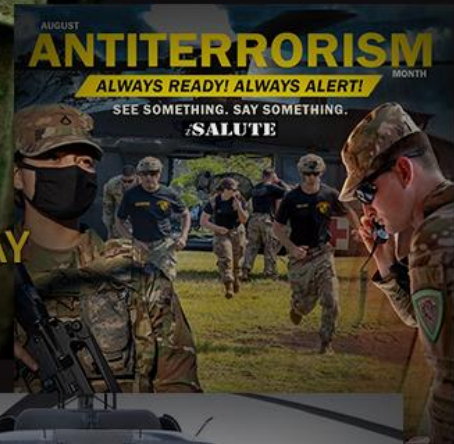




**PURPLE HEART DAY**



**THE PARTNERSHIP CONNECTION**

**AUGUST 2024**

**ANTITERRORISM AWARENESS MONTH  
PURPLE HEART DAY  
WOMEN'S EQUALITY DAY**



**WOMEN'S EQUALITY DAY**

**IN THIS ISSUE...**

**JOB POSTINGS**

**AUGUST NEWSLETTER THEMES**

*Women's Equality Day*

*Antiterrorism Awareness Month*

*National Purple Heart Day*

**PAYS SIGNING CEREMONIES**

**PAYS MARKETING TRIPS**

**PaYS PARTNER ANNIVERSARIES**

**MESSAGE FROM THE PROGRAM MANAGER**

**WINTRUST FINANCIAL CORPORATION**

**REEVES CONSTRUCTION A COLAS COMPANY**

**MIAMI DADE COUNTY**

**STRATEGIC BUSINESS ALLIANCE GROUP**

**REPUBLIC SERVICES**

**G&J PEPSI-COLA BOTTLERS, INC.**

**JOB FAIRS AND ASSISTANCE**

**NATIONAL CAREER FAIRS**

**CHOICE CAREER FAIRS**

**RECRUIT MILITARY NATIONWIDE**

**VETERAN JOB FAIRS**



U.S. ARMY

## AUGUST NEWSLETTER THEMES

### Women's Equality Day

Women's Equality Day is celebrated in the United States on August 26 to commemorate the 1920 adoption of the Nineteenth Amendment to the United States Constitution, which prohibits the states and the federal government from denying the right to vote to citizens of the United States on the basis of sex. It was first celebrated in 1971, designated by Congress in 1973, and is proclaimed each year by the United States President.

Source: [Women's Equality Day](#)



### Women's Equality Day with CSM Hilda Garcia

By: *Lakisha Carter-Hyche*

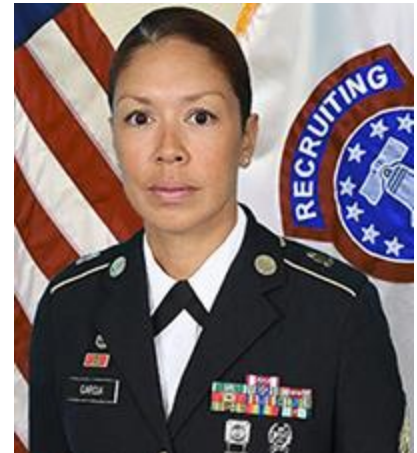
PaYS Highlights the strides made toward gender equality within the military in recognition of Women's Equality Day. PaYS Marketing Analyst, Lakisha Carter-Hyche recently engaged with CSM Hilda Garcia, Command Sergeant Major, 3rd Brigade, US Army Recruiting Command (USAREC), to discuss the significance of this day and the personal inspirations that have guided Garcia throughout her distinguished career.



*Can you share what Women's Equality Day means to you personally?*

Personally, it means having somewhat the same opportunities to succeed and fail as our male counterparts, and failure not being representative of all women and limiting future opportunities for others. Women have progressed across branches of service, although we have much further to go, we have come a

long way from the WOC (Women's Army Corp) times. Through-out history we have had Ann Dunwoody, which was the First Female Four-Star General, to include females that graduated from Ranger school like MSG Janina Simmons, and SGT Maciel Hay, first female to graduate Sniper school. It means we are improving and growing constantly, although I have seen women held to a different standard, we are continuously breaking glass ceilings for the next one to come through much faster and easier. I understand that I am in a male dominated field, but we have come a long way.



