

Edition VII

www.bupers.navy.mil

LINK Perspective

September-December
2004

Career Magazine for the Navy Professional



Mission First ...
Sailors Always

Inside

Personnel News 4

Enlisted Detailing 15

Officer Detailing 48

Art Credit :

(Cover) Lt. j.g. John Cabigon, front, and Chief Warrant Officer Richard Lutte, check the position of a surface contact on the bridge aboard the guided missile cruiser USS Cowpens (CG 63). Cowpens was forward deployed to Yokosuka, Japan, as part of the USS Kitty Hawk (CV 63) Carrier Strike Group (CSG). The Kitty Hawk CSG was one of seven participating in Summer Pulse 2004. Summer Pulse 2004 was the simultaneous deployment of seven aircraft strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat across the globe, in five theaters with other U.S., allied, and coalition military forces. Summer Pulse is the Navy's first deployment under its new Fleet Response Plan (FRP). U.S. Navy photo by Photographer's Mate 3rd Class Lowell Whitman (RELEASED) For more information go to: <http://www.cffc.navy.mil/summerpulse04.htm>



VADM G. L. Hoewing Chief of Naval Personnel
RADM John W. Townes III Commander, Navy Personnel Command
CAPT William F. Foster Dir. NAVPERSCOM Communications
CDR R.J.T. Lescault Public Affairs Officer
Ms. Lindsay Conner Managing Editor
JO1 Teresa J. Frith Editor

LINK-Perspective (NAVPER 15892) is the career bulletin of the Navy professional. Its mission is to provide all Navy personnel information regarding key policy changes, reassignment trends, and emerging developments within their areas of expertise to enhance their professional development. *LINK-Perspective* is approved for official dissemination of professional information of interest to the Department of Defense and to appropriate professionally related communities. This information does not necessarily reflect the official Navy position and does not supersede information in other official Navy publications. Unless otherwise noted, articles in *LINK-Perspective* may be reprinted and disseminated without permission. Please give appropriate credit.

The *LINK-Perspective* office is located in Room S301, Goetch Hall, Bldg. 768, Millington, TN.

The First Word...

COMMANDER, NAVY PERSONNEL COMMAND

Greetings from Millington, where changes are abundant. First, the Officer and Enlisted Community Managers are moving from Washington, D. C. to co-locate with the Detailers here. This move will provide more efficiency for everyone involved and will improve response time to the Fleet on detailing matters, and our FUTURE force with improved oversight of individual communities. See Captain Scull's letter on page 18 for more details on this topic, as well as many other detailing issues.

Another big business change is what we are doing in making plans for Web Content Management System (WCMS) content migration. The 19,000 web pages contained in the Persnet, StayNavy and intranet websites will have one look in the near future with new templates that will be used by all content providers. This effort is well underway and the project will be a great thing for our Sailors and civilians, and their families. For a snapshot of the new homepage, see page 14. The migration is taking place over the next several months — you may not see many changes at first, but, over time, all our web content will have a similar look and feel, and the same basic moving parts. It will ultimately cut down on your search time, and ensure we always have the most up to date information for you on our website.



Sea Warrior continues to move forward, with new functionality scheduled for introduction to the Fleet over the next few months. The first release of the Career Management System, a distribution tool similar to JASS but with increased functionality, is scheduled for an October release. The system will allow you to search for jobs and see how well you meet the skills requirements of the job. When used in conjunction with the Five Vector Model, you can determine how a particular job might affect your career development. Sea Warrior will continue to build on these features to enable you to explore many career options, provide you with a roadmap for success, and ultimately give you much greater control over your career. There is a good article on Sea Warrior on page 10.

With change comes the stand-up of new offices. The Navy's Diversity Directorate was established recently to support CNO's vision of expanding Navy's diversity initiatives. There is a direct link between diversity and mission readiness, and with our focus now on shaping the force, we must ensure we recruit and retain the best-qualified, most diverse candidates for all levels of our Navy, especially those in leadership positions. Diverse talents and capabilities of our people will only enhance our organization. See page 7 for more information on this hot topic.

And, lastly, but certainly not the least of our priorities – don't forget to exercise your right to vote in the upcoming November election. This is a privilege we have in our country, and we've learned by previous elections that every vote counts! Your Voting Assistance Officer is standing by to answer any questions you may have to facilitate this process for you.

Change is good and we're working diligently to make our Navy better. Each of you plays a very important role in the future of our service and I'm proud to serve with you.

Personnel News

Make your vote count whether you are stateside or overseas

SECNAV reminds Sailors to vote

*Special message from Secretary of the Navy
Gordon R. England*



WASHINGTON (NNS) — Every day, around the world, Sailors and Marines dedicate themselves to protecting and serving our great nation. This is part of the proud heritage of our renowned Navy/Marine Corps team. It is your daily dedication to America that ensures our liberty

and allows us to enjoy many unsurpassed privileges.

The right to vote is one such privilege - a privilege earned by American patriots, like you, who believe in the ideals of a democratic system. The very cornerstone of our democracy is the hard-won right to vote. By exercising your right to vote, you help make our nation a shining beacon of democracy and self-government to all other people in the world.

I encourage all eligible Sailors, Marines and their family members to vote. I also remind you to register early, and above all, be assured that your vote counts. Contact your command's voting assistance officer for absentee voter registration materials and any additional assistance you may need.

Thank you for your faithful service to our great nation. God bless you and your families, and God bless America.

How to complete a Federal Post Card Application

(courtesy of the Voting Information News)

Citizens voting under the *Uniformed and Overseas Citizens Absentee Voting Act (UOCAVA)* are eligible to participate in all elections for Federal offices. Many of these citizens are also eligible to vote in state and local elections. Because election laws vary from state to state, please consult the current *Voting Assistance Guide* or your Voting Assistance Officer (VAO). The *Guide* contains state-by-state procedures for UOCAVA citizens to register and/or request an absentee ballot using the Federal Post Card Application (FPCA) or SF-76). All shaded areas for your state or

territory as indicated in the *Guide* must be completed. The *Guide* is available in hardcopy format or on-line at the FVAP website, <http://www.fvap.ncr.gov>. The FPCA is the first step in the absentee voting process. An online version of the FPCA can be found at <http://www.fvap.gov/pubs/onlinefpga.html>.

The following are general item-by-item instructions for completing the FPCA. It is important to realize that state laws determine the information required on the FPCA as well as the deadline for submitting the form. As a result, accurate completion and timely submission of the FPCA are critical.

