

# HQ INDIVIDUAL RESERVIST READINESS & INTEGRATION ORGANIZATION

## The Readiness Report

### Exercise, exercise, exercise

By Lt. Col. Sharon Stehlik  
Commander, HQ RIO Det 2

Exercises are an important component of the active-component's drive to remain combat-ready and IMAs often play a part. Whether you're an IMA performing your AT and IDTs each year to support your owning organization's exercise or you volunteer to help elsewhere (thank you for your volunteerism!), your involvement greatly assists the active component by filling deficiencies in their Time-Phased Force Deployment Data (TPFDD), enhancing their warfighting capability, and assists with planning for the employment of forces and requirements for crises and sustained operations.



If you are thinking about participating in an exercise but your unit is not hosting one, you can look for volunteer opportunities by logging on to ARCNet and visiting the Volunteer Reserve System page. The VRS is where requisitioners can post, and volunteers can find, opportunities for short-term, funded missions. IMAs can search for opportunities by a variety of factors (specific dates, ranks, AFSCs, locations, keywords) and can track their application status within the system.

Once you've found an exercise to volunteer for, gaining your supervisor's and commander's approval is the next step in the process. This is accomplished by generating a Statement of Understanding (SOU) between you and your unit. An SOU template is available for download in the Resources section of the HQ RIO website :

<http://www.arpc.afrc.af.mil/Portals/4/DRIO/RIO-Volunteer-SOU-AEF-Non-AEFwULN-ExercisewULN.pdf>.

You must also be wartime ready ("green-to go" in readiness-speak), determine the duty status you'll be in during the exercise, and get funding information from the host unit. For colonels and above, additional steps are also required to obtain AFRC/CV approval.

The next step is to provide the SOU and all other information to your HQ RIO detachment. This will begin the process of generating your AROWS-R and CED orders. Your detachment will review the package and coordinate with HQ RIO/IPR (our Personnel Readiness team). IPR, in turn, coordinates with the AFRC FGC. Once approved to support an exercise, you will be placed up against a Unit Line Number of the TPFDD. Following the exercise, ensure your EX support is reflected in your annual evaluation.

(Continued on page 6)



### New commander takes helm at Det 5

By Master Sgt. Timm Huffman

Col. David Lesko assumed command of Headquarters Individual Reservist Readiness and Integration Organization Detachment 5, following the retirement of long-time commander, Col. Chester Frost, June 20.

Detachment 5 is located at Robins Air Force Base, Georgia, and centrally manages Individual Mobilization Augmentees in the chaplain, legal, medical and history career fields, as well as those assigned to Headquarters Air Force Reserve Command.

Frost led Detachment 5 since the Readiness Management Group days when it was designated Detachment 14.

Col. Carolyn Stickell, the HQ RIO commander, thanked Frost for his commitment to the Individual Reserve and said his retirement is a loss for the program.

"Chester has served the Air Force Reserves for many years and his retirement is a huge loss in terms of his corporate knowledge and expertise," said Stickell. "I have enjoyed serving with him and wish him the best in his future endeavors."

Lesko has served as an Individual Mobilization Augmentee for 14 years in a variety of capacities, most recently at the Air Force Surgeon General's Office. He said he's looking forward to bringing his experiences as an IMA to the Detachment 5 population.

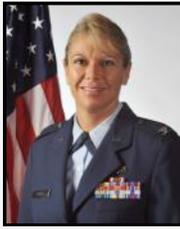
"What I want to accomplish is to make sure that the processes we are a part of and support are as efficient as possible," he said.

The HQ RIO commander is excited to have Lesko join her organization. She said his experience at the Air Force Surgeon General's Headquarters and as the deputy director of Reserve Medical will translate well to the management of his IR population.

"The folks who fall under the purview of Det 5 are a unique group," said Stickell. "Dave's long history as an IMA in the medical field has given him first-hand experience that he can employ as Det 5's new Commander, and I'm confident he's the right person to continue moving the detachment forward."