*How do you personally support or advocate for women's rights and/or gender equality in your role?*

It's important to lift as you climb. Although I have a seat at the table I am not easily heard. Women in service must deal with embedded structural stereo types, many leaders social ideals hinder our progress. As a Command Sergeant Major in USAREC, and the first female in non-prior service (NPS) brigade in 23 years. I start with the young NCO's and listen to what their concerns are and what are their dreams. I let them know that their voice matters and not to allow anyone to put shade on their light. I work on building a team and every member of the team has strengths that they bring to the team. Ensure every NCO feels part of the team. The saddest feeling an NCO can have, is feeling they are unheard, or powerless in a team.

*Continued...*

2



U.S. ARMY

## Women's Equality Day with CSM Hilda Garcia - continued

### *How important is it to have women in leadership positions, and why?*

It's critical. Women comprise only 16 percent of the military workforce, and an even smaller percentage of women serve in senior leadership. There has only been six women that have achieved the prestigious four-star rank. The lack of representation of women in high-ranking positions affects the force. The lack of representation of women in high-ranking military positions results from several factors, primarily the military's conservative political stance. This stance has created barriers and obstacles for women who aspire to reach the upper echelons of the Military hierarchy, resulting in death of female leaders in the Armed Forces. Women also need mentors who empower them, which is difficult to find advocates that would empower them or place them in a position in which to be advocated for.

Representation matters, if individuals don't see leaders that resemble them, they are less eager to try and achieve, or they don't believe that the opportunity exists for them to achieve it.



### *Who are some women who have inspired you, and why?*

I am inspired by my grandmother, who brought seven children from another country and was able to provide for them, she raised individuals that are productive people in the world. I am inspired by the many women before me, who have told me to continue & that I inspire others even when I don't know it. I am inspired by my NCOs, those young women, who one day aspire to be Brigade CSMs, and know that they will have to prove themselves longer than most to achieve the intended goal.



## Antiterrorism Awareness Month

Terrorism is an enduring, persistent, worldwide threat to our nation. Antiterrorism is the defense element to our fight against terrorists. August is Antiterrorism Awareness Month. Although we should always remain vigilant considering attacks carried out during the past few years, Antiterrorism Awareness Month should be a time we instill heightened awareness and vigilance to prevent terrorist attacks and protect employees, locations, and operations from acts of terrorism.

Source: [Defense Logistics Agency](#)

### **"See Something, Say Something" Army PaYS Marketer Assists and Observes Antiterrorism Awareness Month with the 505th Military Intelligence Battalion**

By: *Frank McNeil*

In today's interconnected world, the threat of terrorism looms as a persistent challenge to global security. Terrorism, in its various forms, poses a significant threat to peace and stability across the globe. Whether motivated by ideological, political, or religious beliefs, terrorist acts aim to instill fear, disrupt societies, and inflict harm on innocent civilians. From large-scale attacks to subtle acts of extremism, the tactics employed by terrorists continue to evolve, challenging conventional security measures.



Continued...

**"See Something, Say Something" Army PaYS Marketer Assists and Observes Antiterrorism Awareness Month with the 505th Military Intelligence Battalion - continued**

Antiterrorism Awareness Month serves as a proactive measure to mitigate these threats through education and preparedness and stands as a crucial initiative, aiming to educate and empower communities worldwide in the fight against terrorism. Throughout this designated month, governments, organizations, and individuals come together to raise awareness, enhance preparedness, and emphasize the importance of vigilance..



The 505th Military Intelligence Battalion, Camp Bullis, TX - Joint Base San Antonio is spreading knowledge throughout the entire installation and surrounding communities. "Antiterrorism is a critical warfighter capability supporting Army readiness," said MSG Jamie Miles, 505th Military Intelligence Operations NCO. "Terrorists can attack anywhere, anytime. That threat is enduring and persistent." A newly registered PaYS Soldier, MSG Miles and his operations section conducts annual training in August on insider threats; training to counter violent extremism; suspicious activity and threat reporting; operational security; and unmanned aircraft systems (drones) reporting procedures. Insider threats include espionage, terrorism, unauthorized disclosure, extremist activities and the loss or degradation of Army resources or capabilities. These threats are a "people problem" where every individual can make a difference by effectively identifying and mitigating these issues. Various reporting programs ensure employees have avenues to voice their concerns. Operational security, a process to identify seemingly innocuous actions that could reveal critical information, is essential in ensuring information that could be used to plan an attack is limited. All of these play a role in a whole program dedicated to protecting people, information and critical assets against terrorist and extremist threats and activities.

