



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
COMMANDING GENERAL, UNITED STATES ARMY ACCESSIONS COMMAND/
DEPUTY COMMANDING GENERAL FOR INITIAL MILITARY TRAINING
90 INGALLS ROAD, BUILDING 100
FORT MONROE, VIRGINIA 23651-1065

ATAL-C

23 Dec 08

MEMORANDUM FOR RECORD

**SUBJECT: Record of Phone Conversations with USAREC and 5th Brigade leaders
reference Missioning Procedures**

1. On Thursday afternoon, 18 December 2008, I conducted telephonic interviews with

(b)(6)

The purpose of the interviews was to collect background information as part of an AK 15-6 investigation into the deaths of CPT Rico Robinson sometime between 15-18 Jan 05; SSG Aron Andersson on or about 6 Mar 07; SSG Larry Flores on or about 8 Aug 08; and SFC Patrick Henderson on or about 20 Sep 08. The line of questioning pertained to USAREC and 5th Brigade policies, regulations and practices governing the assignment of missions to units and recruiters:

a. I asked (b)(6) about 5th Brigade's practice of missioning every recruiter for two volume contracts and one quality contract each month. All three individuals confirmed this to be 5th Brigade policy; (b)(6) said it's been in effect since at least December 2003. (b)(6) stated that he operationalized the brigade's mission in this manner in order to "get everybody producing; to establish a work ethic." He acknowledged that this had the effect of placing more mission on recruiters than the brigade and its battalions were carrying.

b. This general "2/1" mission appears to be (b)(6), Chief of Staff, USAREC and (b)(6), USAREC G2, stated they did not know of other brigades that followed this practice. Both (b)(6), former 2d Brigade Commander and now (b)(6) and (b)(6) indicated the same. (b)(6) thought this policy was unique to 5th Brigade.

c. (b)(6) provided a copy of a document issued by USAREC HQs titled Transforming US Army Recruiting Command, FY 07 Campaign and Missioning Guide. There is no date on the document, but it appears to have been developed around Oct 2006. (b)(6) indicated it was a USAREC G2 / G3 document that was briefed at the USAREC Army Leader Training Conference that fall. The Commanding General's letter leads the document with a title "Must Do Two" and gives a rationale that combines the Regular Army and Army Reserve missions as well as adding a "reasonable level of Future Soldier loss ... that translates into an operational, individual, recruiter mission of two per month."

2. I can be reached for further comment on this phone conversation at (757) 788-4718.

A handwritten signature in black ink, appearing to read 'F. D. Turner', with a long horizontal flourish extending to the right.

F. D. Turner
Brigadier General, U.S. Army
Deputy Commanding General
and Chief of Staff