

30 December 2005

Training
ENLISTED INITIAL ENTRY TRAINING (IET) POLICIES AND ADMINISTRATION

Summary. This regulation prescribes policies and procedures for the conduct of enlisted IET.

Applicability. This regulation applies to all Active Component (AC), Reserve Component (RC), and National Guard Bureau (NGB) enlisted IET conducted at service schools, Army Training Centers (ATCs), and other training activities under the control of Headquarters (HQ), United States Army Training and Doctrine Command (TRADOC). Send requests for exemptions from provisions of this regulation to HQ TRADOC Initial Entry Training Division (ATTG-II) for approval. The following provisions of the regulation are punitive and violations may subject offenders to judicial or non judicial punishment under Article 92 of the Uniform Code of Military Justice (UCMJ): paragraphs 2-2c, 2-4(e, f, g, and j), 2-7, 2-11a and b, 3-21c, 3-24, 3-45, and Appendix D-2a(2).

Supplementation. Supplementation of this regulation is not authorized without prior approval from Commander, TRADOC (ATTG-II), 5 Fenwick Road, Fort Monroe, VA 23651-1049. Subordinate commands and organizations will not issue local policy memorandums, local regulations, directives, instructions, and similar guidance, without advance approval of HQ TRADOC, in order to implement locally the standards and policies of this regulation.

Suggested improvements. The proponent of this regulation is the Deputy Chief of Staff for Operations and Training (DCSOPS&T). Send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) through channels to Commander, HQ TRADOC, ATTG-II, 5 Fenwick Road, Fort Monroe, VA 23651-1049. Suggested improvements may also be submitted using DA Form 1045 (Army Ideas for Excellence Program (AIEP) Proposal).

Availability. This publication is available only on the TRADOC Homepage at:
<http://www.tradoc.army.mil>.

Summary of Changes

*Due to changes in the Contemporary Operating Environment and based on recommended changes from commanders in Operations Enduring Freedom and Iraqi Freedom, this regulation added the Warrior Tasks and Battle Drills (WTBD) and increased graduation requirements for Basic Combat Training (BCT), One Station Unit Training (OSUT), and Advanced Individual Training (AIT).

*This regulation supersedes TRADOC Reg 350-6, 15 Aug 03, with change 1, 21 Oct 03, and Change 2, 16 Jun 04.

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Chapter 1

Introduction

1-1. Purpose. This regulation prescribes U.S. Army TRADOC guidance, policies, procedures, and responsibilities for managing and conducting enlisted IET. Enlisted IET consists of BCT, OSUT, AIT, and any other formal Army training received prior to the awarding of an initial military occupational specialty (MOS) (e.g., English as a Second Language (ESL) Course, ITRO. This regulation also supports the design, development, and execution of all IET program of instruction (POI), as well as AIT for MOS training and prior service enlisted Soldiers, and noncommissioned officers (NCOs).

1-2. References. Referenced and related publications and referenced forms are listed in Appendix A.

1-3. Explanation of abbreviations and terms. Abbreviations and special terms used in this regulation are explained in the glossary.

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1-4. Responsibilities.

a. Commanding General, U.S. Army Accessions Command (USAAC)/Deputy Commanding General-Initial Military Training (DCG-IMT), in conjunction with HQs, TRADOC, will:

- (1) Establish policy for conduct of IET.
- (2) Manage the IET program.
- (3) Assess IET programs.
- (4) Conduct conferences, video teleconferences (VTC), assistance visits, and inspections, as required, in the execution of IET management and evaluation responsibilities.
- (5) Conduct and host two IET Brigade Commander/Command Sergeant Major (CSM) conferences each year.
- (6) Assess implementation of IET policy and TRADOC regulations at IET sites.
- (7) Approve the BCT POI and course materials submitted by the proponent.
- (8) Approve the Drill Sergeant School (DSS) POI and course material submitted by the DSS proponent.
- (9) Approve the TRADOC pre-command course (PCC), Company Commander/First Sergeant Course (CCFSC), Cadre Training Course (CTC), Support Cadre Training Course (SCTC), and Installation Staff Contractor Training Course (ISCTC) POI and course material submitted by the proponent.
- (10) Review risk management and environmental risk management integration into training products, and assess the validity of proposed control measures during annual safety evaluations.
- (11) Review and approve infrastructure requirements necessary to support training outlined in POIs (e.g., ranges; classrooms; training aids, devices, simulators, and simulations (TADSS)).

b. Commandants, TRADOC service schools, will:

- (1) Develop and provide Training Support Package (TSP) and Training Requirements Analysis System (TRAS) documentation, POIs, lesson plans, and other instructional material, as required, in accordance with (IAW) [TRADOC Reg 350-70](#) (Systems Approach to Training Management, Processes, and Products), [part VI](#). Proponents for OSUT POIs will integrate the BCT core training the BCT proponent identified into their OSUT POIs.
- (2) Establish and maintain a working relationship through visits, conferences, VTCs, and correspondence with ATC Commanders, Service School Commandants, and Training Division Commanders conducting training in courses for which they are the designated proponent.

(3) Manage the quality assurance program, IAW TRADOC [Reg 350-70, part III](#), to evaluate the training program effectiveness for which they are proponents. Evaluation will include a thorough assessment of feedback from the field, as well as an assessment of teaching methods being used at course sites.

(4) Conduct other IET programs as directed by HQs, TRADOC.

(5) Manage an effective mission-oriented safety program that integrates risk management into all activities and training, in order to protect personnel, facilities, equipment, and materiel under their charge, as well as the public and natural environment from hazards and accidents.

(6) Identify and validate POI infrastructure requirements and submit to HQ TRADOC for approval.

(7) Establish a Drill Sergeant Wellness Program for drill sergeants serving between their 1st and 2nd year on drill sergeant status. Commanders should consider drill sergeants entering a 3rd year for this program.

c. The senior IET commander at each TRADOC subordinate command and non-TRADOC organization will:

(1) Ensure designated courses are taught IAW approved lesson plans and training materials developed by the proponent. This includes application of IET training strategy and methods outlined in TRADOC Reg 350-70, [chapter III-2](#), and this regulation.

(2) Assist service schools and other course proponents in the design and development of courses taught in the ATC, IAW TRADOC Reg 350-70, [part VI](#).

(3) Provide feedback and make recommendations to change training content, such as methods of instruction and sequencing.

(4) Continually evaluate training effectiveness and enforce training standards.

(5) Ensure cadre and support personnel attend the appropriate training courses IAW paragraph 3-2 and Appendix B.

(6) Maintain a list, by position, of who must attend SCTC and ISCTC and submit to proponent at Fort Jackson (ATZJ-VB-VU).

(7) Establish responsibility, at the appropriate level of command, for conducting preliminary inquiries, making credibility determinations, and documenting and maintaining records.

(8) Submit operations, and Serious Incident Reports to HQ TRADOC, ATAL-O, (see paragraph 2-5, this regulation) IAW [TRADOC Reg 1-8](#) (TRADOC Operations Reporting).

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d. Commandant, U.S. Army Infantry School is the proponent for BCT and Warrior Tasks, Battle Drills (WTBD), and responsible for the following in regard to BCT, OSUT, and AIT:

(1) Design the education and training for those common Soldier tasks selected for training in BCT. Develop a stand-alone, non-OSUT BCT POI and submit to TRADOC for approval. Identify BCT core training that is integrated into OSUT POIs. The BCT core training is documented in a separate Appendix in the OSUT POI.

(2) Develop a stand-alone BCT course (non-OSUT) and submit POI IAW TR 350-70.

(3) Evaluate new equipment for use in BCT in conjunction with the appropriate proponents.

(4) Revise TRADOC Pam 600-4, IET Soldier's Handbook, as necessary, in coordination with (ICW) other TRADOC schools/proponents and provide a copy to the Army Training Support Center (ATSC) for publication and distribution annually.

(5) Conduct and host an annual BCT conference.

e. Commander, Defense Language Institute, English Language Center (DLIELC), ESL Course, will adhere to TRADOC policies in Appendix C when training pre-BCT/OSUT Soldiers. Commander, Defense Language Institute, Foreign Language Center (DLIFLC) will adhere to the policies outlined in Appendix D.

1-5. Mission.

a. The mission of enlisted IET is to transform volunteers into technically and tactically competent Soldiers that live by the [Army Values](#), inculcate the Warrior Ethos, understand the importance of teamwork, and are prepared to contribute on day one in their first unit of assignment in the current operating environment.

b. The transformation of volunteers into Soldiers is accomplished during a 5-phased Soldierization program that begins with a Soldier's arrival at the reception battalion (RECBN), and ends with the awarding of a MOS upon completion of IET.

c. Leaders must demand that IET Soldiers achieve the Army standard during high quality, rigorous training. They must also demand that every IET Soldier is treated with the dignity and respect entitled all Soldiers.

1-6. Initial Entry Training environment.

a. An effective Soldierization program results from the IET Soldier's total immersion in a positive environment with active leadership. This environment sets high standards, provides positive role models; and uses every training opportunity to reinforce essential Soldier skills, enforce standards, and develop a warrior mentality. IET begins with the Soldier's arrival at the

RECBN, and continues through AIT or OSUT graduation. Officer and NCO leadership is the cornerstone of a positive IET environment and a successful Soldierization program.

b. IET Investment Strategy.

(1) The U.S. Army's motivated and professional IET cadre can train almost anyone with the mental and physical capacity to complete IET. Each cadre member accepts responsibility for providing a positive environment in which new Soldiers have every opportunity to succeed.

(2) Cadre train their Soldiers by building on and affirming their strengths, and shoring up their weaknesses. Cadre members coach, mentor, and assist Soldiers in meeting the standards through performance counseling and phased goal setting. Discharging Soldiers because they fail to meet certain standards, when additional coaching, teaching, and mentoring could bring them up to par, is not in keeping with the intent of the investment strategy. The investment strategy raises the individual to the standard; it does not lower the standard for the individual.

(3) The IET Investment Strategy includes:

(a) A training philosophy that is focused on graduating the maximum number of Soldiers who can meet standards.

(b) IET leaders allowing the medical community to rehabilitate low-risk Soldiers who can continue to train and meet standards.

(c) IET leaders allowing IET Soldiers to participate in after-hours self-improvement or therapeutic classes/groups in order to improve their resilience and adaptability

1-7. Objectives of IET.

a. The objective of IET is to provide the Army with military occupational specialty qualified (MOSQ) Soldiers imbued with the warrior mentality.

(1) An IET Soldier is MOSQ upon successful completion of all BCT and AIT/OSUT requirements. The MOSQ Soldier can perform, to standard, the institutionally taught critical Skill Level 1 common and MOS-specific tasks the MOS proponent identified and the proponent-designated WTBDs.

(2) The MOSQ Soldier also demonstrates a willingness to live by the Army's core values and Warrior Ethos, and has the ability to work effectively as a team member under stressful conditions.

(3) The MOSQ Soldier is prepared to immediately contribute to the successful accomplishment of their first unit's mission, and can survive and operate effectively in combat.

b. Specific objectives:

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(1) Provide each IET Soldier with the skills, knowledge, and attributes to immediately contribute to their unit's mission, and survive in a stressful tactical environment.

(2) Provide the Army with; spiritually, mentally, physically, and morally fit Soldiers that are capable of performing their duties, in any environment, under significant stress.

(3) Inculcate in the IET Soldier an understanding, and willingness to live by the Army's core values: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage (LDRSHIP). These values are instilled during BCT/OSUT, and reinforced throughout AIT and Army service.

(4) Ensure each IET Soldier understands they are warriors first and technicians second. Ensure each Soldier understands the importance of teamwork and develops the capability to work under stressful conditions while embodying the spirit of Warrior Ethos to include full weapons immersion.

(5) Promote and instill in the IET Soldier the highest degree of individual responsibility, self-discipline, and self-respect. This includes demonstrating respect for others. The Soldier accepts the UCMJ and other statutes and applicable rules as the standard of appropriate conduct, both on and off duty.

(6) Promote and instill in every IET Soldier the professional pride, dignity, and bearing associated with being a Soldier in the United States Army. This includes inculcation of the tenets of their enlistment obligation, the Oath of Enlistment, and the Soldier's Creed.

(7) Teach each Soldier to value health of the mind, body, and spirit, and recognize its impact on quality of life and unit readiness. This includes adherence to the objectives of the Army's Health Promotion Program (e.g., good diet, adequate exercise, abstinence from drugs and tobacco products, elimination of alcohol abuse, management of stress, regular health checkups, and spiritual and moral growth).

(8) Develop in the IET Soldier the knowledge, understanding, and appreciation of Army customs, heritage, and traditions. This includes understanding the Army's role in defending the United States throughout its history, and the principles upon which today's Army was founded.

c. In addition to attaining the central objectives listed above, every IET Soldier is required to meet the qualification requirements specified in the course Student Evaluation Plan (SEP) or other appropriate course documentation. These requirements include, but are not limited to:

(1) BCT and Phases I-III of OSUT:

(a) Complete the Army Physical Fitness Test (APFT) with a minimum of 50 points in each event, 150 points total (waiverable if Soldier passed diagnostic APFT).

(b) Qualify with individual weapon.

- (c) Pass all end-of-cycle requirements (Phases I-III).
 - (d) Complete all obstacle and confidence courses as prescribed in the appropriate TSP. (Confidence Obstacle Courses (COCs) are described in app E.)
 - (e) Complete bayonet and pugil training as prescribed in the appropriate TSP.
 - (f) Complete combatives training as prescribed in the appropriate TSP.
 - (g) Throw two live hand grenades, and negotiate the Hand Grenade Qualification Course, as prescribed in the appropriate TSP.
 - (h) Complete the Protective Mask Confidence exercise IAW the appropriate TSP.
 - (i) Demonstrate a willingness to live by the Army's seven core values.
 - (j) Demonstrate the capability to operate effectively as a team member.
 - (k) Complete all road marches as prescribed in the appropriate TSP.
 - (l) Complete all tactical field training and FTXs required by this regulation and appropriate TSP.
 - (m) Complete all WTBDs as prescribed in the appropriate TSP.
 - (n) Complete a Convoy Live Fire Exercise (CLFX).
 - (o) Conduct Urban Operations.
- (2) AIT and Phases IV-V of OSUT:
- (a) Pass the APFT at the ATC/TRADOC school with a minimum of 60 points in each event, 180 points total.
 - (b) Pass all end-of-cycle requirements.
 - (c) Demonstrate performance of MOS-specific critical tasks (tasks determined mandatory for the awarding of a MOS) as identified by the proponent school, and as prescribed in the appropriate TSP.
 - (d) Complete all foot and tactical road marches this regulation and the appropriate TSP requires.
 - (e) Complete all tactical field training outlined in this regulation and the appropriate TSP.

(f) Ordnance, Transportation, Military Intelligence, Signal, and Quartermaster MOSs complete CLFX. All other MOSs will conduct convoy training IAW this regulation and the appropriate TSP.

(g) AIT MOSs greater than 6 weeks will conduct weapons qualification. Complete advanced Rifle Marksmanship Training for MOSs greater than 6 weeks as prescribed in appropriate TSP. Use of 300-meter range is the standard for qualification. If a 300-meter range is not available, AITs may use a 25 meter range.

(h) Conduct Urban Operations training as prescribed in the appropriate TSP.

(i) Conduct Combatives training as prescribed in the appropriate TSP.

(j) Complete the WTBDs directed by Proponent (AIT only).

Chapter 2

Conduct of Initial Entry Training

2-1. Phased training. IET transforms volunteers into Soldiers, and delivers these quality Soldiers to the operational force through a comprehensive, 5-phased Soldierization program. Phases and associated goals provide intermediate objectives that give common direction and serve as milestones during IET. The training cadre informs IET Soldiers of the goals and standards for each phase of training. Movement from each phase is viewed as a "gate" for each Soldier. The training cadre evaluates each Soldier's performance by the standards for each phase before advancing to the next phase. The five training phases and associated goals and privileges are shown at table 2-1.

a. The first three phases of IET are designated as "Red", "White" and "Blue" and are associated with BCT and the BCT portion of OSUT. The last two phases are associated with AIT and the MOS training portion of OSUT. In OSUT courses, combine Phases III and IV. This will generally depend on how early in the course MOS training begins, and whether a basic skill testing is conducted at mid-cycle, or end-of-cycle. The senior IET commander can adjust the established phase length to ensure Soldiers are trained to the course standards.

(1) Phase I ("Red" phase). This phase encompasses weeks 1-3 of IET and consists of an environment of total control, where active, involved, positive leaders begin transforming volunteers into Soldiers. Training is focused on immersion in the Army's core values, traditions, Warrior Ethos, and ethics; the development of individual basic combat skills, teamwork, and PFT. The goals for Soldiers in Phase I include, but are not limited to:

(a) Pass all Phase I training.

(b) Pay strict attention to detail.

(c) Conform to established standards.

- (d) Begin to work effectively as a team member.
- (e) Master basic skills.
- (f) Maintain individual and platoon areas.
- (g) Develop physical fitness consistent with time in training.
- (h) Receive an introduction to the Army's Values, history, heritage, and traditions.
- (i) Demonstrate the capability to operate effectively in a stressful environment.

(2) Phase II ("White" phase). This phase encompasses weeks 4-6 of IET and is centered on the development of basic combat skills, with special emphasis on weapon proficiency and PFT. Skill development, self-discipline, and team building characterize Phase II. At this phase, Soldiers are provided limited responsibilities commensurate with demonstrated performance. Soldiers receive additional instruction on Army Values, Warrior Ethos, ethics, history, and traditions. The goals for IET Soldiers in Phase II include, but are not limited to:

- (a) Pass all Phase II training.
- (b) Conform to established standards.
- (c) Display self-discipline.
- (d) Qualify with the M16A2 rifle, or assigned weapon.
- (e) Develop physical fitness consistent with time in training.
- (f) Continue to develop capability to work as a team member under stressful conditions.
- (g) Receive reinforcement training on Army history, heritage, and traditions; articulate the Army's Values.

(3) Phase III ("Blue" phase). This is the last phase of BCT and encompasses weeks 7-9 of IET. This phase concentrates on individual tactical training, increased Soldier responsibilities, and opportunities to prove increased self-discipline and demonstration of teamwork. This phase culminates with the application of all skills learned in BCT during a 72-hour FTX. This exercise is designed to stress IET Soldiers physically and mentally, and requires each Soldier to demonstrate their proficiency of basic combat skills in a stressful tactical field environment, while operating as part of a team. In BCT, a "rite of passage" ceremony commemorates successful demonstration of all Phase III skills marking the transformation from volunteer to Soldier. Soldiers satisfying all requirements to complete Phase III are awarded the black beret. In OSUT, transition from Phase III to Phase IV is marked with an appropriate ceremony. The goals for Soldiers in Phase III include, but are not limited to:

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- (a) Conform to Army standards.
- (b) Complete the APFT to BCT standard (50 points each event; 150 points total).
- (c) Complete all BCT POI requirements.
- (d) Demonstrate the ability to think, look, and act like a Soldier without detailed supervision.
- (e) Demonstrate knowledge of the Army's Values, Warrior Ethos, history, heritage, and traditions.
- (f) Demonstrate the capability to operate effectively as a team member under stressful conditions.
- (g) Demonstrate proficiency of the WTBDs

(4) Phases IV and V of the Soldierization program occur in AIT and OSUT. Increased emphasis on personal responsibility and accountability characterize these phases. Initial entry Soldiers also receive reinforcement training on Army Values and teamwork, and an introduction to the history, heritage, and traditions of their specialty branch. Increased personal responsibility, expansion of privileges, and focus on MOS skills further develop Soldier skills and prepares the Soldier for first unit of assignment.

(a) Phase IV begins at the start of the 10th week and continues to the end of the 13th week. At the completion of the first week of AIT, or 10th week of OSUT, Soldiers who pass the initial APFT test with 50 points in each event, who demonstrate potential and who pass all academic standards, at the discretion of the chain of command, may be afforded: all previous privileges, an on-post pass, and an off-post day pass to include use of electronic devices such as cell phones. At the end of the second week of AIT, or the 11th week of OSUT, Soldiers that pass the APFT test with 60 points, in each event demonstrate potential and who pass all academic standards, at the discretion of the chain of command, may be afforded limited permanent party privileges: off post overnight pass, off duty wearing of civilian clothes, tobacco and alcohol use (if of legal age) and not within 8 hours of duty. Prior to departing on pass a safety briefing will be given to all Soldiers who earn this privilege. Reduced supervision by drill sergeants, reinforcement training on common skills, values, and traditions taught in BCT, and increased emphasis on MOS tasks characterizes this phase. Upon arrival at the AIT unit, IET Soldiers starting AIT will receive initial counseling. This session is used to establish goals consistent with the Soldier's MOS training requirements, as prescribed in the appropriate POI and this regulation.

(b) Phase V begins at the start of the 14th week and continues until completion of IET, or the 20th week of training. Soldiers may be afforded expanded but limited permanent party privileges, at the discretion of the chain of command. Commanders may authorize the use of rental cars. Purchasing, registering, and/or possession of a privately owned vehicle (POV) will not be authorized until the Soldier completes 21 weeks of training. Reinforcement training on

common skills, training and evaluation of MOS skills, a leadership environment that simulates the environment in an operational unit, and a culminating tactical FTX that integrates WTBDs and MOS tasks characterizes this phase. This exercise is designed to reinforce the basic combat skills learned in BCT, applicable to the Soldier in the execution of MOS-related duties in a tactical field environment.

(c) Phase V+ begins at week 21 and continues through completion. Phase V+ Soldiers are billeted separately from other IET Soldiers and, at the commanders' discretion, privileges will approximate those held by permanent party Soldiers. At TRADOC subordinate commands, where separation from other IET Soldiers is not possible, use of tobacco and alcohol is restricted. Graduates of IET that attend follow-on training prior to arriving at the gaining unit are billeted separately from other IET Soldiers, if possible. Graduates of DLIFLC will retain their Phase V+ privileges (see app D) during their AIT.

(d) IET commanders may implement Fast Track programs as described in Appendix F. Fast Track programs recognize Soldiers who exceed course standards and provide opportunities for additional MOS training and early promotion.

(5) Graduation from OSUT/AIT signifies successful completion of the first five phases of the Soldierization program. Units conducting AIT will conduct an appropriate branch pinning ceremony in conjunction with the awarding of the MOS.

b. The following formal counseling requirements must be met for all IET Soldiers:

(1) Company commanders will ensure subordinate leaders counsel Soldiers within 72 hours of arrival at the training unit.

(2) Soldiers are counseled at the conclusion of each phase of training.

(3) Counseling includes an objective evaluation of the Soldier's progress, adherence to Army Values, capability to operate as a team member, Warrior Ethos, and establishment of attainable goals for the next phase of training.

(4) Soldiers are counseled on the provisions for additional training if they are not able to meet established standards and requirements (e.g., new start, rehabilitative transfer, remedial training).

(5) All performance/professional counseling is documented on Department of the Army (DA) Form 4856 (Developmental Counseling Form).

c. Schools may use phase banners to distinguish a platoon's phase of training and recognize the passage of a platoon from one phase to another. Guidons are not authorized at the IET platoon level IAW Army Regulation ([AR](#) 840-10, chapter 6).

(1) Local programs are established that govern the awarding, carrying, and displaying of platoon banners.

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(2) Banners are attached to a standard 7-foot flagstaff (marker and marker pennant's flagstaff). The flagstaff head (finial) is an acorn, to distinguish it from the company guidon.

(3) Banners are made of nylon bunting.

(4) Banners are solid colors.

(5) Color designations for the five IET phases are:

(a) Red for Phase I.

(b) White for Phase II.

(c) Blue for Phase III.

(d) Black for Phase IV.

(e) Gold for Phase V.

(6) Banners are swallow-tailed in shape. The finished dimensions are 18 inches high by 30 inches wide, with the "V" 5 inches deep. The hem on the 18-inch straight side will provide a pocket designed to fit a flagstaff. The other hems are 1-inch deep.

(7) In AIT, where IET platoons include Phase IV and Phase V Soldiers in the same platoon, the senior IET commander (O5 or higher) is authorized to exempt those platoons from using phase banners.

(8) Use platoon and/or company achievement streamers with the banners to recognize achievement in various training events/activities. Competition for achievement streamers is against an established standard, not competition against other platoons.

Table 2-1

IET phases, training goals, and privileges*

<u>PHASE</u>	<u>I</u>	<u>II</u>	<u>III</u>	<u>IV</u>	<u>V</u>	<u>V+</u>
	Basic Combat Training (BCT)			Advanced Individual Training (AIT)		
	One Station Unit Training (OSUT)					
<u>WEEKS</u>	1 THRU 3	4 THRU 6	7 THRU 9	10 THRU 13	14 THRU 20	21 THRU COMPLETION
<u>COLOR DESIGNATION</u>	RED	WHITE	BLUE	BLACK	GOLD	GOLD
<u>GOALS</u>						
PASS PHASE TRAINING	X	X	X	X	X	
CONFORM TO STANDARDS	X	X	X	X	X	X
OPERATE AS A TEAM MEMBER	X	X	X	X	X	X
ATTENTION TO DETAIL	X	X	X	X	X	X
MASTER BASIC SKILLS	X	X	X	X	X	X
MAINTAIN INDIVIDUAL/PLATOON AREAS	X	X	X	X	X	X
DEVELOP PHYSICAL FITNESS	X	X	X	X	X	X

DEMONSTRATE SELF DISCIPLINE		X	X	X	X	X
DEMONSTRATE THE CAPABILITY TO COPE WITH STRESS	X	X	X	X	X	X
IMMERSE IN ARMY VALUES	X	X	X			
REINFORCE VALUES	X	X	X	X	X	X
DEMONSTRATE VALUES			X	X	X	X
QUALIFY WITH RIFLE		X	X	X	X	X
COMPLETE APFT (150 PTS/50 PER EVENT)			X			
Conduct Convoy Live Fire Exercise (BCT/OSUT) (OD,TC, MI, Signal & QM) (AIT)			X	X	X	X
Conduct Urban Operations			X	X	X	X
Conduct Combatives			X	X	X	X
Conduct Warrior Tasks and Battle Drills	X	X	X	X	X	X
PASS APFT (180 PTS/60 PER EVENT)				X	X	X
COMPLETE POI REQUIREMENTS			X	X	X	X
LEVEL OF SUPERVISION	TOTAL CONTROL	REDUCED CONTROL	REDUCED CONTROL	REDUCED CONTROL	REDUCED CONTROL	SIMILAR TO PERMANENT PARTY
OPERATIONAL UNIT ENVIRONMENT					X	X
PRIVILEGES *						
TOTAL CONTROL	X					
RESTRICTED TO COMPANY AREA	X					
ESCORTED TO PX BY DRILL SERGEANT	X					
BRIGADE AREA PASSES		X	X	X**	X**	X
ON-POST PASS**			X	X**	X**	X
OFF-POST PASS**				X**	X**	X**
OVERNIGHT PASS				X***	X**	X**
WEAR CIVILIAN CLOTHES				X	X	X
CELL PHONES, PAGERS, ELECTRONIC DEVICES				X	X	X
DRIVE OR RIDE IN PRIVATELY OWNED VEHICLE (POV)			Para 2-2c(3)(c)	Para 2-2c(3)(d)	Para 2-2c(3)(e)	X
ALCOHOL USE FOR SOLDIERS OF LEGAL AGE (NOT IN THE PRESENCE OF IET SOLDIERS IN PHASES I-V)				X	X	X
TOBACCO USE (NOT IN THE PRESENCE OF IET SOLDIERS IN PHASES I-V)				X	X	X
* Privileges are earned and are reduced or modified based on Soldier performance and discipline. ** During passes for phases II-V, all IET Soldiers will utilize the battle buddy system except when accompanied by family members. *** Family day: can receive overnight pass when accompanying family.						

2-2. Amount and type of control/phase privileges.

a. During IET, the cadre leadership should evolve from total control over Soldiers to the point where it duplicates the leadership environment in operational units. This gradual change supports the Soldierization program, yet lets the drill sergeant gauge the Soldiers self-discipline and maintain or relinquish control accordingly.

b. A period of continuous cadre supervision (e.g., Soldiers restricted to company area, and limited free time) is enforced during Phase I of IET.

c. Privileges/limitations for IET Soldiers.

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(1) Privileges granted in IET will support the phased training program, which establishes intermediate goals to facilitate the transformation from volunteer to Soldier. Specific privileges are associated with each phase of training as incentives, and Soldiers are eligible for these privileges as they progress in training. However, the decision to award privileges is based on an individual's performance and the privileges authorized for that specific phase of training. Commanders may authorize full or limited phase privileges based on the individual Soldier's performance. Soldiers are given additional freedom as they demonstrate self-discipline and the ability to accept responsibility. These are privileges, not rights, and as such, are withheld, modified, or withdrawn based upon performance, mission, and program requirements.

(2) Wearing of civilian clothes is strictly limited during IET. Local standard operating procedures (SOPs) will govern attire for IET Soldiers departing on emergency leave prior to deferred issue. When time and facilities permit, the Soldier is issued a Class A uniform before departing on emergency leave.

(3) The following privileges are the maximum allowed; commanders can be more restrictive. Commanders may not add to the authorized list of privileges within phases. Less restrictive standards are requested as exceptions to policy from HQ TRADOC, ATTG-II.

(a) Phase I, weeks 1 through 3. No passes are permitted and IET Soldiers are restricted to the company area. The IET Soldiers are only allowed outside the company area when in formation, or escorted by a cadre member. A drill sergeant will escort IET Soldiers in this phase to the Post Exchange (PX). Soldiers are prohibited from driving or riding in POVs and from wearing civilian clothes. They are also prohibited from consuming alcoholic beverages and using tobacco products. All IET Soldiers must maintain the battle buddy system IAW paragraph 2-8, below.

(b) Phase II, weeks 4 through 6. Passes within brigade area are authorized (outside brigade area, in formation, and escorted only). This modification is used as a reward for excellent achievement, as determined by the battalion commander, for use of theaters, swimming pools, etc., not available within the brigade area. IET Soldiers are prohibited from driving or riding in POVs and from wearing civilian clothes. They are also prohibited from consuming alcoholic beverages and using tobacco products. All IET Soldiers must maintain the battle buddy system IAW paragraph 2-8, below.

(c) Phase III, weeks 7 through 9. On-post passes are authorized. Upon the brigade/battalion commander's discretion, IET Soldiers may ride with family members in POVs on family day and graduation day. Soldiers can use the battle buddy system to sign out for a day pass (does not include overnight pass) in lieu of responsible family member. Family members are authorized to transport BCT graduates to assigned AIT sites. The IET Soldiers are prohibited from wearing civilian clothes, driving POVs/rental vehicles, and using alcohol and tobacco products. All IET Soldiers must maintain the battle buddy system IAW paragraph 2-8, below. Soldiers may receive an off-post, day pass privilege during BCT Graduation Day or OSUT Family Day and do not have to use the buddy system when accompanied by an adult family member.

(d) At the brigade commander's discretion, graduating BCT Soldiers may ride with an approved parent, legal guardian and/or spouse (minimum of 18 years old) in POVs directly to AIT.

(1) Soldiers are not authorized to drive or consume alcohol when being transported.

(2) One day of travel time is allowed for each 350 miles of official distance of ordered travel. If the excess is 51 miles or more after dividing the total number of miles by 350, one additional day of travel time is allowed. When the total official distance is 400 miles or less, one day's travel time is allowed. (Joint Federal Travel Regulation (JFTR) U3003 Authorized Modes, U3005 Travel Time C. POC).

(3) Soldiers must arrive at the AIT installation no later than their prescribed report date.

(e) Phase IV, weeks 10 through 13. Soldiers who pass the initial APFT test with 50 points in each event, who demonstrate potential and who pass all academic standards, at the discretion of the chain of command, may be afforded: all previous privileges, an on-post pass, and an off-post day pass to include use of electronic devices such as cell phones. Initial entry Soldiers must remain within a 50-mile radius of the post, and all passes must end no later than (NLT) 2200. Initial entry Soldiers will wear the proper military uniform while on pass unless commander allows civilian clothes, (includes off-post passes) and are prohibited from driving POVs and rental vehicles. They may ride in the POV of a parent, legal guardian, or spouse while on pass. At the end of the second week of AIT, or the 11th week of OSUT, Soldiers who pass the APFT test with 60 points in each event demonstrate potential, and who pass all academic standards, at the discretion of the chain of command, may be afforded permanent party-like privileges: an off post overnight pass, wear civilian clothes, tobacco and alcohol use (if of legal age) on a weekend pass only and not within 8 hours of duty. Prior to departing on pass a safety briefing will be given to all Soldiers who earn this privilege. IET Soldiers are included in random drug testing. Soldiers who test positive for drug usage are handled IAW [AR 600-85](#) (Army Substance Abuse Program (ASAP)), paragraph 3-7. All IET Soldiers must maintain the battle buddy system IAW paragraph 2-8, below.

(f) Phase V, weeks 14 through 20. Off-post and overnight passes on weekends are authorized. Local commanders will impose distance limitations; however, all passes must end NLT 8 hours prior to the next training day. Uniform for off-post passes is at the commander's discretion. Initial entry Soldiers may ride in POV of parent, legal guardian, or spouse while on pass. Soldiers are allowed to use wireless communication devices to include cellular phones. Soldiers will not carry electronic devices to formation, training, or class. IET Soldiers in Phase V are included in random drug testing. All IET Soldiers in this phase must maintain the battle buddy system IAW paragraph 2-8, below.

(g) Week 21 through completion. Phase V+ Soldiers (at week 21) are billeted separately from other IET Soldiers. Privileges will approximate those held by permanent party Soldiers. Where separation from other IET Soldiers is not possible, use of tobacco and alcohol is restricted. Graduates of DLIFLC arriving at AIT will retain their Phase V+ privileges (see app D) after an initial 72-hour period in which the unit will conduct reception, integration,

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orientation, and initial counseling activities. IET Soldiers in Phase V+ are included in random drug testing.

(h) Soldiers in MOS training that fail to obtain an MOS, may retain their previously earned phase privileges after receiving a positive evaluation by the gaining AIT unit. Until the evaluation is complete, the Soldier will start with Phase IV privileges.

(4) Normally, IET Soldiers are not granted leave between BCT and AIT, unless they meet one of the following requirements:

(a) Soldiers are attending an AIT course of 24 weeks or longer. These courses have a one-week delay built into the Army Training Requirements and Resource System (ATRRS) between their BCT graduation date and their AIT report date. Soldiers may elect to take up to one week of leave, or report directly to AIT upon graduation from BCT. The losing BCT site will coordinate with the gaining AIT site for early arrival.

(b) Soldiers graduating from BCT in December, with an AIT start in January.

(c) Soldiers taking EXODUS leave during BCT are not authorized to take any additional leave between BCT graduation and the start of AIT (this includes AIT courses that are 24 weeks or longer).

(d) Battalion commanders may grant exceptions on a case-by-case basis.

(5) The use of telephones during IET, to include cellular and other wireless communication devices, is a privilege, and commanders will establish local policy as to their use by IET Soldiers. Commanders will adhere to table 2-1; however, IET Soldiers arriving to the RECBN, AIT, or new duty assignment are encouraged to call home within 48 hours of arrival.