"Everyone plays an important role in preventing terrorist acts," said MSG Miles. "By including antiterrorism principles and concepts throughout antiterrorism plans and programs, we protect the Army community."



At the 505th, providing Soldiers and civilian employees the tools to fight these threats is essential to the organization. The protection office encourages employees' knowledge of antiterrorism with thoughts of the day throughout the month of August. Employees are encouraged to read these thoughts and apply them both on duty and off duty and offered an early off incentive each week to answer various questions from the week prior. The protection office provides printed materials to employees as well.

PaYS Marketing Analyst Frank McNeil, who previously served as an Antiterrorism / Force Protection NCO during his military service will be assisting the observance of Antiterrorism Awareness Month alongside the 505th during their August Battle Training Assembly and providing a Soldier Overview of the PaYS Program to the unit.

SIZE	ACTIVITY	LOCATION	UNIT	TIME	EQUIPMENT
<b>S</b>	<b>A</b>	<b>L</b>	<b>U</b>	<b>T</b>	<b>E</b>
SIZE (number of personnel and vehicles (if applicable))	ACTIVITY (what is suspicious)	LOCATION (address, vicinity)	UNIT (what unit they belong to; markings/ insignia)	TIME (what day and time you observed it)	EQUIPMENT (weapons, vehicles, comms)

The four themes of core Antiterrorism training are:

- Anticipate,*
- Be Vigilant,*
- Don't be a Target,*
- and
- Respond and Report.*

## National Purple Heart Day

On Purple Heart Day, observed every year on August 7, we honor and remember the brave current and former Servicemembers who were wounded or killed in action while serving in the U.S. Armed Forces. As the very first and oldest military medal, the Purple Heart was established by George Washington in 1782.

Source: [US Army](#)



### Penske employee, Quincy Rice, Veteran and Purple Heart recipient, reflects on his prestigious award

By: PaYS Staff

In honor of Purple Heart Day, PaYS Staff had the privilege of interviewing Quincy Rice, a Purple Heart recipient and current Senior Operations Manager at Penske, a proud PaYS partner. Quincy Rice's journey from serving in the military to excelling in the Civilian workforce exemplifies the resilience and determination that define our nation's Veterans. As we celebrate Purple Heart Day, Quincy Rice's experiences offer a reminder of the courage and dedication embodied by our servicemembers.



*Can you share the story behind how you earned the Purple Heart (PH)?*

December 10, 2005 - Balad, Iraq

As an 88M, I was on a daily Combat Logistics Patrol in the Sunni Triangle delivering sustainment supplies to our maneuver units. I was the driver of a M1151 gun truck, and enemy forces detonated an IED in the median of the highway with a direct hit to

my side of our vehicle followed with a complex ambush on our convoy.

A firefight ensued and we eliminated ten enemy forces in the vicinity. My vehicle was destroyed and damaged with the front portion blown off and the impact from the explosion flipped our gun truck over and the roof caved in. The vehicle was on fire, so we had to exit quickly through the back doors due to the roof and front doors being damaged. I was the first one to exit the gun truck, then assisted my gunner and TC with cutting their IOTV and equipment off to maneuver out. Once we were out of the vehicle, we engaged in the firefight, eliminating threats, and eventually had to call a MEDEVAC due to our sustained injuries of concussions, broken bones, and shrapnel wounds.

*How has receiving the Purple Heart impacted your life and perspective?*

In my personal life earning a Purple Heart impacted me through cherishing life, Family, and my friends. When I received my Purple Heart, I was a young SSG with four years of service, so it profoundly impacted my professional mentality. This event happened on my third combat deployment. Moving forward on my next two deployments, I took my mental preparation and training of my Soldiers to another level of excellence. I vowed to do everything in my power to ensure all my Soldiers came home from deployment. Now a days - honestly, I try to put those events to the back of my mind, and I rarely discuss them and most people who know me have no idea I am a Purple Heart recipient.

*What advice do you have for others who may have faced a similar challenge?*

My advice is to maintain high aspirations for your life and face your challenges or struggles. A lot of Soldiers and leaders suffer in silence from the effects of combat and that needs to change. There is nothing weak about seeking counseling or mental health support; receiving help is what made me stronger as I was able to conquer personal challenges.



