA, together with the reason for each waiver:

- In FY02, no waivers were granted by the Secretary of the Army.
5. The number of officers who are graduates of the Reserve Officers' Training Corps program and who are performing their minimum period of obligated service in accordance with section 1112(b) of ANGCRRRA by a combination of (A) two years of active duty, and (B) such additional period of service as is necessary to complete the remainder of such obligation served in the National Guard and, of those officers, the number for whom permission to perform their minimum period of obligated service in accordance with that section was granted during the preceding fiscal year; and the number of officers who are graduates of the Reserve Officers' Training Corps program and who are performing their minimum period of obligated service in accordance with section 1112(b) of ANGCRRRA by a combination of (A) two years of active duty, and (B) such additional period of service as is necessary to complete the remainder of such obligation served in the U.S. Army Reserve and, of those officer, the number for whom permission to perform their minimum period of obligated service in accordance with that section was granted during the preceding fiscal year.
    - In FY02, a total of 23 ROTC graduates were released early from their active duty obligation. The remaining ROTC graduates are serving the remainder of their obligation in the National Guard.
  6. The number of officers for whom recommendations were made during the preceding fiscal year for a unit vacancy promotion to a grade above first lieutenant and, of those recommendations, the number and percentage that were concurred in by an active duty officer under section 1113(a) of ANGCRRRA, shown separately for each of the three categories of officers set forth in section 1113(b) of ANGCRRRA:
    - a. 132 USAR officers from units were recommended for unit vacancy promotion. 110 were favorably considered.
    - b. 1,971 ARNG officers from units were recommended for unit vacancy promotion.
  7. The number of waivers during the preceding fiscal year under section 1114(a) of ANGCRRRA of any standard prescribed by the Secretary establishing a military education requirement for noncommissioned officers and the reason for each such waiver.
    - In FY02, no waivers were granted by the Secretary of the Army.
  8. The number and distribution by grade, shown for each State, of personnel in the initial entry training and non-deployability personnel accounting category established under 1115 of ANGCRRRA for members of the Army National Guard who have not completed the minimum training required for deployment or who are otherwise not available for deployment and a narrative summarizing procedures to be followed in



FY00 to account for members of the USAR who have not completed the minimum training required for deployment or who are otherwise not available for deployment:

- a. In FY02, the number of ARNG non-deployable personnel was: 41,824. The National Guard Bureau (NGB) maintains the detailed information.
- b. The USAR makes a substantial investment in training, time, equipment, and related expenses when persons enter military service. Separation before completion of an obligated period of service is wasteful because it results in loss of this investment and generates a requirement for increased accessions. Consequently, attrition is an issue of significant concern at all levels of responsibility within the USAR. USAR identifies soldiers exhibiting the propensity for early separation and provides counseling in an attempt to retain a qualified and trained force. Reasonable efforts are made to identify soldiers who exhibit likelihood for early separation and to improve their chances for retention through counseling, retraining, and rehabilitation prior to initiation of separation proceedings. Non Prior Service (NPS) enlistees in USAR units will normally be ordered to IADT within 270 days of enlistment. NPS direct enlistees in the IRR must enter IADT within 180 days after date of enlistment. NPS enlistees may be authorized an additional period of delay from reporting as provided in AR 601-25, paragraph 3-4. In accordance with DA Pam 611-21, USAR unit commanders determine alternate MOSs for qualified enlisted soldiers incapable of completing initial training. An enlisted Soldier who cannot satisfactorily complete the MOS training for which selected will be required to accept training to qualify for an alternate MOS as determined by the USAR unit commander (DA Pam 611-21).

The tracking of new soldiers who have not completed training is done by the use of the Training Pay category codes. All soldiers who are awaiting shipment to Basic training are listed as Pay Category 'P'. Those soldiers who have completed Basic training, returned to their USAR unit, and are now waiting to attend Advanced Individual Training are coded as Pay Category 'Q'. Those soldiers attending training are carried in Pay Category 'F' while they are at school. Those soldiers who are not "deployable" for reasons other than lack of IET are listed on the personnel databases with a code indicating the reasons for their non-deployable status.