Follow the instructions below carefully when completing the FPCA. After completing the form, send it to your jurisdiction of voting residence. The *Guide* contains addresses for sending the completed form to your Local Election Official (LEO). Alternative means of transmitting election materials (faxing) are also outlined in the *Guide*.

As a general rule, the FPCA is only valid for one calendar year. You should submit a new FPCA every year to ensure that your absentee ballots will be sent to you in a timely manner. Here is an item-by-item breakdown:

Top of the form: Fill in the blanks with your state/territory, county or parish, and city/township of voting residence and the items required in accordance with the instructions for your state or territory.

Item 1 - Applicant Information: Type or print full name, sex, date of birth, social security number, and other identification (passport, ID card). Insert only one character per box.

Item 2 - I Last Voted or Place of Last Registration: Do not leave this blank. If unknown, write, "Unknown," or "N/A" if you have never registered to vote previously.

Item 3 - Voting Residence: A complete street address of where you actually lived in the state is necessary for the LEO to place you in the proper voting precinct. A post office box is not sufficient. If your address includes a Rural Route, use Item 7 (remarks) to indicate the specific location of the residence (for example, 2 miles south of the intersection of Route 9 and I-34.) This address should be different from the one provided in Item 4 and must be within the county or township where you claim legal voting residence.

Item 4 - Mail Absentee Ballot to: Enter the complete mailing address where you wish to receive your absentee ballot. This address should be different from the address you provided in Item 3. If you will have a new mailing address by the time election materials are sent to you, please be sure to indicate this address here.

Item 5 - Your Fax Number: Provide a complete fax number where the LEO may reach you. Some states and territories allow you to request, receive, and/or return your ballot by fax. Refer to your state pages in the *Guide* for more details on electronic transmission.

(continued on next page)

Item 6 - Political Party Affiliation: In many states and territories, you must specify your party affiliation for voting in primary elections. Please refer to the *Guide* for specific information regarding your state's primary elections.

Item 7 - Remarks: Provide information that may assist LEOs in determining your eligibility to vote. For example, a maiden name (or other name used), an e-mail address, or a phone number of a relative in your home county. If you are requesting your state's special write-in ballot, apply the gummed label provided in Chapter 3 of the *Guide*.

Item 8 - Affirmation by applicant: Place an "X" in only one block. You must sign at 8(i) and put a date in 8(j).

Item 9 - Oath: Not all states and territories require a witness. See page 4 or check the *Guide*.

Absentee voting materials may be obtained through your VAO, Embassy, or Consulate. Many US citizens' organizations and corporations overseas maintain a stock of absentee voting materials as well. An on-line (PDF) version of the FPCA is also available for many states at www.fvap.ncr.gov, and needs to be printed, completed, and sealed in an envelope affixed with proper postage. You may also contact the FVAP directly to request voting materials.

10 Things to help ensure your absentee vote is counted

1. Start by contacting your Unit/Embassy/Organization Voting Assistance Officer for help in absentee registration and voting.
2. Visit the Federal Voting Assistance Program's website at www.fvap.gov for information on the absentee registration and voting process.
3. Ensure that you have applied for your absentee ballot using the hard copy or on-line versions of the FPCA.
4. Make sure your local election official has your current mailing address.
5. Sign and date all election materials.
6. Fulfill your state's witness/notary requirements (if required).
7. Ensure that your ballot or FPCA is postmarked.
8. Register to vote and request your ballot in a timely manner – not later than September.
9. Vote – mail your ballot not later than October 15, 2004.
10. Use the Federal Write-In Absentee Ballot if you are overseas and your state absentee ballot does not arrive in time to be mailed back by the state's deadline.

Not too late to vote either absentee or in-person

By JO1 Teresa J. Frith,
Navy Personnel Command Communications

Voting is one of our most important privileges and should be taken very seriously by all Americans. With the November 2 general election almost upon us, the Navy has made voting a high priority and encourages all Sailors to register and vote.

Secretary of the Navy Gordon R. England said in a recent message to the Fleet, "I encourage all eligible Sailors, Marines and their family members to vote." He added that Sailors should "register early" and "be assured that your vote counts."

September 3-6 was Armed Forces Voter Week and was the last big push to get all Sailors registered to vote in their home states

and/or to order an absentee voter ballot using the Federal Post Card Application (FPCA). It is recommended that voters send this form in at least 45 days prior to an election, but the earlier you mail it in the better, so that the ballot gets to you quickly, and you can mail it back in time to be counted.

You can find an online version of the FPCA at <http://www.fvap.gov/pubs/onlinefPCA.html>. The form must be filled out according to the rules and regulations of your state home of record. Some states allow you to fax in the form to expedite the ordering of your absentee ballot, but you still must mail in the hard copy so that they will have a copy of your signature on file. The above website also offers a link to the rules and regulations unique to each state or U.S. territory.

Under the Uniformed and Overseas Citizens Absentee Voting Act, any Sailor or their family member can vote absentee through their home state of record, even if you are not stationed there. While it is not necessary to live in the state that you are voting in, you must be a resident of that state.

While a military member can choose to vote absentee in their current state of residency, they can also decide to register to vote in whatever state they are stationed in. However, the decision you make on where to register to vote does affect your permanent state of residency.

"Sailors can by virtue of their PCS orders choose to vote in whatever state they are stationed in," explained LCDR Mark Lofton, Navy Voting Assistance Program Officer, Navy Personnel Command, Millington, Tenn. "But be careful, as once you choose to vote in a state, that makes it your new home of residence. For example, if your home of residence was previously in California and you are now stationed in Tennessee, you could choose to register and vote in Tennessee, but you would lose your residency in California if you did so."

Overseas voters can also use the Federal Write-in Absentee Ballot (SF 186) if they don't receive their FVAP in time. In some circumstances, it can also serve as a last minute back up for a state absentee ballot. Check your state's rules and regulations for more information or talk to your Voting Assistance Officer (VAO).

Military voters can find a wealth of information and forms at the DoD voting website located at <http://www.fvap.gov>, as well as the Navy voting website at <http://www.bupers.navy.mil/nvap/>. For additional questions, contact your local VAO or LCDR Lofton at (901) 874-4606 or DSN 882-4606.



Sailors to be able to access their records through new web-based EMPRS

By JO1 Teresa J. Frith,

Navy Personnel Command Communications

Last year, Sailors traded in the old microfiche readers and can now order their Official Military Personnel File (OMPF) on CD-Rom. Soon, they will be able to add another method -- viewing their records online through BUPERS Online.

