



NATIONAL VIETNAM WAR VETERANS DAY



THE PARTNERSHIP CONNECTION

MARCH 2024

WOMEN'S HISTORY MONTH VIETNAM WAR VETERANS DAY

EMAIL TO A FRIEND

PRINTABLE NEWSLETTER



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March Newsletter Themes

National Vietnam War Veterans Day

Vietnam War Veterans Day stands as a poignant reminder of the sacrifices made by those who answered the call of duty. This observance, marked annually on March 29th, pays tribute to the resilience, valor, and unwavering commitment of the countless individuals who served in Vietnam and the impact their service continues to have on today's society.

Source: [National Vietnam Veterans Day](#)



Vietnam Veteran shares his story with PaYS

By: Matthew Green

In the heart of every Veteran lies a story of duty, sacrifice, and resilience. Lester Sherman, a man who never envisioned himself in a military uniform, found himself drafted into the Army, thrust into a world far from his own plans. Reflecting on his journey, Lester shares insights that resonate deeply with the Veteran community and beyond.

Lester's reflections turn somber as he recalls the harrowing sacrifices made by countless Veterans, particularly those who served during the Vietnam War. "What stands out in my mind are the horrible sacrifices many Veterans incurred, especially those that served in Vietnam," he shares. "The physical and mental toll of war weighs heavily on the minds and bodies of these Veterans, their struggles serving as a stark reminder of the true cost of freedom."



The Vietnam War, Lester notes, was met with widespread public disapproval, leading to a climate where Veterans were often treated poorly both during and after their service. "Veterans were treated very poorly while on duty and after discharge," he acknowledges. Despite facing adversity on multiple fronts, Veterans like Lester remained steadfast in their commitment to serving others.

Lester's message is one of gratitude and humility. "Serve others and don't take the benefits you have for granted. When you see a Veteran, thank him or her for their service," Lester emphasizes, reminding us of the importance of honoring those who have served.

In reflecting on the progress made in supporting Veterans, Lester highlights the pivotal role played by Vietnam Veterans. "Vietnam Veterans have been the force behind getting better benefits and medical and psychological care for Veterans that served post-Vietnam," he asserts. "Their advocacy and resilience have paved the way for improved support systems for Veterans of all generations."

"I never decided to join the Army, I was drafted," Lester begins. Lester found profound meaning in his service. "Service to others is a very rewarding experience," he reflects. This ethos became the cornerstone of Lester's life post-military, driving him to engage in charitable work that continues to this day through his involvement in the Kline Veterans Fund. The Kline Veterans Fund is a charitable organization that provides emergency housing assistance and support services to homeless and at-risk Veterans and their families in Southern Nevada.

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March Newsletter Themes - continued

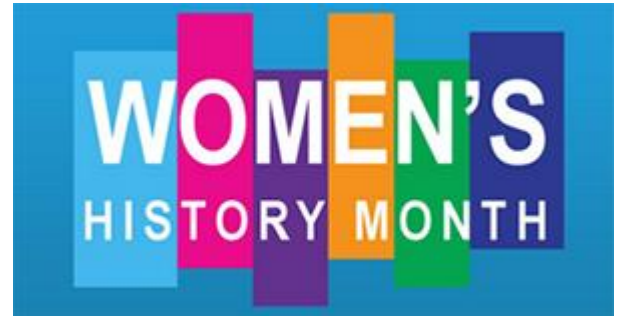
Lester Sherman's journey is a testament to the enduring spirit of service and sacrifice that defines the Veteran community. His reflections serve as a poignant reminder of the importance of honoring and supporting those who have served our country selflessly. As we continue to navigate the complexities of a changing world, let us never forget the debt of gratitude we owe to our Veterans.



Women's History Month

As March unfolds, so too does a celebration of remarkable contributions, enduring struggles, and triumphant achievements of women throughout History. Women's History Month serves as a vital reminder of the incredible mark left by women in every facet of society, from politics and science to art and literature. It is a time to reflect on courageous trailblazers who shattered barriers, quietly paved the way, and support the ongoing fight for gender equality and female empowerment.