9. The number of members of the Army National Guard, shown for each State, that were discharged during the previous fiscal year pursuant to 1115(c)(1) of ANGCRRRA for not completing the minimum training required for deployment within 24 months after entering the National Guard and a narrative summarizing procedures to be followed in FY01 for discharging members of the USAR who have not completed the minimum training required for deployment within 24 months of entering the USAR.

- a. The number of ARNG soldiers discharged during the previous fiscal year pursuant to 11115(c)(1) of ARNGCRRA for not completing the minimum training required for deployment within 24 months after entering the ARNG is 33 Officers and 9,958 enlisted, which includes all 54 states and territories. The breakdown by each state is maintained by NGB.
  - b. Those soldiers who have not completed the required IET within the first 24 months are discharged from the USAR under AR 135-178 Separation of Enlisted Personnel. Before discharge, every means available is used to ensure the Soldier has had the opportunity to be trained. In some cases, the Soldier was unable to attend the required scheduled training through no fault of the Soldier, and would be given another opportunity to complete their training (e.g. temporary medical condition, death of an immediate family member, failure to complete high school and requiring an additional semester of summer school).
10. The number of waivers, shown for each State, that were granted by the Secretary during the previous fiscal year under section 1115(c)(2) of ANGCRRRA of the requirement in section 1115(c)(1) of ANGCRRRA described in paragraph (9), together with the reason for each waiver.
- In FY02, no waivers were granted by the Secretary of the Army.
11. The number of Army National Guard members, shown for each State, and the number of U.S. Army Reserve members shown by each RSC/GOCOM, who were
- a. Screened during the preceding fiscal year to determine whether they meet minimum physical profile standards required for deployment:
    - In FY02, 78,145 approximately ARNG underwent a retention physical. Of these personnel, 2,661 persons, or 3 percent, did not meet the minimum physical profile standards required for deployment.
    - In FY02, approximately 52,287 USAR soldiers underwent a retention physical. Of these, 41 were identified as having deployment restricting conditions.
  - b. The number and percentage that were transferred pursuant to section 1116 of ANGCRRRA to the personnel accounting category described in paragraph (8).
    - In FY02, ARNG 2,730 persons were transferred from a deployable to a nondeployable.
12. The number of members, and the percentage total membership, of the Army National Guard, shown for each State, and for the U.S. Army Reserve shown by each RSC/DRU, who underwent a medical screening during the previous fiscal year as provided in section 1117 of ANGCRRRA.
- Public Law 104-106, Div A, Title VII, Section 704 (b), Feb 10, 1996, repealed Section 1117 of ANGCRRRA.



13. The number of members, and the percentage of the total membership, of the Army National Guard, shown for each State, and the number of members, and the percentage of the total membership, of the U.S. Army Reserve shown for each RSC/DRU, who underwent a dental screening during the previous fiscal year as provided in section 1117 of ANGCRRRA.
  - Public Law 104-106, Div A, Title VII, Section 704 (b), Feb 10, 1996, repealed Section 1117 of ANGCRRRA.
14. The number of members, and the percentage of the total membership, of the Army National Guard, shown for each State, and the number of members, and the percentage of total Selected Reserve unit membership, of the U.S. Army Reserve, shown for each RSC/DRU, over the age of 40 who underwent a full physical examination during the previous fiscal year for purposes of section 1117 of ANGCRRRA.
  - Public Law 104-106, Div A, Title VII, Section 704 (b), Feb 10, 1996, repealed Section 1117 of ANGCRRRA.
15. The number of units of the Army National Guard, and of the U.S. Army Reserve, that are scheduled for early deployment in the event of a mobilization and, of those units, the number that are dentally ready for deployment in accordance with section 1118 of ANGCRRRA.
  - Public Law 104-106, Div A, Title VII, Section 704 (b), Feb 10, 1996, repealed Section 1118 of ANGCRRRA.
16. The estimated post-mobilization training time for each Army National Guard combat unit, Army National Guard FSP unit, and Army Reserve FSP unit; a description, displayed in broad categories, by State for Army National Guard units or by RSC/GOCOM for Army Reserve units; and of what training would need to be accomplished for Army National Guard combat units, Army National Guard FSP units, and Army Reserve FSP units in a post-mobilization period for purposes of section 1119 of ANGCRRRA.
  - a. Estimated time for post mobilization training is reported through the Unit Status Report, is classified, and is maintained by the Department of the Army, G-3, Force Readiness Division.
  - b. Information on the type of training required by units during post mobilization is maintained by the Continental United States Armies (CONUSAs).
  - c. Post mobilization training for enhanced Separate Brigades (eSB) can be categorized as maneuver, attack, defend, command and control, gunnery, NBC defense, and sustainment.