The Electronic Military Personnel Records System (EMPRS) is undergoing a major technology upgrade to correct deficiencies, make it more stable and up-to-date, and provide a Web-enabled Record Review (WERR) that will allow Sailors to see their records through a secure website using their existing BUPERS Online accounts.

"We are upgrading everything in the system from servers to operating systems to the Record Management application," said Ann Stewart, EMPRS Program Manager. "The upgrade will benefit all Navy personnel. Sailors will be able to confirm what is in their record at any time. This will enhance career management for both the Sailors and their detailers because personnel service records will be accessible to decision support groups for advancements, assignments and other personnel record management functions."

How will this work? First, Sailors will login to their existing BUPERS Online account at www.bupers.navy.mil. Next, they will

click on the link for viewing their records. In order to sign on to this link, a Sailor needs either a CAC-card reader on an NMCI computer or a Public Key Infrastructure (PKI) soft certificate on a disk. For more information on PKI soft certificates, contact your command Local Registry Authority. Then, they will login using one of these systems in order to view their records 24-hours-a-day. If desired, Sailors will still be able to order their own personal copies of their record on CD-Rom.

Testing for the new system will begin in August 2004, and Sailors should have access by January 2005. The EMPRS upgrade is the key factor that will allow Sailors to submit information via the Internet to a selection board.

The upgrades will also help facilitate the EMPRS integration with the Navy Marine Corps Intranet (NMCI), the Navy Standard Integrated Personnel System (NSIPS) and position it to integrate with the Defense Integrated Human Resources System (DIMHRS), when it is fielded.

"The web-based system will allow the detailer and the Sailor to view the record together, even if they are an ocean apart," said Stewart. "This should reduce the stress they (Sailors) feel when they wonder whether or not their record contains a critical fitness report or evaluation. The new technology will make it much easier to link critical personnel information together."

NSIPS provides Sailors round-the-clock records access to pay, personnel data

By Lt. j.g. Mike Morley,

Navy Personnel Command Communications

The Navy Standard Integrated Personnel System (NSIPS) is now the single repository for personnel and pay data for all active-duty and Reserve Sailors in the Navy.

Currently being deployed in a Web enabled version, NSIPS offers Sailors around-the-clock access to their personnel information once fully deployed.

In testing for more than five years, NSIPS has been widely used by thousands of Navy Reservists to update key personnel information, and by four Personnel Support Detachment (PSD) sites to update pay and personnel information for customers.

"We're the first active-duty site to cut over to NSIPS, and I find it very user friendly," said Personnelman 1st Class (SW) Nilbert Ng, receipts supervisor at PSD [Personnel Support Detachment] Point Loma, Calif. "At PSD, we use NSIPS on a daily basis to record gains and losses, leave reporting and page two maintenance. Right now, it's working perfectly for us."

The system allows access for shore-based Sailors using an NMCI computer, or any Web-enabled personal computer with a DoD public-key infrastructure (PKI) certificate. For ships that don't maintain a secure Internet connection, NSIPS provides the ability to send and receive work items, updates and records to and from the main server. NSIPS ensures Sailors' privacy by using the latest in Secure Socket Layer (SSL) encryption technology.

NSIPS also offers promising future capabilities. In the first quarter of fiscal year '05, Sailors can use NSIPS self-service functions to verify their personal information in their Electronic

Service Record (ESR). Sailors will be able to update their own record for functions, such as mailing address, phone, emergency contact information, race and religion.

"Soon, Sailors will be able to view large parts of their service records using NSIPS," said Art Tate, NSIPS implementation manager at NSIPS Program Office located at the Space and Naval Warfare Systems Command Information Technology Center in New Orleans, La. "They can see what's missing or in error, and if it's outside what they can fix themselves, can visit their personnel office to get it corrected."

NSIPS brings tangible benefits to the Navy, replacing four legacy pay and personnel input systems. Also, as NSIPS is a Web-based system, local personnel sites no longer have to maintain hardware or software for legacy systems. Application updates are completed on one Web server, eliminating the need to send software updates to the individual personnel processing locations around the world. All PSDs and customer service desks are scheduled to be fully functional on NSIPS by the end of 2004.

"We had very few bugs to work out when we cut over," Ng added. "All of them were fixed quickly, so later users should find NSIPS even easier to work with."

Sailors can sign up for self-service access and view their information online in minutes. To request access to NSIPS for the first time, visit <https://nsips.nmci.navy.mil> and complete a System Access Authorization Request (SARR), then click on Existing Users (Self Service).

Diversity a hot topic throughout the Fleet

Navy Strives to Improve Diversity Through Corporate Partnerships

By JO1 Teresa J. Frith, Navy Personnel Command Communications

In an effort to recruit and advance men and women who are a reflection of America's diverse society, the Navy has teamed up with corporations in a new outreach program.

One of the Navy's plans to reach students of diverse backgrounds is through corporate sponsorships with prominent organizations that assist in presenting the Navy as a career option. Some examples of these minority organizations include the Mexican American Engineers and Scientists, the Society of Hispanic Professional Engineers, the National Society of Black Engineers and the National Association for Equal Opportunity in Higher Education.

"These groups offer us a way to speak to the students on what the Navy has to offer and help to put the Navy in the same light as corporate job options," said Capt. Mary McAdams, diversity advisor to Commander, Navy Recruiting Command.

The partnerships formed between these professional groups and the Navy aid both organizations by bringing candidates with diverse backgrounds to the Navy, while offering candidates benefits and services, such as scholarships and mentoring. The organizations offer their endorsement to the Navy, as well as provide access to the students' resumes and provide the Navy preferred booth locations at their career fairs.

"Over the next five years, we want to continue to improve the Navy's diversity numbers," said McAdams. "In order to make an impact, we have to begin talking with young people in their freshman year of high school and continue working with them through college. Part of the problem is getting the word out on the programs that are available to help minority students grow as leaders and pay for their education."

Through these partnerships and other programs, the Navy seeks new ways to invest in the strength of America's diversity and make the Navy a place where every Sailor and civilian can

prosper and contribute to mission readiness, no matter who they are or what type of background they come from.

Navy Diversity Directorate Formed

By Senior Chief Journalist (SW) Katie Suich, Navy Personnel Command Communications

The Navy has formed a Directorate dedicated to supporting the Chief of Naval Operations' vision of expanding the Navy's diversity initiatives.