## HQ RIO Leadership



**Col. Carolyn A. Stickell**  
Commander



**CMSgt. Dolores Colella**  
Superintendent



**MSgt. Wendy Barraza**  
First Sergeant

[Enlisted leader biographies](#)

## HQ RIO Quick Links

- [HQ RIO Website](#)
- [Detachment Directory](#)
- [The Guide for IRs](#)
- [Travel Companion for IRs](#)
- [Wingman Toolkit](#)
- [MyPers](#)
- [AROWS-R](#)
- [Defense Travel System](#)

## Connect with HQ RIO

Email | [arpc.det1.rio@us.af.mil](mailto:arpc.det1.rio@us.af.mil)

[www.arpc.afrc.af.mil/home/hqrio.aspx](http://www.arpc.afrc.af.mil/home/hqrio.aspx)



[www.facebook.com/HQRIO](http://www.facebook.com/HQRIO)



[www.Twitter.com/HQRIO](http://www.Twitter.com/HQRIO)



[www.youtube.com/HeadquartersRIO](http://www.youtube.com/HeadquartersRIO)

## News briefs

### Carter announces DoD transgender policy

Defense Secretary Ash Carter announced June 30 that transgender individuals will now be able to openly serve in the U.S. armed forces.

The new Defense Department policy also establishes a construct by which service members may transition gender while serving, sets standards for medical care and outlines responsibilities for military services and commanders to develop and implement guidance, training and specific policies in the near and long term.

"This is the right thing to do for our people and for the force," Carter said. "We're talking about talented Americans who are serving with distinction or who want the opportunity to serve. We can't allow barriers unrelated to a person's qualifications prevent us from recruiting and retaining those who can best accomplish the mission."

Air Force Secretary Deborah Lee James vocalized her support for the policy change.

"Transgender Airmen serve alongside us with integrity, service and excellence," James said. "Today's announcement is the first step in allowing transgender Airmen to serve openly, receive medical care relating to gender transition and allow transgender individuals to join the Air Force. Our strengths as a military are the quality and character of our people and those things that make us unique are the same things that make us strong. In the coming months we will work diligently to fully implement Secretary Carter's decision."

The policy will be phased in during a one-year period. Effective immediately, service members may no longer be involuntarily separated, discharged or denied re-enlistment solely on the basis of gender identity. Service members currently on duty will be able to serve openly.

To read more, visit <http://www.arpc.afrc.af.mil/News/ArticleDisplay/tabid/267/Article/827614/carter-announces-policy-for-transgender-service-members.aspx>.

### Academic Year '17/'18 RDEDB Invitation to Apply

AY17/18 Air Force Reserve Developmental Education Designation Board (RDEDB) will convene Oct. 17, at the Air Reserve Personnel Center, Buckley Air Force Base, Colo. Both the Invitation to Apply and RDEDB Application can be found on [myPers](#) located under the red "News Alert" tab or on the vPC Dashboard under the "Action Requests" tab. Applications are due to ARPC no later than 4:30 p.m. (MT) on Monday, Sept. 12; however, applicants are urged to check with their units for local deadlines.

For more information call the Total Force Service Center at DSN 665-0102 or 210-565-0102.

### Up-to-date personal data key to timely travel pay

In order to receive timely travel reimbursement and mailings of credit balance refund checks from CitiBank, it is important for Individual Reservists to ensure their mailing address and banking information is up-to-date in the Defense Travel System.

To review and update a DTS profile, members should log in to [www.defensetravel.osd.mil/](http://www.defensetravel.osd.mil/) and follow these steps:

1. Hover over the "Traveler Setup" tab
2. Select "Update Personal Profile"
3. Verify/update information
4. Click "Update Personal Information" to save any changes
5. Select "My Account Information" to update GTCC and bank information
6. Click "Update Personal Information" to save any changes

IRs who required additional DTS help should visit the [Pay and Travel](#) section of the HQ RIO website. Please note that if CitiBank does not have accurate information for where to send credit balance refund payments, the funds will be transferred to the treasury/office of revenue for the member's state of residence.