- d. Post mobilization training for FSP units is principally common task testing, NBC defense, force protection, sustainment, command and control, weapons qualification, tactical communications training, and branch specific technical training. Virtually all units also require branch specific technical training to meet deployment standards.
17. A description of the measures taken during the preceding fiscal year to comply with the requirement in section 1120 of ANGCRRRA to expand the use of simulations, simulators, and advanced training devices and technologies for members and units of the Army National Guard and the U.S. Army Reserve.

The ARNG made significant progress in the use of Training Aids, Devices, Simulators, and Simulations (TADSS) during the preceding fiscal year. The ARNG teamed with TRADOC Systems Manager Combined Arms Tactical Trainer (TSM CATT) in developing a Maneuver Gated Training Strategy that incorporates the use of Maneuver Simulators into training plans that produces increased unit proficiency.

The ARNG is on the verge of fielding the Abrams Full-Crew Interactive Simulator Trainer (A-FIST XXI), Government Acceptance Testing (GAT) begins in 1st Quarter FY 03, managed by PM Ground Combat Tactical Trainers, GCTT, PEO-STRI. The A-FIST XXI will provide us with an appended precision gunnery trainer for the Abrams platform and allows soldiers to train on their assigned combat vehicles at home station, virtually replicating the demanding doctrinal Tank Table Standards of a live range. Following to the rear of the AFIST XXI program by 18 months is the Advanced Bradley Full-Crew Interactive Simulator (ABFIST) that will complement the Abrams trainers for Bradley combat vehicles. In addition, the ARNG is rehosting legacy Simulations Network (SIMNET) assets. The SIMNET Upgrades Program will upgrade legacy SIMNET M1A1 and M2A2 modules with a new PC based visual system and host computer, sound system, input/output linkage and co-locates these modules in Tank and Mechanized Infantry platoon sets with upgraded After Action Review (AAR) stations.

JANUS Battle Staff Trainers are being updated to The Army's approved software solution and hardware procurement is being planned and executed that will support one SAF Future Combat System fielding in a seamless manner. The ARNG took delivery of its first EST 2000 marksmanship training systems in FY 02. The EST 2000 systems will become The Army's approved marksmanship training device in FY 04. It is primarily used to train and evaluate individual marksmanship training for initial-entry soldiers at the Army Training Centers (BCT/OSUT). EST 2000 is also used to provide unit collective gunnery and tactical training for dismounted Infantry, Special Operations Forces, Scouts, Engineer, Military Police Squads, and Combat Support/Combat Service Support (CS/CSS) elements. These systems also support units conducting the vital homeland defense and airport security missions assigned to the ARNG.

The ARNG developed a unique partnership with PEO-STRI in the development, verification, validation and accreditation of systems and system upgrades. Through the ARNG Distributed Battle Simulation Program (DBSP) civilian infrastructure Commander's receive assistance from graybeard mentors, TADSS Facilitators, and JANUS Tech Team Exercise Support in the planning, preparation, and execution of simulations based training that augments the support provided by TS XXI soldiers and greatly enhanced unit proficiency and readiness.