(6) Unit commanders may determine privileges for Soldiers attending Pre-BCT (e.g., Lackland AFB) or assigned to a Physical Training Rehabilitation Program (PTRP) medical hold company. Such privileges will not exceed those of Soldiers in phase IV.

2-3. Constructive credit.

a. The IET requirements are established to produce the high-quality Soldier demanded in today's Army. Only in extraordinary circumstances is constructive credit for these requirements granted.

b. TRADOC subordinate commanders may grant constructive credit to an entire class, or an individual Soldier, for a missed training event. For example, a class may receive constructive credit for an event missed due to severe weather conditions for which time and/or resources preclude rescheduling and execution. Individuals may receive constructive credit for a missed training event due to circumstances beyond their control such as illness, injury, emergency leave, etc.

c. Make every effort to reschedule and conduct the missed training before a decision to provide constructive credit is made. Use this credit selectively, and only in those cases where there is a clear demonstration that the Soldier meets, or exceeds, the IET graduation standards.

d. Constructive credit authority resides at the TRADOC ATC or TRADOC service school and major subordinate command level, and is delegated no lower than the IET brigade commander level. For those training sites located at non-TRADOC organizations, this authority will reside with the first general officer in that school's chain of command.

2-4. Treatment of IET Soldiers.

a. Schofield's Definition of Discipline: *"The discipline which makes the Soldier of a free country reliable in battle is not to be gained by harsh or tyrannical treatment. On the contrary, such treatment is far more likely to destroy than to make an army. It is possible to impart instruction and give command in such a manner and such a tone of voice to inspire in the Soldier no feeling but an intense desire to obey, while the opposite manner and tone of voice cannot fail to excite strong resentment and a desire to disobey. The one mode or the other of dealing with subordinates springs from corresponding spirit in the breast of the Commander. He who feels the respect which is due to others cannot fail to inspire in them regard for himself, while he who feels, hence manifests, disrespect toward others, especially his inferiors, cannot fail to inspire hatred against himself". MG John M. Schofield, 11 August 1879.*

b. Address initial entry Soldiers as "Soldier," "Private" (or appropriate rank), "Warrior," or by last name.

c. Do not address Soldiers by gender (such as "you female(s)...").

d. Treat initial entry Soldiers with the same fairness, respect, and regard for dignity accorded to all Soldiers. IET Soldiers will wear rank IAW AR 670-1 (Wear and Appearance of Army Uniforms and Insignia).

e. Soldiers must develop a capacity to cope with stress. Most stress should come from the requirement to meet standards on a wide range of diverse tasks in a short amount of time.

f. Hazing is prohibited.

(1) Hazing is defined as any conduct whereby a military member or members, regardless of rank, causes another military member, regardless of rank, to suffer, or is exposed to any activity which is cruel, abusive, humiliating, oppressive, demeaning, or harmful. Soliciting or coercing another to perpetrate any such activity is also considered as hazing. Hazing need not involve physical contact among or between military members; it can be verbal or psychological in nature. Actual or implied consent to acts of hazing does not eliminate the culpability of the perpetrator. Hazing is an offense punishable under the UCMJ.

(2) This definition can include, but is not limited to, the following: playing abusive tricks; threatening or offering violence or bodily harm to another; striking; branding; tattooing; any

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consumption of alcohol, drug, or tobacco product; or causing the harmful, excessive, or abusive consumption of food, or any other substance.

(3) Hazing does not include command-authorized mission or operational activities, the requisite training to prepare for such missions or operations, administrative corrective measures, extra military instruction, command-authorized physical training (PT), and other similar activities that the commander, (O5 or higher), authorizes. Corrective training is a key component of the investment strategy.

g. Degrading Soldiers by use of vulgar, sexually explicit, obscene, profane, humiliating, racially, sexually, or ethnically slanted language is prohibited.

h. Physical contact with Soldiers for disciplinary or other reasons is prohibited, except where the safety of the IET Soldier is in question (e.g., heat exhaustion, physical injury, etc.). Physical contact when making corrections directly related to training is permitted. Cadre are not required to ask the Soldier's permission to make necessary corrections.

i. Use only physical exercises listed in Field Manual ([FM](#) 21-20 and/or IET standardized physical training Guide as corrective action for minor infractions.

(1) Only drill sergeants, uniformed military instructors, and the Soldier's immediate chain of command are authorized to employ physical exercise for corrective action.

(2) Initial entry Soldiers occupying Soldier leadership positions are prohibited from administering physical exercise as corrective training.

(3) The use of physical exercises in this manner is an attention getting device and unrelated to remedial PFT. The number of repetitions of any exercise is commensurate with the Soldier's physical conditioning progression. All corrective action is administered within the limits of the Soldier's profile.

(4) Supervise the Soldier's performance. Consider climatic conditions in the decision to use exercise as corrective action. The use of Mission-Oriented Protective Posture (MOPP) gear during physical corrective training is specifically prohibited unless such is authorized for an event per the POI.

j. Give Soldiers reasonable time to eat meals. Depriving Soldiers of meals, or restricting meal choices, is prohibited as a form of discipline. Drill sergeants and cadre are not authorized to select menu items for IET Soldiers as a means of diet control.

k. Sexual harassment, fraternization, or unprofessional association are explicitly forbidden IAW [AR 600-20](#) (Army Command Policy), chapter 4, and may violate local regulations. Such offenses are punishable under the UCMJ. The following additional activities and conduct are prohibited by this section: Dating IET Soldiers, writing them personal letters/e-mails, having personal telephone conversations with them unrelated to the training mission, playing cards, gambling, dancing entertaining in personal residences, sharing accommodations in a

hotel/motel, transporting in a POV, or any other conduct of a personal or sexual nature. This does not preclude the normal exchange of military courtesies, the standard courtesies extended at command sponsored functions, participating in religious activities, or activities specifically approved by the commander, or necessitated by emergency. Additionally, contact by permanent party members and family members of IET Soldiers, except where required by the training mission, is not permitted.

l. Give initial entry Soldiers the opportunity to contribute to approved charities, chapel offerings, and welfare campaigns in the same way as other Soldiers. However, commanders will obtain legal advice from their servicing Staff Judge Advocate (SJA)/Ethics Counselor prior to conducting any fundraising events. Additional guidance on fundraising in IET is in paragraph 3-45.

m. Do not require or encourage initial entry Soldiers to purchase common use items, or cleaning supplies, with their own funds (e.g., billet cleaning supplies, weapons cleaning items, tools, irons, or other common use items). Obtain supplies or tools needed to perform routine cleaning and maintenance tasks through unit supply channels. Initial entry Soldiers are not required to purchase any issue items unless an item issued was lost.

n. Civilian employees will treat Soldiers with dignity and respect. Discipline civilian employees for being discourteous to Soldiers, or using abusive or offensive language/gestures in the presence of Soldiers. Officers, NCOs, and civilian supervisors will correct or report improper actions and attitudes of civilian employees toward Soldiers.

o. Provide sufficient time for Soldiers to conduct personal hygiene; take prescribed medications; perform rehabilitative exercises; and apply ice therapy, when directed by medical authorities or appropriate self-care instructions.

2-5. Trainee abuse investigation and reporting.

a. IET Soldier trainee abuse (see glossary, sec II) in any form is unacceptable and may violate local regulations. Such offenses are punishable under the UCMJ. It destroys a positive training environment and ignores Army Values. Preventing, discovering, and tracking trainee abuse is a top priority for TRADOC. All IET commanders are charged with this mission.

b. Guidelines for reporting Soldier maltreatment and trainee abuse incidents through command and provost marshal channels are set forth respectively in [AR 190-40](#) (Serious Incident Report), paragraph 3-2, TP 350-36, and TRADOC Reg 1-8, paragraph 3-1. Commanders are responsible for reporting trainee abuse allegations as defined in these guidelines unless the commander can quickly determine the allegation is not credible. TRADOC Emergency Operations Center will forward TRADOC Operations Reports (OPREPs) concerning trainee abuse to the TRADOC Deputy Commanding General, Initial Military Training and the TRADOC SJA. The TRADOC OPREPs will provide the initial data for the TRADOC trainee abuse report.

c. Commanders will promptly conduct a preliminary inquiry into every trainee abuse allegation, regardless of the nature, magnitude, or source of the complaint. For some allegations, a quick and informal interview of the complainant and any witnesses is all that is required. DS incentive pay will stop until investigation is complete. Other allegations may require more extensive command or law enforcement investigation. Commanders will consult with their legal advisor when conducting an inquiry or evaluating evidence concerning all allegations of trainee abuse. Commanders will keep their legal advisor apprised of the major changes in the status of investigations and the disposition of offenses.

d. Commanders will document and maintain records of all preliminary inquiries into trainee abuse cases, including those the commander determines are not credible. Commanders and/or SJAs will provide supplemental information on all trainee abuse OPREPS to TRADOC SJA in an accurate and timely manner. If, after conducting a preliminary inquiry, a commander determines that a trainee abuse allegation is not credible, the case is removed from the TRADOC Trainee Abuse Report.

e. Suspension of a drill sergeant, or other cadre member, is required when a serious incident occurs IAW [AR 614-200](#) (Enlisted Assignments and Utilization Management), paragraph 8-17(d), under removal from the Drill Sergeant Program. This includes investigations conducted IAW [AR 15-6](#) (Procedures for Investigating Officers and Boards of Officers), chapter 3, section I, or those the Criminal Investigative Division (CID) or a Military Police Investigator conducted. Commanders should not automatically suspend drill sergeants, or other cadre, simply because they are pending a preliminary inquiry into a trainee abuse allegation. Commanders will make suspension decisions based upon the facts of each case, and may suspend individuals pending a preliminary inquiry if it will aid the inquiry, benefit the training environment, or for other valid command reasons.

f. Terms of reference.

(1) Credible allegations. Trainee abuse allegations are “credible” when a commander determines that it is “more likely than not” that the abuse occurred. The commander may make this determination only after a preliminary inquiry, an administrative investigation, or a law enforcement investigation. Commanders should find allegations credible if, after considering all evidence available, the evidence points to a particular conclusion as being more credible and probable than any other conclusion. The number of witnesses, or volume of physical evidence, does not determine the weight given to the evidence. Commanders should consider all the evidence, and evaluate such factors as the witness's demeanor, opportunity for knowledge, information possessed, ability to recall and relate events, and other indications of truthfulness.

(2) Non-credible allegations. Trainee abuse allegations are “non-credible” when a commander determines that it is “more likely than not” that the abuse did not occur. The commander may make this determination only after a preliminary inquiry, an administrative investigation, or a law enforcement investigation.

(3) Preliminary inquiry.

(a) Manual for Courts-Martial, Rule 303 states that, *“Upon receipt of information that a member of the command is accused or suspected of committing an offense or offenses triable by court-martial, the immediate commander shall make, or cause to be made, a preliminary inquiry into the charges or suspected offenses.”*

(b) The preliminary inquiry is usually informal. It may include an examination of the charges and an investigative report, or other summary of expected evidence. In other cases, a more extensive investigation may be necessary.

(c) The commander may conduct the investigation personally, or with members of the command. In serious or complex cases, the commander should consider whether to seek the assistance of law enforcement personnel in conducting any inquiry or further investigation. The inquiry should gather all reasonably available evidence bearing on guilt or innocence, and any evidence relating to aggravation, extenuation, or mitigation.

2-6. Integration of male and female Soldiers.

a. For all MOS and/or courses open to female Soldiers, IET is gender-integrated to the squad level. All Soldiers, regardless of gender, train to a single standard—the Army standard. Performance requirement differences, such as APFT scoring, are based on physiological differences, and apply to the entire Army. Integrating training at the lowest levels, in an environment where control and supervision are maximized, enhances the ability of the training base to deliver a Soldier fully prepared to take their place in the ranks of an integrated Army.

b. Formation of single-gender companies or platoons is not authorized. The same POI is used for males and females. Male and female Soldiers housed in the same building are provided a physical separation of sleeping and latrine facilities. The intent is to maintain, to the maximum extent feasible, company integrity within a barracks.

2-7. Separate and secure environment. The intent of the separate and secure policy is to ensure that all Soldiers are afforded the opportunity to undergo IET in a gender-safe environment. This provision implements section [4319, title 10, United States Code](#).

a. Physical security measures:

(1) Each gender has an independent sleeping area.

(2) Each gender has their own latrine.

(3) Each gender has their own entrance to the living area.

(4) Access control guards of the same gender monitor entrances to sleeping areas during sleeping hours (allowing males as access guards, posted outside the entrance to female sleeping areas, and is granted as exception to policy for IET sites with less than 8 females in assigned

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living area at any one time). The function of the access control guard is to ensure only authorized personnel enter the sleeping area during periods of "lights out." Access control guards are assigned and execute their duties as a buddy team.

(5) Door alarms installed and doors locked. All doors leading to a female sleeping area are equipped with an audible alarm that sounds and is heard at the Charge of Quarters (CQ) location. Alarms are activated any time Soldiers are sleeping in the bays, this includes anytime a Soldier is sleeping while on quarters.

(6) Fire-safe barrier wall placed between the genders (same floor). If the barrier has a door, the door will be locked and alarmed, during "lights out." When the alarm sounds it must be heard at the CQ location. If conditions for fire-safe barriers are not met, separate genders by floor, wing, or building are required.

(7) Digital video monitoring systems provide an additional degree of security, but are not mandatory, and do not replace the requirement for door and barrier alarms, and supervisory personnel. If video monitoring is installed, only place cameras in public access areas, such as entryways, stairwells, etc. Cameras will not monitor living or latrine areas. Battalion commanders determine length of time digital recordings are maintained.

(8) When offices and administrative areas are located within Soldier sleeping areas, the command will establish procedures whereby cadre do not occupy office areas after alarms are activated and "lights out" established.

b. Field Environment.

(1) Physical Security:

- (a) IET Soldiers will be organized in pure gender battle buddy teams when participating in an FTX.
- (b) Bivouac areas can be consolidated; however, sleeping areas must be gender specific (separate male/female tents).
- (c) No more than one entry point per gender-specific area will be established.
- (d) Gender-specific sleeping areas will be designated by cadre.
- (e) Each gender-specific area will have separate latrine that are clearly designated for gender usage, i.e., marked "male" or "female".
- (f) Commanders are authorized to augment physical security policy provided guidelines outlined above are considered.

(g) In the hours of darkness, when the unit is stationary, roving battle buddy team control guards will be assigned to secure the inside perimeter of each gender-specific bivouac area. Access control guards will be placed at the entry point and rotated every two hours.

(h) Pure gender-specific buddy teams will be used as runners for the TOC during the hours of darkness.

c. Supervisory measures.

(1) NCOs supervise the barracks around the clock.

(a) Drill sergeants will serve as CQ on duty during sleeping hours in BCT, and the BCT portion of OSUT. Soldiers in the rank/grade of sergeant /E5 and above may serve as CQ in the RECBN. A log is maintained on DA Form 1594 (Daily Staff Journal or Duty Officer's Log) for each CQ duty period.

(b) NCO cadre members, to include instructors, company personnel, and drill sergeants, can serve as CQ during sleeping hours in AIT, and the AIT portion of OSUT.

(2) Two enlisted Soldiers serve as "runners," and maintain entrance security when the CQ conducts inspections. The two runners are of the same gender, but not necessarily the same gender as the CQ.

(3) Each gender-separate living area will have two access control guards that ensure no unauthorized personnel enter the area during sleeping hours.

(4) Duty officers and NCOs from the company, battalion, and brigade HQs will conduct periodic checks.

(5) All Soldiers will sleep in PT shorts and shirt/Improved Physical Fitness Uniform.

(6) If an inspector is not of the same gender as the Soldiers in the living area being inspected, personnel of the same gender as the inspected area must accompany the inspector. This provision implements [10 USC 4319](#) and [4320](#).

(a) In BCT, OSUT (Phases I, II, and III), and RECBN units, the personnel accompanying the drill sergeant or inspector is not an IET Soldier.

(b) For OSUT (Phases IV and V), AIT, and DLIFLC, an IET Soldier may accompany the drill sergeant or inspector, and could be one of the Soldiers serving as an access control guard in the bay inspected.

(7) During "lights out," only cadre leadership and/or their designated representatives are allowed in the barracks to conduct inspections and accountability.

d. On a case-by-case basis, AIT commanders and commandants may request from HQ TRADOC, ATTG-II, an exception to the physical security and supervisory measure requirements of the separate and secure policy. Commanders must certify that every attempt was made to comply with this policy, and its execution was found impracticable for units with small gender populations.

2-8. Battle Buddy system.

a. The battle buddy system establishes policy for the pairing of IET Soldiers into teams for the following reasons:

- (1) Mutual support and assistance.
- (2) Teaching teamwork.
- (3) Developing a sense of responsibility and accountability for fellow Soldiers.
- (4) Improving safety during training.
- (5) Reducing the likelihood and opportunity for sexual harassment, misconduct, and suicide gestures or attempts.

b. Soldiers are introduced to the battle buddy team system at the RECBN. IET Soldiers are formed into two-person teams upon arrival at the training unit. A battle buddy team may consist of three personnel, in order to ensure all Soldiers are part of a battle buddy team. Team members learn to help one another in all aspects of training. This aids in the development of individual initiative, responsibility, and dependability. As a minimum, commanders will establish a battle buddy system in IET following these guidelines:

- (1) Drill sergeants will assign battle buddy teams, by name, after the IET Soldiers arrive at the platoon, but before formal training begins.
- (2) Unit cadre will instruct IET Soldiers on the purpose and rules of the battle buddy system.
- (3) Limit battle buddy team changes from the initial pairings.
- (4) Battle buddy teams will participate in training, CQ, and other activities together, when feasible.
- (5) Do not require battle buddy teams to attend sick call or personal appointments together. Cadre will pair other Soldiers of the same gender that are also reporting to sick call. Battle buddies are not required to accompany each other on family day while with family members. If one battle buddy is with family and the other does not have family members participating, then the battle buddy is paired with others in a similar situation for pass privileges. Likewise, Soldiers have an opportunity to worship in their chosen denomination; therefore, buddies are not

required to accompany each other to worship. Soldiers attending worship are paired similar to sick call. Battle buddies will accompany each other during passes while in Phases II-V, except when family members are accompanying them as outlined in paragraph 2-2, above.

(6) Soldiers in Phase V+ (weeks 21 through completion) are not required to be with their battle buddy after the end of the established duty day.

(7) Male-female battle buddy teams are only authorized when there is only one IET Soldier of a particular gender, and a same-gender battle buddy is not available. For example, team a solitary female Soldier with two male Soldiers; team a solitary male Soldier with two female Soldiers.

2-9. Military appearance.

a. All Class A uniform and berets are issued during Phase II and properly fitted to the Soldier prior to completion of IET. Drill sergeants are present during fitting, to ensure proper fit. Commanders will hold sufficient Class A inspections (IAW AR 670-1) so that necessary refitting is scheduled prior to the end of the training cycle.

b. IET Soldiers must wear the Class A uniform at regular intervals to demonstrate knowledge of proper wear of the uniform to cadre satisfaction. Emphasize proper wear of beret/headgear and tie. Before Soldiers leave the IET area, cadre ensure Soldiers' uniforms are clean, pressed, and worn properly.

c. The cadre will stress the importance of maintaining standards in both appearance and actions, especially when in the civilian community. Travel from BCT to AIT and from AIT/OSUT to first unit of assignment (unless Overseas) will be in Class A uniform. Soldiers must understand that they represent the Army when they appear in public in/out of uniform.

2-10. Soldierization and reinforcement training in AIT/OSUT.

a. Initial entry Soldiers must continue to receive the same strong emphasis on Soldierization and warrior ethos throughout AIT/OSUT that was present during BCT. Accomplish this through reinforcement training (Army Values, teamwork, customs and courtesies, wear of the uniform, and WTBDs), inspections, increased demand of personal responsibility, a progressive PFT program, and drill sergeant and cadre role modeling.

b. Physical fitness requirements increase in AIT and AIT portion of OSUT. PFT intensity is increased throughout the cycle to meet the Soldier's expectations, and challenge the Soldier's abilities.

c. Conduct command inspections in the Class A uniform to ensure all Soldiers maintain proper military appearance during IET.

d. The Soldierization program in OSUT continues during all phases, with the basic Soldiering skills being trained, reinforced, and evaluated throughout the POI.

e. Basic Soldiering skills taught in BCT are reinforced during AIT. Specifically, Soldiers are trained and evaluated on WTBDs and Skill Level 1 tasks (included on the annual Common Task Test). If the common task training (CTT) task aligns with the Warrior Task, credit is received for both tasks.

f. Commanders are required to provide quarterly reinforcement training to IET Soldiers on the Army Values and the human relations subjects introduced in BCT. Access BCT TSPs on the Fort Benning file transfer protocol site (<ftp://ftp.benning.army.mil/iet/>). Drill sergeants are the primary instructors for this training, supplemented with cadre/instructors to assist, as needed. Training is conducted in platoon-size elements, or smaller.

g. IET Soldiers will receive training on designated subjects (to include WTBDs) based on the length of their course/cycle. The three reinforcement training plans are depicted in table 2-2.

h. In courses greater than 23 weeks in length, commanders have the discretion to modify or adjust the number of subjects taught in the additional quarterly reinforcement training sessions, if course completion will occur prior to the end of a full quarter. When determining which subjects to teach, the commander should base the decision on the number of training weeks included in that quarterly period, and on the particular subjects the commander believes needs reinforcing with the Soldiers.

i. AIT continues the Soldierization process that started in BCT. The following mandatory training is conducted at all AIT locations: Rifle Marksmanship (for all MOSs greater than six weeks in duration), Urban Operations training, Combatives training, Convoy Training, and WTBD IAW proponent's guidance.

2-11. Tobacco cessation policy for IET.

a. IET Soldiers will not use tobacco products in phase I-III. This policy is in effect when the Soldier arrives at the RECBN, and remains in effect until the Soldier graduates from IET, or reaches Phase IV-V-plus (21-plus weeks). Exceptions to this policy are not permitted. The commander may authorize smoking privileges for reclassified and prior service Soldiers returning to AIT, or Phase IV of OSUT, as part of a reclassification or enlistment action. These Soldiers will adhere to the requirements outlined in paragraph 3-21.

Table 2-2
Reinforcement training table

Reinforcement Training Subjects/Hours	IET Weeks 10-17	IET Weeks 18-32	IET Weeks 33-completion
Museums (Branch related)/2 hours	X		
Branch History/1 hour	X		
Army Core Values/1 hour	X	X	Quarterly
Equal Opportunity (EO)/Prevention of Sexual Harassment (POSH)/4 hours		X	Quarterly
Comply with Uniform Code of Military Justice/1 hour		X	Quarterly

Spiritual/Emotional/Mental Fitness/ 1 hour		X	Quarterly
Serve as a Member of a Team/3 hours		X	Quarterly
Manage Personal Finances/2 hours		X	
Rape Prevention/1 hour		X	
Warrior Tasks and Battle Drills	X	X	X
Common Task Training Test	X	X	X

b. All cadre and Soldiers with permanent party privileges are prohibited from using tobacco products in areas where IET Soldiers are likely to observe such use.

c. Sale of tobacco products from vending machines in IET areas is eliminated to the extent possible, consistent with the requirements of existing contracts.

d. Instruction on the adverse impact tobacco use has on health and readiness is presented to BCT and OSUT Soldiers, as prescribed in the physical readiness training and testing Appendix of the BCT POI. POI proponents will incorporate similar instruction into AIT fitness and substance abuse training.

e. Centers, schools, and organizations will coordinate with the supporting contracting office to ensure contractor personnel comply with this policy.

f. This policy may constitute a change in working conditions for civilian employees, centers, schools, and organizations are reminded of their bargaining obligations with the unions that represent those employees. Prior to implementing this policy, contact the local Civilian Personnel Office for assistance in carrying out labor/management relation responsibilities.

g. This policy does not cancel or supersede other instructions where smoking is controlled because of fire, explosive, or other safety considerations.

2-12. Allegations of recruiting improprieties. The following policies and procedures are followed in the reporting of alleged recruiting improprieties from IET locations to HQ, U.S. Army Recruiting Command (USAREC), and the feedback to the originator of the allegation. The feedback loop for reporting results of the reports HQ USAREC receives is an important part of the process. The intent is that every allegation is properly reported and received by the Enlistment Standards Division (ESD) at HQ USAREC, for processing as required IAW [USAREC Reg 601-45](#) (Recruiting Improprieties Policies and Procedures), paragraph 3-2, and the results reported back to, and received by, the IET company commander initiating the allegation.

a. An allegation of a recruiting impropriety exists when it is reported that a recruiter commits an act, either by an intentional act to conceal, or omission of fact in violation of a law or regulation, with the intent to enlist a person not qualified for enlistment. Essentially, any recruiter knowledge that a person is not qualified, and the recruiter intentionally assists or otherwise knowingly enlists that person, is an impropriety. This includes providing specific enlistment options, MOS, and/or education benefits, for which an applicant is not eligible to receive. Further, it includes concealment of information pertaining to basic enlistment eligibility, such as moral, medical, prior military service, dependents, marital status, or

qualifications to receive a security clearance. Any act to conceal, or the omission of information that is in violation of law, regulation, or policy, resulting in a fraudulent, erroneous, or defective enlistment, if the recruiter knowingly took part in such an enlistment, is a recruiting impropriety. This includes discharges for medical EPTS (existed prior to service), if there is an associated allegation of recruiter impropriety.

b. When any member of the Soldier's chain of command receives an allegation, it is reported for disposition as follows:

(1) Company commanders report allegations to their IET battalion commander.

(2) The battalion commander sends a copy of the allegation to the training base USAREC liaison officer (LNO), for those locations that have BCT or OSUT at Forts Jackson, Knox, Sill, Benning, or Leonard Wood. The other two locations, without BCT or OSUT, with LNOs, are Fort Rucker and Lackland Air Force Base (LAFB) DLIELC. For those locations (AIT only) that do not have a USAREC LNO, a copy of the allegation, to include sworn statement, is sent to USAREC ESD (USAREC G-3) via e-mail to Improprieties@USAREC.army.mil. Additionally, TRADOC Inspector General (IG), per [AR 20-1 \(Inspector General Activities and Procedures\)](#), [paragraph 4-6d](#), may refer cases to LNOs, or directly to USAREC's ESD, as they deem appropriate.

(3) The alleged impropriety will contain the company commander's name, phone number, and e-mail address, which will allow USAREC to provide feedback to company level on the final disposition of the case. All allegations are reported within 5 working days to their respective USAREC LNO, or to the USAREC ESD, for those locations without a USAREC LNO. USAREC Form 315-R-E (Report of Alleged or Suspected Recruiting Impropriety) is used to report allegations of recruiter impropriety. Companies and battalions will maintain a record of reported improprieties.

(4) For centers, schools, and organizations with a USAREC LNO, USAREC ESD will provide feedback on the disposition of each case to the USAREC LNO, with a copy furnished to the battalion and company commander that initiated the allegation. For those locations without a USAREC LNO, and for all other IET locations, feedback on the disposition of each case is sent to the commander that initiated the allegation, with a copy furnished to the additional points of contact (POC) listed. The feedback will contain, at a minimum, the name and social security number (SSN) of the trainee, date allegation reported, type of allegation, a short summary of the findings of the inquiry/investigation, and a determination if the enlistment was defective, unfulfilled, erroneous, or fraudulent. For those locations without an LNO, provide a POC (in addition to the commander that initiated the original allegation) to ensure a backup method is in place to receive such reports.

Chapter 3

Training Policies, Procedures, and Administration

3-1. Initial Entry Training strategy. IET commanders and commandants will ensure their training programs incorporate the following tenets of TRADOC's IET strategy:

- a. The chain of command is responsible for training. Commanders must ensure that training meets POI standards, and conforms to TRADOC policies on the conduct of training.
- b. Drill sergeants will conduct as much of the skill training as possible in BCT and OSUT. When drill sergeants are the primary trainers, the role of the committee group is to augment cadre instructors, serve as subject matter experts (SME), and advise on the conduct of training.
- c. Primarily, SMEs will conduct MOS training; however, to the maximum extent feasible, involve drill sergeants in the technical training in AIT. Drill sergeants are the MOS role models. They will assist with MOS skill practice, and make every attempt to have drill sergeants augment SMEs as assistant instructors (AI). Academic instructors must assist unit cadre in the Soldierization effort.
- d. Cadre are proficient in the tasks trained. IET commanders will establish certification programs IAW paragraph 3-33c, below, to ensure those cadres have the competence and skill proficiency to execute and evaluate effective training.
- e. MOS training is taught in as realistic an environment as possible. Scenario-driven FTXs are used to achieve this realism. These FTXs should focus on the warfighting application of acquired MOS skills, while reinforcing teamwork and the WTBDs. Refer to paragraph 3-36c, below, to submit waivers for FTX.
- f. Through a system of rigorous evaluations of training and testing, TRADOC, ATC commanders, and school commandants must ensure that training standards are enforced.

3-2. Initial Entry Training cadre/support personnel training.

a. In addition to drill sergeants, other IET unit cadre have major roles in creating and maintaining a positive IET environment that assists with the transformation from volunteer to Soldier. Drill sergeant training is conducted IAW [TRADOC Reg 350-16](#) (Drill Sergeant Program (DSP)). Training of other IET cadre/support personnel is conducted in the following five courses:

- TRADOC PCC
- CCFSC
- CTC
- SCTC
- ISCTC

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b. Specific implementation guidance on the training required for all IET cadre and support personnel is provided at Appendix B.

3-3. Development of training programs. The proponent school is responsible for POIs. Prepare and approve new and revised POIs IAW TRADOC Reg 350-70, [paragraph II-8-4](#). Commanders will ensure all training periods are initially risk assessed to reflect the conditions at the training site for that specific period. Risk assessments are maintained at the training site, and updated as conditions change. Risk acceptance authority is IAW [TRADOC Reg 385-2](#) (TRADOC Safety Program), [paragraph 1-5c](#).

3-4. Modifications to training programs.

a. The time allotted for subjects in a POI may vary depending on the aptitude and achievement levels of each group of Soldiers, the number of Soldiers in each cycle or class, the instructor-to-student ratio, and the availability of equipment and facilities. For these reasons, make adjustments to the amount of time devoted to a task, provided the learning objectives and performance standards are met, and the overall course length remains unchanged.

b. Inform HQ TRADOC, ATTG-II, of temporary changes to IET training programs that do not require a revision to the POI. Information provided will include the purpose and nature of the temporary change or planned pilot, its duration, and the number of students involved. ATC will coordinate plans for such pilots with proponent schools. Conduct a risk assessment in support of temporary changes, to identify any new hazards, changes in residual risk, and appropriate hazard controls and/or risk countermeasures necessary to ensure training safety. The supporting safety office will review and validate the risk assessment.

c. Army training center commander recommendations are an important part of the continuing POI review and update process. Army training center commanders will submit recommended POI changes to the appropriate schools. The schools will evaluate these recommendations and, if appropriate, revise course materials, individual training plans (ITPs), course administrative data (CAD), and POIs IAW TRADOC Reg 350-70, [paragraph II-8-4](#). The proponent school commandants will make the final decision on task selection and training methods.

3-5. Company training starts.

a. The reception week (RW) begins at 0001 each Tuesday, and ends at 2400 on the following Monday. IAW [AR 612-201](#) (Initial Entry/Prior Service Trainee Support), [paragraph 1-10f](#), process and turn over all arrivals for a given RW to a training company NLT the Friday following the close of the RW. In the training days allocated for BCT (55 days) and OSUT (days vary by MOS) that Friday counts as the first day of training. AIT Soldiers must begin training NLT the scheduled start date as established in ATRRS. This is driven by the fact that USAREC operates on a RW that begins on Tuesday, and ends the following Monday. The last Soldier to arrive in the RECBN on Monday is processed and shipped to a training company NLT Friday IAW AR 612-201, paragraph 1-10f. The RECBN will complete processing within 4 working days, less weekends and holidays, after the receptee arrives at the TRADOC organization.

b. The standard BCT POI is 9 weeks and 1 day (55 training days) in duration. BCT companies will graduate on Friday, after the completion of all required training, and ship Soldiers to AIT units so they arrive no later than that Sunday evening. Report to AIT on the date indicated in ATRRS.

c. BCT sites must ship Soldiers on time to ensure they arrive and link with their AIT course. BCT sites must also establish a system to identify Soldiers with critical AIT Hard-Start dates, to ensure that appropriate actions are taken to enable those Soldiers to meet their scheduled AIT start dates, provided they have met all graduation requirements.

d. OSUT units normally ship to the next unit of assignment NLT 1 day following graduation. Make exceptions for additional requirements for MOS-specific training, additional skill identifiers, and special requirements (e.g., security clearances).

e. Conduct AIT based on the approved POI length, starting and graduating on the dates reflected in ATRRS. No additional time for a "zero week," or additional Soldierization, is authorized.

3-6. Training schedules.

a. The training week is managed through the training schedule. The principles of scheduling are outlined in [FM 7-0](#) (Training the Force), chapter 4, and <https://134.11.61.26/CD6/Publications/DA/FM/FM%207-1%2020030915.pdf>. Local directives and the following guidelines will govern non-training time:

(1) In garrison, IET Soldiers will have the opportunity for 7 hours of continuous sleep per night, unless the Soldier is scheduled for duty (e.g., access control guard, or CQ runner). During field training, the length of the training day and time for sleep will vary based on tactical and other training requirements, as established in the appropriate POI. Commanders will ensure that the tactical framework of field training allows sufficient time for rest.

(2) In garrison, Soldiers are given at least 1 hour of preparation time each day to take care of personal needs.

(3) The Unit Ministry Team (UMT) provides/coordinates the opportunity for Soldiers to attend a religious service weekly.

b. Unless authorized by TRADOC subordinate commanders, POI training is not conducted on Sundays. On Sundays, activities required for preparing for the next week's training is conducted after 1300.

c. Unless authorized by the TRADOC subordinate commanders, core training, requiring post assets, is not conducted on Sundays or Federal holidays.

3-7. Lesson plans and instructor preparation.

- a. Tasks and subjects in a POI form the basis for each period of instruction. The proponent prepares and keeps the lesson plans up-to-date for each period of instruction.
- b. Each ATC and school will establish a system for monitoring and improving the quality of instruction. A standardization/certification process IAW [TRADOC Reg 350-70, part III](#), ensures each instructor is fully qualified and current in all aspects of their subject. All IET military instructors will accomplish semiannual physical fitness testing.
- c. All IET cadre will accomplish semiannual physical fitness testing. All cadre responsible for conducting instruction and/or evaluating training are certified on all hands-on phase tasks annually. Cadre in BCT/OSUT units are certified on those phase tasks listed in the BCT POI, and also accomplish annual weapons qualification. Cadre in AIT units provide reinforcement training on, and reevaluation of, those BCT common skills tasks the commander selected. Maintain records of all certification, or qualification, at the company level. Battalions and brigades will ensure compliance with cadre certification requirements through their respective Command Inspection Programs and Quarterly Training Briefs.

3-8. After Action Reviews (AARs) and sensing sessions.