*Continued...*

5



## Penske employee, Quincy Rice, Veteran and Purple Heart recipient, reflects on his prestigious award - continued

The Army provides a lot of great resources to help Soldiers and Veterans, but it is up to all of us to uplift others who need help and publicly promote those resources through actions and personal testimonies.

*In what ways can society better support and appreciate the sacrifices made by Purple Heart recipients and Veterans?*

I personally appreciate any gesture society acknowledges from my military and combat service- a thank you is more than enough. Selfless Service is an Army value we live by without the thought of recognition or gain. Society does a fantastic job recognizing Veterans, there are tons of Veteran's assistance programs out there to help us return to the Civilian world in a successful manner. The Veteran network is exceptionally large and supportive through both personal relationships and Veteran support organizations.



*How did your leadership role in the Army prepare you for your current role at Penske?*

I am a Senior Operations Manager for Penske Logistics in St. Louis, MO. The United States Army Sergeant Majors Academy truly

prepared me for this role as a strategic leader of four hundred Distribution Center Associates. Leadership is all about people. Leaders must cherish and value their people and I learned those skills in the Army by leading and taking care of Soldiers (People).

My military experience and leadership positions thoroughly prepared me for my current role with Penske Logistics. Leadership is leadership and it usually transfers across different industries as the fundamentals are the extremely similar.

The Army trains leaders very well in both the enlisted and officer ranks. For every promotion above SGT/E5 a leadership school is associated with it, and it shows. In the Civilian sector- promotions are not associated with leadership schools so that is art individuals must truly invest time in crafting. I am thankful for my 23 years of service and retiring as a Command Sergeant Major. I took advantage of the education opportunities while serving and completed my master's degree and numerous Civilian certifications that directly align with my job now and I am fully prepared both from a leadership and technical perspective.



## PAYS SIGNING CEREMONIES

### Northrop Grumman

By Samuel I. Armstrong

Recently in Falls Church, VA, Northrop Grumman Corporation (NGC) and the U.S. Army took a major step forward in their collaboration, marking a significant moment for both organizations. The Army PaYS signing ceremony, hosted by Dr. Agnes Gereben Schaefer, Assistant Secretary of the Army for Manpower and Reserve Affairs, highlighted the growing partnership aimed at integrating and supporting Veterans as they transition out of the Army or while serving in the National Guard or Reserves.

The ceremony was co-hosted by Frank DeMauro, Vice President and General Manager of Weapons Systems, Northrop Grumman Corporation, and COL Jarrett Thomas, Director, Soldier for Life. The event underscored NGC's commitment to enhancing its workforce while giving back to those who have served the nation.



COL Thomas witnessed Dr. Schaefer and Mr. DeMauro sign the ceremonial MOA.

Continued...

6



## Northrop Grumman - continued

Northrop Grumman, a prominent American multinational aerospace and defense technology company, is recognized globally for its innovative solutions in space, aeronautics, defense, and cyberspace. With a track record of pioneering technologies and pushing the boundaries of what's possible, NGC continues to expand its influence in international markets while strengthening its collaborations with local industries.

This recent partnership with the U.S. Army is a testament to NGC's dedication to supporting Veterans and utilizing their unique skills. By leveraging the expertise and experience of military Veterans, Northrop Grumman aims to further its mission of solving complex problems and advancing technology for national and allied security.

The partnership is more than just a business arrangement; it reflects a deep-seated commitment to honoring and integrating the contributions of military Veterans into the Civilian workforce. Veterans bring a wealth of experience, discipline, and skills that are invaluable to the aerospace and defense sectors. Northrop Grumman's initiative to support these individuals not only bolsters its own workforce but also enriches the broader industry landscape.



*Dr. Schaefer presents plaque to Mr. DeMauro on behalf of the U. S. Army PaYS program as COL Thomas shows his support.*



*(l - r) Velvett Jenkins, MSG Wilson, Antonio Johnson, COL Thomas, CASA Nancy Jean-Louis (Virginia- North), Dr. Schaefer, CASA Lillian Dixon, (Washington DC), Thomas Parker, Javell Bullard, LaQuyin Brock, and Samuel Armstong.*

Dr. Schaefer stated "The PaYS program is a state-of-the-art initiative that safeguards the future of our soldiers and this great nation. The PaYS program isn't just about guiding our soldiers into a new era of their lives it's also about connecting our force with the American people by working with corporate partners to create ties with the Army a pool of highly skilled motivated and responsible job candidates become readily available to jump into action and fill the gaps at their respective companies and agencies."