The Army Reserve continues to focus on integrating simulations, simulators and TADSS into training plans. The Army Reserve, through the Battle Command Staff Training (BCST) Brigades of the Training Support Divisions provided Battle Command Staff Training exercises to the Reserve Component priority units. In all, over 300 Commanders and Staffs received training that focused on technical and tactical proficiency. These exercises replicated the Battle Command Training Program developed by the National Simulation Center. The Army Reserve continues to integrate into The Army's synthetic environment community by participating in the Synthetic Training Environment Periodic Review and as a member of the Synthetic Training Environment Integrated Concept Team. Through our representation in these and other forums, the Army Reserve has been identified to receive two Corps/ Division suites during the fielding of the Warfighter Simulation (WARSIM). The Army Reserve continues to press STRICOM and the National Simulation Center on the priority for the development of Combat Support and Combat Service Support capabilities within WARSIM, ensuring training capabilities for the entire spectrum of Army capabilities. The Army Reserve continues to work the development the Laser Marksmanship Training System (LMTS), a small arms simulator, to enhance Army Reserve soldiers' ability to achieve and maintain marksmanship skills. To achieve this, the Army Reserve has directly supported the Infantry School in the development of the Operational Requirements Document. The Army Reserve has begun fielding of the LMTS as well as the Engagement Skills Trainer 2000. The Army Reserve continues to investigate alternative training mechanisms to simulate urban terrain and potential terrorist activities, including the Virtual Emergency Response Training System (VERTS) to replicate the Fort Dix installation, a power projection platform. The Army Reserve continues to develop the Simulations Operations functional area assessment to ensure that capabilities exist to support the DOD Training Transformation goal of integrated live, virtual and constructive training in a joint environment.

18. Summary tables of unit readiness, shown for each State for Army National Guard units, and for each RSC/GOCOM for the U.S. Army Reserve units, and drawn from the unit readiness rating system as required by section 1121 of ANGCRRRA, including the personnel readiness rating information and the equipment readiness assessment information required by that section, together with-

- a. Explanations of the information are available. Readiness tables are classified. This information is maintained by maintained by the Department of the Army, G-3, and Training Division.
  - b. Based on the information shown in the tables, the Secretary's overall assessment of the deployability of units of the ARNG, and USAR, including a discussion of personnel deficiencies and equipment shortfalls in accordance with such section 1121:
    - Summary tables and assessments are classified. Department of the Army, G-3, maintains this information.
19. Summary tables, shown for each State, for units of the Army National Guard and for each RSC/DRU for units of the U.S. Army Reserve, of the results of inspections of units of the Army National Guard by inspectors general or other commissioned officers of the Regular Army under the provisions of section 105 of title 32, together with explanations of the information shown in the tables, and including display of:
- a. The number of such inspections;
  - b. Identification of the entity conducting each inspection;
  - c. The number of units inspected; and
  - d. The overall results of such inspections, including the inspector's determination for each inspected unit of whether the unit met deployability standards and, for those units not meeting deployability standards, the reasons for such failure and the status of corrective actions. For purposes of this report, data for Operational Readiness Evaluations will be provided on eSB and FSP units of the ARNG and for FSP units of the USAR. Training Assessment Model data will be provided to meet this reporting requirement for all other units of the ARNG and USAR. Data on ARNG units will be reported by State and on USAR units by RSC/DRU.
    - During FY02, ARNG state level Inspectors General conducted extensive inspections throughout the United States. State level Inspectors General conducted approximately 778 inspections during the year, visiting 877 separate units. Because IG inspections focus on findings and recommendations, the units involved in these inspections were not provided with a pass/fail rating. Results of inspections conducted by Inspectors General are available upon request from the responsible state IG. Operational Readiness Evaluation Data for FSP and eSBs is unavailable as these inspections were eliminated as requirements in 1997. Data available under the Training Assessment Model (TAM) relates to readiness levels and is generally not available in an unclassified format. TAM data is maintained at the state level and is available upon request from state level training readiness officials.

