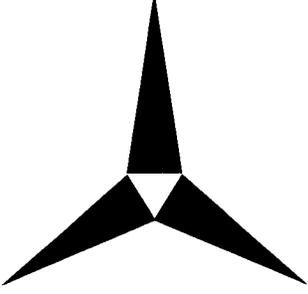


PHANTOM SIX COMMAND POLICY



NUMBER

AFZF-AGM-T-R

CSM-03

APR 01 2003

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: III Corps and Fort Hood Army Retention Program

1. REFERENCES. AR 601-280, Army Retention Program, 31 March 1999.
2. APPLICABILITY. This policy applies to all III Corps units and personnel.
3. POLICY. The Army Retention Program requires constant involvement at all levels of command. What we do as leaders has a direct impact on soldier development and his or her decision to remain part of our Army. All commanders will ensure that retention is at the forefront of your priority lists and will strive to achieve 100% of each quarter's retention objectives.
 - a. In order to retain sufficient numbers of our high quality NCOs and soldiers, leaders must continue to take steps to improve our soldiers' well-being. Such a commitment encourages retention and helps maintain professionalism and esprit. The decision to reenlist or separate from the Army is a personal one between the soldier (and his or her family), and retention counseling will provide each soldier (and family) with the necessary information to make an informed decision. We will ensure all soldiers will be afforded the opportunity to decide on their option to remain or not to remain Army by ensuring they are afforded all essential information such as the benefits of the Active Army Retention Program.
 - b. The Reserve Component is also an integral part of a commanders total retention program and commanders will ensure interviews and local appointment procedures are followed IAW AR 601-280. Leaders will encourage quality soldiers, not continuing active service, to consider Reserve component options. A trained ready reserve is a vital part of our nations defense.
 - c. Retention counseling must be continuous and begins the day the soldier arrives to the unit. These soldiers must feel welcomed and that they are integral parts of the unit. The chain of command and NCO chain of concern must teach, coach, and counsel

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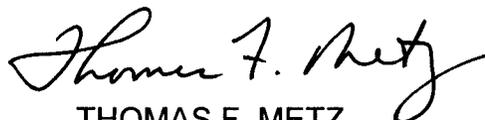
individual soldiers to assist in their professional development. Company commanders and reenlistment NCOs will conduct required interviews IAW AR 601-280, Appendix C.

4. The III Corps and Fort Hood Retention Program recognizes outstanding retention efforts on a quarterly and annual basis. It is established to encourage maximum participation in the retention effort by all personnel concerned particularly the individual soldier's chain of command. Enclosure 1 outlines the III Corps and Fort Hood Retention Awards Program.

5. Retention of quality soldiers is a responsibility shared by all leaders. By working as a team, we can enhance our combat readiness by retaining qualified, skilled, and experienced soldiers.

6. EXPIRATION. This Phantom Six Command Policy Memorandum supersedes 13 Nov 02 policy and will remain in effect until superseded or rescinded.

Encl
as


THOMAS F. METZ
Lieutenant General USA
Commanding

DISTRIBUTION:
IAW FH Form 1853:
1 Each III Corps MSC

III Corps and Fort Hood Retention Awards Program

The III Corps and Fort Hood Retention Program recognizes outstanding retention efforts on a quarterly and annual basis. It is established to encourage maximum participation in the retention effort by all personnel concerned particularly the individual soldier's chain of command. It has two distinct initiatives: one, to recognize all commanders and retention offices within the III Corps and two, to recognize commanders assigned directly to Fort Hood. All awards will be based on RETAIN confirmation reports.

III Corps Retention Awards

The III Corps Commanding General Retention Awards are designed to award successful Corps elements recognition for their superior retention achievements.

Quarterly Awards.