Frank DeMauro emphasized the significance of this collaboration: "Partnering with the U.S. Army to support and employ veterans aligns with our core values and mission. Veterans possess extraordinary skills and experiences that are crucial to driving innovation and success in our field. We are proud to offer them opportunities that recognize and build on their service."

## America's Credit Union (ACU)

America's Credit Union (ACU) recently announced official partnership with the US Army. The partnership was formalized at a signing ceremony held at the ACU main branch on Joint Base Lewis-McChord, where MAJ Stephani Norman, Executive Officer, Seattle Recruiting Battalion and Philip Prothero, President and COO, ACU joined to signify this collaboration.



The PaYS program, a cornerstone of military-civilian cooperation, facilitates the transition of Soldiers into Civilian careers by partnering with private industry, academia, and government agencies. It not only ensures job opportunities for servicemembers but also brings skilled, disciplined individuals into vital civilian roles. This signing ceremony marked the beginning of such a partnership, promising benefits for both the Army and ACU.



*(l-r) MAJ Stephani Norman, Executive Officer, Seattle Recruiting Battalion and Philip Prothero, President and COO, ACU pose with the ceremonial plaque*

Philip Prothero, stated, "For over 70 years, America's Credit Union has been providing employment opportunities to veterans and their spouses. They bring unique skills and experience that enhance the service we provide to our members. Our Partnership with PaYS is another step forward in providing opportunities for Veterans and well as ACU. We are proud to be working with Recruiting command in this important endeavor and are committed to its success."

*Continued...*

## America's Credit Union (ACU) - continued

MAJ Stephani Norman added, "What a wonderful day for this PaYS Signing Ceremony, under the Pacific Northwest summer sun and against the backdrop of Mt. Rainier! This partnership with ACU signifies our dedication to Soldiers who join the Army in Washington State and wish to return here after their service. With this partnership, our Future Soldiers will now know they have one more option that is closer to home for post-service employment. We are excited to work together with ACU to support our Soldiers' transitions into successful civilian careers and to strengthen the bond between the military and the communities we serve."



Above - MAJ Norman and Mr. Prothero before the cake cutting reception  
Right - Cake cutting ceremony

## Northeast Security, Inc.

By: Crancena Ross

Photo credit: By CPT Alexander Caporaletti

Northeast Security Inc., and the New England Army Recruiting Battalion announced their partnership in a signing ceremony in Westwood, MA. The partnership was solidified by the signing of the ceremonial certificate by LTC Diontanesse Monroe, Commander, New England Recruiting Battalion, and Mr. Michael Conroy, Director of Recruiting and Field Operations, Northeast Security, Inc. LTC Monroe conducted the Oath of Enlistment to those Future Soldiers who would be shipping off to Basic Training. Mr. Conroy said, "Northeast Security is proud to join forces with the United States Army through the PaYS program. This partnership underscores our commitment to supporting our Veterans by providing them valuable employment opportunities". LTC Moore stated, "Partnership with any company or organization that supports our Veterans is a win-win, for both". The partnership also ended with a cake cutting.



Northeast Security signing ceremony photo op

Northeast Security, Inc. is in the business of providing contract security personnel and investigative services that far exceed the accepted industry norm in quality and service. This partnership marks a significant milestone and commitment to supporting veterans as they transition to Civilian careers.



(l-r) LTC Diontanesse Monroe, Commander, New England Recruiting Battalion presents the PaYS plaque to Michael Conroy, Director of Recruiting and Field Operations, Northeast Security, Inc.



## Metal Craft and Riverside

By: Lakisha Carter-Hyche



Metal Craft, a leading company in the manufacturing industry, recently participated in a signing ceremony with Minneapolis Recruiting Battalion in Elk River, Minnesota. The ceremony, hosted by LTC Justin Ducote, Commander, Minneapolis Recruiting Battalion, included Trish Mowry, Owner, Metal Craft.



LTC Justin Ducote and Trish Mowry presenting the plaque of partnership



Metal Craft cake cutting with LTC Justin Ducote and Trish Mowry

Recently, Metal Craft took a significant step towards enhancing its workforce by partnering with the Minneapolis Recruiting Battalion. This partnership underscores Metal Craft's dedication to supporting Veterans and leveraging their valuable skill sets acquired through military service. By actively seeking veterans with expertise in logistics and automotive fields, Metal Craft aims not only to enrich its workforce but also to honor the dedication and capabilities of servicemembers.