- a. IET commanders will establish a program for conducting AARs and sensing sessions for each training cycle (or class in AIT). AARs are for cadre and the sensing sessions are for IET Soldiers. The purpose is to provide all levels of command an assessment of the training program, to include the strengths and weaknesses of the organization.
- b. AARs:
 - (1) Conduct, at a minimum, at company and battalion level.
 - (2) For BCT/OSUT, company level AARs will be conducted at the end of each phase. Battalion level AARs are conducted at the end of each cycle.
 - (3) For AIT, the senior IET commander determines the appropriate intervals to conduct AARs.
 - (4) The focus of the AARs is on the quality of the training program, not on company averages, or other numerical comparisons.
- c. The commander conducts the AARs and reviews, as a minimum, performance in the following areas:
 - (1) Phase goals and objectives.
 - (2) Quality of values training.

- (3) Quality of teamwork development effort.
 - (4) Rifle marksmanship program.
 - (5) Individual tactical training periods.
 - (6) PFT program.
 - (7) FTX.
 - (8) Phase testing.
 - (9) Discharges and restarts by type.
 - (10) Stress identification and management.
 - (11) Management of the heat/cold injury prevention program.
 - (12) Training injuries, safety program, and risk management.
 - (13) Cadre treatment of Soldiers.
 - (14) Quality of committee group instruction.
 - (15) Quality of facilities Soldiers use.
 - (16) Quality of TRADOC subordinate command support.
 - (17) Conduct of reinforcement training
 - (18) Unit equal opportunity and prevention of sexual harassment/sexual misconduct programs.
 - (19) Integration and reception.
 - (20) Nuclear, biological, and chemical training.
 - (21) WTBDs.
- d. Sensing sessions with IET Soldiers and cadre are an effective means to assess command climate and provide leadership a forum for identifying and resolving problems.
- (1) At a minimum, conduct sensing sessions at the company and battalion level.
 - (2) Hold sensing sessions with IET Soldiers at mid-course and at the end of each cycle.

(3) Sensing sessions with drill sergeants are held quarterly.

e. As an additional feedback mechanism, commanders will establish a “Dear COL Letter” and/or a “Dear Chaplain Letter” program to solicit feedback from IET Soldiers on their IET experience. These programs allow Soldiers to provide open feedback to the chain of command. For effectiveness of any feedback program, preserve participant anonymity. Local policy governs the execution of these programs.

3-9. Training records.

a. The Soldier's assigned company will initiate and maintain a DA Form 5286-R (Individual Training Record (ITR)) for every Soldier attending IET. Use the modified DA Form 5286-R, available in the Automated Instructional Management System-Personal Computer (AIMS-PC) database, to document the completion of training requirements in all IET courses. This modified form streamlines the information required, and provides a standardized reporting format for all IET sites. Additional guidance and a sample modified DA Form 5286-R is at Appendix G.

b. NCOs attending MOS-producing courses, in order to reclassify into another MOS; or prior service personnel in the grade of E5 or higher, enlisting IAW paragraph 3-21, below, will receive a DA Form 1059 (Service School Academic Evaluation Report) upon completion of their course, regardless of course length.

3-10. Makeup training. All training specified in TRADOC-approved IET POI, as required for graduation, is made up if missed. The quality of makeup training is the same as that of regularly scheduled instruction. The Soldier is required to meet the performance/learning objectives specified in the POI for the instruction missed. Time required for makeup training is determined locally.

3-11. Concurrent training. Concurrent training is conducted as prescribed in applicable TSPs. If not specifically prescribed by a TSP, the training unit commander will schedule and conduct concurrent training. Design this training to reinforce critical Soldierization skills, Warrior Tasks/Battle Drills, and human relations subjects (e.g., values, traditions, EO/POSH, etc.). There is no requirement to conduct CTT if the task aligns with the WTBD.

3-12. On-the-job training (OJT). OJT is appropriate for those holdover Soldiers that have completed all POI requirements, and are retained in the unit for administrative purposes. Commanders and trainers must ensure that clearly stated OJT objectives are being achieved, and that Soldiers involved are being employed productively in MOS, or MOS-related duties.

3-13. Early arrivals/holds. Soldiers arriving early for a scheduled course, or Soldiers in a hold status waiting for a training unit to fill, are actively engaged in introductory training for the course they are to attend, and are not used solely for performing details. This introductory training may consist of orientation, in-processing, PFT, and unit-taught subjects the unit commander selected. Post these Soldiers in ATRRS on the "HO" display as being in a hold status ("H") awaiting class start ("6"). The hold status for an "H-6" Soldier automatically ends when the Soldier starts training and is posted in a class in ATRRS with input status of "I."

3-14. TRADOC Pam 600-4 (IET Soldier's Handbook).

- a. Issue TRADOC Pam 600-4 (volume 1 & 2), to all Soldiers entering BCT and OSUT. The pamphlet provides Soldiers with a pocket reference for subjects taught and tested in BCT, with emphasis on the tasks in the Soldier's Manual of Common Tasks (STP-21-1-SMCT), WTBDs.
- b. Commanders will ensure that IET Soldiers departing for AIT have a serviceable copy (both volumes) of the TRADOC Pam 600-4 in their possession. If Soldiers arrive at AIT without a serviceable copy of TRADOC Pam 600-4, AIT commanders will ensure Soldiers replace it.
- c. The proponent for all updates and changes to TRADOC Pam 600-4 is Commander, U.S. Army Infantry Center, Fort Benning, GA. Update and distribute TRADOC Pam 600-4 annually.

3-15. Body composition standards in IET.

- a. Accessions standards for body composition, as stated in [AR 40-501](#) (Standards of Medical Fitness), paragraph 2-21b, apply after the first year of the IET Soldier's active duty service. The standards of [AR 600-9](#) (The Army Weight Control Program), table 2, are applicable after the initial year of service.
- b. RC Soldiers enrolled in the split-training option must meet accession body composition standards for the successive period of active duty training.
- c. Measure and weigh initial entry Soldiers within 14 days prior to graduation from AIT/OSUT. Enter this information on the Soldier's DA Form 5286-R.
- d. Enroll and flag Soldiers that exceed one year of active service, and fail to meet the body composition standards IAW AR 600-9, table 2, in the Army Body Composition Program. Ship these Soldiers to the gaining unit and forward the documentation, to include the flag (transferable), to the gaining unit.
- e. Prior service Soldiers are required to meet the body composition standards of AR 600-9, table 2, upon reentry on active duty.
- f. Reclassified Soldiers (those Soldiers currently holding a MOS) must meet the requirements of [AR 600-9](#), table 1.
 - (1) Do not enroll reclassified Soldiers with temporary profiles, which prevent completion of the APFT, in MOS-producing courses.
 - (2) Do not allow Soldiers in temporary duty (TDY) and return status to attend MOS-producing courses if they do not meet the body composition standards as prescribed in AR 600-9. Return Soldiers not meeting standards to their home station.
 - (3) Do not allow Soldiers in TDY en route or permanent change of station, not meeting the prescribed body composition standards as prescribed in AR 600-9, table 2, to attend MOS-

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producing courses. Attach these Soldiers to TRADOC subordinate commands, pending clarification of assignment instructions for follow-on training. The school commandant will notify Human Resources Command of the Soldier's ineligibility for schooling, and request clarification of assignment instructions.

3-16. Drill sergeant/cadre uniform.

- a. Drill sergeants are authorized to wear the drill sergeant hat and badge upon graduation.
- b. Commanders designate the drill sergeant uniform, but drill sergeants should be in the same uniform as the Soldiers in training. Wear the canteen on the pistol belt when conducting marches, and other occasions when necessary. The pistol belt is optional at other times, but will not be worn with the Class A or Class B uniform. Drill sergeants will wear the Kevlar helmet, body armor, and load-carrying equipment on live-fire ranges (any range that requires live ammunition). A white reflective band will identify drill sergeants/cadre Kevlar helmets.
- c. For PFT, the uniform for IET Soldiers and cadre is the Army-issue physical fitness uniform (PFU). Centers, schools, and organizations will use color-coded road guard vests, or reflective equipment (reflective belt, etc.), to distinguish between IET Soldiers and cadre. Vest and belt are standardized at each ATC.
- d. When cold or wet weather gear is worn, it is worn over the top of the normal duty uniform

3-17. Initial entry Soldiers held over for security clearance.

- a. Process initial entry Soldiers that enlisted for MOS training, and require a security investigation, IAW [AR 612-201](#), paragraph 2-3.
- b. Security managers are authorized to grant interim collateral security clearances in the name of the Commander, U.S. Army Central Personnel Security Central Clearance Facility (USACCF), Fort Meade, MD, to qualified IET Soldiers of all components IAW [AR 380-67](#) (The Department of the Army Personnel Security Program), Chapter 3, so they may enter training. [Memorandum](#), Headquarters, Department of the Army (HQDA) Office of the Deputy Chief of Staff for Intelligence, DAMI-CH, 19 Feb 99, subject: Personnel Security, provides adjudicative guidelines for determining eligibility for access to classified information. The intent is to move all qualified IET Soldiers to the AIT location.
- c. Security managers at BCT sites will forward to the gaining AIT security manager, a list containing the Soldier's name, SSN, and status of the Soldier's investigation or security clearance. Security Managers must receive authorization, from USACCF, to ship Soldiers that require interim clearances with sensitive compartmented information (SCI) access, prior to shipment to AIT locations. Soldiers may depart AIT/OSUT with an interim collateral clearance, provided they have a National Agency Check/Local Area Check investigation favorably pending at the Defense Security Service or Office of Personnel Management (OPM).

d. [Memorandum](#), HQ TRADOC, ATBO-BP, 14 Apr 97, subject: Renegotiation of MOS for Holdover Trainees Pending Security Clearance, provides information and guidance on processing trainees in security hold status. Consider initial entry Soldiers, holding MOS identified in table 3-1, with known major derogatory information, security holdovers at BCT sites, until a USACCF Letter of Intent is received, or USACCF makes a favorable security clearance determination. Initial entry Soldiers must have an interim clearance by the AIT week listed in table 3-1 to continue training.

Table 3-1
MOS security clearance requirements

MOS	KNOWN DEROGATORY INFORMATION	REQUIREMENT TO CONTINUE TRAINING
13D	Security Holdover at BCT	Interim Secret required by Week 3 of AIT
13F	Security Holdover at BCT	Interim Secret required by Week 4 of AIT
13R	Security Holdover at BCT	Interim Secret required by Week 4 of AIT
14 Series	Security Holdover at BCT	Interim Secret required by Week 2 of AIT
15P	Security Holdover at BCT	Interim Secret required by Week 5 of AIT
15Q	Security Holdover at BCT	Interim Secret required by Week 7 of AIT
37F	Security Holdover at BCT	Interim Secret required by Week 11 of AIT
38A	Security Holdover at BCT	Interim Secret required by Week 11 of AIT
15N	Security Holdover at BCT	Interim Secret required by Week 18 of AIT
15S	Security Holdover at BCT	Interim Secret required by Graduation of AIT
96B	Security Holdover at BCT	Interim Secret required by Week 1 of AIT Interim Top Secret with SCI by Week 12 of AIT
96D	Security Holdover at BCT	Interim Top Secret with SCI by Week 1 of AIT
96H	Security Holdover at BCT	Interim Secret required by Week 1 of AIT
96R	Security Holdover at BCT	Interim Secret required by Week 5 of AIT
96U	Security Holdover at BCT	Interim Secret required by Week 1 of AIT
97B	Security Holdover at BCT	Interim Secret required by Week 1 of AIT Interim Top Secret with SCI by Week 10 of AIT
97E	Security Holdover at BCT	Interim Secret required by Week 5 of AIT
98C	Security Holdover at BCT	Interim Top Secret with SCI by Week 1 of AIT
98H	Security Holdover at BCT	Interim Top Secret with SCI by Week 5 of AIT
98J	Security Holdover at BCT	Interim Top Secret with SCI by Week 1 of AIT
98K	Security Holdover at BCT	Interim Top Secret with SCI by Week 1 of AIT

e. IET Soldiers in MOS 98XL (Electronic Warfare/Signal Intelligence Specialist (Linguist)) may ship to Defense Language Institute (DLI) for language training. Initial entry Soldiers in MOS 98G (Heritage Speakers) may ship to Goodfellow Air Force Base, TX for additional language and military subject training.

f. Soldiers reclassifying into another MOS, requiring a security clearance, may not ship until the appropriate clearance requirements for that MOS have been met.

3-18. Competition and awards.

- a. In general, Soldiers and units are to compete against common standards, rather than against each other. Competition should recognize each Soldier or unit that meets or exceeds these standards.
- b. All levels of command must constantly monitor competitive programs and ensure that competition supports, rather than detracts, from training objectives.
- c. Establish a comprehensive award system within each ATC/school. This system should provide recognition for both IET Soldiers and cadre personnel.
- d. Take care to ensure statistics do not assume major importance and create undue pressure on the IET Soldier or the cadre.

3-19. Initial Entry Training Soldier details.

- a. Restrict use of IET Soldiers for details to a minimum. Details outside the IET company area are restricted to military honors details such as flag or funerals. Strictly control the type and frequency of details the Soldiers perform.
- b. As appropriate, give consideration to using an entire unit (section, squad, platoon, class, or company) to meet requirements, rather than distributing the requirement over several different units. This will lessen the need for individuals to make up training, and provides additional opportunities for building teamwork. At no time are individual Soldiers sent to perform details; at a minimum, details are performed as a buddy team.
- c. To the maximum extent feasible, IET cadre will supervise IET Soldiers when they are performing details. In cases where non-IET cadre is supervising IET Soldiers, the supervisor will have attended the SCTC or ISCTC. Make maximum effort to utilize this time for reinforcement of Soldierization skills.
- d. Any civilian employee overseeing IET Soldiers on a routine basis will be ISCTC qualified. Include the duties and responsibilities related to IET Soldier management in the civilian's official job description, and on their annual performance evaluation.

3-20. Initial Entry Training Soldier leader Positions.

- a. IET Soldiers may serve as squad, crew, group, or section leaders and platoon guides, during any, or all, phases of IET. Teach Soldiers appointed as IET Soldier leaders the functions, duties, and responsibilities of their positions, prior to assuming those duties.
- (1) IET Soldiers are authorized to wear brassards indicating rank (e.g., sergeant for team leader, staff sergeant for squad leader, etc.) as outlined in [AR 670-1](#), chapter 28. They are not considered as NCOs, nor accorded the privileges of NCOs.

(2) Appoint IET Soldiers for reclassification training, or that have prior service, to leadership positions identified in paragraph a, above.

(a) Reclassified and prior service Soldiers in the grades private through specialist are authorized to hold IET Soldier leader positions, but are not considered as NCOs. Privileges are IAW paragraph 3-21, below.

(b) NCOs will wear their authorized rank, and considered and treated as NCOs. Privileges are IAW paragraph 3-21c(6), below.

b. Do not assign IET Soldier leaders responsibility for a mission or function that is normally the responsibility of a permanent party Soldier. Allow IET Soldier leaders to use their initiative, authority, and assume responsibilities commensurate with their position, experience, and ability, while under supervision of IET cadre.

c. Do not use IET Soldier leaders as primary instructors during formal instruction. Use IET Soldier leaders as AIs, provided such duty or preparation does not keep them from scheduled instruction.

3-21. MOS trained/prior service Soldiers.

a. MOS trained and prior service Soldiers are those individuals, in any rank, that have previously completed IET, and are attending Skill Level 1 training in IET units as a result of reclassification or enlistment actions. Reclassified and prior service Soldiers are not considered IET Soldiers; however, they are assigned to IET units. This definition does not apply to those Soldiers that failed to complete the requirements for the award of a MOS as part of the initial IET process. Reclassified and prior service Soldiers must meet all course requirements for graduation (e.g., APFT, etc.) and are subject to IET policies, unless otherwise stipulated in this regulation.

b. IAW Chief of Staff, U.S. Army guidance, [AR 601-210](#) (Regular Army and Army Reserve Enlistment Program), paragraph 5-20, and National Guard Regulation (NGR) 600-200 (Enlisted Personnel Management System), the following prior service guidelines will apply:

(1) Prior service Air Force, Navy, or Coast Guard personnel (except those entering or already in the National Guard) that have not completed a U.S. Army BCT Course or U.S. Marine Corps Basic Training Course must attend the Warrior Transition Course (WTC).

(2) All prior service applicants (except those entering or already in the National Guard) are required to attend WTC, if they have had a break in service of 3 or more years.

(3) Soldiers entering, or already in, the National Guard may attend AIT, without attending Army BCT, if they have completed any BCT course IAW NGR 600-200. However, if a commander determines that such a Soldier is failing to progress in training due to a lack of basic Soldier skills, the commander will counsel the Soldier and permit the Soldier to attend BCT voluntarily. This counseling will occur prior to any separation action against the Soldier.

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Commanders will coordinate with the National Guard LNO, and the National Guard sending unit, prior to the Soldier's voluntary attendance at BCT.

(4) Prior service personnel that enlist for a MOS held during their previous enlistment, and have less than a 3-year break in service, are assigned directly to operational units.

(5) Prior service personnel that enlist for a MOS not previously held, and have less than a 3-year break in service, will attend AIT in the new MOS. If the new MOS is taught in the OSUT mode, the person will enter training at a point at which all MOS training is accomplished.

(6) Treat prior service personnel retrained in WTC with permanent party privileges. Prior service personnel, with a break in service of less than 3 years, are treated as outlined in paragraph c, below.

(7) WTC Soldiers are required to pass the APFT at 50 points per event; 150 minimum total points upon graduation, if going to AIT. Those Soldiers who are scheduled to report directly to a unit are required to pass the APFT at 60 points per event; 180 minimum total points.

c. Duties/responsibilities.

(1) Commanders may take advantage of the experience and leadership abilities of reclassified and prior service Soldiers, and use them to augment their cadre. However, the primary duty of reclassified and prior service Soldiers is to attend training and become technically proficient in their new MOS. Do not assign additional duties permanent party personnel normally perform.

(2) NCOs undergoing Skill Level 1 training in IET are utilized as NCOs, but will not perform drill sergeant duties.

(3) Prior service NCOs in training may assist with IET Soldiers with regular cadre oversight, after appropriate orientation and certification by unit first sergeant/commander on TRADOC policy regarding leadership and treatment of IET Soldiers.

(4) There is no requirement for reclassified or prior service Soldiers to receive reinforcement training on common skills (taught in BCT or early OSUT). However, AIT/OSUT commanders will evaluate each Soldier's proficiency in all areas (not just MOS subjects) and ensure training is provided, as required. Use reclassified and prior service Soldiers that are proficient in common tasks as demonstrators and AIs. Use reclassified and prior service NCOs as assistant evaluators in training IET Soldiers.

(5) Do not billet IET Soldiers with reclassified and prior service or permanent party Soldiers. If training locations cannot meet this provision, request exceptions to policy from HQ TRADOC, ATTG-II. Commanders may integrate reclassified and prior service personnel with IET Soldiers during training, to enhance training by taking advantage of their knowledge, experience, and leadership abilities.

(6) Privileges for reclassified and prior service personnel.

(a) Although reclassified Soldiers are subject to IET policies and procedures, their privileges are the same as those of permanent party members of equal rank. They are treated with the dignity and respect due their rank.

(b) The unit commander determines specific privileges, based on such factors as rank, training performance, self-discipline, motivation, and conduct.

(c) Fraternalization between reclassified/prior service Soldiers and IET Soldiers is forbidden IAW [AR 600-20](#), paragraphs 4-14 and 4-15.

d. Individual Ready Reserve (IRR) Mobilization Training Strategy. (See app O.)

3-22. Line of duty (LOD) investigations. Properly completed Statements of Medical Examination and Duty Status, DA Form 2173, are important to ARNG and USAR Soldiers who have sustained illnesses or injuries with lasting significance, and require follow-on medical evaluation and/or treatment upon returning to their home stations. This form is the key document in the LOD determination process, which is prescribed in [AR 600-8-4](#) (Line of Duty Policy, Procedure, and Investigations), as follows:

a. Commanders of Army medical treatment facilities (MTFs) are responsible for initiating DA Form 2173 and completing section I, "To be Completed by Attending Physician or Hospital Patient Administrator," and forwarding copies to the Soldier's unit Commander (see AR 600-8-4, table 3-1). The determination of LOD status by the MTF Commander involves:

(1) Whether a Soldier was physically incapacitated for more than 24 hours because of the abuse of alcohol or other drugs.

(2) Whether the conditions EPTS.

b. Unit Commanders are responsible for ensuring that DA Form 2173 has been initiated by the MTF in applicable cases; completing section II, "To be Completed by Unit Commander or Unit Advisor;" and forwarding (with supporting documents, if required) to military personnel office. For ARNG Soldiers, forward copies of documents to the local ARNG liaison office.

3-23. Personal health and hygiene.

a. To instill good hygiene habits in all Soldiers, each TRADOC service school and major subordinate command will establish a comprehensive personal hygiene program. There is no increased risk for respiratory illness from showering after exercise and prior to exposure to cold weather. A daily shower with hot water and soap is ideal. If showers or baths are not available, use a washcloth daily to wash the genital area, armpits, feet and anywhere else the skin collects moisture, such as between the thighs or under the breasts (see [FM 3-05.70](#) (Survival), chapter 4). Cold showers are recommended after moderate or heavy work in heat category 3 and above. (This will minimize cumulative thermal heat load. For definitions of moderate/heavy work and

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heat category 3, refer to TRADOC Reg 350-29 (Prevention of Heat and Cold Casualties), paragraph 2-3.)

b. Each TRADOC service school and major subordinate command will provide Soldiers an orientation on proper nutrition and good dietary habits (IAW AR 40-25 (Nutrition Standards and Education), paragraph 3-1a); the adverse effects of alcohol, drugs, and tobacco products; stress management; human immunodeficiency virus prevention education; and the Army Health Promotion Program.

c. IAW AR 30-22 (The Army Food Program), paragraph 3-22c, TRADOC service schools and major subordinate commands will ensure dining facilities (DFACs) post menus where the Soldier may read them before or upon entering the facility. The posted menus will include all meals scheduled for that day, and will include the caloric value of each food. Display at least one type of nutrition education material in the DFAC, such as posters, table tents (tri-fold card), or nutrition bulletin boards. Hand sanitizer will be used prior to entering the DFAC.

d. IAW AR 40-25, paragraph 2-6, TRADOC service schools and major subordinate commands will ensure DFACs offer calorie menus of 1800-2100 calories per day.

e. Commanders and leaders, in cooperation with TRADOC service school and major subordinate command medical authorities, and as appropriate, safety and fire and emergency services staffs, will implement a comprehensive program to ensure the adequacy of billeting and maintenance of sanitary, healthful conditions. Appendix M provides information on the following medical and dental subjects: Medical Procedures, Sick Call, Self-care, Injuries, Profiles, Illnesses, Dental readiness, and Combat Life saver.

f. Commanders will adhere to the following when IET Soldiers are donating blood:

(1) Blood donations will not be allowed during RECBN in-processing, to include Soldiers in hold-under status, or during the first three weeks of BCT/OSUT.

(2) Blood donors should not engage in any strenuous physical activity for twenty-four hours after donation. Examples of activities to avoid are: running, push-ups, pull-ups/chin-ups, muscle failure PT, heavy lifting, obstacle/confidence courses, APFT (diagnostic or record), etc. Short foot movements to local areas or DFACs can be safely performed.

(3) Prolonged exposure (greater than 1 hour) to Heat Category 3-5 conditions, and maximum performance events (APFT and road marches) should be avoided for 3 days after donation.

(4) Soldiers in OSUT and AIT may donate blood eight weeks after their first donation, then every eight weeks thereafter.

g. TRADOC service schools and major subordinate commands will ensure that standards for square footage of IET Soldiers' barracks are maintained. These standards are:

(1) BCT/OSUT and ATC: 72 square feet per Soldier, exclusive of stairs, halls, latrines, utility rooms, recreation areas, storage rooms, or other administrative areas. All available billeting is used to achieve this standard.

(2) AIT: 90 square feet per Soldier, unless AIT is located at an ATC.

(3) During periods of surge or mobilization, after all available billeting is used to achieve the square feet standard, Soldiers may be allowed less than the square feet standard IAW [Memorandum](#), Office of the Surgeon General, DASG-PPM-NC, 4 Mar 03, subject: Floor Space Requirements for Basic Trainees. Under these circumstances, Soldiers are afforded the maximum floor space possible. The absolute minimum allowable floor space is 40 square feet per Soldier.

h. TRADOC service schools and major subordinate commands will ensure posters emphasizing personal hygiene measures that will mitigate the risk of a communicable illness outbreak, are conspicuously displayed in the barracks, DFACs, and in latrines. Personal hygiene posters with three different backgrounds are downloadable off the TRADOC Surgeon's website (<http://www.tradoc.army.mil/surgeon/information.htm>, link: Personal Hygiene Information, Part I, Part II, Part III).

3-24. Tattoos/brands. TRADOC IET recruit/cadet tattoo/brand policies apply to all AC, USAR, and Army National Guard (ARNG) Soldiers, whether non-prior service or prior service. Army policy governing tattoos is found in AR 670-1, paragraph 1-8e. Tattoos on the head, face, and neck above the Class A uniform collar are banned. Hand tattoos (per DA G-1 message) and tattoos elsewhere on the body are authorized as long as they are not racist, sexist, extremist, or indecent in nature. Refer to Appendix I for additional guidance.

3-25. Risk management. Commanders and trainers of IET Soldiers will utilize the principles and procedures established in [FM 100-14](#) (Risk Management). Commanders will ensure cadre receives risk management training prior to their assuming sole control over the IET Soldier. The risk management process assists commanders in making informed, conscious decisions on eliminating unnecessary risks, and in accepting residual risks inherent in accomplishing the mission.

3-26. Severe weather notification. Develop, coordinate, and periodically test severe weather notification plans. These plans will include the requirement for units/activities to acknowledge the receipt and documentation of such notification. The organization issuing the warning should maintain a log of the time of notice, receipt of acknowledgement(s), and person(s) acknowledging receipt.

3-27. Hearing conservation program.

a. Exposure to high intensity noise may cause permanent hearing loss, which can affect combat efficiency. Each ATC will follow a hearing conservation program IAW [AR 40-5](#) (Preventive Medicine), paragraph 5-16. Commanders at all levels will enforce the requirement for all IET Soldiers, instructors, and cadre to wear triple-flange/prescribed earplugs, or other

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approved hearing protective devices, when exposed to noise levels (e.g., range firing) that are hazardous to hearing. Leaders are responsible for ensuring the hearing conservation program is implemented in their units, especially the monitoring and enforcement of wearing hearing protection in noise hazardous areas.

b. Once resourced by U.S. Army Medical Command (MEDCOM), all RECBNs will perform Defense Occupational and Environmental Health Readiness System-Hearing Conservation compliant audiograms on all new Soldiers. Abnormal audiograms may require MOS reclassification/MOS renegotiation (see appendix N).

3-28. Safety.

a. Conduct realistic training exercises within the bounds of an effective risk management program. Before training, thoroughly brief all cadre and IET Soldiers on the risks associated with each specific training event/activity. This will include identification of specific hazards, and controls used to reduce the risk of accidents associated with the training event. IET risk assessment will address all applicable safety procedures and potential accident-producing conditions. Emphasize unusual vehicle, water, weapons safety considerations, and environmental hazards in training areas prior to, and during, the training. Training cadre are proactive and aggressive in reducing/preventing training injuries and fatalities.

(1) Each installation will establish standard procedures to ensure that emergency treatment is readily available during training.

(2) TRADOC service schools and major subordinate commands will apply risk management techniques to eliminate or control hazards associated with proponent TSPs, IAW guidelines established in [TRADOC Reg 350-70, chapter I-2](#), and [TRADOC Reg 385-2](#), paragraph 3-2. The safety manager will review and validate all TSP risk assessments.

(3) Unit commanders and CSMs will complete the Commander's Safety Course prior to assuming command. The Commander's Safety Course (Course number 012G1403) is one of ATSC's distance learning courses accessible on <https://www.aimsrdl.atsc.army.mil/secured/acctop.htm>. Unit commanders will ensure all safety controls identified in the risk management worksheets are implemented prior to the start of training.

(4) The instructor will integrate the appropriate safety/caution statement into each task, and evaluate performance, while Soldiers perform the task to the prescribed standard.

(5) All training safety is built on a three-tiered approach to safety (command, leader, and individual).

(a) Tier 1 (commander responsibility): validate the structural soundness of the training and evaluation plan for safety; ensure safety-related matters are addressed; and make risk acceptance decisions.

(b) Tier 2 (first-line leader responsibility): consider actions taken by responsible individuals; establish a safety over-watch of training; focus on adherence to standards; and make risk acceptance decisions within the commanders intent and delegated authority.

(c) Tier 3 is at the individual level (individual Soldier responsibility): ensure Soldiers look after themselves and others, and know how to recognize unsafe conditions and unsafe acts. Soldiers must meet their individual responsibilities for safety, and recognize and report unsafe acts to leaders.

b. Commanders will also ensure that cadre and IET Soldiers are aware of the appropriate procedures for reporting suspicious or adverse incidents during non-training hours. Examples are (but not limited to): actual or suspected instances of fire, theft, altercations; suicide gestures or attempts; injury; unusual health symptoms; or any other unusual behavior or event.

3-29. EXODUS. HQ TRADOC will establish and announce the training policy for EXODUS based on annual guidance HQDA publishes for the holiday season. The HQ TRADOC POC for EXODUS is DCSOPS&T, Training Operations Management Activity (TOMA) . Local commanders will establish policy for Soldier conduct while on EXODUS leave. (See [TRADOC Reg 600-16](#) (Procedures for EXODUS – The Christmas-New Year Holiday Period for Personnel in Training))

3-30. Hometown Recruiter Assistance Program (HRAP) execution.

a. The Army established the HRAP as a way to interface with local communities and assist USAREC in connecting with the 18-25 year old prime recruiting market. In the program, selected graduates return to their hometowns and work with local recruiters to promote and explain the opportunities available in the Army. HRAP is a performance reward. Only physically fit individuals, with an outgoing personality and positive attitude to sell the Army, that are recommended by both their recruiters and drill sergeants, can participate. Participation is currently limited to 60 percent of all Army AC IET graduates. For additional information and chain of command required actions, see L, and the [USAAC HRAP SOP](#).

b. The ARNG executes its own HRAP as a way for the ARNG to interface with local communities. Soldiers approved to participate in the ARNG HRAP will report to, and be briefed by, the ARNG Liaison NCO at each installation. The ARNG Liaison NCO will work with individual state HQs for coordination. On an annual basis, NGB Strength Maintenance Division provides additional information on the program.

3-31. Nuclear, biological, and chemical (NBC) training.

a. Integrate practical NBC exercises in bivouac, weapons firing, MOS tasks, and similar training, to increase individual proficiency and confidence. The BCT and OSUT POI proponents include requirements that enable IET Soldiers to progress to wearing MOPP IV equipment for at least 4 consecutive hours.

b. Health and safety considerations pertaining to NBC training are contained in [FM 3-11](#) (Multi-service Tactics, Techniques, and Procedures for Nuclear, Biological, and Chemical Defense Operations), chapter 7, [FM 21-10](#) (Field Hygiene and Sanitation), and Technical Bulletin (TB) [Medical \(MED\) 507](#). Weather conditions and wet bulb globe temperature (WBGT) readings may affect MOPP IV wear. Annotate the Soldier's training records to show the number of hours of continuous wear of MOPP IV equipment. During periods of warm weather, reduce training time on MOPP IV. [FM 3-4](#) (NBC Protection), section VI, contains performance degradation data that is helpful in making this determination.

3-32. Medical support for training.

a. Minimum essential medical support is required for all training activities, from the classroom to the field firing range, IAW [Memorandum](#), HQ TRADOC, ATTG-IS, 13 Dec 99, subject: TRADOC Medical Support to Training (MST) Policy. (See Appendix M)

b. The basic level of support, Advanced Trauma Life Support (ATLS) services, is available for all training activities. ATLS arrangements are capable of responding to an incident, and providing the necessary interim support, transportation, and definitive clinical treatment within 1 hour. Definitive clinical treatment for ATLS is defined as either a physician or a physician's assistant providing trauma care.

c. Activities classified as high-risk require additional medical support to complement the ATLS capability. The matrix in Appendix M, table M-1 lists the training activities identified as high or extremely high risk, and shows the minimum additional support required for those activities.

d. To provide TRADOC service school and major subordinate command commanders and commandants a degree of flexibility in allocating resources and the programming of training, base levels of medical support for each activity upon a risk assessment and mission, enemy, terrain, troops, and time available analysis. Where TRADOC service school and major subordinate command commanders and commandants consider it necessary to provide a higher than minimum level of medical support to any activity, they may do so at their own discretion. When a particular risk assessment indicates a lower level of support than the minimum required by memorandum referenced in paragraph a, above; commanders and commandants may authorize the appropriate lower level of support with the concurrence of the commander of the installation's MTF. When a decision is taken to lower the level of medical support below the minimum required by this policy, for any particular training activity, inform the TRADOC Safety Office.

e. TRADOC service school and major subordinate command commanders and commandants will assess and certify the adequacy of MST at least annually. This responsibility will not be delegated. Commanders and commandants conducting high-risk training shall rehearse their medical support plan (casualty response, evacuation, and treatment) at least semiannually, with focus on responding to a training catastrophe.

f. Training unit commanders will ensure that health care specialists (91W) providing support to training maintain the following requirements. These may be coordinated through the IET Health Care Committee (see paragraph 3-46), and ideally by way of a memorandum of agreement (MOA) with Medical Department Activity (MEDDAC):

- (1) Development of a critical medical skills list and annual assessments of these skills.
- (2) Upkeep of semiannual combat medic skills validation test, IAW TC 8-800.
- (3) Currency of emergency medical technician-basic level (see TC 8-800).

g. Matrix and detailed information are provided in appendix M.

3-33. AIT FTX.

a. Each AIT and OSUT course will include a 72-120 hour, scenario-driven, tactical FTX.

b. The FTX:

- (1) Will reinforce/sustain acquired MOS skills, common Soldier tasks/skills and the WTBDs in a realistic, tactical environment.
- (2) Will focus on tactical skills, MOS technical skills, and reinforce Soldier survival skills.
- (3) Is conducted in an austere field environment, under all weather conditions, at night as well as day, to replicate the stress, sounds, and conditions of the current operating environment.
- (4) Is conducted during the final 4 weeks of training. During the FTX, Soldiers will undergo a series of events exposing them to the rigors of duty performance during field operations. The intent of the FTX in AIT is to integrate MOS and combat survival skills into a simulated tactical scenario, and give Soldiers the opportunity to demonstrate their newly learned skills under realistic conditions. Address the FTX in a separate module in the POI.

c. Submit exceptions to FTX requirements to HQ TRADOC, ATTG-II, for approval.

3-34. BCT feedback system. AIT commanders, and other recipients of Soldiers from BCT TRADOC service school and major subordinate commands, will provide direct feedback to BCT commanders on the quality of the Soldiers they receive and ensure Soldiers arrive with the all documents for a complete record and all required issued equipment including mouth guards and headbands. Some topics for discussion may include morale on arrival, medical condition, common task proficiency, physical condition, DA Form 5286-R completion, completeness of training records, and possession of TRADOC Pam 600-4.

3-35. Phase validation for BCT.