Source: [National Women's History Alliance](#)



PaYS recognizes CASA Myrna Saldana-Trevino for Women's History Month

By: Crancena Ross

March marks the celebration of Women's History Month, a time to honor the contributions and achievements of women throughout history. In recognition of this occasion, PaYS Marketer Crancena Ross interviewed CASA Myrna Saldana-Trevino who shares her reflection on the leadership role women have played in society.

Ms. Saldana-Trevino, as the CASA (TX), how do you see the role of women evolving within the military and its supporting Civilian positions? What opportunities do you believe exist for women in leadership roles?

Women have made significant strides in the military, while also recognizing the ongoing evolution of their roles. Taking on diverse roles, including combat positions, which were previously restricted, the evolution reflects a recognition of women's capabilities and contributions in various capacities with the Armed Forces. Advancements in gender equality policies and initiatives have opened more leadership opportunities for women. The evolving role of women in the military and its supporting Civilian positions present a range of opportunities for women to excel in leadership roles. These opportunities are not only beneficial for individual career advancement but also contribute to the overall effectiveness and diversity of the organizations they serve. This fosters innovation, collaboration, and inclusivity, ultimately enhancing the success and resilience of military and Civilian institutions alike.

Women's History Month is a time to celebrate the achievements of women. Can you share any personal experiences or challenges you've overcome in your career that might inspire other women to consider roles within the Army and supporting organizations?



Continued...



Absolutely. Women's History Month holds special significance for me as it's a time to reflect on the remarkable achievements and contributions of women throughout history. In my career journey, I've encountered challenges that have tested my resilience and determination, but ultimately, they've served as opportunities for growth and empowerment.

One significant challenge I faced was breaking into a traditionally male-dominated field within the oil and gas industry. Early in my career, I often found myself in situations where I was the only woman in the room, which could be intimidating at times. However, I refused to let stereotypes or societal expectations limit my aspirations. Instead, I embraced the opportunity to challenge norms and unknowingly paved the way for other women to follow.

My journey is a testament to the fact that women have a vital role to play in all aspects. Our unique perspectives, skills, and talents bring invaluable diversity to the table and enhance the effectiveness of our teams.

To other women considering roles within the Army and supporting organizations, I would say this: Don't let fear or doubt hold you back. Believe in your abilities, pursue your passions relentlessly, and never underestimate the impact you can have. The path may not always be easy, but the rewards are immeasurable. Together in unity, we can continue to shatter glass ceilings and pave the way for future generations of women to thrive.

Recognizing the importance of diversity, how can programs like Army PaYS contribute to attracting and retaining talented women in various career paths?

Programs like Army PaYS play a vital role in attracting and retaining talented women by showcasing the Army's commitment to diversity and inclusion. By offering opportunities for women to pursue diverse career paths with clear pathways to Civilian employment, PaYS provides a supportive environment where women can thrive, knowing their skills and contributions are valued both in the military and beyond.

As a woman in a leadership role, what advice would you offer to young women aspiring to contribute to the military community or pursue careers that support Army missions, and how can they navigate and overcome potential obstacles in their journey?

As a woman in a leadership role, my advice to young women aspiring to contribute to the military community or support Army missions is to have confidence in themselves, and their capabilities and take care of themselves. I encourage them to pursue their passions relentlessly, seek out mentors, and never shy away from challenges. By staying resilient, focused, and determined, they can navigate and overcome any obstacles they encounter on their journey to success.

Bridging Military Experience to Civilian Success



PaYS Partner PennyMac, a mortgage company is committed to hiring Veterans in support of their transition from military to Civilian careers. Willard Messick has always been driven by a sense of responsibility, both to his family and to his future. Growing up as the second oldest of nine siblings, he understood the importance of paving his own path to success. This drive led him to join the Army, where he found not just a career, but a community and a path towards his educational aspirations.

It was during his tenure as a recruiter in the Army that Willard became familiar with the Army PaYS Program—a program designed to connect future Soldiers with prospective employers. Witnessing the evolution of the program over the years, Willard recognized its potential to bridge the gap between military service and Civilian employment.