In order to focus on the strategic diversity mission, the Directorate will be divided into four working groups: accessions, training and development, organizational alignment and communications.

The Navy has long been recognized as a model of diversity for America, working to align ethnic and gender representation in its ranks to reflect the country's diversity. To that end there have been many successes, including the inclusion of African-American Sailors in the 1940s, active recruitment of Filipino Sailors in 1947 and the integration of women at sea in the 1980s. Yet recent reviews of the progress of diversity have highlighted areas still needing improvement.

"What is compelling is that we have an officer force that is less diverse than the enlisted force," said Capt. Syd Abernethy, special assistant for Minority Affairs in Washington, D.C. "Of the officer force, the ratio is 80 percent non-minority. In the enlisted force, that ratio is 60 percent non-minority, but the senior enlisted (E-8 and E-9) are less reflective," he added.

Seeing a direct relationship between diversity and mission readiness, Chief of Naval Operations Adm. Vern Clark added new focus on diversity in his Guidance for 2004. Clark expanded the traditional focus of diversity beyond race and gender, and folded in a Sailor's creativity, culture, ethnicity, religion, skills and talents.

Vice Adm. Gerald Hoewing, Chief of Naval Personnel, said in a recent article published in Diversity, Inc., "We are America, and when you bring the passions and talents and capabilities together and focus them on our military missions, it gives us an advantage that is

substantially greater than what our adversaries can hope to bring."

With retention and recruitment at the highest levels ever recorded, the Navy can now afford to focus on shaping the force, ensuring the best qualified, most diverse candidates are challenged to seek leadership roles in the senior enlisted and officer ranks of the future.

The Accessions group is looking toward recruiting larger numbers of highly-qualified minority officer candidates, and minority and female enlisted candidates. These Sailors will qualify for the most challenging technical fields in the Navy. The group is also looking at commissioning programs that encourage qualified minority enlisted Sailors to apply for commissions.

"Over the next 50 years, we expect a huge growth in the Hispanic population, and we want to cull the best," Abernethy added. "That means we need to sow the seeds early, reaching kids in middle school and high school, and give them a reason to take and excel in advanced math and science courses."

The Training and Development Group strives to embed the Navy's diversity vision into all Sailor and civilian leadership training and management tools. It seeks to create a culture that values diversity through the continuous education and training of Sailors and civilians, promoting individual success through opportunities and access to develop their knowledge, skills and abilities to their fullest potential.

This group will continuously track, monitor and assess promotion, advancement, program selections, and retention rates of all Sailors and civilians, and use results as indicators for success.

"The way to change the culture is in embedded, formalized discipline, mentoring programs and formalized education, and learning programs embedded in our school houses. Not to highlight but to continue to be able to expose our Sailors and civilians to the power of a diverse Navy throughout their career," said Hoewing in the Diversity, Inc., article.

Organizational Alignment will develop and maintain an organizational structure that ensures diversity initiatives and

(continued on next page)

programs are integrated and aligned within the Navy.

Finally, the Communications Group will inform and educate all Sailors, active and reserve, their families, retirees and DON civilians about the current diversity initiatives, programs and opportunities.

They will inform the general public, potential recruits, media, and legislative and affiliated groups about new diversity programs as they arise.

“Diversity is not just another word for equal opportunity, though that is clearly still a priority for us,” Hoewing said.

“Today, it needs to be about much more. It needs to be about the incredible power of the new and different ideas that come naturally from the attributes our people bring with them from society.”

Fleet Response Plan taking shape, Summer Pulse '04 was first test

Carrier Strike Groups Test New Fleet Response Plan

By Scott Schonauer

ABOARD THE *USS ENTERPRISE* — American and allied naval forces in the eastern Atlantic Ocean have wrapped up a six-day exercise designed to practice maritime teamwork and test the ability to rapidly deploy.

The U.S. Navy ordered seven carrier strike groups out to sea in June as part of its new Fleet Response Plan, a strategy aimed at making a large number of ships available on a moment's notice.

The *USS Enterprise* and *USS Harry S. Truman* carriers and accompanying ships and submarines cruised to the eastern Atlantic off the coast of Morocco to join ships from nine other nations as part of NATO-led Medshark/Majestic Eagle '04. The multinational drill was the final portion of Summer Pulse '04, a first-of-its-kind exercise involving the deployment of more than three-quarters of the U.S. Navy's 12 carriers.

The Navy's new plan is a major change in the way the fleet deploys to far-flung hot spots. Traditionally, the Navy sent carriers to sea for six months, followed by up to two years in port.

“It's a little bit more of a responsibility for us,” said Master Chief Petty Officer Tim Gotkiewicz, command master chief for Carrier Air Wing 1, which deployed aboard the *Enterprise*. “The bottom line is that in today's world, we can't just work the way we used to. We realize that.”

Deploying ships much faster than in the past, something the Navy calls “surging” is supposed to help mold the fleet into a maritime force that can better fight terrorism and respond to future conflicts. The U.S. Navy and allied forces completed the exercise north of the Spanish Canary Islands on Friday. The training event included 20,000 military personnel on 30 ships and submarines.

Eight U.S. surface ships, including the Sixth Fleet's command ship *USS LaSalle*, participated in addition to two U.S. subma-



USS John F Kennedy (CV 67) and the USS Vicksburg (CG 69) crew members take part in a small boat attack drill in the Arabian Gulf. The Kennedy Carrier Strike Group (CSG) and embarked Carrier Air Wing Seventeen (CVW-17) took part in missions supporting Operation Iraqi Freedom during her deployment supporting the Navy's new Fleet Response Plan (FRP) Summer Pulse 2004. Summer Pulse 2004 is the simultaneous deployment of seven carrier strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat across the globe, in five theaters with other U.S., allied, and coalition military forces. Summer Pulse is the Navy's first deployment under its new Fleet Response Plan (FRP). U.S. Navy photo by Photographers Mate 3rd Class Joshua Karsten.

ines and two maritime patrol P-3 Orion aircraft. Seven U.S. Air Force tanker aircraft provided fuel for planes.

Part of the training included aircraft dropping inert and live smart bombs on Morocco's Cap Draa training range near Tan-Tan in the southwest region of the country. Dropping live ordnance is a rare opportunity for pilots.

“It's pretty realistic, I think,” Gotkiewicz said. “We have some people playing enemy forces and we play the good guys. They try to keep everything as realistic as possible. We don't know what the enemy forces are doing. They'll try and run on us and they'll try and penetrate our space and all of that.”