- a. Administer phased training, prescribed by the BCT POI, to all BCT Soldiers.
- b. The U.S. Army Infantry School is responsible for the design and content of phased tests.
- c. Training, particularly unit reinforcement training, will emphasize preparing Soldiers to correctly perform BCT tasks.
- d. Use the following general guidance for the conduct of the testing:
 - (1) Score tests on a "GO/NO-GO" basis.
 - (2) Counsel Soldiers receiving a "NO-GO" and give remedial training on the task(s) not passed.
 - (3) Retest Soldiers on the task(s) for which they received a "NO-GO."
 - (4) Conduct an AAR at the completion of training.

3-36. Testing procedures for AIT and the MOS portion of OSUT.

- a. Proponents will develop within-course tests (end-of-Appendix/block/module) for MOS-producing courses according to guidance outlined in [TRADOC Reg 350-70, chapter VI-7](#). Continuously assess the validity of each task evaluated, and its relevance, and change or modify as appropriate.
- b. Commanders will ensure Soldiers are tested IAW the SEP for the course being presented. Guidelines for development of SEPs are outlined in [TRADOC Reg 350-70, paragraph VI-7-5](#). The SEP informs Soldiers, instructors, and other personnel of the course graduation requirements. Explain a copy of the SEP to each IET Soldier at the beginning of each course, and prominently post on the bulletin board.
- c. Within-course tests must provide a fair and accurate evaluation of the Soldier's ability to perform the tasks presented to established standards.
- d. Hands-on, performance-oriented testing is the norm throughout TRADOC. Situational-based, written open-book reference tests, when used, must require the Soldier to not only extract data, but also apply the data to specific situations likely encountered on the job. Use closed-book, knowledge-based written tests only if it is necessary to verify the learner's knowledge as a prerequisite for later performance testing, where the knowledge is applied (e.g., as a building block to later tests). All testing is conducted in an environment that would replicate the Soldier's duty position in the unit, as far as safety and environmental considerations will allow, and IAW test administration instructions.
- e. Each test will have at least two versions. Use all versions concurrently.

f. Tests are monitored by quality control personnel reporting to the brigade or ATC commander, as determined by the local commander. Certify unit cadre personnel IAW TRADOC Regs 350-70, [chapter III-4](#), and 350-18, [paragraph 3-44](#), before they are permitted to participate in the testing process.

g. Score tests on a "GO/NO-GO" basis. Determine the passing ("cutoff") score for making the "GO/NO-GO" determination during test design and validation, and document within the course SEP.

h. Conduct counseling with each Soldier to reinforce strengths on tasks accomplished, and to correct weaknesses on tasks missed.

i. The goal should remain 100 percent performance to standard on all tasks, by each Soldier. Consider Soldiers unable to achieve this goal for remedial training and retesting, prior to graduation, or reassignment to another company in a follow-on cycle.

j. Remedial training is a joint responsibility of Soldiers and trainers. Provide Soldiers failing to achieve task/course standards opportunities to review material and practice skills prior to undergoing retest. Trainers must provide appropriate remedial assistance, as necessary.

k. Retesting will include all tasks failed.

l. IAW the SEP, IET Soldiers that fail an end-of-Appendix/block/module retest are prohibited from progressing further in the course, and considered for new start to a follow-on class, or elimination.

3-37. New Start Program.

a. IET Soldiers that demonstrate deficiencies in achieving task standards consistent with their time in training, but maintain the motivation to do so, are considered for reassignment to another company or battalion. Make reassignment to a company in a later cycle (e.g., a succeeding class) where the Soldier has the opportunity to repeat the phased training. These reassignments, made under the New Start Program, are intended to give motivated Soldiers an additional opportunity to meet the skill standards, and become a productive Soldier for the Army. The success of the New Start Program is a direct function of the manner in which the Soldier is integrated into the new unit.

b. IET Soldiers that have missed training due to emergency leave or hospitalization, and not able to complete training with their current unit, are considered for reassignment to a company in the appropriate week of training.

c. Reassign IET Soldiers under the New Start Program at any point in the training cycle, based upon the recommendation of the chain of command, and approval of the battalion commander. Following the approval to reassign the Soldier under the New Start Program, move the Soldier to the new company or battalion for further training NLT the following duty day.

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d. Commanders will not remove Soldiers being considered for the New Start Program from training until the decision is made. Do not use IET Soldiers as detail Soldiers during the new start process. The goal is to get the Soldiers back into training within 1 day of the restart decision. While there are case-by-case exceptions, the decision during IET is authorized as follows:

(1) When a Soldier's performance is unsatisfactory in a certain area, give the Soldier intensive remedial training and retesting in that area. If performance remains unsatisfactory after remedial training and retesting, reassign the Soldier to another company or battalion in a follow-on cycle.

(2) Grant new starts for academic retraining to complete AIT/OSUT IAW [AR 612-201](#), paragraph 3-24.

(3) Process individuals unable to complete MOS training IAW AR 612-201, [paragraph 3-25](#).

e. Additional information on MOS retraining/reclassification procedures is provided at appendix N.

3-38. Remedial training.

a. Provide Soldiers unable to attain training standards remedial training, to enable them to remain in cycle, rather than giving a new start in a follow-on cycle.

b. Soldiers, not passing an APFT prior to graduation may become a new start. The week of training will be identified by the commander with assistance from the company cadre, allowing the Soldier time to pass the training event. This will be for remedial training only; however, continue to report these Soldiers as holds in ATRRS using REASON CODE "B: Physical Fitness (Remedial Tng-APFT)."

c. If a Soldier fails to pass the required PT test before graduation (50-50-50 for BCT and 60-60-60 for AIT/OSUT), the company commander may hold the individual for up to seven days to retest the individual. If the Soldier fails at the end of the seven days, the battalion commander has the authority to keep the Soldier another seven days in the unit (for a total of 14 days). At the end of 14 days the commander has two choices:

(1) New start the Soldier (the preferred solution using the TRADOC Investment Strategy found at 1-6 Initial Enrty Training Environment in this regulation for all trainable Soldiers).

(2) The commander may eliminate the Soldier at any point in the process if the Soldier demonstrates lack of motivation or will not make a quality Soldier.

d. In keeping with the TRADOC investment strategy, a Soldier will continue to receive remedial training upon the decision by the chain of command that the Soldier has the mental and physical capacity to succeed.

3-39. MOS retraining/reclassification policy.

a. The TRADOC IET retraining policy is as follows:

(1) A Soldier unable to qualify for a MOS, after the first training assignment, is considered for retention in the Army, and qualify for additional skill training in a second MOS, only if:

(a) In the judgment of the commander, the Soldier possesses those qualities that are considered exceptional; and

(b) The Soldier demonstrates the motivation and potential to successfully complete the second MOS training.

(2) In all other cases, properly counsel and process Soldiers for separation not meeting academic standards IAW [AR 635-200](#) (Active Duty Enlisted Administrative Separations), chapter 1.

b. This policy was established to enhance efficiency, productivity, and morale, in both the training base, and the units to which MOSQ Soldiers are ultimately assigned. It is designed to allow IET cadre to concentrate on trainable Soldiers, and reduce workload associated with IET Soldiers whose attitude and performance create an unwarranted administrative burden. The objective is to eliminate disruptive, unproductive IET Soldiers that have an adverse impact on unit esprit and the training environment.

c. Commanders should use all available assets in handling disruptive and nonproductive Soldiers. UMTs provide religious support and counseling in each IET battalion. These, along with installation law enforcement and medical personnel, are valuable assets trained to assist IET Soldiers, cadre, and senior leadership in resolving problems, and are used as appropriate.

d. Battalion commanders determine whether Soldiers that are unable to achieve MOS graduation requirements merit a second opportunity, or are processed for elimination from the Army. See appendix N for additional guidance on retraining/reclassification procedures.

3-40. Separations.

a. Attaining Army standards is the gauge for successful completion of IET. Give new Soldiers reasonable opportunities to demonstrate their potential for continued service. Commanders will exhaust retraining and counseling procedures before making a determination that a Soldier's performance and potential justify a new start, or separation from the service. Commanders will not begin any separation actions against a RC Soldier prior to the local ARNG/United States Army Reserve (USAR) liaison personnel counseling the Soldier.

b. Separation of all Soldiers will be IAW the requirements of AR 635-200 and any other applicable separation provisions. Upon approval, remove the Soldier from the platoon environment and process a separation action immediately. Once the proper authority approves

the separation packet, out-process the discharged Soldier within 3 working days. Report these Soldiers in ATRRS in a hold status using REASON CODE "T: Trainee Discharge Program."

c. Soldiers in BCT/OSUT normally are not separated for reasons of lack of motivation or aptitude prior to completion of their second week of training. Time spent in the Fitness Training Unit (FTU) is not counted toward those 2 weeks. This will provide new Soldiers a fair adjustment period, and allows the command an opportunity to evaluate and counsel the Soldier. However, commanders will ensure that highly disruptive Soldiers are removed from the platoon environment, and the appropriate administrative or disciplinary actions are taken.

d. Medical conditions that EPTS.

(1) In the course of evaluation for an injury or condition, it may be revealed that the Soldier was not medically qualified under procurement medical fitness standards. If the chain of command and competent medical doctor determine that the Soldier entered the service with a medical condition that prevents full participation in IET training activities, the Soldier may be separated IAW AR 635-200, paragraph 5-11. This provision is applicable only if the condition is discovered within the first 6 months of the Soldier's enlistment, and the Soldier provides reasonable proof (copy of medical records; sworn statements from parents; etc.) that the injury existed prior to military service.

(2) The EPTS separation process should not be utilized if the Soldier received a waiver for the same condition, unless the condition prevents the Soldier from completing training in any MOS; and appropriate medical authority determines that the condition is not remediable within a reasonable period of time.

e. Maintaining the motivation and enthusiasm of PTRP (see paragraph 4-4) Soldiers is challenging. Commanders should ensure PTRP Soldiers are assigned to different units from IET Soldiers being separated from the service.

f. Commanders will utilize guidance in [AR 635-200](#), paragraph 11-3b, for pregnant Soldiers.

3-41. Conscientious objectors.

a. Policy and procedures for processing conscientious objectors is provided in [AR 600-43](#) (Conscientious Objection). Retain Soldiers that have submitted applications in their unit, and assign duties providing minimum practicable conflict with their asserted beliefs, pending final decision on their applications. They are not required to train in the study, use, or handling of arms or weapons.

b. The Soldier is not precluded from taking part in those aspects of training that do not involve the bearing or use of arms, weapons, or munitions. Except for this restriction, conscientious objector applicants are subject to all military orders, discipline, and regulations, to include those on training.

3-42. IG system briefing. Commander's orientations in BCT/OSUT and AIT units will include a briefing on the IG system. Specifically, this briefing must cover the role of the IG, their function, how Soldiers can get appointments to see the IG, and how the IG might help the Soldier with a problem.

3-43 Suicide prevention.

a. Commanders' and UMTs' orientations in IET units will include instruction on suicide awareness, and identification of potentially suicidal Soldiers. Instruction to Soldiers will include the appropriate actions they should take in the event a fellow Soldier talks to them about suicide; specifically, Soldiers must recognize the need to immediately notify the first cadre member available in the chain of command.

b. Commanders must comply with the provisions of [Department of Defense \(DOD\) Directive 6490.1](#) and [DOD Instruction 6490.4](#) before sending Soldiers for mental health evaluations. Commanders and cadre must be familiar with this directive to avoid violations of legal statute and public law. Commanders must counsel Soldiers reported to have discussed or alluded to suicide. The commander will ensure Soldiers in emergency/urgent situations are immediately referred to mental health personnel for counseling and evaluation, and accompanied by an NCO to the appointment until the mental health professional assumes control. At no time are Soldiers in this category left alone or unsupervised. Escorts for subsequent appointments are not required to be an NCO. Counsel individuals in routine (non-emergency) situations, IAW DOD Instruction 6490.4, section F, prior to referral/meeting with mental health professionals.

c. The decision to place a Soldier under Unit Watch is made in consultation with mental health personnel. Unit Watch is a commander's program implemented to protect Soldiers identified by commanders as minimal suicide risk, and/or 'conditionally suicidal' (e.g., "I will kill myself if you don't let me out of the Army") from potentially harming themselves, or others, while being maintained in the unit. TRADOC service school and major subordinate commands will develop Unit Watch programs IAW DOD Directive 6490.1, DOD Instruction 6490.4, and [DA Pam 600-24](#) (Suicide Prevention and Psychological Autopsy). Ensure positive control of a Soldier on Unit Watch. Periods of transition from training event to another appointment become periods of vulnerability. A Soldier under Unit Watch is escorted at all times, and is not left alone or unsupervised. Thoroughly brief those entrusted to Unit Watch on the importance of being with the Soldier at all times.

d. UMT members are available to train drill sergeants and cadre in suicide awareness, identification, and prevention, and also in applying suicide intervention techniques. Chaplains are also available for counseling Soldiers suspected of contemplating suicide, but do not make mental health evaluations in this area.

e. Use amnesty procedures to ensure accountability of Soldier's belongings and secure any/all prescription medication. Seek the advice of doctor at the supporting MTF on the Soldier's requirement for continued use of the secured prescription medication. If recommended by a competent medical authority, allow Soldier to retain appropriate prescription medications and self medicate. If a Soldier is determined a risk to himself/herself or others, cadre should

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confiscate all medications and issue the appropriate dose, according to the prescribed schedule. Identify and secure items with which the Soldier might harm themselves or others. Do not permit the Soldier to handle firearms.

f. IET (BCT) Battalion Commanders should send written notification (not e-mails) to the gaining AIT Brigade/ Battalion Commanders regarding Soldiers who required behavioral health intervention for suicidal behaviors during IET. Notification should be in memorandum format. A sample format follows:

MEMORANDUM FOR (CDR, Bde/BN receiving Soldiers)_____

SUBJECT: Suicidal behavior

1. _____ (Soldier's name), _____ SSN received Community Mental Health Services for suicidal/self-injurious behavior during basic training. The Soldier has been cleared to continue duty. The Soldier does/does not require further monitoring for suicidal/self-injurious behavior. The Soldier does/does not require follow-up with behavioral health professionals.

3-44. Retraining and Holding Units (RHUs).

a. BCT/OSUT TRADOC service schools and major subordinate commands will establish company-size RHUs to perform two functions:

(1) Process Soldiers pending discharge. Retraining and holding units will process IET Soldiers identified by the chain of command for discharge from the Army, under provisions pertaining to administrative entry-level separation.

(2) Retrain selected IET Soldiers. Retraining and holding units will provide special training to selected IET Soldiers that have the potential to complete training with additional time/assistance.

b. Soldiers in each category are managed and housed in separate groups.

c. All RC service members will receive counseling from the RC Liaison Office prior to assignment to the RHU.

d. When the commander identifies and approves Soldiers for selection to the RHU, they are reported in ATRRS leaving the RECBN, BCT, OSUT, or AIT using an "L" (Recycle out) output status code and a "<" (Transfer to FTU/RHU) reason code. Soldiers will depart the RHU as either a new start or discharge status. For Soldiers returning to the RECBN, BCT, OSUT, or AIT, the output status from RHU is "G" (graduate) and input status to the RECBN, BCT, OSUT, or AIT will be "Q" (recycle in). Discharges are posted with output status "D" with appropriate reason code IAW ATRRS Table 51 – Discharge Reason Codes. Refer to table 3-2."

Table 3-2**Soldiers transferred to the FTU/RHU (from RECBN, BCT, OSUT, or AIT)**

RECBN, BCT, OSUT, AIT	RECBN, BCT, OSUT, AIT		RHU, FTU	RHU, FTU	RHU, FTU		RECBN, BCT, OSUT, AIT
Enter Output Status	Enter Reason Code		Enter Input Status	Output Status	Enter Reason Code		Enter Input Status
L (Recycle Out)	< (Transfer to FTU/RHU)		I (Input)	D (Discharge)	Appropriate code IAW ATRRS Table 51 Discharge Reason Codes		
L (Recycle Out)	< (Transfer to FTU/RHU)		I (Input)	G (Graduate)	No reason code required.		Q (Recycle In)

3-45. Fundraising in IET. A special trust exists between IET units and the Soldiers they train. IET cadre members, or organizations associated with IET units, should never exploit that trust for financial gain.

a. All IET units and informal funds, or family support groups/private organizations associated with IET units, will comply with installation/garrison procedures for fund-raising and resale activities.

b. IET commanders will ensure that:

(1) No cadre member sells any product, service, or opportunity to IET Soldiers or their families. Selling to parents is authorized at graduation as long as IET units do not compete with Army and Air Force Exchange Service. (e.g., selling t-shirts).

(2) No IET Soldiers participate in, or make purchases at, fund-raising activities conducted in the brigade, battalion, or company area, or in any training area.

(3) No fundraising activities that directly involve IET Soldiers, as primary or sole customers, are conducted during the training cycle by IET units, informal funds, or family support groups/private organizations associated with IET units. Family support group activities, such as bake sales at the commissary, PX Mall, or other public locations, would not violate this provision because the activities are aimed at a wide range of patrons, and not solely IET Soldiers.

(4) IET Soldiers cannot be the sole or primary customers of special morale, welfare, and recreation (MWR) events (e.g. summer concert series). This does not prohibit the patronage of traditional installation recreation services such as the bowling alley, outdoor recreation, and the movie theater.”

c. On a voluntary basis, IET Soldiers may contribute to officially authorized campaigns, such as the Combined Federal Campaign, Army Emergency Relief Fund, Red Cross Blood Program, and chapel offerings.

3-46. Health Care Committee.

a. The IET environment presents unique health care issues involving EPTS, medical support for training, sick call, and access to specialty care. In addition, overuse and environmental injuries, communicable illnesses, and the psychological stress in dealing with the military environment, have an impact on health care. Managing these issues involves a multidisciplinary effort between MTF clinical staff and training battalions. An IET Health Care Committee would provide the structural framework to facilitate this multidisciplinary effort, and develop coordinated approaches at the battalion level.

b. Objectives of IET Health Care Committee:

- (1) Reduce and control injuries in IET that take Soldiers away from training.
- (2) Provide a regularly scheduled forum at the battalion level to address issues in IET health care.
- (3) Monitor the control of overuse injuries, communicable illnesses, environmental injuries, and suicidal behaviors.
- (4) Identify issues, or areas of further investigation, that would need the attention of HQ TRADOC and/or USAAC.
- (5) Obtain feedback on initiatives so continuous improvements are made.

c. The Health Care Committee can be stand-alone, or part of a standing committee already in existence.

(1) Membership. Commandants may want to consider a training brigade commander, training battalion commander, or senior staff officer from the commandant's staff as the chairperson. The commandant staff and MTF will determine the rest of the committee membership. A sample of the remaining membership of an IET Health Care Committee is provided below. As this committee evolves and the issues change, the commandant may want to change the membership.

- (a) Chief, Primary Care or Deputy Commander for Clinical Services (DCCS).
- (b) Officer in charge, Troop Medical Clinic (TMC).
- (c) Psychologist or social worker for IET.
- (d) Officer in charge, TMC Physical Therapy.
- (e) Chief, Preventive Medicine.
- (f) Training chaplain (either brigade or battalion).

- (g) RECBN commander.
- (h) Commander, PT and Rehabilitation Platoon.
- (i) Commander, RHU.
- (j) Commander, FTU.
- (k) Training battalion commander(s).
- (l) Training battalion first sergeant(s).
- (m) Training support battalion commander.
- (n) Senior NCO for MST.

(2) Agenda. The IET Health Care Committee may want to consider meeting, at a minimum, every other month. The following sample agenda items could be addressed:

- (a) Sick call (e.g., time spent at sick call, etc.).
- (b) Medical support for training (e.g., high-risk training, AIT FTX).
- (c) Access to specialty care, such as orthopedics, podiatry, and mental health.
- (d) Medical Evaluation Boards (MEB).
- (e) IET attrition (EPTS, Chapter 11, and Chapter 5-13/5-17 discharges).
- (f) Profiles.
- (g) PTRP.
- (h) Medical issues at the RECBN (vaccinations, requests for medical evaluation, etc.).
- (i) Behavioral health professional support to high-risk populations, e.g., RECBN and PTRP.
- (j) Illness, injury, and behavior trends:
 - Cold weather injury (frostbite, trench foot/immersion, hypothermia).
 - Heat injuries (exhaustion, stroke).
 - Influenza.
 - Meningococcal illness.
 - Meningitis.
 - Overuse injuries.
 - Streptococcus, Group A.

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- Suicidal behaviors.
- Varicella (“Chicken Pox”).

(k) Other issues raised by any member of the committee.

d. The chairperson should forward those issues needing assistance from HQ TRADOC, or USAAC, to the TRADOC Surgeon, via e-mail or phone.

3-47. Combat lifesaver (CLS) training and utilization.

a. CLS certified personnel and CLS aid bags are required on the following basis:

(1) In RECBNs and BCT/OSUT units, at least one CLS-certified drill sergeant or cadre member and one CLS aid bag per platoon.

(2) In AIT units, at least one CLS-certified drill sergeant or cadre member and one CLS aid bag per company.

b. Commanders will coordinate training schedules for the CLS course and annual recertification with supporting medical instructor organizations or MEDDAC.

c. Commanders will establish accountability for CLS medical equipment sets (aid bags) and supplies through their supply sergeants. Resupply of CLS aid bags through class VIII accounts with the supporting MEDDAC.

d. Certified CLSs should be allowed to fully utilize their CLS skills when providing care for Soldiers (for example, they can start intravenous (IV) fluids for heat injuries after the institution of cooling measures).

3-48. Field Sanitation Team (FST) training and utilization.

a. Trained and equipped FSTs are required on the following basis:

(1) In all BCT/AIT/OSUT, at least two trained cadre and one FST equipment set per company/troop/battery (see table 3-4).

(2) Units that resource FTXs at the Battalion level may request an exception to policy and resource one FST per Battalion.

b. Commanders will coordinate training schedules for the FST course with supporting MEDDAC Preventive Medicine personnel.

c. Commanders will establish accountability for modified FST equipment sets through their S4s.

d. Duties. Members of the FST will assist their Commanders in the following:

(1) Monitor overall sanitary conditions in the barracks, dining facility, and ranges and training areas occupied by the unit. The areas of potential sanitary hazards include:

(a) Overcrowding in barracks, e.g., less than 72 square feet of living space per Soldier in BCT and less than 90 square feet of living space per Soldier in AIT. See paragraph 3-23g.

(b) Poor ventilation in living areas, including filter replacements in the ventilation system; and indoor temperature (e.g., should not be super-cooled in hot weather nor overheated in cold weather).

(c) Lack of running water at drinking fountains, in lavatories, in urinals and commodes, and in showers.

(d) Poor maintenance of range latrines, or servicing of portable commodes.

(2) Ensure Lyster bags, if used, are maintained properly IAW the following:

(a) Prior to use, scrub the Lyster bag with a solution of 1/2 meal, ready to eat (MRE) spoonful of calcium hypochlorite dissolved in 1 gallon of water. If calcium hypochlorite is not available, use 3 MRE spoonfuls of household bleach dissolved in a gallon of water.

(b) Test the water using a chlorination test kit.

(c) Add more calcium hypochlorite, if necessary, to maintain a minimum chlorine residual of 2 parts per million, or as prescribed locally.

(d) Empty and clean the bag at least once every 3 days. This helps maintain the palatability of the water.

Table 3-3

Modified FST Equipment set:

	NSN	ITEM	ARC	UI	QTY	UP	TP
1	8490-00-243-3234	Trunk Locker, Plywood	X	EA	1	58.80	58.80
2	7530-00-288-6211	Book Record Ledger Double Entry	X	EA	1	9.48	9.48
3	7620-01-088-0078	Pen Ball Point MED	X	OZ	1	3.47	3.47
4	3740-00-191-3577	Sprayer, Insecticide, Man Carried (1 gal)	X	EA	1	180.30	180.30
6	8416-01-012-0204	Gloves, Chemical Protective (size 9)	X	PR	1	2.00	2.00
6	8415-01-012-7384	Gloves, Chemical Protective (size 11)	X	PR	1	2.00	2.00
7	4240-00-190-8432	Goggles, Industrial, Non-vented	X	EA	2	1.58	3.16
8	8840-01-431-3357	Insecticide, Demand Pest Tabs	X	CO	1	82.28	82.28
9	8840-01-412-4634	Insecticide, d-Phenothrin 2%	X	CN	1	6.29	6.29
10	3740-00-252-3383	Swatter, Fly	X	OZ	1	2.42	2.42
11	3740-00-252-3384	Mousetrap Spring W-8	X	OZ	8	5.80	44.80
12	3740-00-280-1388	Ratrap Spring W-4-Way	X	OZ	4	18.07	72.28
13	8895-00-444-8500	Thermometer, Food	X	EA	2	4.43	8.86
14	8510-00-788-3738	Pad, Isopropyl Alcohol	X	PG	1	4.59	4.59
15	8515-01-150-2878	Gloves Surgical Disposable	X	EX	1	6.97	6.97
16	8830-01-012-4093	Test Paper, Chlorine Residual (food svc)	X	PG	1	42.75	42.75
17	8840-NCM-02-1025	Test Strips, pH & Cl	X	PG	1	5.79	5.79
18	8810-00-255-0471	Calcium Hypochlorite, 8 oz	X	BT	1	1.32	1.32
19	8840-01-070-7877	Spoon Measuring Plastic (0.5 g)	X	EA	2	3.00	6.00
20	8895-01-381-3023	Wet Bulb-Globe Temperature w/ tripod	X	EA	1	412.45	412.45

* Consult with local Preventive Medicine before purchasing insecticide, demand pest tabs.

Total Cost = \$934.02

3-49. Drill Sergeant Driving Limitations.

The drill sergeant's mission is to train and lead Soldiers; therefore, drill sergeants driving vehicles in the performance of their duties should be an exception rather than the rule in order to maintain the appropriate drill sergeant to Soldier ratios at all training events. At the discretion of the chain of command, drill sergeants are authorized to drive in the performance of daily training duties and during cycle breaks. Drill sergeants are not authorized to drive vehicles in order to perform administrative functions. Only RECBN, FTU, RHU, AIT drill sergeants, and DSS Leaders are authorized to drive in the performance of administrative functions.

3-50. Convoy Live Fire Exercise (CLFX) Requirements.

CLFX is mandatory training events for all BCTs and OSUT. The following AITs must conduct a CLFX: Quartermaster, Ordnance, Military Intelligence, Signal, and Transportation Corps (including all 88M training locations). All other AITs will conduct convoy training.

3-51. Injury Prevention Measures.

a. Overuse injuries are common in IET. However, they are controlled by carefully following the exercise principles of "recovery" and "progression." Consider total foot time (cumulative walking, running, standing) when developing training schedules and allocating resources. Do not conduct foot marches and runs on the same or consecutive days. Properly fitted, high-quality running shoes are important, especially when PT sessions require running on hard surfaces. Court shoes, like basketball or tennis shoes, are not designed to absorb the repetitive shock of running. Activities, such as running obstacle courses and foot marching, require combat boots to protect and support the feet and ankles. A reasonable break-in period for new combat boots is required, especially before long foot marches. Research suggests that there is a dose-response relationship between the amount of training and the risk of injury (e.g., the more physical activity a group performs, the more injuries will occur). Furthermore, there are thresholds of training, above which fitness does not improve substantially, but injury rates still increase. PT is progressive, disciplined training that challenges the Soldier's physical ability. The progressive nature of the PT program is essential for the most beneficial physical development and safety of all Soldiers. The standards for performance of all exercises are strictly applied. Adjust the duration and intensity of PT sessions to compensate for other physically demanding activities.

b. The following measures should be employed in order to mitigate overuse injuries:

(1) Place Soldiers in order of height (shortest to tallest) in running and marching formations.

(2) Ensure march paces do not exceed 5 km per hour.

(3) Use the fittest Soldiers for road guard duties.

(4) Rotate road guard responsibilities.

(5) Avoid high-impact activities for corrective training (e.g., running, marching, jumping). There is no benefit to exceeding the standardized physical training (SPT) guidelines for running, even for those who have problems running.

(6) Maximize "field feedings" to decrease the amount of marching to and from DFACs.

(7) Encourage Soldiers to apply ice to injured parts when prescribed by a health care provider or recommended by Self-Care guidelines.

(8) Maximize transportation vehicles for moving Soldiers to training areas.

3-52. Weapons Immersion Training.

a. Weapons immersion training is conducted to reduce negligent discharges. IET Soldiers are held accountable for their weapons around the clock, which replicates the contemporary warfighting environment.

b. Training will focus on safe weapons handling, orientation, proper loading, and clearing procedures prior to and upon exiting/entering a building, battalion/company area or forward operating base/patrol base in the field, and maintain situational awareness at all times.

c. Weapons immersion training will take place as early as possible during the BCT/OSUT training cycle.

d. Weapons immersion begins as early as possible in AIT and continues through the end of Phase V. Weapons immersion will be reinitiated in AIT phase V+ at least 2 weeks prior to the conduct of their FTX .

e. Senior mission commanders will establish and enforce procedures for securing weapons and ammunition based on local assessment of the threat, training objectives, training locations, and the duration of the training.

f. Weapons immersion training is not acceptable at certain locations. Weapons immersion training will not occur in medical and religious facilities, PX, banks, credit unions, public schools, and day-care centers.

3-53 Warrior Tasks and Battle Drills (WTBD).

WTBDs will be taught in BCT and OSUT. Proponents of AIT determine which WTBDs to reinforce. Combat Service Support AITs must qualify with individual weapons, combatives, urban operations, and convoy training or live-fire.

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WTBDs		
1	Qualify w/assigned weapon	
2	Correct malfunctions w/assigned weapon	
3	Engage targets with M240B MG	
4	Engage targets with M249 MG	
5	Engage targets with M2 cal .50 MG	
6	Engage targets with MK19 GL	
7	Correct malfunctions with M2 cal .50 MG	
8	Correct malfunctions with M240B MG	
9	Correct malfunctions with M249 SAW	
10	Correct malfunctions with MK19 40mm GL	
11	Engage targets with weapon using a night vision sight AN/PVS-4	
12	Engage targets with weapon using a night vision sight AN/PAS-13	
13	Engage targets with weapon using a night vision sight AN/TVS-5	
14	Engage targets using an aiming light AN/PEQ-2A	
15	Engage targets using an aiming light AN/PAQ-4	
16	Employ mines and hand grenades	
17	Perform voice communications SITREP/SPOTREP	
18	Perform voice communications Call for Fire	
19	Perform voice communications MEDEVAC	
20	Use visual signaling techniques	
21	Perform movement techniques during an urban Operation	
22	Engage targets during an urban operation	
23	Enter a building during an urban operation	
24	Determine location on the ground (terrain association, map & GPS)	
25	Navigate from one point to another (dismounted)	
26	Move over, through, or around obstacles (except minefields)	
27	Prepare a vehicle for a convoy	
28	Move under direct fire	
29	React to indirect fire (dismounted & mounted)	
30	React to direct fire (dismounted & mounted)	
31	React to unexploded ordnance hazard	
32	React to man-to-man contact (Combatives)	
33	React to chemical or biological attack/hazard	
34	Decontaminate yourself & individual equipment using chemical decontamination kits	
35	Maintain equipment	
36	Evaluate a casualty	
37	Perform first aid for open wound (abdominal,chest, & head)	
38	Perform first aid for bleeding of extremity	
39	Select a temporary fighting position	
Battle Drills		
1	React to contact (visual, IED, direct fire {includes RPG})	
2	React to an ambush (blocked)	
3	React to an ambush (unblocked)	
4	React to indirect fire	

5	React to chemical attack	
6	Break contact	
7	Dismount a vehicle	
8	Evacuate injured personnel from a vehicle	
9	Secure at a halt	

Chapter 4

Physical Fitness Training (PFT)

4-1. Objective of the PFT.

a. Soldiers report to IET with a wide range of physical fitness levels. Because of this, there are special considerations when developing a PT program for IET Soldiers. Prior to executing any PT, all cadre will adhere to the heat casualty prevention guidelines (see paragraph 3-28, above).

b. The primary objective of PT is to safely train Soldiers to meet the graduation requirements of IET, and prepare Soldiers to meet the physical demands of their military duties. Army PT prepares the IET soldiers for wartime tasks, invigorates training, and enhances productivity and mental alertness. A good PT program promotes team cohesion and combat readiness. PT must progressively challenge Soldiers' physical abilities.

c. Commanders are responsible for developing a standardized PT program, with rational progression essential for the most beneficial physical development and safety of Soldiers. Increase the intensity of exercise in logical increments, throughout the training cycle, to limit injuries.

4-2. Presence of commander and leaders.

a. PT is the commander's program. Command presence at PT will emphasize its importance. Leaders in the chain of command are responsible for the training and performance of their Soldiers and units. They are the primary training managers and trainers for their organization. Leaders must emphasize the value of PT by clearly explaining the objectives and benefits of their program, and ensuring that the time allotted for PT is used effectively.

b. Commanders will ensure, when possible, PT sessions are conducted with two drill sergeants per platoon for BCT/OSUT, and one drill sergeant per platoon in AIT. In BCT/OSUT, one cadre member will lead and perform the exercises with the Soldiers, to monitor the intensity level, and provide a role model. Remaining cadre members will act as AIs. In AIT, one cadre member will lead and perform the exercises with the Soldiers. When available, additional cadre members will act as AIs. The cadre's primary responsibilities are to demonstrate proper procedures, correct Soldiers' performance, encourage Soldiers to meet the standards, and ensure PT is conducted IAW [FM 21-20](#) (Physical Fitness Training) and/or IET STD PT Guide. PT leaders and demonstrators will position themselves on a PT platform or other device, for clear visibility and unobstructed view by all Soldiers.

4-3. Execution.

a. The role of the drill sergeant remains to instill maximum motivation among all IET Soldiers, in order to achieve their full physical potential. The training program will enable the drill sergeant to execute a standardized training approach that emphasizes progressive conditioning of the Soldier's entire body. This is in support of the Soldierization process. Soldiers must meet the established standard set forth in [AR 350-1](#) (Army Training and Education), paragraph 1-21, and this regulation (e.g., 50 points in each event for BCT, and 60 points in each event for AIT and OSUT upon graduation). Passing rates, not average scores, support the overall objective of IET injury control.

b. The standards for PT execution follow.

(1) Conduct PT sessions 4 to 6 times per week.

(2) Do not reserve PT only for the early morning hours; also schedule PT during, or at the end of the duty day. All cadre will adhere to the installation heat casualty reduction guidelines prior to executing PT (see para 3-28).

(3) PT sessions will consist of warm-up, activities, and cool-down, IAW [FM 21-20](#) and/or IET STD PT Guide, chapter 4.

(4) When running in ability groups, place Soldiers of smaller stature at the front of the formation.

(5) Follow the training schedule guidance given in [FM 21-20](#), and/or IET STD PT Guide to deconflict PT activities with other daily training activities. Adjust the duration and intensity of PT to compensate for other physically demanding activities scheduled.

(6) PT sessions will not begin until at least 60 minutes after meals. This does not preclude IET cadre from administering corrective action prior to, during, or immediately after meals.

(7) Running sessions during PT will not exceed 30 minutes (exception is for Esprit de Corps runs limited to once a month). To increase the cardiovascular workout, increase the pace of the run, not timed length of the run.

c. Assessment and testing.

(1) BCT.

(a) Administer the diagnostic as part of the Phase I and II performance evaluations. The purpose is to assess the Soldiers' progress toward meeting the graduation requirement.