Upon joining PennyMac almost two years ago, Willard was struck by the company's commitment to hiring Veterans. "PennyMac values the skills, work ethic, and can-do attitude the Army instills in Soldiers," he explains. "It's a win-win situation—Soldiers secure excellent careers, and PennyMac gains incredible employees."

Transitioning from the Army to PennyMac wasn't Willard's first foray into Civilian employment, but it was certainly his most fulfilling. He found that PennyMac's culture, values, and mission resonated deeply with his own, mirroring the sense of purpose and camaraderie he experienced during his military service.

As Vice President of Talent Acquisition at PennyMac, Willard draws on his decade-long background in recruiting through USAREC to identify and attract top talent. He sees parallels between recruiting for the Army and recruiting for PennyMac, recognizing the value of leveraging his military experience to build a diverse and skilled workforce.

For Soldiers considering reaching out to PaYS partners, Willard offers simple yet invaluable advice: "Take advantage of the PaYS program. Having a guaranteed job interview with a potential employer is a massive advantage in the job market."

Willard Messick's journey from the Army to PennyMac is a testament to the power of perseverance, adaptability, and leveraging military experience for Civilian success. Through his leadership and commitment, he continues to make a difference both in the lives of Veterans and in the success of his organization.



PaYS recognizes BG John Novalis (Ret.), Army Aviator

By: PaYS Staff



In an exciting engagement between past and present service, PaYS Staff interviewed retired Army BG John Novalis, a former Aviator, whose journey seamlessly transitioned from military service to the Civilian sector at Bell Textron, a PaYS Partner.

Can you tell us about you and your military background?

John Novalis, retired United States Army Brigadier General (BG), 32 years in the Army. I have been a pilot since day one. I grew up in a rural farming town in Pennsylvania. I have three uncles with military backgrounds, that inspired me. Two of them jumped in Normandy with the 82nd Airborne and one jumped with 101st Airborne. At family gatherings, they shared Not that they ever said you should join the military, but they said it was worth their time to defend the United States. So, I attended West Point Military Academy and graduated in 1987 as an aviator. I started out flying Bell Textron products. The Cobra, OH-58, OH58AC, I was a scout pilot, so I flew Bell products to



Continued... 5

PaYS recognizes BG John Novalis (Ret.), Army Aviator - continued

include the EH-1(Iroquois) for 10 years of my career. I was hired back with Bell post military and to be quite honest, it was very exciting. Bell Textron produced future vertical lift, lethality, and a product that is going to change Army aviation for the better.

What are some specific roles you served in the during your time in the Army?

In my career, I Commanded a company, battalion, and brigade. Both, battalion, and brigade commands were in combat. I served three tours in Iraq and a tour in Afghanistan with a little over 500 combat hours flying during my time deployed. Additionally, I've also held unique positions to include, Executive Assistant to the Chairman of the Joint Chiefs of Staff, Martin Dempsey, under President Obama's Administration. Then, I ended up being the Assistant Division Commander (ADC) of 101st Airborne Division. When I left the 101st, the Army asked me if I would go and serve as the senior military advisor to Poland. Which I did. I spent two years in Poland, served and served as the Operations Officer for Multinational Court Northeast. I was not flying at that time but kept in touch with all things aviation. We watched what Russia was doing and kind of predicted what they were doing in Ukraine, so it was very interesting.

What is your current position at Bell Textron?

I'm a director for advanced vertical lift products. Focused on sustainment integrated logistics systems, digital twins. Some of those words that are out there right now I'm trying to integrate that into the weapon system.

Do you still get the chance to fly?

No, I don't. I have my fixed wing. I decided probably not to fly helicopters anymore, but I probably will go back (flying) when I'm clearly retired. Maybe start flying some fixed wing stuff. It's still enjoyable and I do miss it.



PaYS Signing Ceremonies

The City of Killeen, TX

By: Crancena Ross



The City of Killeen, TX, hosted a signing ceremony that formalized the partnership between the City of Killeen and the US Army. The program began with posting of the Colors by the City's Color Guard, which included the Fire and the Police Departments. The National Anthem was sung by Vocalist, SSG Randy Holmes, 1st Cavalry Fort Cavazos, TX.