- The United States Army Reserve Command (USARC) conducts Organizational Inspection Program (OIP) inspections for RSCs/DSUs. Two such inspections were conducted in FY 2002. Forces Command maintains the results of the CONUSA inspections, Training Assessment Models (TAMs), and holds the data for Reserve component FSP unit inspections.
  - Summary tables depicting CONUSA inspection numbers by state for the ARNG and by Regional Support Command for the USAR units are available from DCSOPS, FORSCOM.
20. A listing, for each Army National Guard combat and FSP unit, and the U.S. Army Reserve FSP units, of the active-duty combat and other units associated with that Army National Guard and U.S. Army Reserve unit in accordance with section 1131(a) of ANGCRRRA, shown by State for the Army National Guard and RSC/GOCOM for the U.S. Army Reserve:
- a. This information is contained in FORSCOM Regulation 350-4, Appendix B and C. An electronic version can be viewed at [www.forscom.army.mil/pubs/Pubs/2530/SEC1-7\\_1.HTM](http://www.forscom.army.mil/pubs/Pubs/2530/SEC1-7_1.HTM) and to be accompanied, for each such National Guard and U.S. Army Reserve unit.
  - b. The assessment of the commander of that associated active-duty unit of the manpower, equipment, and training resource requirements of that National Guard or U.S. Army Reserve unit in accordance with section 1131(b)(3) of ANGCRRRA. Detailed assessments of specific RC units are maintained at the two numbered Armies in the continental United States (CONUSA) and three CONUS-based corps.
  - c. Army National Guard divisions and eSB.
    - Manpower. Several eSB have shortages in enlisted personnel and junior officers. Duty Military Occupational Specialty Qualification (DMOSQ) is a training challenge because Military Occupational Specialties (MOS) require extensive training, during a limited training window, in schools that are taught simultaneously. Within the eSB Full Time Support (FTS) continues to be a challenge. In the eSB FTS is approximately 55 percent of requirements. In divisions, recent force structure authorization increases are causing short-term fill percentages shortfalls.
    - Equipment. Equipment on-hand versus equipment authorized continues to hamper eSB conversion. Shortages in chemical defense equipment and night vision devices limit the full range of training for eSB.
    - Training. Adequate training resources in FY02 enabled eSB to sustain platoon pre-mobilization training proficiency. Distances to crew-served weapons ranges and the availability of adequate maneuver areas continue to challenge most

units. Current simulations do not provide a theater-level simulation system, compatible with current simulation suites that replicate a Major Theater of War scenario.

d. ARNG and USAR Force Support Package Units.

- **Manpower.** Shortfalls in FTS manning limit operations and training management. Sustaining DMOSQ impacted by limited school spaces for low density MOS. Some MOS require extensive training (11M, 19K, 13B, 13F, 31, and 63H) and sequential schools require a Soldier's absence from their civilian employment for extended periods.
- **Equipment.** Some FSP units have equipment that is incompatible their active counterparts. This creates problems, especially with command and control, during training. Several FSP units will have to acquire needed force modernization equipment at the mobilization station.
- **Training.** Some Equipment Readiness Code-A equipment shortages inhibit effective training. Units will require additional training time after mobilization to achieve proficiency on collective tasks. Limited funds and/or limited days available for training generally cause some soldiers to attend either Annual Training or DMOSQ schools. Distance to training areas and facilities further erodes available training time.

e. The results of the validation by the commander of that associated active-duty unit of the compatibility of that National Guard or U.S. Army Reserve unit with active duty forces in accordance with section 1131(b)(4) of ANGCRRRA.