IRs who require further assistance should contact their servicing detachment with questions or concerns.

## Did you know? | Tips for the Individual Reservist

Did you know Individual Mobilization Augmentees are required to create their IDT schedules for fiscal year 2017 no later than August 15?

To schedule your IDTs, please work with your active-component supervisor to establish a schedule and then log-in to UTAPSweb (<https://utapsweb.afrc.af.mil/utapsweb/>) to populate your annual calendar. (Changes can be made at a later date, if required).

Need help? UTAPSweb video walks you through the whole process:

<https://www.youtube.com/embed/Y3wOagFWaTo>. Also reference the "Help" tab in UTAPSweb.



## Miller takes AFRC helm July 15

Air Force Reserve Command Public Affairs

Maj. Gen. Maryanne Miller will assume the leadership of Air Force Reserve Command from Lt. Gen. James F. Jackson during a change of commander ceremony at the Museum of Aviation here July 15.

Miller will become the first female in the history of the Air Force Reserve to be Chief of the Air Force Reserve and commander of the Air Force Reserve Command. Before taking command, Miller will be promoted to lieutenant general.

Jackson, who retires from the Air Force after the change of command with more than 38 years of military service, has led the Air Force Reserve since 2012.

Miller joined the Air Force in 1981 and was a distinguished graduate of the ROTC program at The Ohio State University. She is a command pilot with more than 4,800 flying hours in numerous aircraft. She currently serves as the deputy to the chief of the Air Force Reserve in Washington D.C. Prior to her current assignment, she commanded two wings and held numerous staff positions at the unit, Air Staff and Joint Staff levels.

Miller is the latest of many women accomplishing major firsts in the United States Air Force in the past few years. In 2012, the Air Force appointed its first female four-star general, Gen. Janet Wolfenbarger. Most recently, Gen. Lori Robinson became the first woman to command Pacific Air Forces in 2014. Robinson followed at United States Northern Command in May, being the first woman to command a major unified combatant command.



Maj. Gen. Maryanne Miller will become the Chief of the Air Force Reserve and take command of Air Force Reserve Command during a change of command ceremony at Robins Air Force Base, Georgia, July 15. Miller will become the first female in the history of the Air Force Reserve to be Chief of the Air Force Reserve and commander of the Air Force Reserve Command. Before taking command, Miller will be promoted to Lieutenant General.

## Intelligence officer finds research is for the birds

By Master Sgt. Timm Huffman

For many, an Antarctic cruise to spend time with penguins is just a dream. For Capt. Hila Levy, it's all in a day's work.

Levy is an Air Force Reserve Individual Mobilization Augmentee intelligence officer at the Joint Reserve Intelligence Support Element, Royal Air Force Molesworth, United Kingdom. She is also a leader in the field of penguin genetics and spends up to four months each year studying the species in the Antarctic.

Her journey to bottom-of-the-Earth research began after earning a Rhodes scholarship to complete her master's program at Oxford University following her 2008 graduation from the Air Force Academy. While at Oxford, Levy was pursuing two master's degrees, one in historical research and the other in integrative bioscience. The latter course of study led her into the field of penguin genetics.

She was interested in using her thesis research opportunity to apply genetics techniques with an interesting species. What started as a joke ("a Puerto Rican in Antarctica"), turned into a fully funded penguin research project. It wasn't easy getting started, though. Levy said she had to fight to set up her project and break into the field of conservation genetics.

"I got a lot of push back and heard a lot of 'No, you can't do that,' but eventually got permits, training, funding and logistics in place for a big project in the Falklands in 2010," she said.

The trip was successful and that success turned Levy into a leader in the penguin field. She finished her first round of research and her thesis defense in 2010, which she presented at the International Penguin Conference in September of that year.

"[That] made us realize that there was a lot of potential left to explore with the techniques we had developed and applied," she said.

Unfortunately for the field of penguin research, Levy would have to step back. With her master's program complete, it was time to head into the operational Air Force; something that had been deferred due to her acceptance as a Rhodes scholar. She left her work in the hands of her supervisor, Dr. Tom Hart, and colleague, Gemma Clucas.