At the conclusion of the exercise, commanders planned to put together a list of what went right and what wrong. Sailors found out earlier that there are logistical challenges that go along with deploying so fast. For example, some departments reported that they needed more supplies.

Command Master Chief Petty Officer Robin Spelman, the *Enterprise's* command master chief, said the Navy is in the “baby phase” of the Fleet Response plan and is learning through this summer's exercise how to improve it. “People spent a long time planning this out, working up to the point we're

(continued on next page)

at right now,” he said. “So, we want to make sure this really works and find out what the lessons learned are.

“Once we’ve done it, we’ve learned what the lessons learned are, then we go back and refine it.”

Navy Demonstrates FRP During Summer Pulse '04

By Journalist 1st Class (SW) Hendrick L. Dickson, Navy News Service

WASHINGTON (NNS) — In June, the Navy began Summer Pulse '04, the first exercise of its new operational construct, the Fleet Response Plan (FRP). During a roundtable discussion at the Pentagon July 8, Assistant Deputy Chief of Naval Operations for Plans and Policy, Rear Adm. John Stufflebeem talked about FRP and the significance of Summer Pulse '04.

Under the Fleet Response Plan, the Navy will maintain a “six-plus-two” posture, the ability to simultaneously deploy six Carrier Strike Groups (CSGs) in less than 30 days to support contingency operations around the world, and have two more CSGs ready to support or relieve elements of the initial responding forces within three months. Summer Pulse '04 is the Navy's first look at a large scale surge such as this.

“[For Summer Pulse '04], we had seven carrier strike groups (CSGs) that were notified within 30 days at various levels of readiness and training,” said Stufflebeem. “They are now deployed in all the AORs [areas of responsibility] - NORTHCOM [U.S. Northern Command], SOUTHCOM [U.S. Southern Command], CENTCOM [U.S. Central Command] PACOM [U.S. Pacific Command] and EUCOM [U.S. European Command] - and they all did it simultaneously. The point is to demonstrate to ourselves

and our allies a scalable, global force projection capability.” According to Stufflebeem, the success of Summer Pulse is not only measured by the CSGs' ability to deploy on short notice, but more importantly, the Navy's ability to maintain a six-plus-two capability after the ships have returned in August.”

The most important metric...of the Fleet Response Plan and the flexible deployment that came from Summer Pulse '04 is how quickly do we reset and maintain our six-plus-two posture,” said Stufflebeem. “We want to have that capability 24/7 by 365 (days) to answer the president's call.”

Stufflebeem also expressed that even with the FRP concept, the Navy intends to maintain the same standard of stability for its Sailors and their families.

Within the Fleet Response Plan, there are windows that ships and air wings will transit through on their way from a maintenance period all the way through an intended or expected deployment timeframe,” said Stufflebeem. “And graduated within the Fleet Response Plan are those windows where crews could expect and families might anticipate that in an emergency they would go, but short of an emergency, they would have the same stability that they have been used to in years past.”

The final measurement the Navy is taking a close look at during Summer Pulse '04 is logistics and shore infrastructure. Stufflebeem hopes the exercise will show this type of surge is feasible within the allotted budget.

In recent years, the attention of Naval forces have been predominately in the CENTCOM AOR supporting Operations Iraqi and Enduring Freedom in Iraq and Afghanistan, respectively. However, with major operations in the area tailoring off, the Navy is once again turning its sights globally. Stufflebeem

(continued on next page)



USS Enterprise (CVN 65), left, and USS Harry S. Truman (CVN 75), right, steam through the waters of the Atlantic Ocean in formation with other US Navy ships and multi-national warships as part of Majestic Eagle 2004. Enterprise and Truman were part of the seven carriers involved in Summer Pulse 2004, the simultaneous deployment of seven carrier strike groups (CSGs), demonstrating the ability of the Navy to provide credible combat across the globe, in five theaters with other U.S., allied, and coalition military forces. Summer Pulse was the Navy's first deployment under its new Fleet Response Plan (FRP). U.S. Navy photo by Photographer's Mate Airman Joshua E. Helgeson.

knows exercises like Summer Pulse '04 are crucial to ensure the Navy is prepared to take the fight to the enemy no matter where they are.

"As we get back into a routine of the global war on terrorism, there are other hot spots around the globe that we are going to be told to pay attention to," he explained. "So we are always going to want to train like we fight, and fight like we train. So when we exercise we will want to do that jointly with allies in the environment we would expect to fight in for as much as we can."

NKO Transitions, Updates to Phase II

By Journalist 2nd Class Kimberly Rodgers, Navy News Service

WASHINGTON (NNS) — The Navy's centralized portal for information, Navy Knowledge Online (NKO), is currently transitioning to its second phase. Along with adding new features to the existing communication and professional development tools, the update will restore the NKO library, leaving only valid files for Sailors and administrators to make use of.

Chief of Naval Reserve Vice Adm. John Cotton said NKO is the central location for exchanging the best ideas and practices, which can perpetuate positive changes in the Navy.

"This is the first place to go for Navy resources. We want Sailors to contribute; we want them to take ownership of their own Navy. We want them to have the ability to make suggestions to help improve the Navy," said Cotton.

"The active component and the Reserve component have had different Web pages. We're putting them in a central repository, so it's one Web site you can visit to find out anything about the Navy."

With more than 300,000 registered users, and instant access to the knowledge and experience of their peers across the globe, NKO has quickly become the Navy's premiere tool to accelerate learning and growth, as it becomes more of a learning organization.

Through virtual communities, Sailors are able to prepare for advancement, obtain a wealth of career information, network and utilize an array of helpful options using NKO.

"Connecting people to people and knowledge to knowledge creates a learning environment," Cotton said. "People begin to trust their counterparts no matter if they are active or Reserve. We are all Sailors serving in one Navy, learning from each other."

As NKO moves to its Phase II cutover in September, Sailors will have increased access to the already innovative NKO. The NKO Library will be migrating valid file content from Personal and Teams areas through Aug. 31. Personal and Teams file content that is no longer valid or relevant will be deleted from NKO Phase II.

"Going to Navy Knowledge Online is so important for the future," Cotton said. "For the first time, we're gathering all of these resources together – a place for Sailors 'to go.' Communicating the imperative for change and making our leadership committed to educating our Sailors and letting them know these resources are available to them...we want their input, we want them to have the ability to make suggestions. Through NKO, this is how we can bring our knowledge together, which can be better than any single idea."