The signing ceremony between Metal Craft and the Minneapolis Recruiting Battalion marks a pivotal moment in their shared commitment to providing career opportunities for veterans. This initiative not only benefits veterans seeking to transition into civilian roles but also enhances Metal Craft's workforce diversity and expertise. It reflects their proactive approach in fostering strong relationships with the military community while ensuring they have access to fulfilling career paths post-service.

LTC Ducote stated, "The PaYS program is a representation of advocacy for fellow soldiers' futures who willingly sacrifice much for our country's freedom. When a business partners with PaYS, they have the potential to influence over one million soldiers' lives and success by being a guiding path in their future career. In turn, PaYS partners receive quality candidates with a wonderful work ethic, transferable skills, leadership experience, and fresh perspectives."

## Metra

By: Samuel I. Armstrong

Metra recently participated in a signing ceremony with Illinois Army National Guard in Chicago, IL. The ceremony was hosted by MG Rodney Boyd, The Adjutant General, Illinois Army National Guard included James Derwinski, CEO/Executive Director, Metra and John Morris, Chief Financial Officer, Metra who served as the guest speaker.



MG Rodney Boyd provides remarks during the ceremony

Metra is the primary commuter rail system in the Chicago metropolitan area serving the city of Chicago and its surrounding suburbs. The system operates 243 stations on 11 rail lines. It is the fourth largest and busiest commuter rail system in the United States by ridership and the largest and busiest commuter rail system outside the New York City metropolitan area.

Continued...

9

## Metra - continued

James Derwinski, CEO/Executive Director, Metra emphasized the importance of bridging the gap between military and civilian workforce language.

"A lot of people go to interviews, and they look at job sites and they try to figure out, how does my missile experience equate to potentially Civilian careers," Derwinski said. "We worked with Army PaYS over the past several months, taking basically all the job descriptions from the military and then lining them up with the job descriptions for the work that we do. So hopefully the experience then starts off very positive."

Metra strives to attract and retain the best talent in the industry, rewarding its dedicated employees with competitive pay and excellent benefits. This collaboration between Metra and the Army aims to assist Soldiers with various skill sets in finding employment. Metra is actively seeking Veterans for roles such as mechanics, engineers, clerks, and inspectors. The company values leadership, discipline, and honor-qualities that Veterans inherently possess. This partnership is a win-win, as Metra invests in Soldiers, and in turn, gains a workforce characterized by dedication and integrity.



James Derwinski and MG Rodney Boyd signed the memorandum of agreement establishing partnership

Soldiers join MG Rodney Boyd and Mr. James Derwinski in a picture after the ceremony



## PAYS MARKETING TRIPS

### SEMICON West Conference - San Francisco, CA

By: Crancena Ross

Crancena Ross, PaYS Marketer, recently traveled to San Francisco, CA to attend the 2024 SEMICON West Annual Conference. The energy and excitement at SEMICON West were truly electrifying. It was welcoming to see a few Army PaYS Partners



in attendance. She visited their exhibit spaces and informed them about the updates to the Program. Some of the partners present but not limited were Mettler Toledo, Tokyo Electron, Micron, and Dell. The event was mainly about the way ahead of technology in the future. Ms. Ross observed the seminar and was privileged to witness demonstrations and small presentations with robots, machines, and various lasers to understand that technology isn't going away, it's only becoming more advance. There were a lot of networking and job opportunities for those interested in highly-skilled positions. Many were offering apprenticeship programs and interviews on the spot for opening positions.



Continued...

10

## SEMICON West Conference - San Francisco, CA - continued

SEMICON West connects the entire extended electronics design and manufacturing supply chain in one place, at one time. It's the smart way to re-connect with your contacts, customers, partners, plus drive your business forward.



SEMICON West conference

## Savannah/Fort Stewart area

By: Victor T. Fleming



Victor Fleming met with Ms. Darcy Overbey, Human Resources Partner, Reeves a Colas Company.

PaYS Marketing Analysts Victor Fleming traveled to the Savannah/ Fort Stewart area to conduct marketing activities. During the trip, he met with Darcy Overbey, HR Business Partner, Reeves a Colas Company. They discussed PaYS, building, and maintaining relationships with partners. While in the area, he also visited partner, JCB Bud McFadden, Talent Acquisition Manager, who gave a tour of the facility while they discussed updates to the program and the important role Veterans play in the workplace.