- Detailed validations are maintained by the Department of the Army, G-3, Training Division.
- For ARNG divisions and eSBs, Single Channel Ground and Airborne Radio System and Mobile Subscriber Equipment connectivity is the foremost compatibility issue. As MTOE changes and unit reorganizations continue, compatibility will improve.
- ARNG and USAR FSP unit equipment shortages resulting from reorganizations and MTOE changes affect compatibility the most. Nonstandard software systems in these units affect both the Standard Installation Division Personnel System and the Unit Level Logistics System. Corresponding systems between components are frequently very different. Most FSP units will not be fully compatible with AC units until after mobilization.

21. A specification of the active-duty personnel assigned to units of the Selected Reserve pursuant to section 414(c) of the National Defense Authorization Act for Fiscal Years 1992 and 1993 (10 U.S.C. 261 note), shown (A) by State for the Army National



THE ARMY -

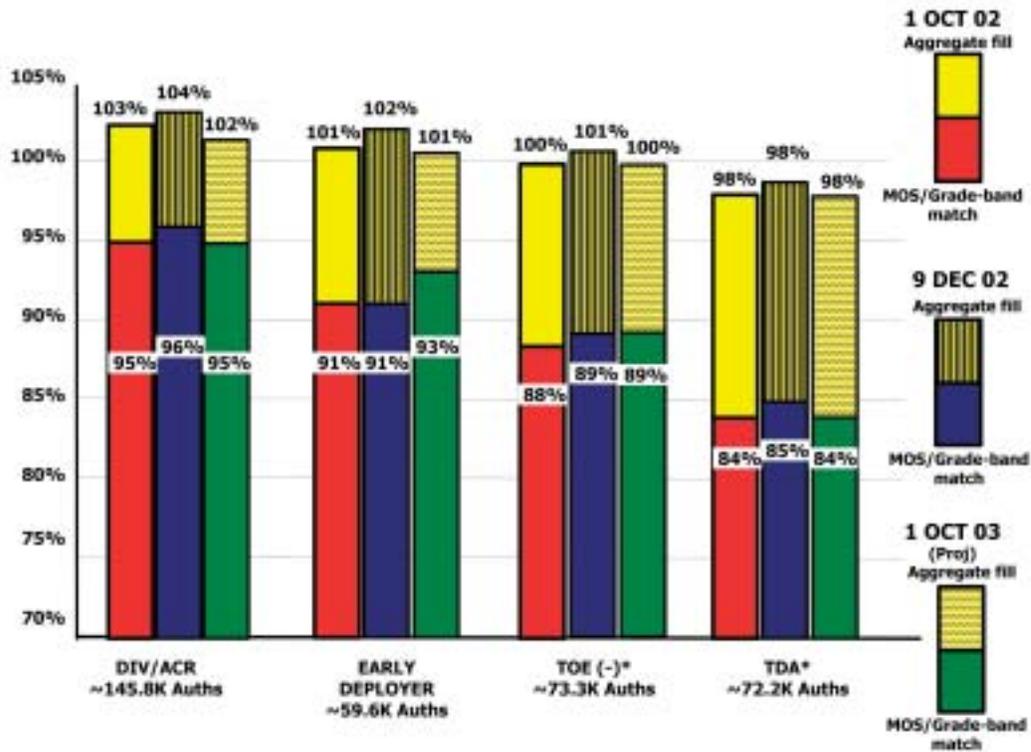


Guard and RSC/GOCOM for the U.S. Army Reserve, (b) by rank of officers, warrant officers, and enlisted members assigned, and (c) by unit or other organizational entity of assignment.

- The Army restructuring process is complete. All mal-assigned soldiers have been reassigned or retired. Current and projected strength is 98 to 100 percent. The goal under The Army's Manning Initiative is 100 percent for combat units. The Army Personnel Command Strength Branch, Distribution Division will continue to track titled and non-titled positions.