(b) Administer the record APFT during the last 2 weeks of training, to determine if the Soldier has achieved the APFT requirement for graduation (50 points per event; 150 minimum total points.)

(2) OSUT.

(a) Administer diagnostic APFTs as part of Phase I, II, III, and IV performance evaluations.

(b) Administer the record APFT within the last 2 weeks of training. Soldiers that cannot complete the final APFT due to medical profile, and have successfully completed a diagnostic test with a score of 60 points in each of the three events (on the same test) (total 180 points or higher) are given constructive credit for having passed the APFT requirement. Commanders have the authority to award credit to Soldiers passing the diagnostic APFT based on the Soldiers performance and recommendation from the chain of command.

(3) AIT.

(a) Administer diagnostic APFTs at least once a month through the 20th week of training. Phase V+ (21-plus weeks) Soldiers that have met the APFT standards for graduation will take the APFT twice a year.

(b) Administer the record APFT no later than the last 2 weeks of training, to determine if the Soldier has achieved the APFT standard for graduation (60 points per event; 180 minimum total points). Soldiers that cannot complete the final APFT due to a temporary medical profile, and have successfully completed a diagnostic APFT during AIT (scored 60 points minimum on each of the 3 events on the same test) are given credit for having passed the APFT requirement.

(c) Phase IV and V IET Soldiers with permanent profiles will take the APFT. A Soldier, whose profile precludes taking the push-up, sit-up, or both events, will take the remaining event(s), if approved by a physician or physician's assistant. The 2-mile run event, or an approved alternate test event, as outlined in [FM 21-20, chapter 14](#), is taken if the test is to count for record. The alternate test is for Soldiers with permanent physical profiles that preclude them from taking the 2-mile run. Soldiers are given 3 months to prepare for the alternate test from the date of the permanent profile.

(4) For reclassified Soldiers, passing the APFT is a graduation requirement for AIT and OSUT.

(5) RC Soldiers must meet APFT requirement at the TRADOC school, prior to graduation. If the RC Soldier is recalled to their parent unit prior to meeting the APFT standard, the Soldier must return to the training unit they were released from, and pass the APFT, before meeting graduation requirements.

(6) RC personnel age 40 or older, attending IET, are subject to the same APFT requirements as AC personnel.

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d. Safety.

(1) For environmental considerations, refer to [AR 350-1](#), chapter 1, section 3, and [FM 21-20, chapter 12](#).

(2) Unit Commanders should ensure that cadre or drill sergeants inspect their Soldiers' running shoes upon arrival to AIT (or after Week 9 of OSUT). Soldiers' running shoes are often broken down after 9 weeks of BCT/OSUT and require replacement. Running shoes should be evaluated IAW TRADOC Pam 600-4 (including the Soldier's annotation of foot type on p. 4-59) and FM 21-20.

e. [AR 670-1](#), chapter 14, prescribes the PFU. Conduct foot marching and battle-focused PT in the battle dress uniform, IAW AR 670-1, chapter 5.

f. Soldiers with physical profiles.

(1) Soldiers with documented physical limitations require special PT programs. Unit leaders will maintain a positive approach to all special fitness training. The program will:

(a) Support components of fitness the Soldier can continue to develop through the profile period. Soldiers on profile will participate in a regular fitness program IAW profile specifications. Substitute appropriate activities to replace those regular activities in which they cannot participate. The activity levels of Soldiers usually decrease while they are recovering from sickness or injury. It is important for Soldiers to engage in whatever cardio-respiratory fitness activities they can, and pay special attention to their diets, to avoid gaining body fat.

(b) Permit the Soldier to rest injured parts of the body as recommended by medical personnel.

(c) Rehabilitate specific parts of the body guided by recommendations from medical personnel.

(2) The primary sources of guidance for profiled Soldiers' PT are:

(a) DD Form 689 (Individual Sick Slip), which prescribes simply-stated limitations (for example, "No running, jumping, or marching") for a brief period of time (no more than 30 days). It will usually not contain prescriptive activities. The Soldier can perform any other activity (in the same example, the Soldier may do most warm-up exercises, all stretches, most calisthenics, all muscle fitness activities, and may walk).

(b) DA Form 3349 (Physical Profile), which prescribes more extensive limitations (for example, "No running, marching, jumping, climbing, crawling, or repetitive knee flexion") and/or is used if the profile is for a more than 30 days. It uses check-off boxes to specify both limited activities and prescribed activities.

(c) A local version of a profile form, for example, "IET Physical Profile" the installation provides. Used instead of DD Form 689, this form contains more activities specific to the IET environment. See figure H-4 for an example of an IET Physical Profile.

(d) Handout from the MTF, showing specific rehabilitative activities for the Soldier. These may include stretches and/or muscle fitness activities not found in FM 21-20, or may prescribe a regimen for graduated return to activity (for example, walk no farther than 1/4 mile on day 1; walk no farther than 1/2 mile on day 2; and so forth).

(3) Secondary sources of guidance for a Soldier's profile PT program are health care providers, and/or physical therapists at the supporting MTF. The commander or unit representative should consult these professionals for any assistance required in individual and unit programs.”

4-4. Physical Training Rehabilitation Program.

a. The PTRP is designed for injured IET Soldiers, and provides a training environment that allows for proper healing and recovery. The program is available at the five ATCs (Forts Benning, Jackson, Knox, Leonard Wood, and Sill) for Soldiers that require treatment and/or rehabilitative physical therapy.

b. Procedures for assignment to the PTRP.

(1) Physical therapists or appropriate medical officers will recommend a Soldier for the PTRP based on the criteria that the Soldier:

(a) Was injured in training;

(b) Sustained an injury that is severe enough to remove the Soldier from current training to allow for proper healing (usually a stress fracture); and

(c) Is likely to fully recover within 4 months, and complete all of the physical requirements of training.

(2) The physical therapists will annotate their recommendations, to assign Soldiers to the PTRP, on TRADOC Form 385-2-5-R-E, DD Form 689, or DA Form 3349. This document will be provided to the Soldier's Commander for inclusion in the PTRP assignment packet.

(3) Unit commanders will counsel Soldiers concerning the recommendation. Units will prepare a New Start Packet recommending PTRP, and submit the packet for approval.

(4) Battalion commanders are the approving authority for enrollment in the PTRP.

(5) Once the battalion commander approves, Soldiers will be transferred to the PTRP within 48 hours of the unit receiving the PTRP assignment recommendation.

(6) As a minimum, PTRP Commanders will evaluate Soldiers every 30 days to assess their progress and their motivation to stay in the Army.

- c. PTRP Soldiers should be assigned to separate units from IET Soldiers separating from the service.
 - d. Because PTRP assignment can be up to 6 months in duration, PTRP Commanders are authorized flexibility in using convalescent leave, phase privileges, MWR activities, etc. to maintain the motivation and enthusiasm of PTRP Soldiers.
 - e. Specific guidance on PTRP implementation is provided in appendix H.
-

Chapter 5

Reserve Component Training

5-1. General. This chapter sets forth policies and establishes uniform procedures for addressing RC-unique training issues. These guidelines apply to the training of both ARNG and USAR members, unless specifically stated as applicable to only one of the components, and address those issues most commonly encountered during IET.

5-2. Assistance to ARNG/USAR Soldiers in IET.

- a. The ARNG and USAR liaison personnel are attached to TRADOC service schools and major subordinate commands to assist the ATC and unit chain of command in solving problems RC Soldiers encounter during training. They advise the chain of command on matters related to separation actions. Final decision regarding discharge remains with the unit chain of command.
- b. The IET cadre will promptly inform the ARNG and USAR liaison personnel of all actions, both positive and negative, which have the potential to affect RC Soldiers. The liaison personnel will notify the appropriate chains of command of those RC Soldiers that will receive awards and honors, and counsel those RC Soldiers with attitude, motivation, or training problems.

5-3. Split training option (STO).

- a. STO is an alternative training program designed to recruit and train students and seasonal employees that do not have enough time to complete BCT/AIT or OSUT during their initial IET tour. STO allows Soldiers to enter and complete the first portion of training ("STO 1" = BCT portion), return to their civilian education or occupation, and come back the following year to complete the second portion of training ("STO 2" = AIT or MOS portion of OSUT).
- b. Mandatory release dates (MRDs) are management tools to ensure that STO 1 Soldiers are properly processed for training. The MRDs are determined at the Soldiers' home stations, and published in the additional instructions section of the active duty orders. It is critical to consider a STO 1 Soldier's MRD when scheduling entry into training.

5-4. Graduation requirements not met. Notify installation ARNG/USAR liaison personnel immediately when RC personnel do not complete all graduation requirements. Installation ARNG/USAR liaison personnel will resolve any potential conflict with extensions on active duty

with the appropriate RC command. As necessary, place ARNG or USAR personnel in a holdover status IAW ATRRS Verification Tables Reason Codes.

5-5. Split training option early releases.

a. Policies pertaining to MRDs follow:

(1) All STO 1 Soldiers are guaranteed a return to home of record for civilian education or employment commitments on a predetermined date.

(2) The STO 2 Soldiers are not guaranteed a MRD for civilian education or employment purposes as part of the enlistment contract. Individuals returning for STO 2 are expected to remain on active duty until training is completed and a MOS is awarded.

b. To preclude STO 1 individuals from being placed in training with insufficient time to complete the course, accomplish the following steps at the installation:

(1) Screen all STO 1 Soldiers prior to the start of training, to determine if there are conflicts between the length of training and anticipated release date. Orders must provide more than 75 days to complete training.

(2) Refer individuals identified as having a conflict to ARNG or USAR liaison personnel for assistance in conflict resolution. Liaison personnel will contact The State Adjutant General (TSAG) (AFRC-TRI), the U.S. Army Reserve Command (USARC), or Regional Support Command, as appropriate, to resolve the conflict and obtain an extension of training time.

(3) When it is impossible to obtain an extension to complete training, and course acceleration is not feasible, ARNG and USAR liaison personnel will request that the USARC, G-1, ATTN: ARFC-PRT-P, amend the order and return the individual to the parent RC unit. Do not enter individuals in this category into training.

(4) Should liaison personnel encounter a refusal to revoke the order of an individual with insufficient time to complete the required training, notify HQ TRADOC, ATTG-I, for assistance in obtaining a release.

c. Instances may be encountered when conflicts develop between available time and course length for STO 1 Soldiers, due to conditions such as placement into the FTU, profile, emergency leave, or new start. The following procedures will help minimize the impact on the individual Soldier and the training system:

(1) When completion date conflicts exist for those individuals currently in training, the following steps apply:

(a) Installation ARNG and USAR liaison personnel will contact the USARC to obtain an extension on the MRD for completion of training. When such extensions are obtained, the

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installation amends the individual's orders, to clearly indicate the period of training being performed.

(b) Where extensions on MRDs cannot be obtained, consider accelerated training to meet POI graduation requirements.

(2) When training cannot be accelerated so that an individual can meet POI requirements for graduation, or if a Soldier fails to meet graduation requirements by their MRD, the following guidance will apply:

(a) STO 1 Soldiers will continue in training through the latest date possible before processing for release from IET.

(b) Annotate DA Form 5286-R (see appendix G) to reflect training completed prior to release from active duty (REFRAD), and remaining training accomplished to meet graduation requirements. The original ITR will remain in the individual's Military Personnel Records Jacket for return to the parent unit.

d. Forward a copy of DA Form 5286-R to the trainee academic records section for retention, to aid in maintaining accurate training files for STO 1 Soldiers. Furnish a copy of DA Form 5286-R to the liaison NCO upon the Soldier's departure for home station (state).

e. Handle exceptions to the procedures in paragraphs b and c, above, on an individual basis, with the appropriate ARNG or USAR liaison representative at the installation. Request concurrence for returning an individual prior to entering into training, only after obtaining concurrence from the USAR G-1, ATTN: AFRC-PRT-P.

f. NGB/USARC will reschedule individuals, released from active duty prior to completing STO 1 training, to complete course requirements at the ATC they were released from. Provide the following information to TRADOC service schools and major subordinate commands that receive individuals rescheduled for training, prior to the rescheduled start date:

(1) Name.

(2) SSN.

(3) Training requirements to be completed.

(4) Report date.

(5) Follow-on MOS, if appropriate.

(6) Copy of ITR.

g. TSAG or USARC concerned is the proper authority for all early release actions.

5-6. Split training option 2 physical fitness test procedures. Administer STO 2 Soldiers a diagnostic APFT upon arrival, to determine their level of conditioning. Place Soldiers not achieving the BCT standard on the diagnostic APFT in a remedial PT program, and allow them to continue with the MOS portion of their training. Place Soldiers in an FTU, if one is available.

5-7. Split training option 2 administrative deficiencies.

a. TRADOC service schools and major subordinate commands may encounter STO 2 Soldiers that are not prepared to enter training upon arrival at the training location. Some discrepancies in the area of military personnel, finance, or medical records, and outdated physicals may occur. Some individuals may report without the required clothing issue.

b. For Soldiers that are not prepared to enter training upon arrival for STO 2, use the following procedures:

(1) Give individuals without current physicals new physicals. No Soldier will ship without a current physical.

(2) Provide individuals arriving without the required clothing a new issue by that installation. This additional issue will consist of only those items required to complete the training. Charge items issued to the appropriate State United States Property and Fiscal Office, or USARC, as authorized in [AR 700-84](#) (Issue and Sale of Personal Clothing), chapter 14.

(3) Hold individuals out of training arriving without a valid set of orders and their individual health records, if the installation cannot duplicate these records. Notify the Regional Readiness Command (RRC) appropriate ARNG or USAR liaison representative immediately of all personnel held out of training, in order to rectify records discrepancies. For contacting the RRC, the USARC G-1, ATTN: AFRC-PRT-P will assist. If the needed documents are not received within 5 days, liaison personnel on the installation will notify NGB or Office of the delay. If the required records are not received within a total of 10 days, the installation will return the individual to the unit of assignment for rescheduling to complete STO 2.

c. On a quarterly basis, TRADOC service schools and major subordinate commands will forward a list of discrepancies, with the Soldiers names, units, States, site where BCT was conducted, and discrepancies, to HQ TRADOC, ATTG-I. Information copies are provided to the ARNG/USAR liaison personnel at the TRADOC service school and major subordinate command.

5-8. Testing of STO Soldiers in IET.

a. Soldiers in STO 1 must meet all BCT graduation requirements prior to being released from STO 1 training, or they will return to the ATC and complete all BCT graduation requirements prior to the start of STO 2 training.

b. Soldiers in STO 2 AIT must meet all MOS course requirements and pass the APFT prior to their release from STO 2 active duty tour.

5-9. Placement into training. IAW [AR 612-201](#), chapters 2 and 3, RC personnel processing will meet report dates specified in the Soldier's orders. This policy applies to all BCT, OSUT, and AIT courses, and requires priority seating for RC personnel when insufficient capacity exists to seat all Soldiers awaiting a course start.

Appendix A References

Section I Required Publications

AR 15-6
Procedures for Investigating Officers and Boards of Officers

AR 20-1
Inspector General Activities and Procedures

AR 30-22
The Army Food Program

AR 40-5
Preventive Medicine

AR 40-25
Nutrition Standards and Education

AR 40-501
Standards of Medical Fitness

AR 40-562
Immunizations and Chemoprophylaxis

AR 190-40
Serious Incident Report

AR 350-1
Army Training and Education

AR 350-10
Management of Army Individual Training Requirements and Resources

AR 380-67
The Department of the Army Personnel Security Program

AR 600-8-4
Line of Duty Policy, Procedure, and Investigations

AR 600-9
The Army Weight Control Program

AR 600-20
Army Command Policy

AR 600-43
Conscientious Objection

AR 600-85
Army Substance Abuse Program (ASAP)

AR 601-2
Army Promotional Recruiting Support Programs

AR 601-210
Regular Army and Army Reserve Enlistment Program

AR 612-201
Initial Entry/Prior Service Trainee Support (RCS MILPC-17(R1))

AR 614-200
Enlisted Assignments and Utilization Management

AR 621-5
Army Continuing Education System (ACES)

AR 635-200
Active Duty Enlisted Administrative Separations

AR 670-1
Wear and Appearance of Army Uniforms and Insignia

AR 700-84
Issue and Sale of Personal Clothing

DOD Instruction 6490.4
Requirements for Mental Health Evaluations of Members of the Armed Forces

NGR 600-200
Enlisted Personnel Management System

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FM 3-4
NBC Protection

FM 3-05.70
Survival

FM 3-11
Multi-service Tactics, Techniques, and Procedures for Nuclear, Biological, and Chemical Defense Operations

FM 7-0
Training the Force

FM 21-10
Field Hygiene and Sanitation

FM 21-20
Physical Fitness Training

FM 100-14
Risk Management

TRADOC Memo 1-11
Staff Procedures

TRADOC Pamphlet 350-36
TRADOC Trainee Abuse Prevention Program

TRADOC Reg 1-8
TRADOC Operations Reporting

TRADOC Reg 350-16
Drill Sergeant Program (DSP)

TRADOC Reg 350-29
Prevention of Heat and Cold Casualties

TRADOC Reg 350-70
Systems Approach to Training Management, Processes, and Products

TRADOC Reg 385-2
TRADOC Safety Program

TRADOC Reg 600-16
Procedures for EXODUS – The Christmas-New Year Holiday Period for Personnel in Training

TB MED 507

Occupational and Environmental Health: Prevention, Treatment, and Control of Heat Injury

USAREC Reg 601-45

Recruiting Improprieties Policies and Procedures

Section II

Related Publications

AR 27-10

Military Justice

AR 165-1

Chaplain Activities in the United States Army

AR 350-2

Opposing Force Program

AR 350-21

Instruction in Benefits of an Honorable Discharge

AR 350-30

Code of Conduct/Survival, Evasion, Resistance and Escape (SERE) Training

AR 385-10

Army Safety Program

AR 385-55

Prevention of Motor Vehicle Accidents

AR 600-8-10

Leaves and Passes

AR 600-63

Army Health Promotion

AR 623-1

Academic Evaluation Reporting System

AR 840-10

Flags, Guidons, Streamers, Tabards, and Automobile and Aircraft Plates

FM 1-05

Religious Support

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GTA 5-8-12

Individual Safety Card

Manual for Courts-Martial United States (2000 Edition) (Available on the U.S. Department of Defense DefenseLINK web site (<http://www.defenselink.mil/pubs/>))

[MIL-HDBK 1008C](#)

Fire Protection for Facilities Engineering, Design, and Construction

TB MED 81

Cold Injury

TRADOC Pam 350-70-8

Total Army School System (TASS) Training Requirements Analysis System (TRAS)

TRADOC Pam 600-4

IET Soldier's Handbook

TRADOC Reg 350-18

The Army School System (TASS)

Section III

Referenced Forms

DA Form 31

Request and Authority for Leave

DA Form 285

U.S. Army Accident Report

DA Form 705

Army Physical Fitness Test Scorecard

DA Form 1045

Army Ideas for Excellence Program (AIEP) Proposal

DA Form 1059

Service School Academic Evaluation Report

DA Form 1594

Daily Staff Journal or Duty Officer's Log

DA Form 2028

Recommended Changes to Publications and Blank Forms

DA Form 2173
Statement of Medical Examination and Duty Status

DA Form 3349
Physical Profile

DA Form 5286-R
Individual Training Record, Basic Training (BT), Advanced Individual Training (AIT), One Station Unit Training (OSUT)

DA Form 5286-1-R
Individual Training Record, Basic Training (BT), Advanced Individual Training (AIT), One Station Unit Training (OSUT) (Continuation Sheet)

DA Form 5287
Training Record Transmittal Jacket

DD Form 689
Individual Sick Slip

DD Form 1966
Record of Military Processing – Armed Forces of the United States

DD Form 2351
DOD Medical Examination Review Board (DODMERB) Report of Medical Examination

DD Form 2808
Report of Medical Examination

TRADOC Form 385-2-5-R-E
Record of Injury

USAREC Form 315-R-E
Report of Alleged or Suspected Recruiting Impropriety (this form is available on the USAREC web site (<http://www.usarec.army.mil/im/formpub/>))

Appendix B

Initial Entry Training Cadre/Support Personnel Training Requirements

B-1. Requirements. The IET CTC is not a replacement for officer and NCO professional development training. Commanders will ensure that regularly scheduled professional development classes are conducted for, and attended by, the IET cadre. These classes are not limited to IET issues; but should encompass all aspects of professional development.

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a. Assigned personnel will attend the following IET cadre/support personnel training as indicated:

(1) TRADOC PCC. IET brigade and battalion commanders, and Command Sergeants Major, will attend PCC prior to assuming duties. Branch managers will use the ATRRS to schedule TRADOC PCC attendees. The DCG-IMT is the waiver approval authority for commanders and Command Sergeants Major that do not attend PCC prior to assuming duties. No others will attend without the approval of the DCG-IMT.

(2) Unit Commanders will complete the Commander's Safety Course prior to assuming command or graduate from the Company Commanders/First Sergeants Course.

(3) Command Sergeants Major and First Sergeants will complete the Commander's Safety Course prior to assuming IET duties.

(4) CCFSC. The following personnel will attend the CCFSC: IET Company Commanders and First Sergeants. This course provides future Company Commanders and First Sergeants with a broader training and educational experience beyond the basic TRADOC CTC and is a requirement throughout TRADOC. This course is in lieu of TRADOC CTC and is taught at Fort Jackson under auspices of the IET Warrior Training Center and the TRADOC PCC faculty.

(5) CTC. The following individuals will attend CTC: Deputy Brigade Commanders, brigade/battalion cadre, lieutenant colonel detachment commanders, executive officers, IET company commanders, first sergeants, executive officers, company grade staff officers (S1-S4), brigade/battalion operations NCOs in charge, IET UMT members, and all training center IGs to include IG NCOs.

(6) SCTC. All IET cadre not attending PCC, CCFSC, or CTC, and military and civilian IET primary instructors will attend SCTC. Attendees include, but are not limited to, brigade/battalion/company staff section NCOs, military IET instructors, DOD/DA civilian IET primary instructors, contracted civilian IET primary instructors, unit armorers, unit supply personnel, RECBN processing NCOs, and IET chaplain assistants.

(7) ISCTC. All installation staff, medical, dental, and contract personnel, that in the execution of their duties, come into daily or frequent contact with IET Soldiers. Attendees include, but are not limited to, Clothing Initial Issue Point (CIIP)/Central Issue Facility employees, DFAC employees, medical personnel, dental personnel, bus drivers, and other civilian installation personnel (e.g., drug and alcohol representative).

b. All IET assigned personnel should attend specified IET cadre/support personnel training prior to, but NLT 30 days after, assuming their IET duties. RC IET personnel will complete specified support personnel training NLT 120 days after assuming IET duties.

c. All TRADOC service schools and major subordinate commands, TRADOC units on non-TRADOC organizations, and USAR training divisions are authorized to conduct SCTCs and ISCTCs. Personnel (to include drill sergeants and former drill sergeants) authorized to instruct

IET SCTC and IET ISCTC are CTC-qualified, and certified by their respective TRADOC service school and major subordinate command (institutional training) commander, commandant, or unit commander in a non-TRADOC organization.

B-2. Training responsibilities.

a. All IET TRADOC service school and major subordinate command commanders and commandants must maintain a cadre life cycle program.

b. Commander, Fort Jackson, ATZJ-PCC, Fort Jackson, SC 29207-5000, is the proponent for TRADOC PCC, CCFSC, CTC, SCTC, ISCTC, and the Train The Trainer Course. HQs TRADOC, HQs, USATC and Fort Jackson, Cadre Training Program Proponent (CTPP) will approve the POI for TRADOC CTC, SCTC, and ISCTC, and is responsible for the instructor certification process and course certification. The following sites are authorized to conduct CTCs: Forts Allen (PR), Benning, Bliss, Gordon, Huachuca, Jackson, Knox, Lee, Leonard Wood, Sam Houston, Sill, and the DLIFLC (Monterey, CA). All USAR training divisions are authorized to conduct CTCs.

c. The senior army commander/representative at non-TRADOC organizations is responsible for coordination efforts with the non-TRADOC unit commander to ensure compliance with policies prescribed in this regulation.

d. The Fort Jackson proponent will host an annual cadre training conference and monitor TRADOC PCC, CTC, SCTC, and ISCTC certification to ensure compliance with this regulation.

CTC Regional Responsibilities:

- Fort Jackson, SC - - 108th DIV (IT) all IET CTC and SCTC sites:
- Fort Benning, GA - - Fort Rucker, AL; Pensacola, FLA; Lackland AFB, TX; Redstone Arsenal, AL; Panama City, FLA.
- Fort Gordon, GA - - Fort Meade MD
- Fort Knox - - 100th DIV (IT)
- Fort Lee, VA - - APG, MD; Fort Eustis, VA; Fort Belvoir, VA; Little Creek, NAB, VA; 80th DIV (IT)
- Fort Leonard Wood, MO - - Sheppard AFB, TX; Goodfellow AFB, TX; Gulfport, NCB, MS; and 98th DIV (IT).
- Presidio of Monterey, CA - - 104th DIV (IT);
- Fort Bliss, TX - - Fort Huachuca, AZ; Fort Sam Houston, TX.
- Fort Sill, OK - - PR Language Center, PR

B-3. Attendance.

a. TRADOC service school and major subordinate command personnel, and personnel at non-TRADOC organizations, will attend CTC in one of the following modes:

- (1) Resident training at any approved IET CTC.

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- (2) Mobile Training Team from Fort Jackson.
- (3) When available, TRADOC-approved distance learning IET CTC.
- b. USAR training division personnel will attend CTC in one of the following modes:
 - (1) Resident training at home station's approved IET CTC.
 - (2) Resident training at affiliated installation's approved IET CTC.
 - (3) When available, TRADOC-approved distance learning IET CTC.
 - (4) Mobile Training Team from affiliated installation.
- c. Former drill sergeants and cadre/support personnel returning to IET positions after being out of the IET environment for more than 24 months will attend the appropriate training course.

B-4. Reporting requirements. All IET TRADOC service schools and major subordinate commands (to include satellite AIT elements), and IET TRADOC units in non-TRADOC organizations, are required to report PCC, CCFSC, CTC, SCTC, and ISCTC attendance, NLT the last Thursday of each quarter, to the Fort Jackson proponent, CTPP, ATZF-DSPP/CTPP, Bldg 2179 Sumter Street, Fort Jackson, SC 29207-5000. All USAR training divisions will provide required reports quarterly through the USARC, AFRC-OP, for collation and forwarding to the Fort Jackson proponent NLT the last Thursday of each quarter. The Fort Jackson proponent will consolidate all reports, and forward the completed quarterly training report to HQ TRADOC, ATTG-I, within 5 working days.

Appendix C

Defense Language Institute English Language Center, ESL Course

C-1. Mission and organization. English language training (ELT) for officers and enlisted Soldiers is provided through the ESL course at DLIELC, Lackland AFB, TX. The goal of DLIELC's ESL courses is to provide entry-level enlisted Soldiers and officers, that do not speak English as their native language, the English language skills necessary for success in their IET course(s), Branch Officer Basic Course (BOBC), and throughout military service. The Commander, U.S. Army Field Artillery Training Center, Fort Sill, OK, provides administrative control of the U.S. Army Element (USAE) at DLIELC. The USAE commander, serving simultaneously as the DLIELC deputy commandant, is responsible for the command, control, training, and administration of U.S. Army permanent party and student personnel at DLIELC. The Headquarters and Headquarters Company (HHC) is responsible for operational and administrative support to the U.S. Army permanent party assigned to DLIELC, and provides those support functions normally associated with a battalion-level HHC. Assign all U.S. Army officers and pre-BCT Soldiers attending DLIELC for ELT to E Company. E Company is responsible for the ELT and Soldierization of all U.S. Army Soldiers.

C-2. Staff relationships. The DCOPS&T, Individual Training Directorate, is the TRADOC functional proponent and POC for the Army's DLIELC ESL program. The following TRADOC offices perform associated functions:

- a. Deputy Chief of Staff for Personnel, Infrastructure, and Logistics ensures adequate Army cadre strength in support of E Company, DLIELC.
- b. Deputy Chief of Staff for Resource Management determines manpower staffing ICW DCSOPS&T-Individual Training Directorate.
- c. DCOPS&T-Individual Training Directorate, Education Division, monitors and evaluates program activities ICW the Army Research Institute.
- d. U.S. Army Cadet Command identifies officers requiring ESL training at DLIELC, and requests DLIELC administer the English Comprehension Level (ECL) test and Oral Proficiency Interview (OPI) to Reserve Officers' Training Corps cadets prior to their commissioning.

C-3. Selection and processing. Schedule Army recruits for DLIELC IAW [AR 621-5](#) (Army Continuing Education System (ACES)), chapter 4. Fort Sill RECBN will process enlisted personnel identified for attendance at DLIELC before shipment to LAFB. Lieutenants report directly to LAFB. DLI will evaluate the lieutenants' ECL and OPI scores upon their arrival at LAFB. If their scores exceed graduation requirements, DLI may make the determination to send them to their respective Officer Basic Courses (OBCs).

C-4. Graduation criteria.

- a. Commander, E Company, will send enlisted Soldiers to BCT/OSUT once they achieve a confirmed ECL score of 75 or above, a 70 percent book quiz average. An OPI is not required for Soldiers achieving this standard. Commander, USAE, may grant a waiver and allow E Company to process Soldiers to BCT/OSUT that achieve an ECL score within 5 points of the DLIELC qualifying score, provided they meet all other qualifying criteria. Require Soldiers granted a waiver IAW this regulation to also attain a score of 1+/1 on the OPI. Commander, E Company, will initiate a discharge for any student that fails to achieve course standards after 30 weeks of training, or fails to show adequate academic progress during ESL training.
- b. Commander, E Company, will send lieutenants to OBC after successfully completing the 16-week American English Language Program course and achieving an ECL score of 90 or above, and an OPI score of 2+/2, or higher. Lieutenants meeting graduation requirements before the end of the 16-week course period are eligible to proceed to OBC at the discretion of the Commander, USAE. Those not making sufficient academic progress go before an Academic Review Board to determine if they are granted an extension, or terminated from the program. At the end of each extension, the Academic Review Board will convene again to determine if the student can achieve the ECL and/or OPI requirements. Those students identified as not being able to meet the requirements, or will take a prohibitive amount of time to meet the requirements, are terminated.

C-5. Training priorities. The primary mission of DLIELC is to provide ELT. This training is the responsibility of the staff at DLIELC, as the Commander, USAE monitored/approved. The DLIELC staff, ICW, Commander, USAE, will determine the best ELT program to meet the graduation requirements. The ELT will receive top priority, and not supplanted by other training or activities.

a. In order to obtain feedback concerning enlisted Soldier preparedness for BCT/OSUT, DLIELC will disseminate survey materials (direct mail questionnaires) to BCT/OSUT units.

b. In addition to the ELT, Commander, E Company, will use proponent-developed TSPs to conduct 75 hours of military training per quarter for the pre-BCT Soldiers. The primary purpose of E Company's military training program is to start the Soldierization process and prepare Soldiers for BCT. E Company will conduct the military training in table C-1 on a quarterly basis.

c. E Company will conduct training for student officers in order to improve their preparedness for the BOBC. Use the officers in leadership positions, such as platoon leaders, and play a vital role in the Soldierization process of the pre-BCT Soldiers ICW the drill sergeants. The officers will attend an ISCTC seminar prior to conducting training with the trainees. Additionally, conduct a Class A inspection once a quarter for the lieutenants enrolled in the course.

Table C-1
E Company military training program

Course	Length
Common Tasks (Level 1)	27 hours
Drill and Ceremonies	15 hours
Military Customs and Courtesies	12 hours
Army Values	12 hours
ID and Wear of the Uniform	6 hours
Military Justice	<u>3 hours</u>
Total:	75 hours

C-6. Physical fitness training. Commander, E Company, will create and implement a PFT program, with the goal of raising each officer and pre-BCT Soldier's APFT score to the Army standard. Use the HQ TRADOC-approved ESL fitness program to conduct PFT, 5 training days per week, throughout the course. Administer a diagnostic APFT once a month IAW their phase testing.

C-7. Three phases of training. To enhance training effectiveness, the military instruction program for enlisted IET Soldiers is divided into three distinct phases. The concept of phasing and associated goals (IAW para 2-2) was established to provide the entry-level Soldier with intermediate objectives, which give common direction and serve as milestones. Although time goals are identified, a Soldier will not graduate from one phase to another without the cadre's approval, and without passing all phase tasks. See table 2-1 for a list of the testable subjects and privileges by phase.

a. Phase I lasts from the Soldier's arrival through the sixth week of military training.

(1) The following characterizes Phase I:

- (a) Emphasis on English language skills.
- (b) Total control and strict discipline.
- (c) Constant supervision.
- (d) All movement in formation.
- (e) Daily inspections.
- (f) Orientation to the military lifestyle.
- (g) Start the Army Physical Fitness Program.

(2) The goals for Soldiers during Phase I:

- (a) Begin ELT.
- (b) Learn and conform to military standards of conduct.
- (c) Learn to identify and wear an Army uniform.
- (d) Pass the Phase I hands-on test.

b. Phase II begins at the start of the 7th week of training and continues through the 10th week of training, or until the completion of ESL training, whichever occurs first.

(1) Phase II is characterized by:

- (a) Continued emphasis on English language skills.
- (b) Gradual release from total control.
- (c) Preparation for BCT.

(2) The goals for Soldiers during Phase II:

- (a) Meet or exceed DLIELC language standards.
- (b) Meet or exceed BCT APFT standards.
- (c) Become familiar with selected Skill Level I Army Common Tasks.

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- (d) Develop self-discipline and team building skills.
 - (e) Pass the Phase II hands-on test.
- c. Phase III begins at the start of the 11th week of military training and continues through the 30th week of training, or until the completion of ESL training, whichever occurs first.
- (1) Phase III is characterized by:
 - (a) Continued emphasis on English language skills.
 - (b) Increased release from total control.
 - (c) Preparation for BCT.
 - (2) The goals for Soldiers during Phase III:
 - (a) Meet or exceed DLIELC language standards.
 - (b) Meet or exceed BCT APFT standards.
 - (c) Become more familiar with selected Skill Level I Army Common Tasks.
 - (d) Develop self-discipline and team building skills.
 - (e) Pass the Phase III hands-on test.
- d. Cadre must:
- (1) Provide an environment conducive to learning English.
 - (2) Lead by example.
 - (3) Insist on high standards, and assist Soldiers in meeting those standards.
 - (4) Conduct effective counseling on Soldier's performance.
 - (5) Conduct quality reinforcement/remedial training.

C-8. Cadre and drill sergeants. Cadre and drill sergeants selected for E Company must have demonstrated a high degree of motivation and commitment to assist in the development of Soldiers that can succeed in BCT/OSUT. All cadre must have an intimate knowledge of the TRADOC insist/assist training policy and complete the appropriate CTC. Additionally, a minimum of two drill sergeant positions will require Spanish language proficiency.

C-9. EXODUS. DLIEC will implement TRADOC guidance concerning Christmas Holiday EXODUS for enlisted IET Soldiers to the maximum extent possible, while giving appropriate consideration to the impact upon DLIELC staffing, training, and resources.

C-10. Separate and secure. Commander, E Company, will exercise the separate and secure policy for the AIT training environment (see para 2-7, above).