Intelligence wasn't an early first choice career field; she was originally slated to either be a doctor or pilot. However, as Levy met other service members during her graduate school studies, she began to see the value of intelligence and how she could contribute directly to the decision-making process. She was also attracted by the opportunity to gain early-career management experience and to apply her language skills -- she is fluent in Spanish, English, French, and Hebrew. So she made the decision to pursue the career field and headed off to intelligence school at Goodfellow Air Force Base, Texas, and active duty.

Levy's commitment was up in 2014 and she was ready to return to Oxford to pursue her doctorate of philosophy in zoology. She wasn't ready to give up her commission, though, so she transitioned into the Individual Reserve program. This move would allow her to pursue her educational goals while continuing to serve her country.

The Individual Reserve is made up of more than 7,000 IMAs and Participating Individual Ready Reservists (PIRR) who are assigned to support active-duty units and government agencies around the globe. The IR program is managed by the Headquarters Individual Reservist Readiness and Integration Organization.

As an IMA, she took on the division chief of training position at her new Reserve unit at RAF Molesworth. In that role she is responsible for ensuring a cadre of primarily Army and Navy Reserve intelligence troops at two of the seven geographically separated JRIFE locations are trained.

Levy has found that switching to the Reserve has given her many benefits she didn't experience as an active-duty intelligence officer. She said that in the Reserve she doesn't have to move around as much, which allows her to focus on one area of expertise for a longer period of time; something that's rare in the intelligence world. Along with that, Levy said that the IMA program gave her more control over applying for assignments. The flexibility incumbent in the IMA program, the ability to schedule her 36 days of annual commitment around her life is a bonus that works well for her, especially in light of her heavy work load as a doctoral student and penguin researcher.

At Oxford, Levy found the penguin research lab she helped set up still going strong and she has resumed her research. That research is important, she said, because penguins are sentinel species, which helps scientists grasp what is going on in the ecosystem around them. The birds help them understand the health of the marine environment in and around Antarctica, providing a measure of how krill and fish species they eat are doing and also providing another insight on the changing sea ice and climate conditions. **(Continued on page 4 as 'For the birds')**



**(For the birds, Continued from Pp. 3)**

To do all this, Levy has to make regular trips to the Antarctic, including the continent itself. Travel to the region is restricted to the warmer months surrounding the Antarctic summer, approximately October-March, when the sea ice clears and there is enough daylight to navigate. For her early fieldwork, before their cruise ship days, Levy and her team relied on the Royal Air Force to transport them to their research sites on helicopters and they worked out of RAF Mount Pleasant in the Falkland Islands.

Since then, the scientists have worked out an arrangement with an Antarctic tourism company that allows them to travel onboard their cruise ships in return for lectures.

Once Levy and her fellow researchers reach the bottom of the world, they try to squeeze in as much research as possible during the limited time they have available. They sometimes have as little as 30 minutes ashore, though they often have much longer, even staying overnight on the ice at times. Once in place, the scientists collect stool samples, perform census counts, record audio of bird calls, and take photographs of unusual findings that might indicate a death or poor breeding success.

A unique aspect of the work her team does is the year-round time lapse cameras they have in place at more than 70 sites across the region. The cameras monitor the colonies throughout the year and the team has to download the photos and replace batteries from time to time.

The Oxford researcher spends time looking at a wide variety of penguin species, including Emperors, Kings and Adelies. This year, she was fortunate to see two leucistic, or partial albino, penguins. This rare genetic condition affects only about one in every 114,000 penguins and results in a penguin that is a light golden-brown color. Of all the species, Levy is partial to the Gentoo variety because she enjoys their personality and that they are highly adaptable to the environment -- living under trees in southern Argentina, in grassy areas alongside sheep in the Falklands, and on the ice in Antarctica.

Levy occasionally receives a request from an acquaintance to bring back one of the cute and cuddly looking birds. This always surprises her, however, as the animals are actually quite smelly and create a lot of waste, "which they shoot out in a process scientifically known as projectile defecation."