**ADDENDUM B**

**FY03 ENLISTED MANNING  
(4TH YEAR OF MANNING PLAN)**



**NOTES:**

\*TOE(-) & TDA Fill% Includes FP1 positions / units  
 Fill% are against PMAD Authorizations and do not include DMO  
 FP2 TOE & TDA are projected to be 93% - 94% by the end of FY03  
 Projections include current Stop Loss 1,2,3 & 4 impact

## **ADDENDUM C**

### **Successful Recruiting Initiatives**

- **Short-Term Enlistment Option:** The 2003 National Defense Authorization Act provides a short-term enlistment option for implementation in FY04.
- **Recruiting Incentives:** Incentives, including the Enlistment Bonus Program, the Army College Fund Program, and the Loan Repayment Program, have successfully enabled The Army to execute precision recruiting in FY02. At a time when The Army is engaged in the GWOT, recruiting successes have directly supported combat readiness.
- **Corporal Recruiters:** Starting in FY99, The Army placed 400 corporals on recruiting duty. This brought the total number of on-production recruiters to 6,161. This program has proven effective by using young leaders to recruit young soldiers.
- **"College First" test program:** The Army will continue the "College First" test program in FY03. First year applicants receive a \$250 per month allowance and second year applicants receive a \$350 per month allowance while attending up to two years of post-secondary education prior to entering to active duty. There were 342 enlistments for this test through FY01, and 607 in FY02.
- **Army Motor Sports Program:** The Army launched a partnership with the National Hot Rod Association (NHRA) and Schumacher Racing for a top fuel dragster called "The Sarge." The Army's partnership with the NHRA allows The Army to be the primary partner in the NHRA's Youth Education Services (Y.E.S.) Program.
- **Special Forces Candidate (18X) "Off the Street" Enlistment Initiative:** The Army will continue its highly successful 18X "Off the Street" Program in FY03. This effort seeks to enlist motivated, highly qualified, and dedicated individuals desiring the adventure and mission focus inherent in the U. S. Army Special Operations Forces. In FY 02, The Army exceeded its assigned mission of 400 applicants, enlisting 465 candidates. Capitalizing on the success of this program, the FY 03 mission will increase to 600.
- **The Partnership for Youth Success (PaYS) program** provides America's youth with an opportunity to serve their country while they prepare for their future. Soldiers learn technical skills required by industry along with work ethics, teamwork, communication, and leadership during an enlistment in the United States Army. After completing their active duty tour, the Soldier interviews and completes the application process with the company selected during the recruiting process. A database that matches the job needs of a company with all of the Initial Entry Training job skills offered by The Army enables the young person to choose a particular company and job skill. An agreement with a specific company that reflects the military skill, civilian job, and terms of service is prepared when the young person enlists.

## **GLOSSARY**

A2C2S	Army Airborne Command and Control System
AAE	Army Acquisition Executive
ABIC	Army Business Initiative Council
ACA	Army Contracting Agency
AC	Active Component
ACR	Armored Cavalry Regiment
ACSIM	Assistant Chief of Staff for Installation Management
AKE	Army Knowledge Enterprise
AKM	Army Knowledge Management
AKO	Army Knowledge Online
AMP	Aviation Modernization Plan
APS	Army Prepositioned Stocks
AR	Army Reserve and Army Regulation
ARV	Armed Robotic Vehicle
ASLC	Army Strategic Leadership Course
ASMP	Army Strategic Mobility Program
ATLDP	Army Training and Leader Development Panel
BIC	Business Initiative Council
BLOS	Beyond-Line-of-Sight
BOLC	Basic Officer Leader Course
BRAC	Base Realignment and Closure
BUP	Barracks Upgrade Program
C2V	Command and Control Vehicle
C4	Command, Control, Communication, and Computer
C4ISR	Command, Control, Communications, Computers, Surveillance, and Reconnaissance
CASC	Combined Arms Staff Course