Appendix D

Defense Language Institute, Foreign Language Center

D-1. Training priorities.

a. DLIFLC, Presidio of Monterey, CA conducts IET of post-BCT Soldiers. The mission of the 229th Military Intelligence Battalion at the DLIFLC is to produce language-trained, highly motivated, physically fit, battle-focused Soldiers. This mission also includes taking care of Soldiers, civilians, and their families. Though this mission encompasses required training for both IET and careerist Soldiers assigned to DLIFLC, this is tailored specifically to the IET Soldiers.

b. The primary purpose and mission priority at DLIFLC is to provide language training. The instruction and acquisition of a language at the DLIFLC is a rigorous, mentally demanding activity.

(1) Classroom instruction is conducted 7 hours a day, 5 days a week. The course of instruction for a particular language determines the length of the course (26 to 63 weeks). Regardless of course length, completion of language training at DLIFLC awards a Soldier a skill qualification identifier (SQI), not a MOS. Therefore, language training is not considered AIT.

(2) In addition, the POI provides for required military training, CTT, PFT, Drill and Ceremony, etc. This training is conducted daily, and 1 to 2 weekend days per quarter (see table D-1).

(3) With the intense schedule of training, personal time is limited, which contributes to an environment that is stressful, both academically and physically.

Table D-1
Required military training

Course	Length
Reception and integration training	12 hours
WTBD/CTT	24-67 hours
PFT	86-210 hours
Inspections	14 hours
Drill and Ceremony	10-30 hours

D-2. Phases of training. To enhance the execution of IET, the course of instruction at DLIFLC is divided into three distinct phases. This concept of phasing and associated goals (IAW para 2-1) was established to provide intermediate objectives, which give common direction, and serve as milestones for the Soldier. The program includes establishment of goals for academics (language), fitness, and general military knowledge/proficiency training. In that the IET Soldiers arriving at DLIFLC have completed Phases I - III at BCT, the phase program at DLIFLC essentially follows that of paragraph 2-1a(4) with the following modifications:

a. Phase IV. Soldiers remain in Phase IV from arrival at DLIFLC until the fourth week on station.

(1) Advancement from Phase IV requires:

- (a) Completion of commitment training and reception and integration counseling.
- (b) Completion of required battalion and company briefings.
- (c) Successful completion of a diagnostic APFT during Week 4.
- (d) Completion of a clothing inventory.
- (e) Successful completion of uniform, room, and wall locker inspections.

(2) The following restriction/limitations, in addition to those in paragraph 2-1a(4)(a), characterize Phase IV:

(a) Soldiers will reside in the barracks. Married Soldiers arriving with their families will settle their families in housing and are authorized limited visitation.

(b) Soldiers are not authorized use of tobacco or consumption of alcoholic beverages, regardless of age.

(c) Limited off-post privileges.

(d) Civilian clothes are not authorized.

b. Phase V begins at the successful completion of Phase IV. The duration of Phase V is based on standards rather than time, but typically will not last longer than the 11th week on station (e.g., 20th week of IET training).

(1) Initial entry Soldiers at DLIFLC will stay in Phase V until meeting the following criteria:

(a) Pass record APFT (60/60/60) at the eighth week on station.

(b) Attend a Financial Management Class.

- (c) Successfully complete common skills testing.
 - (d) Demonstrate the ability to think, look, and act like a Soldier, without supervision.
 - (e) Demonstrate knowledge of the Army's seven core values (LDRSHIP).
- (2) Phase V Soldiers are afforded the following privileges:
- (a) Civilian clothing is authorized.
 - (b) Off-post passes are authorized.
 - (c) Overnight passes are authorized.
- c. Phase V+ begins at the completion of Phase V and continues until arrival at follow-on training or permanent duty station.
- (1) Phase V+ requirements are:
- (a) Must pass a record APFT within 30 days of graduation.
 - (b) Successful completion of common task testing.
 - (c) Completion of Class A and Battle Dress Uniform (BDU)/ Advance Combat Uniform (ACU) inspection within 30 days of graduation.
- (2) Phase V+ Soldiers are afforded nearly the same privileges and restrictions as careerist students.
- D-3. Physical fitness.** Physical fitness is a cornerstone of effective Soldiering. All Soldiers are expected to achieve and maintain the standards of the APFT. The following timelines and requirements are established to most effectively produce physically fit IET Soldiers.
- a. All IET Soldiers will conduct PFT five times per week while in Phase IV and V, and a minimum of three times per week during Phase V+.
 - b. All Phase IV Soldiers will take a diagnostic APFT during Week 4.
 - c. All IET Soldiers will take a record APFT at approximately Week 8 at DLIFLC (IAW para 4-3c(3), above); semiannually for those meeting the APFT standards IAW [AR 350-1](#), chapter 3, and within 30 days of graduation. Administer additional diagnostic and record APFTs to those not meeting standard IAW FM 21-20 and AR 350-1.
- D-4. Cadre selection and training.** Cadre selected for assignment at DLIFLC must have demonstrated a high degree of motivation, professionalism, and the commitment necessary to develop well-trained and disciplined Soldiers. Though most of the DLIFLC cadre are not drill

sergeants, cadre members are of the same high caliber, and prepared to provide the same leadership, as drill sergeants. All cadre members will attend CTC, per B. Defense Language Institute, Foreign Language Center will conduct CTC, SCTC, and ISCTC no less than twice per year. Gear the CTC to DLIFLC's unique training environment.

Appendix E

Confidence Obstacle Courses

E-1. Design. COCs have higher and more difficult obstacles than conditioning obstacles courses. These courses are designed to give Soldiers confidence in their physical abilities, cultivate a spirit of daring, and enhance understanding of teamwork. Unlike conditioning courses, COCs are not run against time. Properly instruct and closely supervise initial entry Soldiers.

E-2. Safety.

- a. All safety considerations addressed in paragraph 3-31, above, are applicable.
- b. IET COC safety precautions will include:
 - (1) Daily inspection of structural integrity and safety devices.
 - (2) A current risk assessment, updated prior to each day's training, and as conditions change.
 - (3) Instructor training and certification on operation of obstacles prior to conduct of course.
 - (4) Warm-up/stretching exercises before commencing course.
 - (5) Do not conduct muscular strength/muscle failure PT within 12 hours prior to the COC.
 - (6) Raking and refilling landing/fall areas under obstacles as needed before each use. Fill puddles of water under obstacles to preclude a false sense of security.
 - (7) Postponing/modifying training when obstacles are slippery due to inclement weather.
 - (8) Instructor explanation and demonstration before Soldiers are allowed to negotiate obstacles.
 - (9) A sign posted at each obstacle detailing exact procedures for properly negotiating the event.
- c. Procure safety equipment (nets, pads, ground covering) from reliable sources; inspect and test frequently, and replace before failure/deterioration.

E-3. Maintenance. Keep a maintenance and inspection log for each COC. The log will include:

- a. A detailed checklist for course and obstacle inspection.
- b. A record of all course inspections and maintenance deficiencies.
- c. A list of any uncorrected deficiencies remaining on the course, and countermeasures in place.

E-4. Sketches of obstacle courses. The accompanying sketches supplement FM 21-20, chapter 8, and DA Engineer Drawings 28-13-95, Confidence Course Layout Plan (obtain copies from HQ, TRADOC, Office of the TRADOC Engineer, ATBO-G, 5 North Gate Road, Fort Monroe, VA 23651-1048). They serve as the minimum construction/safety standards for COCs that IET Soldiers use. Do not use the “Swinger” (fig E-23) and the “Jump and Land” (fig E-24). These obstacles are conducive to lower extremity injuries. Detailed obstacle illustrations are provided for:

- a. “The Tough One” (fig E-1).
- b. “Inverted Rope Descent/The Slide for Life” (fig E-2).
- c. “Confidence Climb” (fig E-3).
- d. “Skyscraper” (fig E-4).
- e. “Belly Rubber” (fig E-5).
- f. “The Tarzan” (fig E-6).
- g. “Low Belly Over” (fig E-7).
- h. “The Dirty Name” (fig E-8).
- i. “The Tough Nut” (fig E-9).
- j. “Belly Crawl” (fig E-10).
- k. “Inclining Wall” (fig E-11).
- l. “High Step Over” (fig E-12).
- m. “Swing, Stop, and Jump” (fig E-13).
- n. “Six Vaults” (fig E-14).
- o. “Easy Balancer” (fig E-15).

- p. “Low Wire” (fig E-16).
- q. “The Belly Buster” (fig E-17).
- r. “Hip-Hip” (fig E-18).
- s. “Reverse Climb” (fig E-19).
- t. “The Weaver” (fig E-20).
- u. “Balancing Logs” (fig E-21).
- v. “Island Hoppers” (fig E-22).

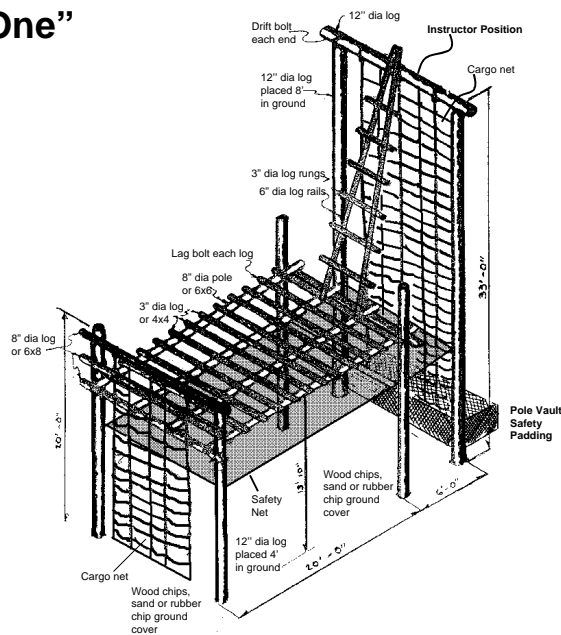
“The Tough One”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in their mental and physical abilities while cultivating personal courage. This obstacle is not timed.

Execution of obstacle: Soldier mounts and climbs net on lowest end (13 ft) of obstacle. Soldier goes over or between logs at top of rope, net or pole. Soldier moves across log walkway, climbs ladder to the high end (33 ft.), then climbs down the cargo net to the ground.

Safety: Instructors conduct inspection and provide orientation and demonstration on apparatus. At a minimum, all ropes, nets and wood surfaces are inspected prior to use for rips, tears or worn / unsecure surfaces. Distance between rungs on log ladder should not exceed 36". Safety padding sufficient to break a fall should be emplaced at bottom of high (33 ft) cargo net. Instructor should be positioned at the top of the wooden ladder to observe /assist soldiers over log at high point and onto cargo net; instructor is to be secured with safety belt or harness to horizontal log to prevent instructor from being pulled off by soldier negotiating apparatus.



Warning: Do not use this obstacle if wet, or when heat or cold temperatures expose Soldiers to unnecessary risk.

Figure E-1. The Tough One

“Skyscraper”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in their mental and physical abilities while cultivating personal courage and developing teamwork. This obstacle is not timed.

Execution of obstacle: Team of soldiers (4+) jump or climb to the first floor and either climb corner posts or help one another to higher floors. Subsequent climbing is done on side of tower over net (if available). They descend to the ground as a team as well. The top level roof is off limits / not used. One team at a time should be on the obstacle. Soldiers should never jump to the ground from above the first level.

Safety: Instructors conduct inspection and provide orientation and demonstration on apparatus. At a minimum, all surfaces and any supporting cables are inspected prior to use for breaks, splinters, tears or worn / unsecured surfaces. Safety padding sufficient to break a fall is emplaced on the ground under the climbing side(s) of the tower. This obstacle is dangerous when slippery and should not be used. Gloves should not be worn on this apparatus. NOTE: optional net on two sides allows mounting over pads then subsequent climbing over the net.

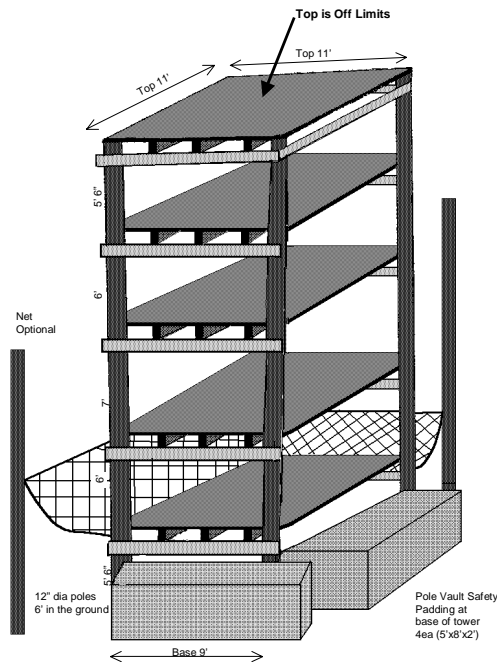


Figure E-4. Skyscraper

“Belly Rubber”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities while cultivating toughness.

Execution of obstacle: Soldiers step on lower log and take prone, stomach down position on the horizontal logs. Soldiers crawl over logs to opposite end of obstacle, then dismount feet first.

Safety: Instructor conducts inspection and provides orientation to obstacle. Rope gaskets must be attached to the ends of the logs to keep the hands from being pinched and to ensure logs cannot fall from perpendicular cradle logs. Logs should be free of nails and splinters. A center “lane” / line should be marked to canalize users down the center of the obstacle.

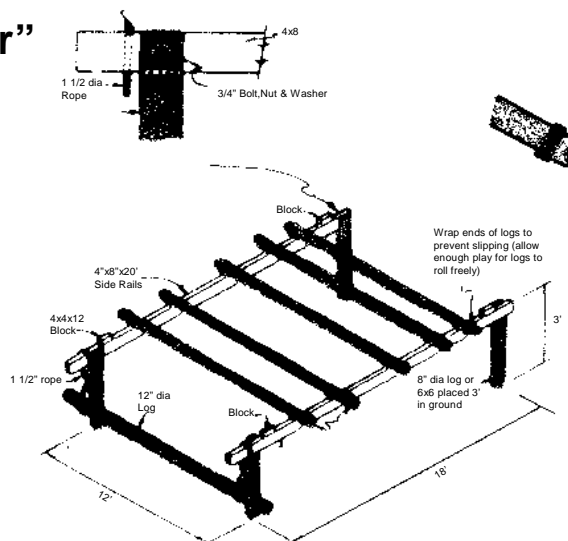


Figure E-5. Belly Rubber

“The Tarzan”

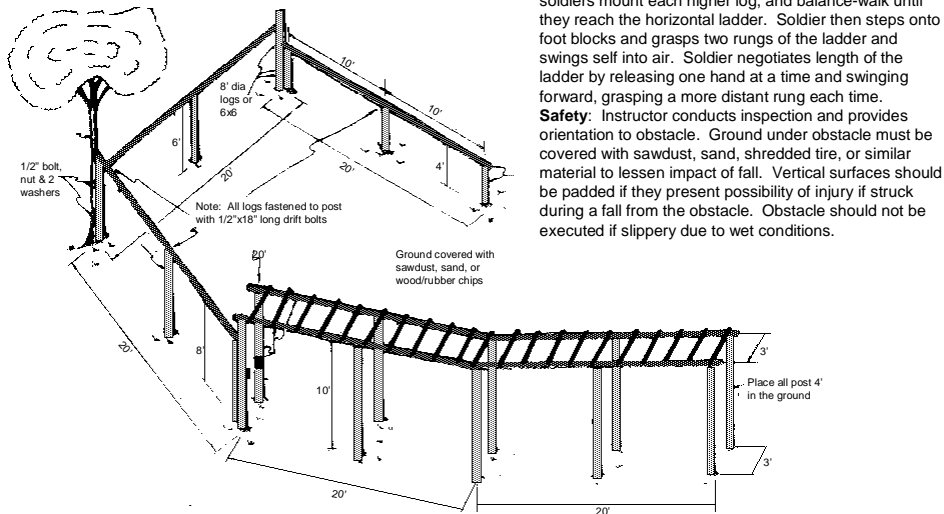


Figure E-6. The Tarzan

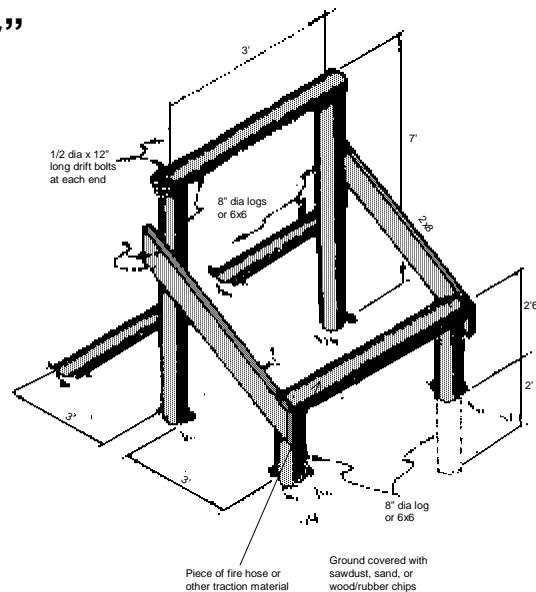
“Low Belly Over”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities to include balance and upper body strength.

Execution of obstacle: Soldiers mount the low log and jump onto high log. They grasp over the top of the log with both arms, keeping the belly area in contact with it. They swing their legs over the log, then lower themselves to the ground.

Safety: Instructor conducts inspection and provides orientation to obstacle. Ground under obstacle must be covered with sawdust, sand, shredded tire, or similar material to lessen impact of fall. Vertical surfaces should be padded if they present possibility of injury if struck during a fall from the obstacle. Obstacle should not be executed when slippery due to wet conditions. Spotters should be used.



Note: Add a rope for soldiers to climb down from the top log.

Figure E-7. Low Belly Over

“The Dirty Name”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities to include balance and upper body strength.

Execution of obstacle: Soldiers mount the low log and jump onto middle log. Soldiers pull themselves onto middle log and jump onto high log. They grasp over the top of the log with both arms, keeping the belly area in contact with it. They swing their legs over the log, then lower themselves to the ground.

Safety: Instructor conducts inspection and provides orientation to obstacle. Ground under obstacle must be covered with sawdust, sand, shredded tire, or similar material to lessen impact of fall. Vertical surfaces should be padded if they present possibility of injury if struck during a fall from the obstacle. Obstacle should not be executed when slippery due to wet conditions. Spotters should be used.

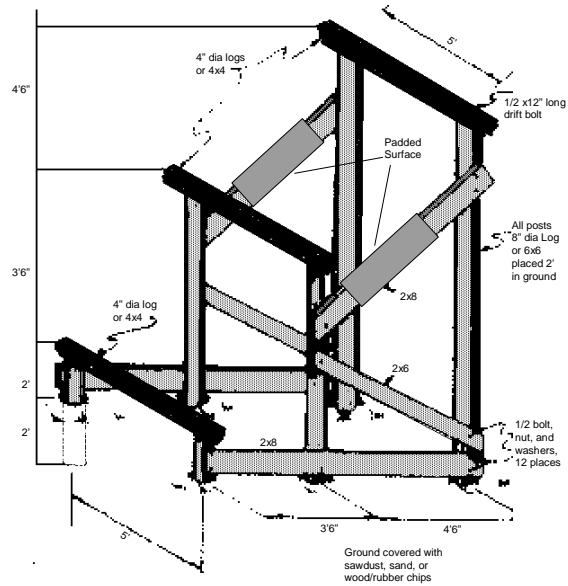


Figure E-8. The Dirty Name

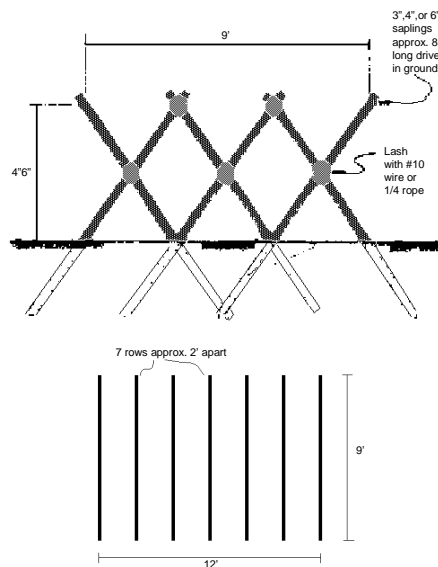
“The Tough Nut”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers step over each “X” in each lane.

Safety: Instructor conducts inspection and provides orientation to obstacle. Ensure obstacle does not have sharp edges or splinters.



Note: The height of each “X” should not exceed 30 inches.

Figure E-9. The Tough Nut

“Belly Crawl”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers move forward under wire, on their stomachs, to the end of the wire obstacle.

Safety: Instructor conducts inspection and provides orientation to obstacle. Wire should be 16" above ground. Crawling surface should be sand or sawdust, free of sharp objects. Direction of negotiating crawl may be reversed from time to time to maintain more level crawling surface.

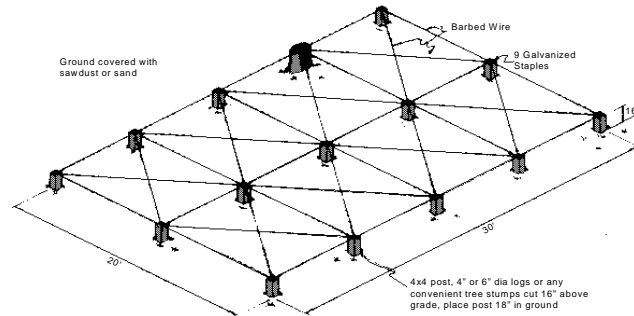


Figure E-10. Belly Crawl

“Inclining Wall”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers approach the underside of wall, jump up and grasp the top, and pull themselves over. They slide or jump down the incline to the ground.

Safety: Instructor conducts inspection and provides orientation to obstacle. Ground under near side of obstacle must be covered with sawdust, sand, shredded tire, or similar material to lessen impact of fall. Wood surface must be free of nails and splinters. Spotters should be used on near side of obstacle.

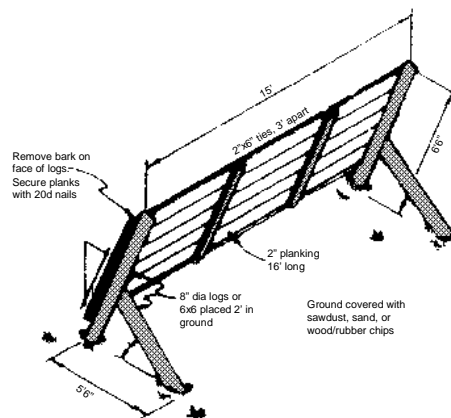


Figure E-11. Inclining Wall

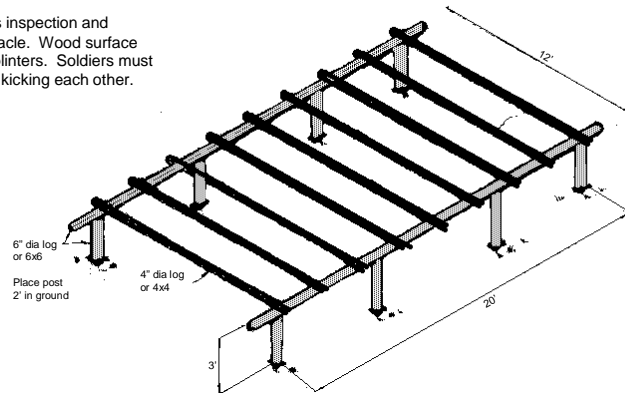
“High Step Over”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers step over each bar: they either alternate legs or use the same leg each time while making an effort not to use their hands. (Shorter soldiers may be required to use hands).

Safety: Instructor conducts inspection and provides orientation to obstacle. Wood surface must be free of nails and splinters. Soldiers must be spaced so as to prevent kicking each other.



Note: Height of the top of the horizontal logs should not exceed 40 inches.

Figure E-12. High Step Over

“Swing, Stop, & Jump”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities and develop agility.

Execution of obstacle: Soldiers gain momentum with a short run, grasp the rope, and swing their bodies forward to the top of the wall. They release the rope while standing on the wall and jump to the ground.

Safety: Instructor conducts inspection and provides orientation to obstacle. Wood wall surface must be free of nails and splinters. Ground under obstacle should be covered with sand, sawdust, or shredded rubber to absorb shock and falls. Vertical surfaces may be padded if there is danger of falling soldier striking support or similar structures. Rope should be tested daily to ensure no frays or loosening of attachment to overhead support. Obstacle should not be used when wall surface is wet.

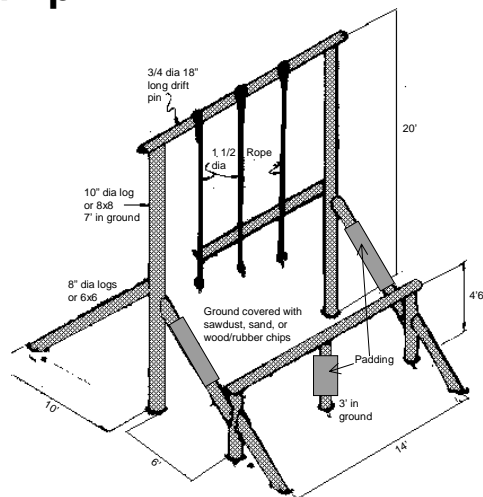


Figure E-13. Swing, Stop and Jump

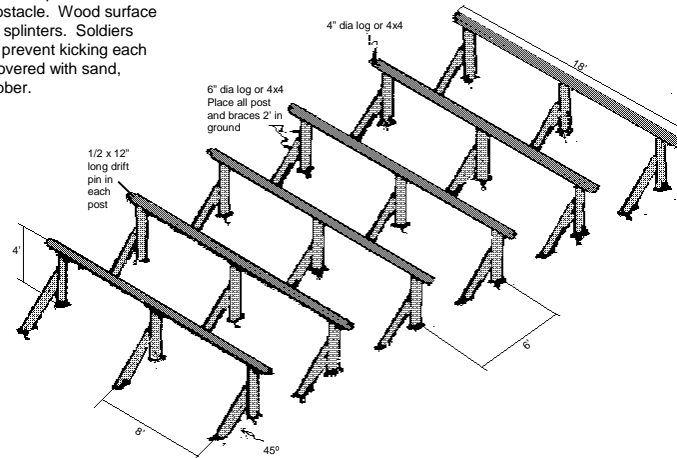
“Six Vaults”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers vault over each log using one or both hands.

Safety: Instructor conducts inspection and provides orientation to obstacle. Wood surface must be free of nails and splinters. Soldiers must be spaced so as to prevent kicking each other. Ground may be covered with sand, sawdust, or shredded rubber.



Note: Height of the top of the horizontal logs should not exceed 40 inches.

Figure E-14. Six Vaults

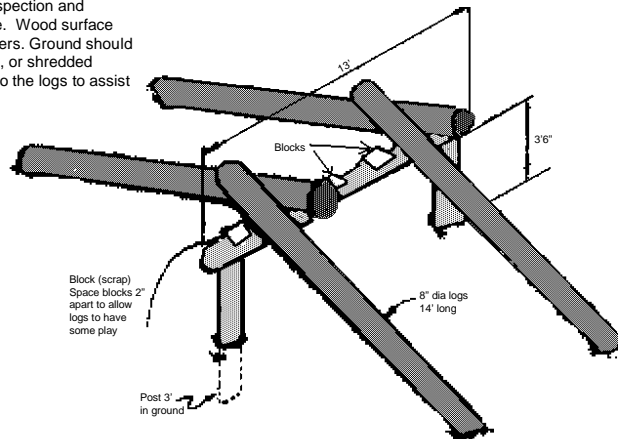
“Easy Balancer”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers walk up one inclined log and down the one on the other side to the ground. (No Running).

Safety: Instructor conducts inspection and provides orientation to obstacle. Wood surface must be free of nails and splinters. Ground should be covered with sand, sawdust, or shredded rubber. Notches can be cut into the logs to assist with traction.



Note: Need spotters at the horizontal log.

Figure E-15. Easy Balancer

“Low Wire”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers move forward under wire, on their backs while raising wire with their hands to clear their bodies. Continuing to the end of the wire obstacle.

Safety: Instructor conducts inspection and provides orientation to obstacle. Wire should lay loosely on the ground. Crawling surface should be sand or sawdust, free of sharp objects. Direction of negotiating crawl may be reversed from time to time to maintain more level crawling surface.

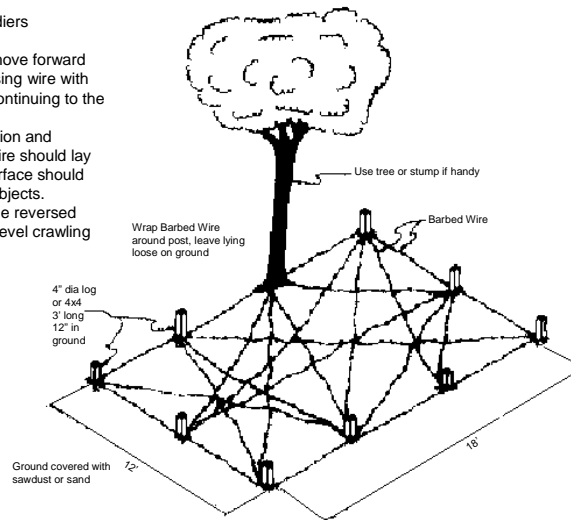


Figure E-16. Low Wire

“The Belly Buster”

Reference: FM 21-20, Physical fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers vault, jump or climb over log.

Safety: Instructor conducts inspection and provides orientation to obstacle. Soldiers must be warned that log is not stationary. Soldiers must keep hands and fingers away from parts of log resting on cradle. Soldiers should not rock or roll log while others are negotiating it. Ground under obstacle should be covered with sand, sawdust or shredded rubber to lessen impact in event of fall.

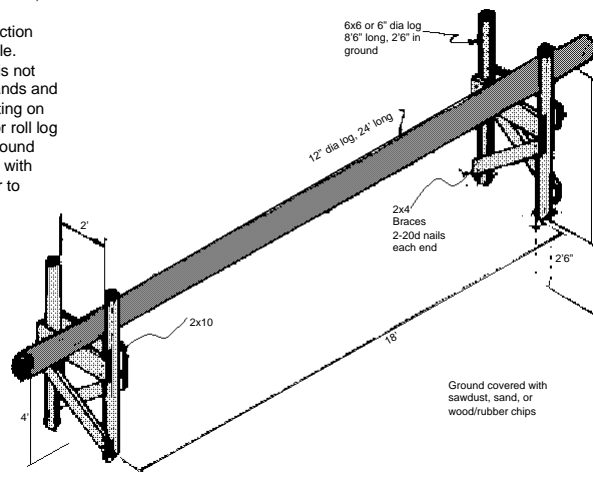


Figure E-17. The Belly Buster

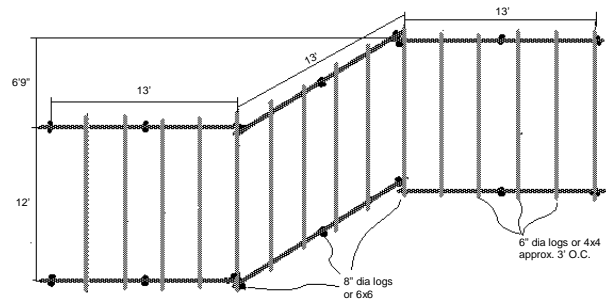
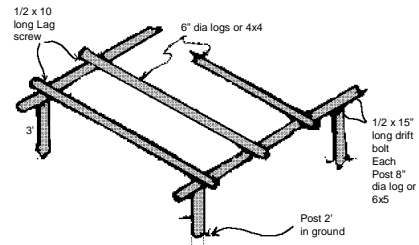
“Hip-Hip”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers step over each bar; they either alternate legs or use the same leg each time while making an effort not to use their hands. (Shorter soldiers may be required to use hands).

Safety: Instructor conducts inspection and provides orientation to obstacle. Wood surface must be free of nails and splinters. Soldiers must be spaced so as to prevent kicking each other.



Note: Height of the top of the horizontal logs should not exceed 40 inches.

Figure E-18. Hip-Hip

“Reverse Climb”

Reference: FM 21-20, Physical fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers approach the underside of climbing ladder and go down other side to the ground.

Safety: Instructor conducts inspection and provides orientation to obstacle. Ground under near side of obstacle must be covered with sawdust, sand, shredded tire or similar material to lessen impact of fall. Wood surface must be free of nails and splinters. Support braces will be padded. Spotters will be used between the support post.

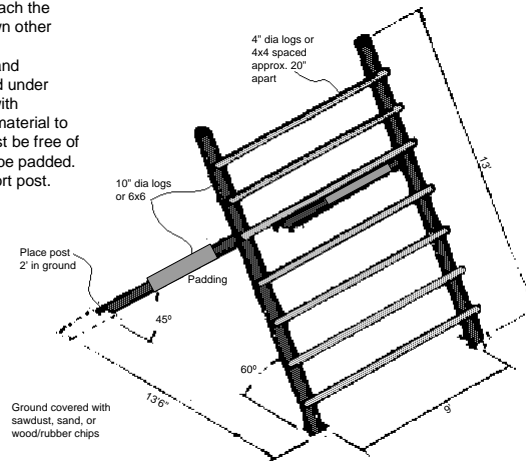


Figure E-19. Reverse Climb

“The Weaver”

Reference: FM 21-20, Physical fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers move from one end of the obstacle to the other by weaving their bodies under one bar and over the next.

Safety: Instructor conducts inspection and provides orientation to obstacle. Ground under obstacle must be covered with sawdust, sand, shredded tire or similar material to lessen impact of fall. Wood surface must be free of nails and splinters. Spotters should be used in center. Safety pads will be used under the apex.

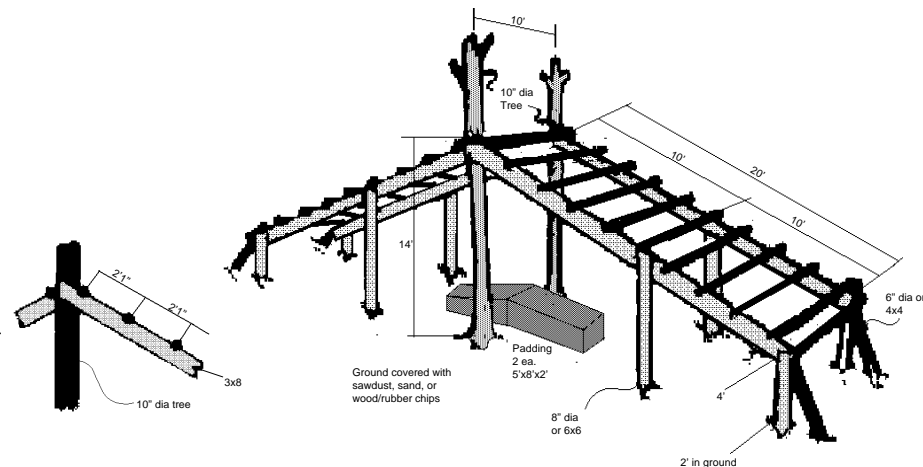


Figure E-20. The Weaver

“Balancing Logs”

Reference: FM 21-20, Physical fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers walk or run along logs while maintaining their balance.