"It's not fun to be on the business end of that!" she added.

In addition to the penguins, another thing Levy enjoys about visiting the Antarctic is what she calls "the drama of ice."

"There are so many different kinds of ice, in terms of shape, texture, thickness, color, and how it is affected by the temperature or light on a given day," she said. "Hearing the sound of a calving glacier isn't always exactly great news on the climate change front, but it really makes you feel small, as a human, in such a harsh environment."

In many ways, the work Levy does researching penguins is like the work she does as an intelligence officer for the Air Force, she said: both fields require asking the right questions, collecting the right type of information, understanding the limitations of the work, and then publishing and presenting the findings in a way that decision makers can understand and use in making policy.

Many of the questions Levy and her team try to answer focus on the effects of climate change and how it affects penguin populations in different regions and across species. For example, they have noted that species like Gentoo penguins are seemingly able to adapt to warming conditions in their environments and



Capt. Hila Levy, an Individual Mobilization Augmentee intelligence officer at the Joint Reserve Intelligence Support Element, Royal Air Force Molesworth, United Kingdom, is also a leading voice in penguin research and is currently pursuing her doctoral degree in zoology at Oxford University. (Courtesy photo)

expand their ranges, while very ice- and krill-dependent species, like Adelie penguins, are declining. Levy said there are many other unanswered questions down the food chain that will affect penguins, seals, whales, and other predators in the years to come.

According to Levy, penguins make good ambassadors for such heavy issues. Because the birds are charismatic and beloved around the world, they help put the issues of climate change, pollution and overfishing into context for the public. This, in turn, helps her team communicate their findings and gain actionable support.

Ultimately, Levy said she hopes her research will result in concrete data that will help guide and improve fishery policy in the region.

"My work on penguin disease has the potential to indicate whether human activities and warming temperatures are having a more negative impact than predicted," she said. "While our work on population genetics and population trends has shown that some species are at greater risk than others and merit stricter limits on where and how much krill and fish is taken from their habitats in the Southern Ocean."



## Program available to assist IMAs with employer relations

ESGR, a Department of Defense program, was established in 1972 to promote cooperation and understanding between Reserve Component Service members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. ESGR is supported by a network of more than 4,500 volunteers in

54 committees located across all 50 states, the District of Columbia, Guam-CNMI (Commonwealth of the Northern Mariana Islands), Puerto Rico, and the U.S. Virgin Islands. Volunteers, hailing from small business and industry, government, education, and prior military service bring a vast wealth of experience to assist in serving employers, Service members, and their families. Together with Headquarters ESGR staff and a small cadre of support staff for each State Committee, volunteers work to promote and enhance employer support for military service in the Guard and Reserve. For more information, visit [www.ESGR.mil](http://www.ESGR.mil) or call 1-800-336-4590, Opt. 1.



# Goldfein swears in as Air Force's 21st chief of staff

Air Force News Service

Gen. David L. Goldfein was sworn in as the Air Force's 21st chief of staff by Air Force Secretary Deborah Lee James during a ceremony at the Pentagon on July 1.

As the Air Force's most senior uniformed leader, Goldfein is responsible for ensuring the 660,000 active-duty, Guard, Reserve and civilian Airmen under his command are fully trained and equipped. He also joins the Joint Chiefs of Staff as an adviser to the secretary of defense, National Security Council and the president of the United States.

"The Air Force is going to be relying on your determination, General Goldfein, to improve readiness, to improve our modernization, and most importantly -- always at the top of the list -- taking care of our Airmen," James said. "It is a huge responsibility, it's also an honor, and it's also a great privilege, and I have every confidence that you are going to take our Air Force to new heights."

One of Goldfein's first acts as chief of staff was to make a pledge to his Airmen.

"(This is) my commitment to you -- to work every day to give you everything I've got, to leave nothing on the table, to remain laser-focused on warfighting excellence, to find the opportunity in every challenge, to treat team building as a contact sport, and to be worthy of this honor," he said. "And I can't wait to get started. Fight's on!"