Debbie Nash-King, Mayor, City of Killeen and COL Lakicia Stokes, Garrison Commander, Fort Cavazos attended the ceremony along with CASA Edgar Fuentes (Texas), who provided remarks as the guest speaker.



COL Stokes, Mayor Nash-King and CASA Fuentes present the PaYS Plaque

Mayor Nash- King said, "Partnering through the PaYS Program is a win-win for all involved and is a great opportunity for the City of Killeen to reconnect with the Veterans in the community as well as bring value back into the community once employed. It's such an honor to be a part of the U.S. Army PaYS Program by partnering with the U.S. Army."

CASA Edgar Fuentes remarked, "The PaYS Program fosters strong connections between our Soldiers and the Civilian workforce, offering Veterans up to five guaranteed job interviews to those registered within the program. This is a win-win to all involved."

PaYS Signing Ceremonies - The City of Killeen, TX - continued

COL Lakicia Stokes said, "I understand the importance of the Army PaYS Program, from being a Professor of Military Science, and ensuring Cadets enrolled in the program. It is such an honor to be a part of the program."



Photo left –
Cutting the ceremonial cake

Photo right –
(l-r) Thomas Parker, PaYS Project Lead,
Mayor Debbie Nash-King, Crancena Ross
and Frank McNeil, PaYS Marketers



IST Management

By: Victor Fleming

IST Management conducted a signing ceremony at its headquarters in Atlanta, GA. The event solidified the collaborations between the U.S. Army and IST Management.

The ceremony was hosted by MAJ Lesly Perrier, The Executive Officer, Atlanta Recruiting BN, IST Management Services CEO and Owner Hal Blackman, along with other representatives from IST Management Services.

During the ceremony, IST Management Regional Operations Manager and Retired Army Veteran, Charles Riddervold stated, "We are a military friendly company. The transition for Soldiers is just that much harder and it's fraught with so many more stumbling blocks. Most of the stumbling blocks have to do with language and understanding what a military Veteran may offer to a company. The Veteran must be able to articulate what you are offering to corporate America and figure out the match between the two. I think the PaYS Program is a wonderful program. I've worked with the PaYS Program a lot as a recruiter, and now it just feels like I've been able to come full circle. I'm excited to have this program in every city we operate in".



Mr. Blackman and MAJ Perrier sit at the table before signing

After Mr. Blackman and MAJ Perrier signed the ceremonial agreement, a cake cutting and reception was held where MAJ Perrier commented, "As Soldiers we are trained to be mission oriented, resilient, and strong. We are only as strong as the people that are standing behind us supporting us. I would like to thank everyone that contributed to making this event a success near and far, thank you."

IST Management Regional Ops Manger Charles Riddervold talks about his experience and what Army PaYS means to him.



Mr. Blackman and MAJ Perrier pose with the PaYS Ceremonial Plaque.

IST is the leader in providing professional services and business advisory services to organizations seeking to transform operations, catapult growth and stay ahead in competitive markets.

Atrium Health

By: Victor Fleming



Atrium Health conducted a signing ceremony in Charlotte, NC. The occasion cemented the union between the US Army and Atrium Health. The ceremony was hosted by LTC Jason Kim, Commander, 2nd Medical Recruiting Battalion. Atrium Health's Vice President of Talent Acquisition for the greater Charlotte market, Naomi Dolohanty was in attendance along with other representatives from the organization.

During the ceremony, Ms. Dolohanty stated, "Atrium Health is excited to increase our partnership with the U.S. Army through this amazing program for newly recruited and current Soldiers. I want to thank the

Army for providing Atrium Health with this opportunity. To be able to identify those who will be preparing to leave military service to enter the public workforce will be a tremendous advantage for us. As we all know, the dedication and work ethic of Servicemembers is beyond measure".