Safety: Instructor conducts inspection and provides orientation to obstacle. Wood surface must be free of nails and splinters. Tops of supports should not have any sharp edges. Ground should be covered with sand, sawdust or shredded rubber. Nearby vertical surfaces, if any, should be padded.

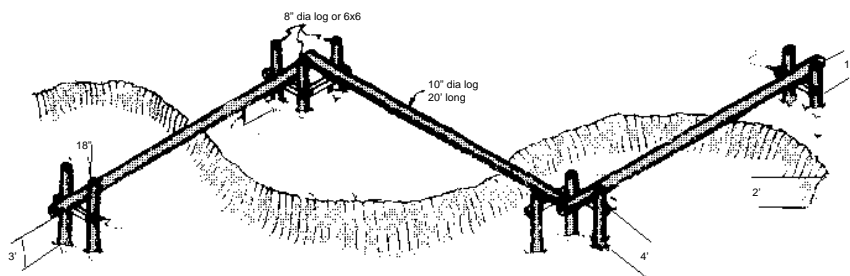


Figure E-21. Balancing Logs

“Island Hoppers”

Reference: FM 21-20, Physical Fitness Training, Chapter 8

Purpose of obstacle is to give soldiers confidence in physical abilities.

Execution of obstacle: Soldiers jump from one log to another until obstacle is negotiated from near to far side.

Safety: Instructor conducts inspection and provides orientation to obstacle. Wood surface should be free of sharp edges and should not be slippery (it may be necessary to rough up tops of logs/stumps to ensure traction or use 1-inch nails driven into the tops).

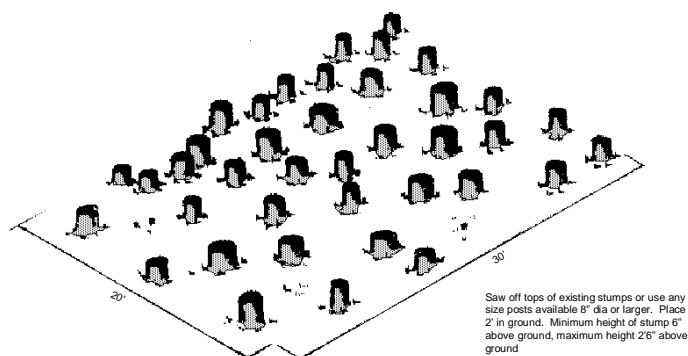


Figure E-22. Island Hoppers

Do not use the obstacles "Swinger" and "Jump and Land" to train IET Soldiers:

"Swinger"



Figure E-23. Swinger

"Jump and Land"

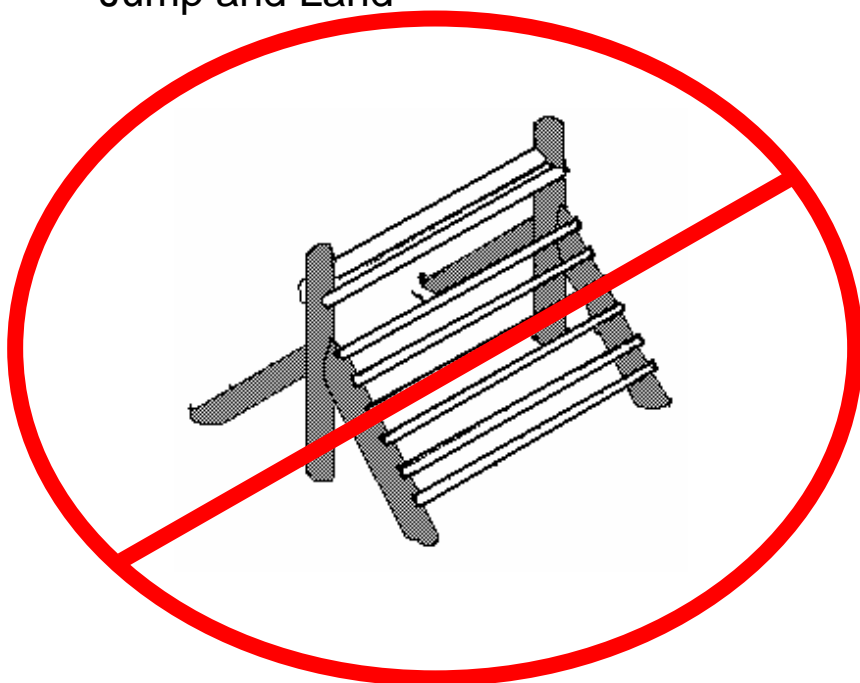


Figure E-24. Jump and Land

Appendix F Fast Track

F-1. Background. Fast Track provides instruction beyond the scope of the standard POI, and is a voluntary program for AIT and OSUT Soldiers that show potential by exceeding the standards. It is based on the premise that the standard POI does not fully challenge these Soldiers, and they can accept additional instruction. This instruction will not increase course length, is executed within the commander's existing resources, and should average an additional 9 hours per week for the duration of the Fast Track course of study. Incentives for participation include special privileges, letters, certificates, and accelerated advancement. Accelerated advancement is awarded IAW applicable HQDA policies and quotas. Even though the goal for participation in the program is 20 percent of a class, there is no upper limit as to the number of Soldiers that can participate, if they meet the POI proponent's criteria.

F-2. Objective. The objective of Fast Track is to teach the brightest Soldiers, as a group, on more tasks, in basically the same amount of training time. It is not the intention of the program to "punish" these Soldiers by giving additional MOS training after normal duty hours and on weekends, when other Soldiers are not in MOS training. However, some instances of facility and personnel constraints may force this to happen. These situations are the exception, and not the rule. Additional tasks trained are annotated on appropriate ITRs forwarded to the first unit of assignment.

Appendix G Training Records

G-1. Contents. Training records provide gaining unit commanders with an official record of the Soldier's completed training, and serve as objective departure points for unit training. The IET Soldier's training records packet will contain the following:

a. A DA Form 5286-R (ITR), for every Soldier attending IET, that the Soldier's assigned company initiates and maintains. Use the modified DA Form 5286-R in the AIMS-PC database to document the completion of training requirements in all IET. This form streamlines the information required, and provides a standardized reporting format for all IET sites. A sample modified DA Form 5286-R is at figure G-1.

b. A DA Form 1059 (Service School Academic Evaluation Report), enlisted personnel attending MOS-producing courses receive, in order to reclassify or reenlist into another MOS; or prior service personnel enlisting IAW paragraph 3-21, upon completion of course, regardless of course length.

c. A DA Form 705 (Army Physical Fitness Test Scorecard).

G-2. Management of training records.

a. TRADOC service schools and major subordinate commands must ensure that out-processing is IAW [AR 612-201](#), chapter 3. Losing units will ensure completed training forms are given to each Soldier to hand-carry to their next training site, or first unit of assignment, using DA Form 5287 (Training Record Transmittal Jacket). AC Soldiers will not depart IET without training records. Commanders must instill in Soldiers the importance of safely hand-carrying these records to their next duty station.

b. Due to the increasing problem of identity theft, commanders must ensure critical personal identification information is not included on the outside of the records packet envelope. Mark packets to identify the content's owner, but do not place complete names and SSNs on the outside of the envelope. Development of proper records identification systems is at the commander's discretion.

*** FOR OFFICIAL USE ONLY ***

MODIFIED AUTOMATED DA FORM 5286-R
INDIVIDUAL TRAINING RECORD FOR
BASIC COMBAT TRAINING (BCT)/ONE STATION UNIT TRAINING (OSUT)/
ADVANCED INDIVIDUAL TRAINING (AIT)
(FOR USE OF THIS FORM SEE TRADOC REG 350-6; PROPONENT IS TRADOC)

1. NAME (Last, First, MI): Smith, John E. 2. SSN: 123-45-6789

3. ORGANIZATION: A 1/61 4. INSTALLATION: Fort Jackson

5. NEW START:

<u>UNIT</u>	<u>DATE</u>	<u>TRAINING WEEK</u>	<u>REASON</u>
-------------	-------------	----------------------	---------------

6. CONSTRUCTIVE CREDIT GIVEN/DATE:
REASON:

7. POI SUBJECTS TRAINED/TESTED: (CHECK APPROPRIATE COURSE BEING RECORDED)
☒ BCT ☐ OSUT ☐ AIT

FOR AIT AND OSUT COURSES, INCLUDE COURSE NUMBER/TITLE (MOS) BELOW:
Course Number: _____
Course Title/MOS: _____

A. BCT/OSUT PHASES I-III REQUIREMENTS:
DATE COMPLETED/SCORE

(1) Pass the APFT – 150 points minimum (50 per event) ____YES____

	Raw	Points
PUSHUPS:	40	57
SITUPS:	51	57
RUN:	15:12	70

(2) Qualify with individual weapon YES, 8 Jul 03

(3) Pass all end of phase tests (✓/date):

a. Phase I:	YES, 24 Jun 03
b. Phase II:	YES, 8 Aug 03
c. Phase III:	YES, 2 Sep 03

(4) Complete obstacle and confidence courses

a. Confidence Tower	YES, 9 Jun 03
b. Confidence Obstacle Course	YES, 18 Jun 03
c. Conditioning Obstacle Course	YES, 12 Jun 03

(5) Complete bayonet training YES, 25 Jun 03

(6) Complete pugil training YES, 25 Jun 03

(7) Complete hand-to-hand combat training YES, 18 Jun 03

(8) Throw two live hand grenades YES, 8 Aug 03

(9) Negotiate the Hand Grenade Qualification Course YES, 8 Aug 03

(10) Complete the Protective Mask Confidence exercise YES, 10 Jun 03

Figure G-1. Sample Individual Training Record

(11) Demonstrate understanding of, and willingness to live by, the Army's seven core values	YES, 23 Jul 03
(12) Demonstrate capability to operate effectively as a team member	YES, 10 Aug 03
(13) Complete all required foot and tactical road marches	YES, 2 Sep 03
(14) Complete all required tactical field training and Field Training Exercises (FTX)	YES, 3 Sep 03
(15) Receive training to standard in all mandatory subjects	YES, 3 Sep 03

B. AIT/OSUT PHASES IV-V REQUIREMENTS:
DATE COMPLETED/SCORE

(1) Pass the APFT – 180 points minimum (60 per event) _____

	Raw	Points
PUSHUPS:	_____	_____
SITUPS:	_____	_____
RUN:	_____	_____

(2) Pass all end-of-phase tests (✓/date):
a. Phase IV: _____
b. Phase V: _____

(3) Demonstrate performance of MOS-specific critical tasks in POI _____

(4) Complete all required foot and tactical road marches _____

(5) Complete all required tactical field training and Field Training Exercises (FTX) _____

8. ADDITIONAL INFORMATION

AGE: _____ HEIGHT: _____ WEIGHT: _____ MAX WEIGHT: _____

First 6 months AD: IET SOLDIER MEETS THE REQUIREMENTS OF AR 40-501 (Y/N): _____
After 6 months AD: IET SOLDIER MEETS THE REQUIREMENTS OF AR 600-9 (Y/N): _____
IF NO, BODY FAT PERCENTAGE IS: _____

9. COMMENTS:

10. INDIVIDUAL HAS SATISFACTORILY COMPLETED THE REQUIREMENTS OF THE TRAINING PROGRAM NOTED ABOVE (Except as noted on this form):

Signature of Training Officer or Commander

Date

Figure G-1. Sample Individual Training Record (cont)

Appendix H

Fitness Training Unit

H-1. Mission and objectives.

- a. The mission of the FTU is to:

Physically, mentally, and psychologically prepare injured Soldiers to return to training after their successful rehabilitation.

- b. Cadre selected for the FTU must demonstrate a high degree of motivation and commitment to assist and develop Soldiers to succeed in IET. FTU drill sergeants must have 1 year of IET experience prior to FTU assignment, and must present a physically fit appearance. It is essential that the Soldier receive a positive image of the Army when entering the FTU.

- c. Commanders must ensure the environment supports the objectives of the program.

- (1) FTU Soldiers should have access to a standard running track, pull-up bars, and aerobic machines such as treadmills, stationary bicycles, step machines, or elliptical trainers.

- (2) When possible, establish periods of time at installation gyms and pools when FTU Soldiers will have priority use of equipment, in order to achieve program goals, and allow for variety in training.

- (3) Classroom instruction will address educational needs in the area of physical fitness and nutrition, but will also focus on IET subjects.

- d. Do not use the FTU as a discharge facility.

H-2. Functional responsibilities.

- a. Headquarters, TRADOC, will—

- (1) Establish policy concerning FTU operations.

- (2) Provide ATCs the necessary resources, including manpower and funding, to conduct FTU operations.

- b. ATC Commanders will—

- (1) Ensure adequate resources are provided for assessment and FTU operations, including personnel, equipment, and facilities. Application of (RECBN) Manpower Staffing Standards validates manpower resources for FTU. FTUs are defined within this standard under separate manpower tables. Training funds for FTU workload is based on historical student load data contained in ATRRS. Functional proponent for the FTU manpower staffing and funding information is HQ TRADOC, DCSOPS&T, Program Management Directorate. RECBN

TRADOC Reg 350-6

functional proponent is TOMA. Deputy Chief of Staff for Resource Management, HQ TRADOC, conducts Annual Manpower Staffing Standard System application, and installation Director of Resource Management verifies.

(2) Develop cadre training programs that will ensure FTU cadre are properly trained and motivated to perform FTU duties.

(3) Ensure FTU accepts and trains all Soldiers who fail the 1-1-1 assessment.

H-3. Physical Training Rehabilitation Program (PTRP).

a. The mission of the PTRP is to rehabilitate and physically prepare Soldiers that become injured after assignment to a training unit. ATC establish a PTRP using the guidelines below:

(1) Soldiers assigned to the PTRP meet the entrance criteria listed in paragraph 4-4b(1).

(2) Drill sergeants conduct the Soldier's rehabilitation program based on guidance from the physical therapist or other medical personnel.

(3) Assign only second- or third-year drill sergeants to the PTRP. Do not exceed the minimum drill sergeant-to-trainee ratio of 1:15.

(4) Train and billet PTRP Soldiers separately when the PTRP is collocated with the APFT completion program and/or Soldiers who are pending separation from the Army.

(5) Ensure that the PTRP addresses Soldier motivation and esprit de corps. Soldiers who are removed from training for rehabilitation are especially subject to discouragement. Consider input and assistance from the following agencies:

(a) Behavioral health service (e.g., stress management).

(b) MWR office.

(c) Chaplain's office.

(d) Education center.

(6) PTRP Commanders are authorized flexible use of convalescent leave, privileges, MWR activities, etc. for Soldiers motivated to continue training after their rehabilitation is complete.

b. Entrance guidelines:

(1) Once the commander approves a Soldier's enrollment in the PTRP, the Soldier's losing unit contacts the FTU commander or first sergeant to coordinate the reassignment of the Soldier prior to transport. The losing unit transports Soldiers to the PTRP.

(2) Soldiers must have the following to in-process at the PTRP:

(a) [TRADOC Form 385-2-5-R-E](#) (Record of Injury) (fig H-1), and the current profile with recommendation to PTRP, along with signature from a physical therapist. The profile is recorded on a DD Form 689 or the [IET Physical Form](#) if for 30 days or less (figs H-2, H-4), or on a DA Form 3349 if profile is in excess of 30 days (fig H-3).

(b) Counseling statements from company commander/first sergeant recommending PTRP.

(c) Memorandum of recommendation for PTRP from battalion commander/CSM.

(d) Orders assigning Soldier to the PTRP.

(e) Clothing record with all items listed, and personal items. Soldier must have the “pink slip” for items at the laundry service.

(f) Dental and medical records.

(g) PT card.

(h) Identification card and tags.

(i) Diskette with training records and/or hard copy.

(j) Any personal items in the company safe.

(3) For acceptance into the PTRP, USAR₇ and ARNG STO 1 Soldiers must have MRDs that allow sufficient time to finish healing and complete BCT. If the RC LNO cannot get the MRD extended, or the Soldier will not extend the MRD, the Soldier is not accepted into the PTRP and is processed ICW the RC LNO.

c. Exit guidelines.

(1) A medical officer will refer Soldiers failing to make normal physical progress to the Soldier’s commander.

(2) Soldiers reentering training after 5 weeks must score at least 50 points in each event (total score of 150) on the APFT.

(3) A physical therapist or doctor will clear Soldiers for return to training.

(4) The training brigade commander determines the Soldier’s placement in training, and their unit assignment, upon completion of PTRP. Give consideration to the amount of time spent in the PTRP, acclimatization needed for the particular phase and rigors of training the Soldier is entering, and the amount of retraining required due to learning decay.

(5) PTRP Commanders are encouraged to conduct "PTRP graduation ceremonies" for those Soldiers who have healed and are being reassigned back to IET training units.

(6) The PTRP transports the Soldier to the gaining unit.

H-4. Authorized participants.

a. Reassignment of BCT/OSUT Soldiers to the FTU is authorized. These Soldiers are reported in the ATRRS. Ensure FTU input and graduation data is posted into ATRRS IAW [AR 350-10](#) (Management of Army Individual Training Requirements and Resources). Obtain assistance for ATRRS from HQ TRADOC, DCSOPS&T Operations Division (ATOM-O).

b. ARNG/USAR Soldiers not meeting minimum physical fitness standards for entrance into BCT are assigned to the PCU. ARNG/USAR Soldiers with MRDs requiring return in less than 12 weeks after arrival at the RECBN, that require assignment to the PCU, must have their MRD extended by the State Initial Duty Manager ICW the ARNG/USAR LNO. Those Soldiers unable to extend their MRD are processed ICW the ARNG/USAR LNO.

Table H-1 FTU Exit Criteria

Event	Male	Female
17-35 y/o		
Run 1 mile	<8:31	<10:31
SU 1 min	17	17
PU 1 min	13	3
≥ 35 y/o		
Run 1 mile	<8:45	<11:00
SU 1 min	14	14
PU 1 min	12	2

RECORD OF INJURY (TRADOC Reg 385-2; proponent agency is Command Safety)					
SECTION I - To be completed by supervisor and delivered by patient, if possible, to Dispensary or First Aid Station					
LAST NAME SMITH	FIRST NAME JOSEPH	MIDDLE INITIAL (Person injured) R.	GRADE SGT/E5	AGE 24	
OCCUPATION OR DUTY WHEN INJURY OCCURRED VEHICLE MAINTENANCE AT BATTALION MOTOR POOL		INJURY		RETURN TO DUTY	
		HOUR 0930	DATE 04/04/03	HOUR 0630	DATE 04/11/03
HOW INJURY OCCURRED (exactly what injured was doing and what caused the injury) SGT FAILED TO LOCK PARKING BRAKE ON VEHICLE BEING SERVICED. WHILE REMOVING RIGHT REAR AXLE, VEHICLE BEGAN TO ROLL BACKWARDS. SGT ATTEMPTED TO STOP VEHICLE WITH HIS HANDS. SGT'S RIGHT HAND WAS CAUGHT BENEATH REAR WHEEL CAUSING LACERATIONS AND CONTUSIONS.					
UNIT OR ORGANIZATION TELEPHONE A/2-16 FA FORT HOUSTON, AZ		NAME OF SUPERVISOR, MILITARY OR CIVILIAN (Print or type) MAJ CLARK MABREY MAINTENANCE OFFICER HHB/2-16 FA			
SECTION II - To be completed by Medical Officer/attendant for information of the supervisor and others, as appropriate.					
NATURE AND EXTENT OF INJURY OR OCCUPATIONAL ILLNESS (THIS AREA WILL BE COMPLETED BY ATTENDING PHYSICIAN)					
DISPOSITION (Check one) <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> RETURN TO REGULAR DUTY <input type="checkbox"/> HOSPITAL </div> <div> <input type="checkbox"/> RETURN TO WORK OF LIGHT NATURE <input checked="" type="checkbox"/> OTHER </div> </div>					
ESTIMATED ABSENCE IN DAYS BEYOND DAY ON WHICH INJURY OCCURRED SOLDIER HAS BEEN GIVEN 6 DAYS CONVALESCENCE.		NAME OF MEDICAL OFFICER OR ATTENDANT (Print or type) COL DAVID Q. PRENTICE MEDICAL OFFICER, BIOUVAC ARMY HOSPITAL FORT HOUSTON, AZ			TELEPHONE 777-9311

TRADOC Form 385-2-5-R-E, Jul 98

Figure H-1. Sample TRADOC Form 385-2-5-R-E

INDIVIDUAL SICK SLIP <input type="checkbox"/> ILLNESS <input checked="" type="checkbox"/> INJURY		DATE 4 Apr 03
LAST NAME-FIRST NAME-MIDDLE INITIAL OF PATIENT Smith, Joseph R.		ORGANIZATION AND STATION A Battery, 2/16th Field Artillery Fort Houston, AZ
SERVICE NUMBER/SSN 123-45-6789	GRADE/RATE SGT/E5	
UNIT COMMANDER'S SECTION		MEDICAL OFFICER'S SECTION
IN LINE OF DUTY Yes		IN LINE OF DUTY Yes
REMARKS SGT injured during duty hours in motor pool.		DISPOSITION OF PATIENT <input type="checkbox"/> DUTY <input checked="" type="checkbox"/> QUARTERS <input type="checkbox"/> SICK BAY <input type="checkbox"/> HOSPITAL <input type="checkbox"/> NOT EXAMINED <input type="checkbox"/> OTHER (Specify):
REMARKS (This area will be completed by attending physician.)		
SIGNATURE OF UNIT COMMANDER		SIGNATURE OF MEDICAL OFFICER

DD FORM 689, MAR 63

PREVIOUS EDITIONS ARE OBSOLETE.

USAPPC V1.00

Figure H-2. Sample DD Form 689

PHYSICAL PROFILE <small>For use of this form, see AR 40-501; the proponent agency is the Office of The Surgeon General</small>																																																											
1. MEDICAL CONDITION Lacerations/contusions right hand				2. <table border="1" style="width: 100%; text-align: center; border-collapse: collapse;"> <tr> <td>P</td><td>U</td><td>L</td><td>H</td><td>E</td><td>S</td></tr> <tr> <td></td><td>X</td><td></td><td></td><td></td><td></td></tr> </table>		P	U	L	H	E	S		X																																														
P	U	L	H	E	S																																																						
	X																																																										
3. ASSIGNMENT LIMITATIONS ARE AS FOLLOWS N/A				CODES																																																							
4. THIS PROFILE IS <input type="checkbox"/> PERMANENT <input checked="" type="checkbox"/> TEMPORARY EXPIRATION DATE: TBD by physician																																																											
5. THE ABOVE STATED MEDICAL CONDITION SHOULD NOT PREVENT THE INDIVIDUAL FROM DOING THE FOLLOWING ACTIVITIES <table style="width: 100%; border: none;"> <tr> <td><input checked="" type="checkbox"/> Groin Stretch</td> <td><input checked="" type="checkbox"/> Thigh Stretch</td> <td><input checked="" type="checkbox"/> Lower Back Stretch</td> <td><input checked="" type="checkbox"/> Neck & Shoulder Stretch</td> <td><input checked="" type="checkbox"/> Neck Stretch</td> </tr> <tr> <td><input checked="" type="checkbox"/> Hip Raise</td> <td><input checked="" type="checkbox"/> Quads Stretch & Bal.</td> <td><input checked="" type="checkbox"/> Single Knee to Chest</td> <td><input checked="" type="checkbox"/> Upper Back Stretch</td> <td><input checked="" type="checkbox"/> Ankle Stretch</td> </tr> <tr> <td><input checked="" type="checkbox"/> Knee Bender</td> <td><input checked="" type="checkbox"/> Calf Stretch</td> <td><input checked="" type="checkbox"/> Straight Leg Raise</td> <td><input checked="" type="checkbox"/> Chest Stretch</td> <td><input checked="" type="checkbox"/> Hip Stretch</td> </tr> <tr> <td><input checked="" type="checkbox"/> Side-Straddle Hop</td> <td><input checked="" type="checkbox"/> Long Sit</td> <td><input checked="" type="checkbox"/> Elongation Stretch</td> <td><input checked="" type="checkbox"/> One-Arm Side Stretch</td> <td><input type="checkbox"/> Upper Body Wt Tng</td> </tr> <tr> <td><input checked="" type="checkbox"/> High Jump</td> <td><input checked="" type="checkbox"/> Hamstring Stretch</td> <td><input checked="" type="checkbox"/> Turn and Bounce</td> <td><input checked="" type="checkbox"/> Two-Arm Side Stretch</td> <td><input checked="" type="checkbox"/> Lower Body Wt Tng</td> </tr> <tr> <td><input checked="" type="checkbox"/> Jogging in Place</td> <td><input checked="" type="checkbox"/> Hams. & Calf Stretch</td> <td><input checked="" type="checkbox"/> Turn and Bend</td> <td><input checked="" type="checkbox"/> Side Bender</td> <td><input checked="" type="checkbox"/> All</td> </tr> </table>						<input checked="" type="checkbox"/> Groin Stretch	<input checked="" type="checkbox"/> Thigh Stretch	<input checked="" type="checkbox"/> Lower Back Stretch	<input checked="" type="checkbox"/> Neck & Shoulder Stretch	<input checked="" type="checkbox"/> Neck Stretch	<input checked="" type="checkbox"/> Hip Raise	<input checked="" type="checkbox"/> Quads Stretch & Bal.	<input checked="" type="checkbox"/> Single Knee to Chest	<input checked="" type="checkbox"/> Upper Back Stretch	<input checked="" type="checkbox"/> Ankle Stretch	<input checked="" type="checkbox"/> Knee Bender	<input checked="" type="checkbox"/> Calf Stretch	<input checked="" type="checkbox"/> Straight Leg Raise	<input checked="" type="checkbox"/> Chest Stretch	<input checked="" type="checkbox"/> Hip Stretch	<input checked="" type="checkbox"/> Side-Straddle Hop	<input checked="" type="checkbox"/> Long Sit	<input checked="" type="checkbox"/> Elongation Stretch	<input checked="" type="checkbox"/> One-Arm Side Stretch	<input type="checkbox"/> Upper Body Wt Tng	<input checked="" type="checkbox"/> High Jump	<input checked="" type="checkbox"/> Hamstring Stretch	<input checked="" type="checkbox"/> Turn and Bounce	<input checked="" type="checkbox"/> Two-Arm Side Stretch	<input checked="" type="checkbox"/> Lower Body Wt Tng	<input checked="" type="checkbox"/> Jogging in Place	<input checked="" type="checkbox"/> Hams. & Calf Stretch	<input checked="" type="checkbox"/> Turn and Bend	<input checked="" type="checkbox"/> Side Bender	<input checked="" type="checkbox"/> All																								
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ACTION BY APPROVING AUTHORITY																																																											
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TYPED NAME, GRADE & TITLE OF APPROVING AUTHORITY (needed for permanent profile)			SIGNATURE		DATE																																																						
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THIS PERMANENT CHANGE IN PROFILE SERIAL <input type="checkbox"/> DOES <input type="checkbox"/> DOES NOT REQUIRE A CHANGE IN MEMBER'S <input type="checkbox"/> MILITARY OCCUPATIONAL SPECIALTY <input type="checkbox"/> DUTY ASSIGNMENT BECAUSE: (see above)																																																											
TYPED NAME AND GRADE OF UNIT COMMANDER MABREY CLARK, CPT			SIGNATURE		DATE																																																						
PATIENT'S IDENTIFICATION (For typed or written entries give: Name (last, first, middle); grade; SSN; hospital or medical facility) Smith, Joseph R. E5, 123-45-6789 Biouvac Army Hospital Fort Houston, AZ			UNIT A/2-16 FA ISSUING CLINIC AND PHONE NUMBER Biouvac Hospital DISTRIBUTION UNIT COMMANDER - ORIGINAL & 1 COPY HEALTH RECORD JACKET - 1 COPY CLINIC FILE - 1 COPY MILPO - 1 COPY																																																								

DA FORM 3349, MAY 86

REPLACES DA FORM 5302-R (TEST) DATED FEB 84 AND DA FORM 3349 DATED 1 JUN 80, WHICH ARE OBSOLETE

USAPPC V1.00

Figure H-3. Sample DA Form 3349

IET PHYSICAL PROFILE																
MEDICAL CONDITION(S):				<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 5px;">P</td> <td style="padding: 2px 5px;">U</td> <td style="padding: 2px 5px;">L</td> <td style="padding: 2px 5px;">H</td> <td style="padding: 2px 5px;">E</td> <td style="padding: 2px 5px;">S</td> </tr> <tr> <td style="text-align: center; padding: 2px 5px;">1</td> <td style="text-align: center; padding: 2px 5px;">1</td> <td style="text-align: center; padding: 2px 5px;">1</td> <td style="text-align: center; padding: 2px 5px;">1</td> <td style="text-align: center; padding: 2px 5px;">1</td> <td style="text-align: center; padding: 2px 5px;">1</td> </tr> </table>	P	U	L	H	E	S	1	1	1	1	1	1
P	U	L	H	E	S											
1	1	1	1	1	1											
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):																
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input type="checkbox"/> Bend and Reach <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input type="checkbox"/> Squat Bender <input type="checkbox"/> <input type="checkbox"/> Windmill <input type="checkbox"/> <input type="checkbox"/> Forward Lunge <input type="checkbox"/> <input type="checkbox"/> Prone Row <input type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input type="checkbox"/> Push-up	CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input type="checkbox"/> Push-Up <input type="checkbox"/> <input type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance	CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up	STRETCH DRILL unl op/t <input type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> Extend and Flex <input type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint													
AEROBIC ACTIVITIES <input type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input type="checkbox"/> Bicycle at Own Pace and Distance <input type="checkbox"/> Swim at Own Pace and Distance <input type="checkbox"/> Marching up to ____ Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run	FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to ____ Pounds <input type="checkbox"/> Wear Kevlar Helmet <input type="checkbox"/> Carry and Fire Weapon <input type="checkbox"/> Lift/Carry up to ____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input type="checkbox"/> Gripping (Horizontal Traversing) <input type="checkbox"/> Overhead Reaching <input type="checkbox"/> Throwing <input type="checkbox"/> Stand up to ____ Minutes <input type="checkbox"/> Raking/Sweeping/Mowing <input type="checkbox"/> Wear Protective Mask / MOPP	ARMY PHYSICAL FITNESS TEST <input type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.	MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice ____ mins/ ____ hrs. <input type="checkbox"/> Elevate ____ mins/ ____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.													
OTHER LIMITATIONS:			REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)													
TYPED NAME AND GRADE OF PROFILING OFFICER			SIGNATURE AND CONTACT NUMBER		DATE											
TYPED NAME AND GRADE OF PROFILING OFFICER			SIGNATURE AND CONTACT NUMBER		DATE											
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:																
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.	UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.	BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.														
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)			UNIT ISSUING CLINIC & PHONE NUMBER													

Figure H-4. IET Physical Profile

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Low Back Pain				P	U	L	H	E	S
				1	1	2	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input checked="" type="checkbox"/> Bend and Reach <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> High Jumper <input type="checkbox"/> <input checked="" type="checkbox"/> Rower <input type="checkbox"/> <input checked="" type="checkbox"/> Squat Bender <input type="checkbox"/> <input checked="" type="checkbox"/> Windmill <input checked="" type="checkbox"/> <input type="checkbox"/> Forward Lunge <input type="checkbox"/> <input type="checkbox"/> Prone Row <input checked="" type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input checked="" type="checkbox"/> <input type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Push-Up <input type="checkbox"/> <input checked="" type="checkbox"/> Sit-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input checked="" type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Power Jump <input type="checkbox"/> <input checked="" type="checkbox"/> V-up <input type="checkbox"/> <input checked="" type="checkbox"/> Mountain Climber <input type="checkbox"/> <input checked="" type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> Extend and Flex <input checked="" type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input checked="" type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input checked="" type="checkbox"/> Verticals <input type="checkbox"/> <input checked="" type="checkbox"/> Laterals <input type="checkbox"/> <input checked="" type="checkbox"/> Shuttle Sprint			
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OTHER LIMITATIONS: 				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT ISSUING CLINIC & PHONE NUMBER				

Figure H-5. IET Physical Profile--Mild Low Back Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Low Back Pain				P	U	L	H	E	S
				1	1	3	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input type="checkbox"/> Bend and Reach <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input type="checkbox"/> Squat Bender <input type="checkbox"/> <input type="checkbox"/> Windmill <input type="checkbox"/> <input checked="" type="checkbox"/> Forward Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> Prone Row <input type="checkbox"/> <input checked="" type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Push-Up <input type="checkbox"/> <input type="checkbox"/> Sit-Up <input type="checkbox"/> <input checked="" type="checkbox"/> Straight-Arm Pull <input type="checkbox"/> <input checked="" type="checkbox"/> Pull-Up <input type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> Extend and Flex <input type="checkbox"/> <input checked="" type="checkbox"/> Thigh Stretch <input type="checkbox"/> <input checked="" type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input checked="" type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input checked="" type="checkbox"/> Bicycle at Own Pace and Distance <input checked="" type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to _____ Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input checked="" type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input checked="" type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS:				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT				
					ISSUING CLINIC & PHONE NUMBER				

Figure H-6. IET Physical Profile--Moderate Low Back Pain

IET PHYSICAL PROFILE																
MEDICAL CONDITION(S): Low Back Pain				<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 5px;">P</td> <td style="padding: 2px 5px;">U</td> <td style="padding: 2px 5px;">L</td> <td style="padding: 2px 5px;">H</td> <td style="padding: 2px 5px;">E</td> <td style="padding: 2px 5px;">S</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">1</td> <td style="text-align: center;">4</td> <td style="text-align: center;">1</td> <td style="text-align: center;">1</td> <td style="text-align: center;">1</td> </tr> </table>	P	U	L	H	E	S	1	1	4	1	1	1
P	U	L	H	E	S											
1	1	4	1	1	1											
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):																
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input type="checkbox"/> Bend and Reach <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input type="checkbox"/> Squat Bender <input type="checkbox"/> <input type="checkbox"/> Windmill <input type="checkbox"/> <input type="checkbox"/> Forward Lunge <input type="checkbox"/> <input type="checkbox"/> Prone Row <input type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input type="checkbox"/> Push-up	CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input type="checkbox"/> Push-Up <input type="checkbox"/> <input type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance	CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up	STRETCH DRILL unl op/t <input type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> Extend and Flex <input type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint													
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input type="checkbox"/> Bicycle at Own Pace and Distance <input type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to <u>0</u> Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run	FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP	ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.	MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input checked="" type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.													
OTHER LIMITATIONS: 			REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)													
TYPED NAME AND GRADE OF PROFILING OFFICER			SIGNATURE AND CONTACT NUMBER		DATE											
TYPED NAME AND GRADE OF PROFILING OFFICER			SIGNATURE AND CONTACT NUMBER		DATE											
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:																
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.	UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.	BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.														
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN) 			UNIT ISSUING CLINIC & PHONE NUMBER 													