In his previous position as the Air Force's vice chief of staff, Goldfein presided over the Air Staff, and served as a member of the Joint Chiefs of Staff Requirements Oversight Council and Deputy Advisory Working Group.



In a ceremony held at the Pentagon, July 1, Secretary of the Air Force Deborah Lee James swears in Gen. David L. Goldfein as the 21st Chief of Staff of the Air Force. (Courtesy photo)



21st Chief of Staff of the Air Force: Message to Airmen—<https://www.youtube.com/watch?v=NVfLivvqK1w>



# Blended retirement system training now available

By Tech Sgt. Bryan Franks

Secretary of the Air Force Public Affairs

**BUCKLEY AIR FORCE BASE, Colo.** -- Col. Ellen M. Moore took command of the Air Reserve Personnel Center, here, May 26, 2016. Moore became the 35th commander when she assumed command in a ceremony officiated by Lt. Gen. James F. Jackson, chief of the Air Force Reserve and commander of the Air Force Reserve Command.

**WASHINGTON (AFNS)** -- Online training designed to educate Airmen about the new Blended Retirement System, the Defense Department system with changes on the current military retirement system, is now available via Joint Knowledge Online course number P-US1330. The course is also available to those without a Common Access Card -- to include family members -- via an alternate website.

The BRS was enacted into law in the Fiscal Year 2016 National Defense Authorization Act, and will go into effect Jan. 1, 2018. All currently serving members are grandfathered into the current military retirement system. However, those with fewer than 12 years of service as of Dec. 31, 2017, or Air Force Reserve component members with fewer than 4,320 retirement points may choose to "opt in" to the BRS during the designated opt-in period from Jan. 1, 2018, through Dec. 31, 2018.

"The BRS is a major change for our Airmen," said Brig. Gen. Brian Kelly, the Military Force Management Policy director. "Although the majority of Airmen serving today will not fall under BRS, it is important for all Airmen, either as leaders today, or as leaders tomorrow, to understand the changes that will impact Airmen in the future."

The BRS Leader Training is a 30-minute course designed to provide basic familiarity with the key components of the upcoming retirement system and the timeline for implementation. It is designed primarily for Air Force leaders at all levels, but is also open to all Airmen and others who wish to learn more about BRS.

"Education is key in providing Airmen the information they need in order to make informed decisions about the BRS," Kelly said. The Defense Department is on track to provide three additional courses with more detailed information within the next 18 months.

An "opt-in" course is targeted at those eligible to opt into the new system. This course will provide eligible active and reserve component members an understanding of both the current and new systems. The course will be available in January 2017.

A "train the trainer" course for personal financial managers, counselors and retirement services officers is targeted at those experts who serve in an advisory role to commanders, Airmen and their families. This course should be ready by fall of 2016.

A new accessions course targets individuals who enter military service on or after Jan. 1, 2018. It is intended to provide those members who enter service under the BRS an understanding of their blended retirement benefits and personal options.

The Air Force is taking a comprehensive approach to BRS education. "Online courses are designed to provide basic knowledge and understanding," Kelly emphasized. "In addition to the aforementioned courses, Airmen will receive in-person education at various points in their career, starting in basic training, and professional counseling will also be available."

To learn more about the Blended Retirement System, visit [militarypay.defense.gov](http://militarypay.defense.gov).

To watch a video explaining the new retirement system, visit <https://www.dvidshub.net/video/449935/2018-blended-retirement-system-explained>.

**The U.S. Uniformed Services Blended Retirement System**

*At a Glance*

**Saving with the New Blended Retirement System**  
The Fiscal Year 2016 National Defense Authorization Act provides our military force with a modernized retirement plan built for retirement savings. Beginning in 2018, our service members can get **automatic and matching Thrift Savings Plan contributions** as well as mid-career **compensation incentives** in addition to monthly **annuities for life**. All service members under the current system are grandfathered into today's retirement system.