CBRNE	Chemical Biological Radiological Nuclear Explosive
CD&E	Concept Development and Experimentation
CMTC	Combat Maneuver Training Center
CONUS	Continental United States
CONUSA	Continental United States Armies
CPMS	Civilian Personnel Management System
CROP	Common Relevant Operating Picture
CS	Combat Support
CSS	Combat Service Support
CST	Combat Service Team
CTC	Combat Training Centers
DARPA	Defense Advanced Research Projects Agency
DCGS-A	Distributed Common Ground System-Army
DHA	Direct Hire Authority
DoD	Department of Defense
eArmyU	Army University Access Online
ERP	Enterprise Resource Planning
FCS	Future Combat System
FM	Field Manual
FORSCOM	Forces Command
FRMV	FCS Recovery and Maintenance Vehicle
FRI	Federal Reserve Restructuring Initiative
FYDP	Future Years Defense Programs
GCSS-A	Global Combat Service Support - Army
GIG	Global Information Grid
GMD	Ground Mobile Defense
GWOT	Global War on Terror
HIMARS	High Mobility Artillery Rocket System

HLS	Home Land Security
HMMWV	High Mobility Multi-purpose Wheeled Vehicle
HQDA	Headquarters Department of the Army
I3MP	Installation Information Infrastructure Modernization Program
ICV	Infantry Carrier Vehicle
IMS	Intelligent Munitions Systems
ILE	Intermediate Level Education
IMA	Installation Management Agency
IMINT	Imagery Intelligence
IOC	Initial Operational Capability
I-PAT	Implementation Process Action Team
ISSP	Information Systems Security Program
ISR	Intelligence, Surveillance, and Reconnaissance
IT	Information Technologies
JFC	Joint Force Commander
JPME	Joint Professional Military Education
JRTC	Joint Readiness Training Center
LOS	Line-of-Sight
LSI	Lead Systems Integrator
LOGCAP	Logistics Civil Augmentation Program
MACOM	Major Army Command
MASINT	Measurement and Signals Intelligence
MCS	Mounted Combat System
MEADS	Medium Extended Air Defense System
MEMS	Micro-Electro Mechanical Systems
MILCON	Military Construction
MILES	Multiple Integrated Laser Engagement System
MLB	Mobile Light Brigades



MOA	Memorandum of Agreement
MOS	Military Occupational Specialty
MRI	Medical Reengineering Initiative
MUGV	Unmanned Ground Vehicle
MULE	Multifunction Utility / Logistics and Equipment
MV	Medical Vehicle
NCOES	Noncommissioned Officer Education Systems
NETCOM	Network Enterprise Technology Command
NLOS	Non-Line-Of-Sight
NMP	National Maintenance Program
NSS	National Security Strategy
NTC	National Training Center
OCONUS	Outside Continental United States
OES	Officer Education System
OPTEMPO	Operating Tempo
OSD	Office of the Secretary of Defense
PAC3	Patriot Advanced Capability 3
PEO	Program Executive Office
RC	Reserve Component
RCI	Residential Communities Initiative
RCR	Readiness Command Restructuring
RSTA	Reconnaissance, Surveillance, and Target Acquisition
RSV	Reconnaissance and Surveillance Vehicle
SBCT	Stryker Brigade Combat Team
SDD	System Development and Demonstration
SDHSS	Shallow Draft High Speed Sealift
SETS	Secondary Education Transition Study
SOF	Special Operations Forces

SOLD	Spouse Orientation and Leader Development
SRS	Strategic Readiness System
SSF	Single Stock Fund
S&T	Science & Technology
TIM	Transformation of Installation Management
TLDD	Tactical Logistics Data Digitization
TRADOC	Training and Doctrine Command
TSV	Theater Support Vessel
UA	Unit of Action
UAV	Unmanned Aerial Vehicle
USAR	United States Army Reserve
WMD	Weapons of Mass Destruction
WOES	Warrant Officer Education System