After Ms. Dolohanty and LTC Kim signed the ceremonial agreement, a cake cutting and reception was held where LTC Kim commented, "The partnership with Atrium Health allows a mutual relationship to advocate for the needs of health care providers within our Civilian and military health systems."



Above - Ms. Dolohanty and LTC Kim signing the ceremonial agreement

Lower right - Future Soldiers from the Charlotte Recruiting Company take the oath of enlistment.

Atrium Health provides healthcare, hope and healing at more than 1400 care locations and 40 hospitals across NC, SC, GA, and AL. The PaYS Program is excited to share these opportunities to transitioning Veterans looking to embark on their next career post military service.



Courtesy Automotive Group

By: Victor Fleming



Courtesy Automotive Group conducted a signing ceremony in Conyers, GA establishing the partnership between the company and the U.S. Army. The ceremony was hosted by LTC Adair Cox, Commander, Atlanta Recruiting Battalion and Randolph 'Coach' Barksdale, Courtesy Auto Group Owner-Operator.

During the ceremony, Chris Grace of Courtesy Auto Group stated, "We believe that the PaYS program is a positive way to strengthen the relationship between the Army and our community by allowing men and women who served their country the opportunity to return to their communities with job chances. We strongly believe the values the Army instills, loyalty, respect, honor, integrity, and trust, that will help make great employees. The PaYS Program is a win-win for everybody involved and we are proud to be a part of it."

During the ceremony LTC Cox stated, "Partnerships like this are critical because they show America's sons and daughters that not only do we care about them while they're serving in the Army, but we care about them when they take those next steps to leave the Army. It



LTC Cox signs the Courtesy Auto Group ceremonial MOA, Mr. Grace awaits his turn to sign.

PaYS Signing Ceremonies - Courtesy Automotive Group - continued

shows that organizations like Courtesy Auto Group support our Veterans and recognize that the Army equipped Soldiers with the skills that are sought after in the Civilian sector aside from the vast technical skills their Soldiers require while serving. I think they develop a sense of discipline, motivation, dedication, and leadership, which I personally believe are foundational elements of being a good employee".

At Courtesy Auto Group, it is their mission to be the automotive home of drivers in the Conyers, GA area. They provide a vast selection of new and used vehicles, exceptional car care and customer service with a smile.

LTC Cox presenting Chris Grace the PaYS plaque.



AKRS Equipment Solutions

By: Travis Carter



AKRS Equipment Solutions hosted a signing ceremony at a newly renovated dealership in David City, NE. The ceremony officially recognized the partnership between the U.S. Army and AKRS Equipment Solutions.

The ceremony was led by BG Gary Ropers, Land Component Commander, Nebraska Army National Guard and Glen Hochstein, Director of Aftermarket, AKRS Equipment Solutions, along with other

representatives from AKRS Equipment Solutions.



Mr. Hochstein rendered remarks and comments to the audience.

During the ceremony, Mr. Hochstein stated "We trust the program as we are getting people who are trained and have already developed leadership skills."

After Mr. Hochstein and BG Ropers signed the ceremonial agreement, a cake cutting and reception was held where BG Ropers commented, "PaYS had the old misleading name that involved Youth. I guarantee I will be using it when I retire to find myself employment and I highly encourage all Soldiers in the Nebraska Army National Guard utilize this great tool to enhance their employment opportunities."

AKRS Equipment Solutions is one of the nation's largest John Deere Dealerships providing unmatched service, support and machinery to farmers, ranchers, landowners, local governments, contractors and more. For more than 80 years, AKRS Equipment has been serving those in Nebraska and Kansas with 27 dealerships.



Left - BG Ropers and Mr. Hochstein sign the ceremonial agreement.

Right - BG Roper presents Mr. Hochstein with the PaYS Certificate of Participation



PaYS Marketing Trips

Dallas Recruiting Battalion

By: Crancena Ross

Mr. Thomas Parker, PaYS Project Lead and Ms. Crancena Ross, PaYS Marketing Analyst traveled to the Dallas Recruiting Battalion to spread PaYS awareness. During their time in the area, they met several partners. The first stop was Penske where the duo conducted an overview and PIX training with members of the team and received a facility tour. The Penske team were provided with recommended job descriptions that could help them attain applicants.