Bud McFadden, Talent Acquisition Manager, JCB and PaYS Marketer Victor Fleming.



Next, he visited SFC Paul R. Smith, Military Education Center, Fort Stewart,

where he briefed and registered Soldiers for PaYS. SFC Leonel Arriola, a Soldier soon to transition, attended the brief and registered for PaYS.



SFC Leonel Arriola and Victor Fleming, PaYS Marketer

Next, he visited the City of Savannah, PaYS partner, and met with new point of contact Kadatra Ortiz, Human Resources Recruiter. A PaYS overview and updates were provided. During the visit they talked about ideas to get more Soldiers engaged in the program from Fort Stewart Hunter Army Airfield, GA.

Victor Fleming and Kadatra Ortiz, Human Resource Recruiter, City of Savannah, GA



## A Big Thank You to these Partners Celebrating their August PaYS Anniversaries:

The Pepsi Bottling Group 15-Aug-00 LAPD 22-Aug-02 Charlotte-Mecklenburg PD 23-Aug-02 JX Enterprises, Inc. 29-Aug-02 Washington State Patrol 4-Aug-03 Rockford Police Department 4-Aug-03 City of Naples, Florida 15-Aug-03 Richmond Police Department 25-Aug-03 Scottsdale Police Department 26-Aug-05 American Systems Corporation 14-Aug-06 New Jersey Basketball LLC d/b/a Brooklyn Nets Basketball 8-Aug-07 General Motors Corporation 22-Aug-07 Kansas Dept of Social & Rehabilitation Services 22-Aug-07 Community Asphalt Corporation 22-Aug-07 Canam Steel Corporation 13-Aug-08 Oshkosh Corporation 13-Aug-08 Life Time Fitness, Inc. 17-Aug-08 City of Riverside, CA 7-Aug-09 Citrus Heights Police Department 12-Aug-09 Hawthorne Machinery Company 3-Aug-11 New Horizons Computer Learning Centers of Southern California 14-Aug-13 Performance Contractors 21-Aug-13 HOLT CAT 21-Aug-13 Tesla Motors 20-Aug-15 City of Joplin 2-Aug-16 City of Rock Spring 2-Aug-16 Penrose-St Francis Health Services 2-Aug-16 National Association of Community Health Center 8-Aug-16 Central Bank & Trust Co. 8-Aug-16 Corrections Corporation of America 19-Aug-16 Perdue Farms Inc. 19-Aug-16 Willis-Knighton Health System 29-Aug-16 Eastern Maine Healthcare 4-Aug-17 NOW Foods 11-Aug-17 City of Dublin 21-Aug-17 Mountaire Farms, Inc. 21-Aug-17 Kellerstrass Enterprise, Inc. 21-Aug-17 City of Chattanooga 28-Aug-17 Memorial Hospital d.b.a. Memorial Regional Health 28-Aug-17 NU Look Home Design 28-Aug-17 Windstream Holdings Inc. 28-Aug-17 Raven Transport Company 28-Aug-17 Superior Service Transport, Inc. 28-Aug-17 Main Street Renewal, LLC 28-Aug-17 G&P Trucking Company, Inc. 28-Aug-17 MainGate Inc. 28-Aug-17 Virgin Island Police Department 6-Aug-19 Geisinger System Services 6-Aug-19 Grande Aire Services, Inc. 6-Aug-19 MEARS Destination Services, Inc. 12-Aug-19 ANS Advanced Network Services, LLC 23-Aug-19 Nevada County 23-Aug-19 PolyOne Corporation 23-Aug-19 Fabick Cat 23-Aug-19 Thompson Gray, Inc. 23-Aug-19 Bausch Health US, LLC 23-Aug-19 Veterinary Specialists of North America 23-Aug-19 System Application & Technologies, Inc. 23-Aug-19 Home Team Pest Defense 23-Aug-19 MassMutual Commonwealth 23-Aug-19 Rocky Brands, Inc. 23-Aug-19 West Shore Home 27-Aug-19 Motorola Solutions, Inc. 27-Aug-19 Allison-Smith Company, LLC 31-Aug-20 RSW Regional Jail Authority 4-Aug-22 Pike Industries 8-Aug-22 BCH Mechanical 9-Aug-22 NPR of America, Inc. 5-Aug-22 Mooseheart 9-Aug-22 MCC, Inc. 11-Aug-22 Bi-State Development 17-Aug-22 Atlanta Police Department 28-Aug-22 Rhino Foods, Inc. 31-Aug-22 Riverside Health System 9-Aug-23 Micron Technology, Inc. 9-Aug-23 Innovative Service Technology Management Services 9-Aug-23 Tehema County 10-Aug-23 Manalapan Township 15-Aug-23 TurnPoint Services 16-Aug-23 Ames Construction 22-Aug-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***