- ***“III Corps - Early Bird Award-Category A”***. The III Corps Commanding General's “Early Bird Award-Category A” will be awarded quarterly to the first command to achieve 100 percent of their initial term, mid-career, career, and RC objectives by the 15th of the last month of the quarter. Competing units for this award are Fort Carson, Fort Riley, III Corps Artillery, 1st Cavalry Division, 4th Infantry Division, and 13th COSCOM.
- ***“III Corps - Early Bird Award-Category B”***. The III Corps Commanding General's “Early Bird Award-Category B” will be awarded quarterly to the first command to achieve 100 percent of their initial term, mid-career, career, and RC objectives by the 15th of the last month of the quarter. Competing units for this award are 3d Signal Brigade, 3d Personnel Group, 13th Finance Group, Garrison Command, 89th Military Police Brigade, and 504th Military Intelligence Brigade.
- ***“Retention Excellence Award”***. The III Corps Commanding General's “Retention Excellence Award” will be awarded quarterly to all commands to achieve 100 percent of their initial term, mid-career, career, and RC objectives. Units eligible to receive this award are Fort Carson, Fort Riley, III Corps Artillery, 1st Cavalry Division, 4th Infantry Division, 13th COSCOM, 3d Signal Brigade, 3d Personnel Group, 13th Finance Group, Garrison Command, 89th Military Police Brigade, and 504th Military Intelligence Brigade.

Semi-annual Awards.

- **“Fiscal Year ETS Retention Excellence Award”**. The III Corps Commanding General’s “Fiscal Year ETS Retention Excellence Award” will be awarded semi-annually to all commands receiving missions directly from III Corps that achieve 100 percent of their FY ETS objectives by 31 March.

Annual Awards.

- **“Retention Superior Achievement Award”**. The III Corps Commanding General’s “Retention Superior Achievement Award” will be awarded annually to all commands receiving missions directly from III Corps that achieve 100 percent of their initial term, mid-career, career, and RC objectives.
- **“Commander’s Cup – Excellence in Retention”**. The III Corps Commanding General’s “Commander’s Cup – Excellence in Retention” will be awarded annually to all commands receiving missions directly from III Corps that achieve 100 percent of their initial term, mid-career, career, FY ETS, and RC objectives.

Fort Hood Retention Awards

The Fort Hood Retention Awards Program is designed to recognize successful Fort Hood units receiving mission directly from III Corps for their superior retention achievements. The “Fort Hood - Early Bird Award” will be awarded quarterly to the first command in each of the below categories to achieve 100 percent of their initial term, mid-career, career, and RC objectives by the 15th of the last month of the quarter.

- **Category I**
 - 1st Cavalry Division
 - 4th Infantry Division
 - 13th COSCOM
- **Category II**
 - Large Brigades
 - DISCOM
 - DIVARTY
 - 64th CSG
 - Medium Brigades
 - 1st Brigade
 - 2d Brigade
 - 3d Brigade
 - 3d Signal Brigade
 - Garrison Command

- Small Brigades
 - 4th Brigade
 - Engineer Brigade
 - 89th MP Brigade
 - HQ, CMD
 - 3d Personnel Group
 - 1st Medical Brigade
 - 504th MI Brigade
 - 13th Finance Group

The III Corps and Fort Hood Career Counselor of the Year Award

The Commanding General, III Corps and Fort Hood will recognize annually the best Career Counselors, Active and RC, as determined by a variety of board appearances, individual qualifications, and commanders' evaluations and recommendations. Criteria to be specified under separate memorandum. Nominee packets must be received at the III Corps Retention Office, no later than the end of the month of August. Enclosures are limited to those stated in AR 601-280, paragraph 9-9d. Packets received after the cut off month will not be considered.

- **Nominations.** The commander of each MSC located at Fort Hood will nominate their most outstanding Active Component (AC) and Reserve Component career counselor to compete for the Fort Hood Career Counselor of the Year board. The winners will go on to represent Fort Hood at the III Corps Career Counselor of the Year board. Subsequently, the commander of each installation; Forts Carson, Hood, Riley, and III Corps Artillery, will nominate their most outstanding AC/RC career counselor to compete for the III Corps Career Counselor of the Year Award.
- **Recognition.** Career counselors selected as the III Corps Career Counselor of the Year will be recognized at the Commanding General's Annual Retention Awards Ceremony. The III Corps Career Counselor of the Year will be nominated to compete at the FORSCOM Career Counselor of the Year Board.