Sea Warrior Introduces RIDE to the Fleet

By Lt. Amanda Raymond, Task Force Warrior Public Affairs

NORFOLK, Va. (NNS) — Sea Warrior is introducing a new pilot program to aid Sailors who fall under Perform to Serve (PTS) in choosing a new career path.

The program is called Fleet RIDE, or Rating IDentification Engine, and is a Web-based program that electronically pairs a Sailor's career interests and qualifications with the needs and requirements of the Navy.

Created by a team of specialists partnered with Fleet Forces Command, Fleet RIDE identifies the best potential career paths for Sailors based on their backgrounds, qualifications and interests, saving hours they would normally spend searching the Navy's extensive list of career choices.

"Finding the best career path for a Sailor that changes ratings used to be a very manually-intensive process," said Master Chief Navy Counselor Michael Breh, fleet career counselor at Fleet Forces Com-

mand. "Fleet RIDE is a Web-enabled conversion program that is a terrific time saving tool for both career counselors and Sailors."

Fleet RIDE makes it easier for those Sailors in Perform to Serve (PTS), a process that empowers Sailors in overmanned ratings at re-enlistment to convert to undermanned ratings, increasing their chances for professional development and advancement.

"PTS allows the Navy to improve the health and management of a rating," said Breh. "Fleet RIDE makes it easier to match a Sailor's qualifications and desires to Navy requirements."

Sailors in ratings that have low promotion rates get assistance searching for a new career while the program acts as a force-shaping tool to help the Navy fill critically undermanned ratings. With input from the Sailor, Fleet RIDE pairs qualifications and career desires with undermanned rating options. The Sailor can then make a more educated choice about which path to pursue.

This partnership between PTS and Fleet RIDE also reflects a dramatic reduction in the number of errors in PTS application packages to near to zero, said Breh. These errors range from mistakes made by the career counselor filling out the applications to Sailors misunderstanding what information they need to provide. Fleet RIDE can save the Sailor unneeded heartache during the conversion process and precious time for career counselors to spend more time counseling Sailors rather than manually researching Navy Directives or completing complex conversion application packages.

Counselors can now spend more time discussing career path strengths and weaknesses, as eligibility screening for all ratings is accomplished within seconds when using Fleet RIDE. The Sailor is better informed and is provided a roadmap to achieve career goals while reducing overall counseling preparation and session time in half.

Early pilot testing for Fleet RIDE began in August 2003 on platforms including USS Belleau Wood (LHA 3), USS Valley Forge (CG 50), USS Nimitz (CVN 68) and the air wing, as well as the 20th Seabee Readiness Group in Gulfport, Miss., and numerous overseas commands to be distributed throughout the fleet by

October 2004.

At the submarine school in Groton, Conn., the program has proven to be a huge success when reclassifying students who are found unable to continue in their current career path, said Breh. Fleet RIDE reduced the time of reclassification and assignment from six months to one month.

Commands need only a Web browser and the Web address to access Fleet RIDE. Sailors will be able to use this tool by visiting their command career counselors. Fleet RIDE is expected to be available to all Sailors by October.

New program allows separating Sailors to join Army

By Chief of Naval Personnel PAO

WASHINGTON (NNS) — Navy personnel officials are working side by side with their counterparts in the Army on a program designed to facilitate the transfer of qualified naval officers and Sailors to active duty in the Army.

The new program, called Operation Blue to Green, could offer financial bonuses and will include four weeks of extra training for those with skill sets most needed by the Army.

“Lots of details still need to be worked out,” said Cmdr. Carl Murphy, the Navy’s Blue to Green coordinator. “We see this as a very good option for someone separating from the Navy but still interested in continuing to serve the country on active duty.”

The Navy has already provided Army personnel officials the names and work addresses of some 8,000 Sailors with plans to separate over the next year. Information flow, stressed Murphy, will be key to the program’s success.

“We think Operation Blue to Green shows great promise, and we are working hard to support it,” he said. “That means making sure both the Army and our separating Sailors have enough information about each other to make good decisions. As with any major career move, the individual is in the driver’s seat.”

The Army is especially interested in Sailors with skills that translate easily to Army jobs, including cryptology, fire control, air traffic control and mechanics. A complete list of Navy ratings and Navy Enlisted Classification codes that are of interest to the Army is available on the Operation Blue to Green Web site at: www.goarmy.com/btg/index.htm#benefits.

Under current policy, an enlisted Sailor interested in applying for the program must first be discharged from the Navy before reentering active service in the Army. Officers will be able to transition without broken service under existing rules for inter-service transfer.

Applicants in pay grades E-1 through E-4 will retain the same rank, as will officers. Second class petty officers will have their pay grade eligibility determined by the Army’s Human Resources Command.

Other requirements of the program include: Must be physically fit, must meet Army height and weight standards, eight-year service obligation still applies, minimum term of service is three years and must have approved DD Form 368.

Air Force, Marine Corps and Coast Guard personnel are also being encouraged to apply.

Career Planning on Navy Knowledge Online *By Journalist 1st Class Jd Walter, Naval Personnel Development Command Public Affairs*

NORFOLK, Va. (NNS) — Navy Knowledge Online (NKO) now features access to 5 Vector Model (5VM) representations for enlisted ratings.

These models, while not tailored to any particular Sailor, are accessible by all registered NKO users and serve as a resource for career path selection and planning. Initially designed to provide Learning Center 5VM Managers access, the models are an excellent resource for undesignated Sailors looking for their best-fit career path.

“This is really a great starting point for any of our junior Sailors looking for a rating, or for those looking to make a lateral transfer into another rating,” said Naval Personnel Development Command Claimancy Career Counselor Master Chief Navy Counselor(SW/AW) Paul Pierce. “Career counselors of all stripes, full-time and collateral duty, including leaders and mentors, may also find these templates useful as they guide, help and develop Sailors with their careers.”

The Professional Development, Personal Development and Leadership vectors each display the SkillObjects and associated tasks required of an individual in the chosen rating. Each task, when opened, features links (View Details) to the associated learning event, as well as listings of related skill sets, abilities, unique knowledge, resources and tools. The certifications and qualifications vector will not display any information, because it reflects unit level training and qualifications.