Next, the PaYS duo visited the Fort Cavazos' Transition Assistant Program (TAP) Office and was greeted by Ms. Stephanie Price, Contract Installation Manager. Ms. Price informed the PaYS team that all Soldiers, who are transitioning out of the Army from the installation are registered for the PaYS Program before their departure. Mr. Parker informed Ms. Price of the changes and updates to the program. They also shared information about upcoming job fairs and activities hosted at Fort Cavazos that could benefit Soldiers.

The culminating event was attending the signing ceremony for the City of Killeen, TX announcing partnership with the U.S. Army, hosted by Debbie Nash-King, Mayor, COL Lakicia R. Stokes, Garrison Commander, Fort Cavazos, and CASA Edgar Fuentes (Texas).



Travis Carter visits Lincoln-Omaha, Nebraska

By: Travis Carter

PaYS Marketing Analyst Travis Carter conducted a marketing trip to Lincoln and Omaha Nebraska. While there, Mr. Carter briefed multiple Nebraska Army National Guard (NEARNG) units on the PaYS Program as well as securing numerous enrollments into the program. Mr. Carter also visited local partners to help raise their brand awareness and update them on the program.

Mr. Carter went to the NEARNG Recruiting and Retention Battalion. While there Mr. Carter briefed the Battalion CSM Dale Alexander about PaYS and its use by the NEARNG. They also discussed ways to make sure the program is more successful, and how the RRB can help get RSP Soldiers enrolled. He also spoke to the Battalion XO, MAJ Amanda Schmid.

Mr. Carter also visited five local partners in the area, Truck Center Companies, City of Lincoln, Lancaster County, City of Omaha, and TMC. While on all the visits Mr. Carter answered questions they had as well as updating the partners of the changes to the program. He also discussed a strategy with all the partners to raise their brand awareness so they can hire Soldiers and Veterans with the PaYS Program.



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PaYS Marketing Trips - Travis Carter visits Lincoln-Omaha, Nebraska - continued



Lastly, Mr. Carter got the opportunity to brief NEARNG Soldiers directly on the PaYS Program. The units were the Detachment 1 RSP, HHC 67th MEB, NEARNG Joint Force Headquarters HHC, and ACO 128th FSC. These briefings were critical in raising awareness of the new self-enrollment feature of the PaYS Program. The briefings were well received and resulted in over 180 enrollments from the NEARNG into the PaYS program. Some local NEARNG celebrities, the Chief of Staff, State CSM, and State Command CW5 all also spoke to Mr. Carter about PaYS and enrolled into the program as well.

The trip showed how collaboration and teamwork between the Army and partners with the PaYS team can result in many hires and raised awareness of what the program can do for all its stakeholders.

Indianapolis Area

By Samuel I. Armstrong

Samuel Armstrong, PaYS Marketing Analyst, recently traveled to the Indianapolis area to conduct briefings and registrations for the PaYS program. During his trip, he had the opportunity to meet with the Indiana University Army ROTC. He facilitated the registration of Cadets into the PaYS Program. Over 30 Cadets and their leadership registered for PaYS. In addition to the briefing, Samuel took the time to interact individually with the cadets, answering questions and providing insight into career opportunities after their military service.



Samuel also visited several partners. Officer Molly McAfee, Shaina Moore, and Dustin Pervine, Recruiters, Indianapolis Metropolitan Police Department (IMPD) discussed PaYS and updates. They provided insight on IMPD and its career opportunities. They are seeking Police Officers to fill their ranks. He also met with USIC; they are invested in hiring Veterans. He met with CASA Stan Soderstrom. Looking ahead, CASA Soderstrom plans to dedicate more time to PaYS and community outreach. He aims to further engage current and potential partners, fostering stronger relationships and expanding opportunities for Veterans.