City of Abilene - Dallas Battalion

City of Waynesville - MOARNG

Illinois State Police - Chicago Battalion

Napa County - Sacramento Battalion

Shipt - Montgomery Battalion

Onondaga County Office of the Sheriff -  
Syracuse Battalion

Berry Law PC LLO - NEARNG

Metropolitan Police Department - Baltimore  
Battalion

### ***Upcoming Ceremonies***

20 AUG

Sutton Transport - Milwaukee Battalion

27 AUG

Trihydro - Denver Battalion

3 SEP

Maine Dept of Corrections - MEARNG

5 SEP

Beacon Building Products - Baltimore Battalion

11 SEP

City of Augusta, ME - New England Battalion

12 SEP

State of Nebraska - NEARNG

13 SEP

Berry Law Firm - NEARNG

26 SEP

Durham Police Dept - NCARNG

1 OCT

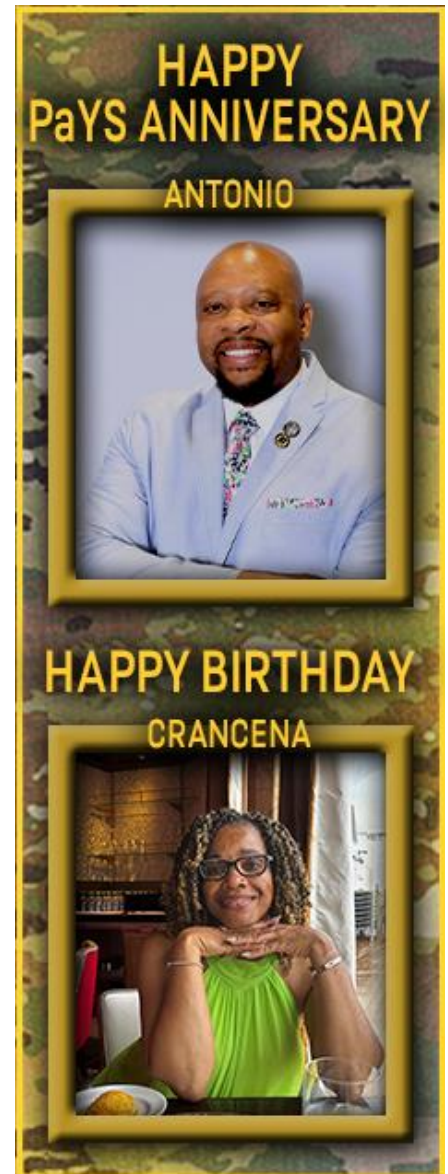
Dooson Bobcat - NDARNG

13 NOV

US Secret Service - DCARNG

14 NOV

General Electric Healthcare - Milwaukee Battalion



### ***Regional Army PaYS Marketing Analysts:***

Crancena Ross  
Northeast Region  
(410) 206-0413  
[crancena.g.ross.ctr@army.mil](mailto:crancena.g.ross.ctr@army.mil)

Victor Fleming  
Southeast Region  
(386) 588-2152  
[victor.t.fleming.ctr@army.mil](mailto:victor.t.fleming.ctr@army.mil)

Frank McNeil  
Southwest Region  
(202) 322-2995  
[frank.t.mcneil.ctr@army.mil](mailto:frank.t.mcneil.ctr@army.mil)

Lakisha Carter-Hyche  
Midwest Region  
(214) 455-6822  
[lakisha.d.carterhyche.ctr@army.mil](mailto:lakisha.d.carterhyche.ctr@army.mil)

Samuel Armstrong  
ARNG-East  
(202) 770-7200  
[samuel.armstrong21.ctr@army.mil](mailto:samuel.armstrong21.ctr@army.mil)

Travis Carter  
ARNG-West  
(228) 369-9169  
[travis.c.carter2.ctr@army.mil](mailto:travis.c.carter2.ctr@army.mil)