“With the depth of information provided by the models, Sailors can really get a better sense of what kind of work they might be doing if they choose a particular career path,” said Pierce. “And again, this is a good tool for division officers and department heads who are developing their Sailors, because it allows them to see with additional clarity what knowledge, skills and abilities Sailors are expected to possess as they develop professionally. It’s not a perfect tool yet, but it is definitely a new and useful part of the tool bag we can all use to make the Navy better.”

To access the models from your NKO homepage (www.nko.navy.mil), click the Programs link at the bottom of the left-hand menu. Then click the Sea Power 21 and Sea Warrior links to see the 5VM Manager Views.

Not sure how to help a shipmate? Refer them to our Customer Service Center at 1-866-U-ASK-NPC or www.staynavy.navy.mil

Opportunities await Sailors at various duty stations

Naval Brig/CCU Pensacola needs female correctional specialists

Are you a hard charging mature female leader looking for a challenging and rewarding three-year shore billet in sunny beautiful Florida? If so, Naval Brig/CCU Pensacola is the place for you. Naval Brig/CCU Pensacola is made up of a team of military and civilian professionals, whose integrated experience and training culminates into a group of well-trained efficient leaders. If making a positive impact on the professional development of a young sailor, airman, soldier or coastguardsman and preparing them to return to their jobs appeals to you, an assignment as a Correctional Specialist may be the billet for you.

The Cradle of Naval Aviation, Pensacola offers a wide array of amenities unlike any other major Naval Station, home to the Blue Angels, Naval Aviation Museum, and many historic sites, and winner of the Commander-In-Chief's 2003 Best Installation Award. Recently, the base was awarded the Navy's USS Bainbridge Award for most outstanding community service program.

On base, many recreational facilities and activities await, as well as several different colleges for off duty educational opportunities. The local area is home to beautiful beaches and many recreational spots.

If you meet the following qualifications: Pay grade E-4 and above, completed at least 24 months active duty following completion of recruit training, demonstrate leadership qualities and aptitude for working with people, no record of conviction by court-martial or nonjudicial punishment during the past 36 months, no evaluation mark below 3.0 for the past 36 months and want to be a part of a professional team, then read SECNAVINST 1640.9B section 3102 for the complete selection criteria for Correctional Specialist. To learn more about, or to volunteer to become a Correctional Specialist, contact your detailee.

Overseas duty offers many opportunities

Have you considered visiting Rome, or driving through the Alps? Would you like to taste fresh stuffed olives just bought at the Gypsy Market? How about discovering what a Panini is? Have you ever been to see the Crown Jewels or drunk a pint with the Beefeaters?

These are some of the many opportunities available by choosing a tour within Europe in places such as Iceland, Spain, Italy or Sigonella.

Exotic places are closer than you think when you are stationed within the European theatre. Once you are there, it can be easily accessible through inexpensive flights, trains and cars. This is just a sample of some of the benefits you and your family can enjoy stationed in Europe.

If you decide to accept a billet overseas, get ready to be challenged and learn your rate. The shops within a Public Works are in charge of maintaining the infrastructure of these bases, which provide support for thousands of military and family members. Most UTs and CEs learn first hand the skills necessary to be successful tradesman in civilian life while having the opportunity to gain knowledge, skills and abilities through a college education.

Take advantage of some of the opportunities that you set out for when you decided to serve your country in the military. This

may be a once in a lifetime opportunity. Assignment Incentive Pay (AIP) is also available for certain areas overseas that are considered hard-to-fill shore duty billets. Ask your chain of command and Command Career Counselor about AIP.

Have fun on your adventures!

*PERS-401CD1
CE/UT E6 and below Detailee*

Afloat Training Groups (ATG) offer challenging duty

If you are searching for a "cushy," laid back billet where you can "chill" and tell sea stories about the war, don't read any further — we can't use you. However, if you are a professional Sailor, committed to excellence and willing to give back to the Fleet, then read carefully.

Looking for a challenging shore duty tour that directly impacts Fleet readiness and Sailor proficiency and want to make an impact Fleet-wide? Looking to achieve Master and Afloat Training Specialist? Trying to complete your educational goals? Then Afloat Training Groups (ATG), Atlantic and Pacific should be your billets of choice.

Since the implementation of the Fleet Response Plan, the way our ships and Sailors are trained has dramatically changed. The new focus is centered on providing our Sailors the knowledge and training tools they need to sustain warfighting proficiency throughout the readiness continuum. The ATG mission is simple: train ships to go in harm's way, complete the mission, and return with all hands.

The challenges in accomplishing this mission are exciting, intense, and require the best Fleet trainers to accomplish the task. The experiences of sea duty forms the perfect crucible for developing the technical to tactical expertise demanded of a fleet trainer in today's dynamic readiness environment. What does this mean to you? Simply put, it means the Afloat Training Commands need your talent, your passion, and your commitment to help ensure our ships and Sailors are as ready as possible—all of the time.

What can we offer you? The rewards of seeing ships grow and sustain readiness, sea pay for your time underway and credit for the sea time while at ATG by either extending at ATG for the number of months equivalent to your sea duty accrued while at ATG or reduction of the same amount of days off your next sea tour. In addition, ATG advancement rates are very competitive, usually meeting or exceeding Fleet average. Opportunity also exists for you to earn or come close to earning a college degree through several colleges who work closely with the military. For those who have an interest in working in the high OPTEMPO environment of FDNF, you can also earn additional money through Assignment Incentive Pay (AIP) if you are assigned to ATGWESTPAC in Yokosuka, Japan or the detachment in Sasebo, Japan.

The ATGs have billets for all Surface rates, first class petty officer through master chief petty officer and, in some cases, hand picked, highly-recommended second class petty officers

(continued on next page)

(continued from previous page)

may be eligible. Training is readiness-be a part of keeping our Navy great! If you are interested in ATGLANT, check out the ATG Atlantic web site at: <https://www.atgl.spear.navy.mil>. If you have any questions, click on the "Ask the Master Chief" button. For those interested in ATGPAC, check out the ATGPAC web site at: www.atgpac.navy.mil. If you have additional questions, select the Command Career Counselor button. See [MILPERMAN Article 1306-959](#) for additional requirements.

HM-14 looking for top performers

HM-14 is looking for the top performers in the Reserve community to be part of one of the largest and most unique squadrons in the Navy. The experienced gained at HM-14 prepares Sailors for success.

Professionals with high standards and solid performance records can expect underway and classroom training, culminating in significant qualifications such as Enlisted Air Warfare, Aircrewman, Coxswain, among others, which will increase competitiveness at selection boards and broaden opportunities for post-Navy employment.