While visiting the Indiana Army National Guard (INARNG) Recruiting and Retention Battalion, Samuel engaged with Soldiers and leadership to discuss the PaYS program and upcoming signing ceremonies. The visit also included a briefing to over 100 Gold Phase Soldiers at the INARNG Recruitment Sustainment Program, highlighting the importance of interview preparation and follow-up with partners. The briefing highlighted the significance of showcasing military skills and experiences to prospective employers. He also emphasized the need for Soldiers to follow up with PaYS partners after interviews, showcasing their professionalism and commitment.

Over 100 Soldiers and Leaders registered for PaYS.



PaYS welcomes Frank McNeil



Please join us in welcoming our newest PaYS Team Member, Frank McNeil. With 24 years of distinguished service in the U.S. Army, he excelled in leadership and operational roles, particularly serving on the Joint Staff and the U.S. Army Security Assistance Command.

Frank holds a BA in Political Science with a concentration on International Politics from Old Dominion University. In his free time, Frank enjoys reading, traveling, and spending time with friends and family. He always looks forward to making a positive impact in the lives of others.

With experience in recruiting and retention, Frank joins the PaYS team as the Marketing Analyst for the Southwest Region.

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

Bast Hatfield, Inc. 7-Mar-02, Raleigh Police Dept. 4-Mar-03, Maryland Transportation Authority PD 27-Mar-03, New England Motor Freight, Inc. 3-Mar-04, FABCO Equipment, Inc. 9-Mar-05, Louisville Metro Police 14-Mar-05, Transport Corporation of America, Inc. 6-Mar-06, Ranger American of Puerto Rico 6-Mar-06, Glendale Police Dept. 6-Mar-06, L-3 Communications Linguist Operations & Technical Support 6-Mar-06, RTI International Metals, Inc. 6-Mar-06, Echostar Satellite L.L.C. 15-Mar-06, PGT Trucking 5-Mar-07, Wells Fargo Bank N.A. 5-Mar-07, Anheuser-Busch Companies, Inc. 5-Mar-07, The Town of Enfield, CT 16-Mar-07, Maricopa County Sheriff's Office 18-Mar-07, National Railroad Passenger Corporation (AMTRAK) 22-Mar-07, Ventura County Sheriff's Department 10-Mar-08, Bernalillo County Sheriff's Department 10-Mar-08, Wake County Sheriff's Office 16-Mar-08, EOD Technology, Inc. 22-Mar-09, Six Flags, Inc. 30-Mar-09, Town of Yauco, PR 17-Mar-11, MediaOne of Utah 17-Mar-11, Stewart Enterprises, Inc. 17-Mar-11, Zions First National Bank 17-Mar-11, Santa Fe Cattle Company 17-Mar-11, City of Cleveland 17-Mar-11, ManTech International Corporation 29-Mar-11, Samaritan Health Services 2-Mar-12, Lithia Motors, Inc. 5-Mar-12, Orlando Police Department 6-Mar-12, United Petroleum Transports, Inc. 6-Mar-12, Nueces County Sheriff's Office 6-Mar-12, Securitas Security Services 24-Mar-12, Rasmussen College, Inc. 30-Mar-12, McCoy Group, Inc. 30-Mar-12, Shearer's Foods, Inc. 7-Mar-13, Coast to Coast Computer Products, Inc. 7-Mar-13, BBVA Compass Bancshares, Inc. 23-Mar-13, JR Moody Inc. 4-Mar-15, UnitedWeb, Inc. 11-Mar-15, Indiana Department of Corrections 13-Mar-15, Iron City Services, LLC Affiliate 1800gotjunk 13-Mar-15, Lunarline 20-Mar-15, RockSolid, LLC 20-Mar-15, Wyoming Medical 20-Mar-15, Mid Georgia Ambulance 20-Mar-15, Master Piper Distribution Company, LLC 2-Mar-16, Universal Truckload Services, Inc. 2-Mar-16, Volt Workforce Solution 23-Mar-16, Veteran Strong, Inc. 23-Mar-16, Logistics Health Incorporated 23-Mar-16, Allan Myers 1-Mar-17, City of Salisbury, NC 12-Mar-17, Hempstead Financial Group LLC d/b/a Northwestern Mutual 12-Mar-17, OldCastle Inc. 12-Mar-17, Northwestern Mutual (NC) 7-Mar-18, Calfrac Well Services 7-Mar-18, Halliburton 14-Mar-18, Wisconsin Nationwide Transportation, Inc. 14-Mar-18, Schierl Inc. 22-Mar-18, Sentara Healthcare 22-Mar-18, Universal Inc. 22-Mar-18, Schierl Sales Corp 22-Mar-18, PROCEPT Biorobotics 1-Mar-19, Henley Enterprise, Inc. 1-Mar-19, Jackson Health System 14-Mar-19, The Martz Group 14-Mar-19, City of Houston 8-Mar-19, Steris Corporation 28-Mar-19, The Regional Medical Center 28-Mar-19, Sanford Health 28-Mar-19, Concord Police Department 28-Mar-19, Reborn Cabinets, Inc. 28-Mar-19, University of Utah Health 9-Mar-20, Andrews Distributing 9-Mar-20, Smiths Detection, Inc. 11-Mar-20, Yavapai County Sheriff's Office 16-Mar-20, Young's Environmental Cleanup, Inc. 20-Mar-20, Architectural Metals, Inc. 20-Mar-20, Emerson Express CO., Inc. 20-Mar-20, Aldevra, LLC 24-Mar-20, Smithfield Foods, Inc. 24-Mar-20 Exergy LLC 3-Mar-22 Truck Center Companies 3-Mar-22 Chenega Corporation 3-Mar-22 Huntsville Utilities 4-Mar-22 Mosquito Joe Franchising LLC 7-Mar-22 Riverside Healthcare 7-Mar-22 City of Florence 11-Mar-22 Big Bang Enterprises, Inc. dba TROC 14-Mar-22 San Francisco Sheriff's Office 14-Mar-22 City of Edinburg 15-Mar-22 Resource Environmental Solutions LLC 17-Mar-22 Arizona Department of Corrections, Rehabilitation and Reentry 23-Mar-22 Pyrotechnique by Grucci 31-Mar-22 City of Torrington, CT 2-Mar-23 Radius Packaging 3-Mar-23 Surefox North America Inc. 2-Mar-23 TMC 8-Mar-23 Wisconsin State Patrol 10-Mar-23 Air Methods 13-Mar-23 Lancaster County 14-Mar-23 XPO 21-Mar-23 Amsted Rail Co. Inc. 27-Mar-23 Wintrust Financial Corp. 27-Mar-23 Envoy Air 27-Mar-23