**Today's Retirement System:**  
Annuity  
2.5% x Years Served x Retired Pay Base after completing 20 years of service

- 1 Automatic and Matching Contributions**  
Automatic contributions are seen immediately
- 2 Continuation Pay**  
Received at the mid-career point
- 3 Full Retired Pay Annuity**  
Received after completing 20 years of service

You Contribute	DoD Auto Contribution	DoD Matches	Total
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

The DoD automatically contributes 1% of your basic pay to your **Thrift Savings Plan** after **60 days of service**.  
You'll see matching contributions at the start of 3 through the completion of 26 years of service, and...

**You're fully vested—it's yours to keep—as of the beginning of 3 years of service and goes with you when you leave.**

You may receive a **cash payment** in exchange for additional service.

Calculate your **retired pay base** by averaging the **highest 36 months of basic pay**. You'll gain this monthly annuity for life after completing 20 years of service.

**Options for Collecting Your Retired Pay**

- Active Component: Full retired pay annuity
- Reserve Component: Full retired pay annuity beginning at age 60\*
- OR
- Lump sum with reduced retired pay: 50% or 25% of monthly retired pay annuity bumps back up to 100% at full retirement age (67 in most cases).

\*Could be earlier based on credited active service

**Effective Date of the New System**

- After December 31, 2017: You'll be automatically enrolled in the Blended Retirement System.
- After December 31, 2005 but before January 1, 2018: You'll have the choice to enroll in the Blended Retirement System or remain in today's current retirement system.
- Before January 1, 2006: You'll be grandfathered and remain in today's current retirement system.

Your Retirement System If you joined the service...

Additional information coming soon.  
Sources: Sections 631, 632, 633, 634, and 635 of the Fiscal Year 2016 National Defense Authorization Act.  
Created: 12/2015



# New videos available to help Individual Reservists

Seven new videos from Col. Carolyn A. Stickell, the HQ RIO commander, are now available to help Individual Mobilization Augmentees navigate their careers.

To watch, select a screenshot below or visit [www.youtube.com/HeadquartersRIO](http://www.youtube.com/HeadquartersRIO).



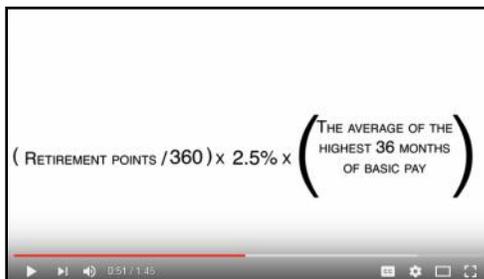
**The importance of Force Development**

<https://www.youtube.com/watch?v=qIPVd6fqvFo>



**Managing your personal readiness**

<https://www.youtube.com/watch?v=QhC21icYhR8>



**How to calculate your reserve retirement pay**

<https://www.youtube.com/watch?v=o7II4AMk5DY>



**Top resources for Individual Reservists**

<https://www.youtube.com/watch?v=DHeYfh32skc>



**Understanding the R/R and FY calendars**

[https://www.youtube.com/watch?v=KfMxBu\\_ifcc](https://www.youtube.com/watch?v=KfMxBu_ifcc)



**Don't be a ghost!**

<https://www.youtube.com/watch?v=MKY4jZ23SoE>



**Developmental Education**

<https://www.youtube.com/watch?v=r-zmh5pCMNE>

**(Exercise, continued from Pp. 1)**

The 2016 revision of the Guide for IRs, coming this August, will provide more information on this process. Until then, the subject matter experts at your detachment and the HQ RIO/IPR are available to answer any questions you may have. Any questions specific to a posted vacancy should be directed to the point of contact listed on the advertisement.

Please keep in mind that this is a lengthy process. It takes a team of people to ensure your CED order is processed and you should start early to allow sufficient time to process the order and get you to the fight. HQ RIO is the ONLY organization that is authorized to cut orders (AT, RPA, MPA, CED) for IRs. As always, please remember that members are not authorized to move until orders or VOCO are in hand.