The "Vanguards" fly the MH-53E Sea Dragon. It is one of two squadrons Navy-wide that have integrated an Active Duty Airborne Mine Countermeasures squadron with its Reserve counterpart, with approximately 705 Active Duty and FTS personnel and 85 Selected Reserve personnel. The "Vanguard" of HM-14 is capable of rapidly deploying to and operating from any part of the world within 72 hours via Air Force C-5s.

HM-14 is based at NAS Norfolk, Va. This Mine Countermeasures Squadron was one of the first deployed during Operation Enduring Freedom.

We are looking for skilled technicians who want to have fun while enjoying excellent advancement opportunities and the camaraderie of the best team in the Navy. If you're up to the challenge give us a call. For details contact our Reserve Component LCPO, AMC(AW) Bolin, at bolinjw@hm14.navy.mil or DSN 565-6716, Comm (757)445-6716.

Ceremonial Guard offers inspiring duties in Washington area

The Navy's Ceremonial Guard is looking for top notch petty officers to fill available staff positions in the following rates: SK1, SK3, SH2, AW2, DC2, GM2, PN2, QM2, and YN1. At the Guard you will be filling leadership roles, mentoring and developing young Sailors as Departmental Leading Petty Officers, as well as possibly leading troops in the many ceremonies we perform throughout the national capital region and the world.

Established in 1931, the United States Navy Ceremonial Guard is the official ceremonial unit of the U.S. Navy and is based at the Washington Navy Yard, the Quarterdeck of the Navy, in Washington DC. The Ceremonial Guard's primary mission is to represent the Navy in Presidential, Joint Armed Forces, Navy and public ceremonies in the nation's capital under the scrutiny of the highest-ranking officials of the United

States and foreign nations. The Ceremonial Guard represents all Sailors past and present and demands the highest standards of discipline, performance, appearance, and personal conduct. Strict military order and discipline, combined with teamwork, allows us to fulfill our responsibilities with great pride and precision. Sailors who feel that they have what it takes to be part of this prestigious command are encouraged to follow the requirements listed in [MILPERSMAN 1306-907](#). For further assistance or questions please contact the following personnel, or visit our website at: <http://www.ndw.navy.mil/ceremonialguard/CeremonialGuard.html>.

For more information contact YNC(SW) Melton, PERS-4010 Special Programs/Washington Placement at DSN 882-3886 or COMM:(901) 874-3886 or NC1(SW/AW) Light, Command Career Counselor U.S Navy Ceremonial Guard at DSN 526-0069 or COMM: (202) 433-0069.



Seaman Edwin Laureano stands helmsman watch and executes rudder orders during sea and anchor detail aboard the Yokosuka based Arleigh Burke class guided missile destroyer USS Curtis Wilbur (DDG 54). Curtis Wilbur is currently deployed in the 7th fleet area of responsibility undergoing testing and qualification by Afloat Training Group (ATG) and Commander, Destroyer Squadron Fifteen, during the ships Mid-Cycle assessment. U.S. Navy photo by Photographer's Mate 2nd Class Timothy Smith.

BUPERS website to get new look, more user-friendly navigation for users

By JO1 Teresa J. Frith,
Navy Personnel Command Communications

Beginning in late September, visitors to the Bureau of Naval Personnel (BUPERS) website will begin to see a new, graphically-pleasing look with a user-friendly navigation system that makes it easier for users to find the information they need.

For the past several months, the website has been undergoing a major restructuring and consolidation process designed to ensure the most accurate, current and useful information that will be available to Sailors, Marines, civilians and their families.

"We have been going through over 19,000 web pages to make sure the new website contains only the most accurate, up-to-date information on the topics that our customers need to keep them informed on the latest policies, regulations and other important items," said Brigette Decent, Navy Personnel Command Web Content Manager for the project.

Visitors to the new homepage will be able to choose from seven main categories: boards, officers, enlisted, support and services, about us, career information, and a reference library. The first five will be accessible through either clicking on a photo above the category title, or by clicking on it via a list of the categories above the photos. Clicking on the appropriate title on the same list will take a user to the other two categories. All seven have clickable drop-down menus that list additional information pertaining to that subject.

The website will also feature two entirely new options not available on the old site: a login feature to gain entry into protected

material and a Google-powered search engine. The login feature will give authorized users permission to get into places such as the local BUPERS intranet, or other protected areas. The new search engine will search the entire website for wanted items and make it faster and easier to find them if they are available anywhere on the website.

Another new feature will be a choice between a low band and a high-speed version of the website. The low band is for customers without access to a high-speed connection such as DSL or cable who must use a dial-up access. It will also make the site more accessible to Navy ships while they are deployed.

According to Decent, the transition will be mostly seamless to users. "In the beginning the users will continue to click on the same, familiar links they have used in the past," she said. "If the information has been converted to the new version of the website, the user will be automatically sent to it. Otherwise, the current version of that link will open as usual."

The entire website is expected to be transitioned into the new version by late January. Between now and then, all the current material will gradually migrate from the old style pages to the new ones, with the exception of anything found to be out-dated or otherwise incorrect. The website will also be fully compatible with all government accessibility requirements, as well as all Navy and Department of Defense regulations.

"We are very excited about the new website," said Decent. "We are endeavoring to make it the best, most accurate and useful site that will be something everyone will want to use."

The image is a screenshot of the proposed BUPERS homepage. At the top left is the Navy Personnel Command logo with the text "NAVY PERSONNEL COMMAND" and "Bureau of Naval Personnel". To the right is a search bar with a "GO" button and links for "FAQ | Site Map | Log Out | Help". Below the logo is a navigation menu with links: "Home | Boards | Career Info | Officers | Enlisted | Support & Services | About Us | Reference Library". The main content area features five photo-based category buttons: "Boards", "Officers", "Enlisted", "Support & Services", and "About Us". To the right of these is a large banner that reads "MISSION FIRST... SAILORS ALWAYS" and "This is an Official US Navy Website". Below the banner is an "IMPORTANT ANNOUNCEMENTS" section with two items: "Apply to MECP - 07/12/2004" and "Early Transition Program Offered - 7/09/2004". On the left side, there is a "LATEST NEWS" section with a headline "IJAT Begins August 6, 2004 - 08/05/2004" and a sub-headline "User acceptance testing validates WCMS application requirements were met."

Proposed BUPERS homepage screen shot