A Message from the Program Manager...



Dear PaYS Partners,

Let's welcome our newest PaYS Partners and give a special thanks to the battalions' leadership and A&PAs for their support.

New PaYS Partners

AtlantiCare Health System Inc. - *Mid-Atlantic Battalion*

Coca Cola Bottling Company United Inc. - *ALARNG*

RGNext, LLC. - *Tampa Battalion*

American Rock Products - *Seattle Battalion*

Interstate Concrete & Asphalt - *Seattle Battalion*

Helena Sand & Gravel - *Seattle Battalion*

Riverbend Materials - *Seattle Battalion*

Domtar - *SCARNG*

Buffalo Rock Company - *Montgomery Battalion*

Trihydro Corporation - *Salt Lake City Battalion*

LKQ - *TNARNG*

Alaska Department of Labor Workforce Development - *AKARNG*

Hinds County Sheriff's Office - *MSARNG*

Signicast - *WIARNG*

Conduent - *Mid-Atlantic Battalion*

Amteck LLC. - *KYARNG*

Pro Services, Inc. - *Great Lakes Battalion*

Truly Nolen of America, Inc - *AZARNG*

Sila Services LLC - *Harrisburg Battalion*

City of Elizabeth City - *Raleigh Battalion*

Signing Ceremonies

21 MAR

Keolis- *VAARNG*

3 APR

USIC - *INARNG*

5 APR

Altru Health - Minneapolis BN

24 APR

Huntsville Hospital- Montgomery BN

25 APR

Buffalo Rock - Montgomery BN



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