Figure H-7. IET Physical Profile--Severe Low Back Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Hip/Groin/Thigh Pain, _____ Side				P	U	L	H	E	S
				1	1	2	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input checked="" type="checkbox"/> <input type="checkbox"/> Bend and Reach <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> High Jumper <input type="checkbox"/> <input checked="" type="checkbox"/> Rower <input checked="" type="checkbox"/> <input type="checkbox"/> Squat Bender <input checked="" type="checkbox"/> <input type="checkbox"/> Windmill <input checked="" type="checkbox"/> <input type="checkbox"/> Forward Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> Prone Row <input type="checkbox"/> <input checked="" type="checkbox"/> Bent-leg Body Twist <input checked="" type="checkbox"/> <input type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Push-Up <input type="checkbox"/> <input checked="" type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input checked="" type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Power Jump <input type="checkbox"/> <input checked="" type="checkbox"/> V-up <input type="checkbox"/> <input checked="" type="checkbox"/> Mountain Climber <input type="checkbox"/> <input checked="" type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> Extend and Flex <input checked="" type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input checked="" type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input checked="" type="checkbox"/> Verticals <input type="checkbox"/> <input checked="" type="checkbox"/> Laterals <input type="checkbox"/> <input checked="" type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input checked="" type="checkbox"/> Run at Own Pace and Distance <input checked="" type="checkbox"/> Bicycle at Own Pace and Distance <input checked="" type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to _____ Miles <input checked="" type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input checked="" type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input checked="" type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input checked="" type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input checked="" type="checkbox"/> Climbing (Obstacles/Ropes) <input checked="" type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input checked="" type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS: 				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT ISSUING CLINIC & PHONE NUMBER				

Figure H-8. IET Physical Profile--Mild Hip or Thigh Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Hip/Groin/Thigh Pain, _____ Side				P	U	L	H	E	S
				1	1	3	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input checked="" type="checkbox"/> Bend and Reach <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input checked="" type="checkbox"/> Squat Bender <input type="checkbox"/> <input checked="" type="checkbox"/> Windmill <input type="checkbox"/> <input checked="" type="checkbox"/> Forward Lunge <input type="checkbox"/> <input type="checkbox"/> Prone Row <input type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Push-Up <input type="checkbox"/> <input type="checkbox"/> Sit-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up **CD3 only applies to OSUT/AIT soldiers		STRETCH DRILL unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> Extend and Flex <input type="checkbox"/> <input checked="" type="checkbox"/> Thigh Stretch <input type="checkbox"/> <input checked="" type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input checked="" type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input checked="" type="checkbox"/> Bicycle at Own Pace and Distance <input checked="" type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to _____ Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input checked="" type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input checked="" type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS: 				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT ISSUING CLINIC & PHONE NUMBER				

Figure H-9. IET Physical Profile--Moderate Hip or Thigh Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Hip/Groin/Thigh Pain, _____ Side				P	U	L	H	E	S
1				1	4	1	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input type="checkbox"/> Bend and Reach <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input type="checkbox"/> Squat Bender <input type="checkbox"/> <input type="checkbox"/> Windmill <input type="checkbox"/> <input type="checkbox"/> Forward Lunge <input type="checkbox"/> <input type="checkbox"/> Prone Row <input type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input type="checkbox"/> Push-Up <input type="checkbox"/> <input type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> Extend and Flex <input type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input type="checkbox"/> Bicycle at Own Pace and Distance <input type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to <u>0</u> Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input checked="" type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input checked="" type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS:				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT				
					ISSUING CLINIC & PHONE NUMBER				

Figure H-10. IET Physical Profile--Severe Hip or Thigh Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Knee Pain, _____ Side				P	U	L	H	E	S
				1	1	2	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input checked="" type="checkbox"/> <input type="checkbox"/> Bend and Reach <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> High Jumper <input checked="" type="checkbox"/> <input type="checkbox"/> Rower <input checked="" type="checkbox"/> <input type="checkbox"/> Squat Bender <input checked="" type="checkbox"/> <input type="checkbox"/> Windmill <input checked="" type="checkbox"/> <input type="checkbox"/> Forward Lunge <input checked="" type="checkbox"/> <input type="checkbox"/> Prone Row <input checked="" type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input checked="" type="checkbox"/> <input type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Push-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Sit-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Pull-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Power Jump <input checked="" type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input checked="" type="checkbox"/> Mountain Climber <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input checked="" type="checkbox"/> <input type="checkbox"/> Extend and Flex <input checked="" type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input checked="" type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input checked="" type="checkbox"/> Verticals <input type="checkbox"/> <input checked="" type="checkbox"/> Laterals <input type="checkbox"/> <input checked="" type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input checked="" type="checkbox"/> Run at Own Pace and Distance <input checked="" type="checkbox"/> Bicycle at Own Pace and Distance <input checked="" type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to _____ Miles <input checked="" type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input checked="" type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input checked="" type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input checked="" type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input checked="" type="checkbox"/> Climbing (Obstacles/Ropes) <input checked="" type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input checked="" type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS:				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT ISSUING CLINIC & PHONE NUMBER				

Figure H-11. IET Physical Profile--Mild Knee Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Knee Pain, _____ Side				P	U	L	H	E	S
1				1	3	1	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input checked="" type="checkbox"/> Bend and Reach <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input type="checkbox"/> <input checked="" type="checkbox"/> Rower <input type="checkbox"/> <input checked="" type="checkbox"/> Squat Bender <input type="checkbox"/> <input checked="" type="checkbox"/> Windmill <input type="checkbox"/> <input checked="" type="checkbox"/> Forward Lunge <input checked="" type="checkbox"/> <input type="checkbox"/> Prone Row <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Push-Up <input type="checkbox"/> <input checked="" type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input checked="" type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input checked="" type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input type="checkbox"/> <input checked="" type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> Extend and Flex <input type="checkbox"/> <input checked="" type="checkbox"/> Thigh Stretch <input type="checkbox"/> <input checked="" type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input checked="" type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input checked="" type="checkbox"/> Bicycle at Own Pace and Distance <input checked="" type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to _____ Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input checked="" type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input checked="" type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input checked="" type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS:				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT				
					ISSUING CLINIC & PHONE NUMBER				

Figure H-12. IET Physical Profile--Moderate Knee Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Knee Pain, _____ Side				P	U	L	H	E	S
				1	1	4	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input type="checkbox"/> Bend and Reach <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input type="checkbox"/> Squat Bender <input type="checkbox"/> <input type="checkbox"/> Windmill <input type="checkbox"/> <input type="checkbox"/> Forward Lunge <input type="checkbox"/> <input type="checkbox"/> Prone Row <input type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input type="checkbox"/> Push-Up <input type="checkbox"/> <input type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> Extend and Flex <input type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input type="checkbox"/> Bicycle at Own Pace and Distance <input type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to 0 Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input checked="" type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input checked="" type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input checked="" type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS: 				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN) 					UNIT ISSUING CLINIC & PHONE NUMBER				

Figure H-13. IET Physical Profile--Severe Knee Pain

IET PHYSICAL PROFILE																
MEDICAL CONDITION(S): Leg Pain, _____ Side				<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 5px;">P</td> <td style="padding: 2px 5px;">U</td> <td style="padding: 2px 5px;">L</td> <td style="padding: 2px 5px;">H</td> <td style="padding: 2px 5px;">E</td> <td style="padding: 2px 5px;">S</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">1</td> <td style="text-align: center;">2</td> <td style="text-align: center;">1</td> <td style="text-align: center;">1</td> <td style="text-align: center;">1</td> </tr> </table>	P	U	L	H	E	S	1	1	2	1	1	1
P	U	L	H	E	S											
1	1	2	1	1	1											
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):																
CONDITIONING DRILL 1 unl* op/t** <input checked="" type="checkbox"/> <input type="checkbox"/> Bend and Reach <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> High Jumper <input checked="" type="checkbox"/> <input type="checkbox"/> Rower <input checked="" type="checkbox"/> <input type="checkbox"/> Squat Bender <input checked="" type="checkbox"/> <input type="checkbox"/> Windmill <input checked="" type="checkbox"/> <input type="checkbox"/> Forward Lunge <input checked="" type="checkbox"/> <input type="checkbox"/> Prone Row <input checked="" type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input checked="" type="checkbox"/> <input type="checkbox"/> Push-up	CONDITIONING DRILL 2 unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Push-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Pull-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance	CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Power Jump <input checked="" type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input checked="" type="checkbox"/> Mountain Climber <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Single-leg Push-up	STRETCH DRILL unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> Extend and Flex <input checked="" type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input checked="" type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input checked="" type="checkbox"/> Verticals <input type="checkbox"/> <input checked="" type="checkbox"/> Laterals <input type="checkbox"/> <input checked="" type="checkbox"/> Shuttle Sprint													
AEROBIC ACTIVITIES <input type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input checked="" type="checkbox"/> Run at Own Pace and Distance <input checked="" type="checkbox"/> Bicycle at Own Pace and Distance <input checked="" type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to _____ Miles <input checked="" type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run	FUNCTIONAL ACTIVITIES <input checked="" type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input checked="" type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input checked="" type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input checked="" type="checkbox"/> Climbing (Obstacles/Ropes) <input checked="" type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input checked="" type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP	ARMY PHYSICAL FITNESS TEST <input type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.	MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.													
OTHER LIMITATIONS:		REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)														
TYPED NAME AND GRADE OF PROFILING OFFICER		SIGNATURE AND CONTACT NUMBER		DATE												
TYPED NAME AND GRADE OF PROFILING OFFICER		SIGNATURE AND CONTACT NUMBER		DATE												
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:																
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.	UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.	BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.														
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)			UNIT ISSUING CLINIC & PHONE NUMBER													

Figure H-14. IET Physical Profile--Mild Leg Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Leg Pain, _____ Side				P	U	L	H	E	S
				1	1	3	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input checked="" type="checkbox"/> Bend and Reach <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input checked="" type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input checked="" type="checkbox"/> Squat Bender <input type="checkbox"/> <input checked="" type="checkbox"/> Windmill <input type="checkbox"/> <input checked="" type="checkbox"/> Forward Lunge <input checked="" type="checkbox"/> <input type="checkbox"/> Prone Row <input type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Push-Up <input type="checkbox"/> <input checked="" type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Pull-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input checked="" type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> Extend and Flex <input checked="" type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input checked="" type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input checked="" type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input checked="" type="checkbox"/> Bicycle at Own Pace and Distance <input checked="" type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to _____ Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input checked="" type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input checked="" type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input checked="" type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS: 				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT ISSUING CLINIC & PHONE NUMBER				

Figure H-15. IET Physical Profile--Moderate Leg Pain

IET PHYSICAL PROFILE																
MEDICAL CONDITION(S): Leg Pain, _____ Side				<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="padding: 2px 5px;">P</td> <td style="padding: 2px 5px;">U</td> <td style="padding: 2px 5px;">L</td> <td style="padding: 2px 5px;">H</td> <td style="padding: 2px 5px;">E</td> <td style="padding: 2px 5px;">S</td> </tr> <tr> <td style="text-align: center; padding: 2px 5px;">1</td> <td style="text-align: center; padding: 2px 5px;">1</td> <td style="text-align: center; padding: 2px 5px;">4</td> <td style="text-align: center; padding: 2px 5px;">1</td> <td style="text-align: center; padding: 2px 5px;">1</td> <td style="text-align: center; padding: 2px 5px;">1</td> </tr> </table>	P	U	L	H	E	S	1	1	4	1	1	1
P	U	L	H	E	S											
1	1	4	1	1	1											
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):																
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input type="checkbox"/> Bend and Reach <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input type="checkbox"/> Squat Bender <input type="checkbox"/> <input type="checkbox"/> Windmill <input type="checkbox"/> <input type="checkbox"/> Forward Lunge <input type="checkbox"/> <input type="checkbox"/> Prone Row <input type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input type="checkbox"/> Push-up	CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input type="checkbox"/> Push-Up <input type="checkbox"/> <input type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance	CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up	STRETCH DRILL unl op/t <input type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> Extend and Flex <input type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint													
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input type="checkbox"/> Bicycle at Own Pace and Distance <input type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to <u>0</u> Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run	FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP	ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.	MEDICAL INSTRUCTIONS <input checked="" type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input checked="" type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.													
OTHER LIMITATIONS: 			REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)													
TYPED NAME AND GRADE OF PROFILING OFFICER			SIGNATURE AND CONTACT NUMBER		DATE											
TYPED NAME AND GRADE OF PROFILING OFFICER			SIGNATURE AND CONTACT NUMBER		DATE											
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:																
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.	UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.	BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.														
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)			UNIT ISSUING CLINIC & PHONE NUMBER													

Figure H-16. IET Physical Profile--Severe Leg Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Ankle/Foot Pain, _____ Side				P	U	L	H	E	S
1				1	2	1	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input checked="" type="checkbox"/> <input type="checkbox"/> Bend and Reach <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> High Jumper <input checked="" type="checkbox"/> <input type="checkbox"/> Rower <input checked="" type="checkbox"/> <input type="checkbox"/> Squat Bender <input checked="" type="checkbox"/> <input type="checkbox"/> Windmill <input checked="" type="checkbox"/> <input type="checkbox"/> Forward Lunge <input checked="" type="checkbox"/> <input type="checkbox"/> Prone Row <input checked="" type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input checked="" type="checkbox"/> <input type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Push-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Sit-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Pull-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Power Jump <input checked="" type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input checked="" type="checkbox"/> Mountain Climber <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Rear Lunge <input checked="" type="checkbox"/> <input type="checkbox"/> Extend and Flex <input checked="" type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input checked="" type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input checked="" type="checkbox"/> Verticals <input type="checkbox"/> <input checked="" type="checkbox"/> Laterals <input type="checkbox"/> <input checked="" type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input checked="" type="checkbox"/> Run at Own Pace and Distance <input checked="" type="checkbox"/> Bicycle at Own Pace and Distance <input checked="" type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to _____ Miles <input checked="" type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input checked="" type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input checked="" type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input checked="" type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input checked="" type="checkbox"/> Crawling (Low/High) <input checked="" type="checkbox"/> Climbing (Obstacles/Ropes) <input checked="" type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input checked="" type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS:				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT				
					ISSUING CLINIC & PHONE NUMBER				

Figure H-17. IET Physical Profile--Mild Ankle or Foot Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Ankle/Foot Pain, _____ Side				P	U	L	H	E	S
1				1	3	1	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input checked="" type="checkbox"/> Bend and Reach <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input checked="" type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input checked="" type="checkbox"/> Squat Bender <input type="checkbox"/> <input checked="" type="checkbox"/> Windmill <input type="checkbox"/> <input checked="" type="checkbox"/> Forward Lunge <input checked="" type="checkbox"/> <input type="checkbox"/> Prone Row <input type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input checked="" type="checkbox"/> Push-up	CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input checked="" type="checkbox"/> Push-Up <input type="checkbox"/> <input checked="" type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input checked="" type="checkbox"/> <input type="checkbox"/> Pull-Up <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance	CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input checked="" type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input checked="" type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up	STRETCH DRILL unl op/t <input checked="" type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input checked="" type="checkbox"/> Rear Lunge <input type="checkbox"/> <input checked="" type="checkbox"/> Extend and Flex <input checked="" type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input checked="" type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint						
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input checked="" type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input checked="" type="checkbox"/> Bicycle at Own Pace and Distance <input checked="" type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to _____ Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run	FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input checked="" type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input checked="" type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input checked="" type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP	ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.	MEDICAL INSTRUCTIONS <input type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.						
OTHER LIMITATIONS: 				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.	UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.	BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.							
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)				UNIT ISSUING CLINIC & PHONE NUMBER					

Figure H-18. IET Physical Profile--Moderate Ankle or Foot Pain

IET PHYSICAL PROFILE									
MEDICAL CONDITION(S): Ankle/Foot Pain, _____ Side				P	U	L	H	E	S
1				1	4	1	1	1	1
TEMPORARY PROFILE EXPIRATION DATE (Use DA Form 3349 for Permanent Profiling):									
CONDITIONING DRILL 1 unl* op/t** <input type="checkbox"/> <input type="checkbox"/> Bend and Reach <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> High Jumper <input type="checkbox"/> <input type="checkbox"/> Rower <input type="checkbox"/> <input type="checkbox"/> Squat Bender <input type="checkbox"/> <input type="checkbox"/> Windmill <input type="checkbox"/> <input type="checkbox"/> Forward Lunge <input type="checkbox"/> <input type="checkbox"/> Prone Row <input type="checkbox"/> <input type="checkbox"/> Bent-leg Body Twist <input type="checkbox"/> <input type="checkbox"/> Push-up		CONDITIONING DRILL 2 unl op/t <input type="checkbox"/> <input type="checkbox"/> Push-Up <input type="checkbox"/> <input type="checkbox"/> Sit-Up <input type="checkbox"/> <input type="checkbox"/> Straight-Arm Pull <input type="checkbox"/> <input type="checkbox"/> Pull-Up <input type="checkbox"/> <input type="checkbox"/> Leg Tuck * Unlimited ** Own pace and tolerance		CONDITIONING DRILL 3 unl op/t <input type="checkbox"/> <input type="checkbox"/> Power Jump <input type="checkbox"/> <input type="checkbox"/> V-up <input type="checkbox"/> <input type="checkbox"/> Mountain Climber <input type="checkbox"/> <input type="checkbox"/> Leg Tuck and Twist <input type="checkbox"/> <input type="checkbox"/> Single-leg Push-up		STRETCH DRILL unl op/t <input type="checkbox"/> <input type="checkbox"/> Overhead Arm Pull <input type="checkbox"/> <input type="checkbox"/> Rear Lunge <input type="checkbox"/> <input type="checkbox"/> Extend and Flex <input type="checkbox"/> <input type="checkbox"/> Thigh Stretch <input type="checkbox"/> <input type="checkbox"/> Single-leg Over MILITARY MOVEMENT DRILL <input type="checkbox"/> <input type="checkbox"/> Verticals <input type="checkbox"/> <input type="checkbox"/> Laterals <input type="checkbox"/> <input type="checkbox"/> Shuttle Sprint			
AEROBIC ACTIVITIES <input checked="" type="checkbox"/> No Run or Jump <input type="checkbox"/> Walk at Own Pace and Distance <input type="checkbox"/> Run at Own Pace and Distance <input type="checkbox"/> Bicycle at Own Pace and Distance <input type="checkbox"/> Swim at Own Pace and Distance <input checked="" type="checkbox"/> Marching up to <u>0</u> Miles <input type="checkbox"/> Unlimited Walk <input type="checkbox"/> Unlimited Run		FUNCTIONAL ACTIVITIES <input type="checkbox"/> Rucksack up to _____ Pounds <input checked="" type="checkbox"/> Wear Kevlar Helmet <input type="checkbox"/> Carry and Fire Weapon <input checked="" type="checkbox"/> Lift/Carry up to _____ Pounds <input type="checkbox"/> Construct a Fighting Position <input type="checkbox"/> Perform 3-5 Second Rushes <input type="checkbox"/> Crawling (Low/High) <input type="checkbox"/> Climbing (Obstacles/Ropes) <input type="checkbox"/> Gripping (Horizontal Traversing) <input checked="" type="checkbox"/> Overhead Reaching <input checked="" type="checkbox"/> Throwing <input checked="" type="checkbox"/> Stand up to _____ Minutes <input type="checkbox"/> Raking/Sweeping/Mowing <input checked="" type="checkbox"/> Wear Protective Mask / MOPP		ARMY PHYSICAL FITNESS TEST <input checked="" type="checkbox"/> No APFT <input type="checkbox"/> APFT without limitations Modified APFT <input type="checkbox"/> Push-Ups <input type="checkbox"/> Sit-Ups <input type="checkbox"/> Two-Mile Run Alternate Aerobic Events <input type="checkbox"/> Walk <input type="checkbox"/> Swim <input type="checkbox"/> Bicycle **Alternate events not authorized for BCT soldiers on this form.		MEDICAL INSTRUCTIONS <input checked="" type="checkbox"/> Crutch ambulation <input type="checkbox"/> Soft shoes <input checked="" type="checkbox"/> Ice _____ mins/ _____ hrs. <input type="checkbox"/> Elevate _____ mins/ _____ hrs. <input checked="" type="checkbox"/> Wear brace/splint as directed <input type="checkbox"/> Soldier is taking a medication that may cause drowsiness. Monitor Soldier closely if allowing climbing, operating machinery, firing a weapon, or performing other hazardous duties. <input type="checkbox"/> Soldier is taking a medication that increases risk for heat injury. Monitor Soldier closely in hot weather and/or if performing exertional activity.			
OTHER LIMITATIONS:				REHABILITATION INSTRUCTIONS: <input type="checkbox"/> Attend rehab in physical / occupational therapy clinic: <input type="checkbox"/> Perform home exercise program as provided <input type="checkbox"/> Walk/Run Program (attached)					
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
TYPED NAME AND GRADE OF PROFILING OFFICER				SIGNATURE AND CONTACT NUMBER			DATE		
RECOMMENDED EXERCISE MODIFICATIONS FOR OWN PACE AND/OR TOLERANCE LIMITATIONS:									
LOWER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Perform lunging and squatting in pain-free ranges of motion to tolerance. 2. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, and then begin jumping with minimal height to tolerance. 3. Progress motion, repetitions and intensity until standards are met for normal exercise. 4. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Rear Lunge, Thigh Stretch, and Single-leg Over in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and distance from 25 to 15 yards. Walk as needed. 2. Perform with decreased crouching in Laterals and decreased high-stepping in Verticals.			UPPER EXTREMITY INJURIES CONDITIONING DRILLS 1-3 1. Repetitive overhead arm exercises performed with hands on hips or in pain-free ranges of motion. 2. Prone Row performed with arms at sides or maintained in "count 1" position. 3. Push-Ups performed in six-point position until repetitions and cadence achieved. May be performed on fists to avoid wrist extension. 4. Sit-ups performed with hands crossed over chest. 5. Pulling exercises in CD2 initiated when all CD1 exercises are performed to standard. Progress to Pull-ups and Leg Tucks when the Straight-arm Pull is performed pain-free. 6. Begin CD3 only when all CD1 exercises are performed to standard and pain-free. STRETCH DRILL 1. Perform Overhead Arm Pull and Extend and Flex in pain-free motions. MILITARY MOVEMENT DRILL 1. Reduce speed, intensity, and arm swings as needed. Walk as needed.			BACK INJURIES CONDITIONING DRILLS 1-3 1. Bending or twisting exercises performed in pain-free ranges of motion. 2. Maintain stable spine with lunging, squatting, and Push-Ups. Push-ups in six-point position as needed. 3. Progress to jumping exercises when all other exercises within CD are pain-free. Perform initially by rising up on toes, then begin jumping with minimal height to tolerance. 4. May place feet on ground with knees bent during Bent Leg Body Twist, to tolerance. 5. Sit-ups performed with hands crossed over chest. 6. Leg Tucks (CD2) and CD3 exercises are begun only when all CD1 exercises are performed to standard and pain-free.			
SERVICE MEMBER'S IDENTIFICATION (Name (Last, first); grade; and SSN)					UNIT				
					ISSUING CLINIC & PHONE NUMBER				

Figure H-19. IET Physical Profile--Severe Ankle or Foot Pain

Appendix I

TRADOC/USAREC IET Recruit/Cadet Tattoo/Brand Policies

I-1. Policy. Army policy prohibits tattoos by location (any tattoos/brands anywhere on the face, neck, or head above the Class A uniform collar) and by content (extremist, sexist, racist, indecent).

a. Existing tattoos or brands on the hands that are not extremist, indecent, sexist, or racist, but are visible in the class A uniform (worn with slacks/trousers), are authorized. Other tattoos/brands that are visible while wearing the Class A uniform do not automatically detract from a Soldierly appearance. Blanket determinations that "if it shows, it goes" are inappropriate.

b. The decision whether a tattoo/brand's content is prejudicial to good order and discipline should focus on whether the tattoo/brand itself is blatantly inflammatory, and likely to create discord in the unit. Use the following guidelines in making the decision:

(1) Is the tattoo/brand likely to cause outrage, offense, or distrust to such an extent as to prejudice good order and discipline? Commanders must articulate how the tattoo/brand is interpreted—or is likely to be interpreted—in the unit, and how this prejudices good order and discipline, to substantiate removing/modifying the tattoo, or separating the Soldier.

(a) The content, location, and likely reaction to the tattoo/brand (perception: what it means to the unit's Soldiers) are all relevant factors.

(b) Indecent tattoos are defined as those that depict genitals, uncovered female breasts, sex acts, excretion, or offensive language that refers to these things. Tattoo figures with swimsuits or that are disproportionate are not automatically indecent.

(c) Patently racist/extremist tattoos/brands include such language or symbols as "KKK" and swastikas. A Confederate battle flag tattoo is not, for example, automatically forbidden as long as the Soldier's attitudes, beliefs, and affiliations are appropriate IAW AR 600-20, chapter 4, paragraph 4-12.

(2) Commanders should examine a tattoo/brand as a possible indicator of extremist affiliation IAW AR 600-20, chapter 4, paragraph 4-12. SJA, Equal Opportunity Advisors (EOA), and/or CID can assist the Commander in this determination. Possible gang tattoos are not automatically forbidden; they are to be used as an indicator to ask about the Soldier's attitudes, beliefs, and affiliations. Extremist organizations, activities, attitudes, or beliefs are ones that advocate racial, gender or ethnic hatred or intolerance; advocate, create, or engage in illegal discrimination based on race, color, gender, religion, or national origin or advocate the use of or use force or violence or unlawful means to deprive individuals of their rights under the United States Constitution or the laws of the United States, or any State, by unlawful means.

(3) Commanders should not automatically conclude questionable tattoos/brands indicate particular affiliations or meanings. Many tattoos/brands are not intended to show extremist affiliation, and other Soldiers do not perceive affiliation of the wearer with such organizations.

In such cases, the Commander should counsel the Soldier that the tattoo/brand is subject to multiple interpretations, and a future unit Commander may find it prejudicial to good order and discipline. The Commander should not counsel that maintaining the tattoo/brand will lead to separation.

I-2. Documentation.

a. USAREC and Cadet Command screen new entrants with tattoos/brands for compliance with Army and TRADOC policy. When suspected noncompliant tattoos/brands are discovered, USAREC/Cadet Command will deny entry, discharge/disenroll the individual, or include a Commander's approval memorandum/form in the recruit's/cadet's administrative packet, as appropriate. USAREC describes approved tattoos/brands in UF 1241 and the remarks block of DD Form 1966 (Record of Military Processing - Armed Forces of the United States). Cadet Command describes approved tattoos/brands in the notes column of Cadet Command Form 139-R (Cadet Enrollment Record).

b. The Military Entry Processing Command (MEPCOM) and DOD Medical Examination Review Board (DODMERB) documents tattoos/brands on the DD Form 2808 (Report of Medical Examination) or DD Form 2351 (DODMERB Report of Medical Examination), and reviews body marks or scars. MEPCOM and DODMERB do not have approval/disapproval authority.

I-3. USAREC battalion Commander and Cadet Command brigade Commander responsibilities.

a. The USAREC battalion Commanders, Cadet Command brigade Commanders, or Executive Officers (O-4) determine whether a questionable tattoo/brand complies with Army and TRADOC policy (per G1 Memo, Subject: Changes to AR 670-1, Tattoo Policy, Chapter 1, paragraph 1-8(6)(a), 25 MAR 05). Commanders will review all observed and/or reported tattoos/brands that may be in violation of Army and TRADOC policy. If the tattoo/brand is in a private area, medical personnel will document the tattoo/brand for the reviewing Commander.

b. The USAREC battalion Commander or Cadet Command brigade Commander will disqualify the applicant/recruit/cadet if they determine that the tattoo/brand does not comply with Army and TRADOC policy, and if the applicant/recruit/cadet will not remove or modify the tattoo/brand. Cadet Command brigade Commanders will process a cadet for disenrollment if the tattoo/brand does not comply with Army and TRADOC policy, and the cadet does not remove/modify the tattoo/brand.

c. Once the Commander determines that the tattoo/brand complies with Army and TRADOC policy, document the decision in the individual's personnel file/record, DD Form 1966, Cadet Command Form 139-R, and/or approval memorandum).

I-4. TRADOC RECBN/IMT training battalion Commander responsibilities. If a RECBN or IET training battalion Commander observes, or is informed about, a Soldier's tattoo/brand that appears to violate the policy, the Commander will:

TRADOC Reg 350-6

a. Review the Soldier's records for a prior command determination that the tattoo/brand complies with Army and TRADOC policy.

b. If no prior determination exists, or if the Commander questions the approved tattoo's acceptability, the battalion Commander (or the summary court-martial convening authority), after consultation with the servicing SJA and the EOA, will:

(1) Determine whether the tattoo/brand complies with Army and TRADOC policy.

(2) Notify the appropriate accession organization's representative (RECBN USAREC liaison NCO; USAREC HQ (502-626-0494/DSN 536-0494); USAR/ARNG LNO; Military Entrance Processing Station; senior Cadet Command officer on post, etc.) about the undocumented tattoo/brand. Include drawings, or carefully cropped photos, to assist the accession organizations' fact-finding process.

c. If the Commander determines that the tattoo/brand does not comply with Army and TRADOC policy, the Commander will inform the Soldier/Cadet that the tattoo/brand is not in compliance with Army policy.

(1) The Commander will counsel the Soldier and explain the Soldier's options:

(a) Modify or remove the tattoo/brand at a qualified tattoo facility at the Soldier's own expense.

(b) Be processed for separation from the Army IAW AR 635-200.

(2) Commanders will not order a Soldier to remove a tattoo/brand.

d. If the Soldier decides to modify the tattoo/brand, the Commander should review the planned modification to ensure acceptability. Modifications could include tattooing clothing over a tattoo with genitals or transforming offensive symbols into neutral ones.

e. If the Soldier is to be separated instead of removing/modifying the tattoo, counsel the Soldier on the guidelines of separation under AR 635-200, chapter 1, section 2. Inform the local SJA, and initiate the appropriate separation action. Discharging a Soldier for a previously approved tattoo requires the tattoo approval overturn be sent to HQ, TRADOC, ATTN: ATBO, Bldg 5E, Ft. Monroe, VA 23651.

I-5. Separation determination. In cases where the tattoos/brands are questionable, the Commander makes the appropriate judgment call following coordination with the SJA, EOA, and CID (as appropriate). Commanders must ensure they afford Soldiers due process and comply with the policy's intent. Separating a Soldier is appropriate when Commanders can articulate how and why a tattoo/brand is likely to prejudice order, or discredit the service by detracting from a Soldierly appearance and when the Soldier declines to modify or remove the tattoo/brand. Requiring this justification minimizes the possibility that "prejudicial to good order" is abused to impose personal tastes, interpretations, and aesthetics on others. If the tattoos

and/or brands are so blatantly inflammatory they threaten good order and discipline and create discord in the unit, and the Soldier declines to remove or modify the tattoo/brand, then separate the Soldier IAW AR 635-200, chapter 2.

Appendix J

Heat Casualty and Injury Prevention

J-1. Heat conditions.

a. Heat casualties are a significant military problem, especially in the training base. Heat casualties result when the human body's limited cooling capacity is overloaded by work and inadequate rest cycles, in a hot, especially hot and humid, climate. Fully hydrated, rested, and nourished Soldiers can still become heat casualties if they work or exercise too hard in hot, humid conditions.

b. Risk increases dramatically as both temperature and humidity increase and are classified by number and color (1-white, 2-green, 3-yellow, 4-red, and 5-black) in increasing order of heat stress according to WBGT readings. WBGT can vary significantly by location, so a weapons range, motor pool, or asphalt highway may be 40-60 degrees hotter than surrounding terrain. See table J-1.

Table J-1
Fluid Replacement and Work/Rest Guide

		Easy Work		Moderate Work		Hard Work	
		<ul style="list-style-type: none"> Walk hard road 2.5 mph Load <30 lbs. D&C 		<ul style="list-style-type: none"> Walk hard road 3.5 mph Walk loose sand 2.5 mph <u>no</u> load Load <40 lbs. Calisthenics 		<ul style="list-style-type: none"> Walk hard road 3.5 mph Walk loose sand 2.5 mph <u>with</u> load Load >40 lbs. Field assault 	
Heat Category	WBGT Index F	Work/Rest/Hr	Water Qts/Hr	Work/Rest/Hr	Water Qts/Hr	Work/Rest/Hr	Water Qts/Hr
1 White	78-81.9	NL	1/2	NL	3/4	40/20	3/4
2 Green	82-84.9	NL	1/2	50/10	3/4	30/30	1
3 Yellow	85-87.9	NL	3/4	40/20	3/4	20/40	1
4 Red	88-89.9	NL	3/4	30/30	3/4	40/20	1
5 Black	>90	50/10	1	20/40	1	10/50	1
Notes: 1. Applies to acclimatized Soldiers (after approx two weeks training) wearing battle dress uniform, hot weather.							

Table J-1
Fluid Replacement and Work/Rest Guide--continued

<ol style="list-style-type: none"> 2. See TB MED 507, Heat Stress Control and Heat Casualty Management. 3. NL= no limit to work time per hour. 4. The work-rest times and fluid replacement volumes will sustain performance and hydration for at least 4 h of work in the specified heat category. 5. Fluid needs can vary based on individual differences ($\pm \frac{1}{4}$ qt/h) and exposure to full sun or full shade ($\pm \frac{1}{4}$ qt/h). 6. NL = no limit to work time per hour. 7. Rest means minimal physical activity (sitting or standing), accomplished in shade if possible. 8. CAUTION: Hourly fluid intake should <u>not</u> exceed 1½ quarts. 9. CAUTION: Daily fluid intake should <u>not</u> exceed 12 quarts. 10. If wearing body armor add 5°F to WBGT in humid climates. 11. If wearing NBC clothing (mission-oriented protective posture (MOPP 4)), add 10°F to WBGT index for easy work, and 20°F to WBGT index for moderate and hard work.
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c. Heat Injuries can be difficult to prevent because dehydration and heat may: Reduce appetites, decrease judgment, and increase irritability. In addition, other factors such as modesty in field conditions (e.g. avoiding drinking to avoid urinating) or unintended reactions to aggressive management policies (e.g. not reporting or treating heat injuries) may interfere with prevention programs. Commanders and leaders at all levels must exercise constant supervision, discipline, and attention to detail to prevent heat casualties. The human body cannot be trained to do without water; heat injury-related organ damage is permanent.

d. Commanders can prevent heat casualties by effective planning and execution (see table J-2) for each heat category by:

- (1) Monitoring local WBGT frequently and adapting to local conditions.
- (2) Planning for the cumulative effect of workload and heat category.
- (3) Changing training/physical workload (adjusting work/rest cycles, moving to cooler locations, etc.).
- (4) Decreasing Soldier heat load by changing uniform wear and loads.
- (5) Monitoring Soldiers' condition.
- (6) Training and testing leaders and Soldiers to prevent, recognize, and treat heat casualties.
- (7) Enforcing hydration and nutrition standards.

Table J-2
IET Heat Injury Risk Management Matrix

Risk Factors	Risk Level			
	Circle the appropriate condition for each factor			
	0 Low Risk	1 Medium Risk	2 High Risk	3 Extreme Risk
Risk Management Worksheet	All controls executed			Not all controls executed
WBGT at trng site <u>NOTE: Add 5 F. for backpack or body armor</u>	< Cat 1	Cat 1	Cat 2-3	Cat 4-5
Back-to-back Cat 5 days	0	1	2-3	>4
Heat Injuries in past 2 days	0	Heat Cramps	Heat Exhaustion	Heat Stroke or Death
Workload in past 2 days (see TR 350-29 workload chart)	Easy	Easy or Moderate	Moderate or Hard	Hard
Projected workload	Easy	Easy or Moderate	Moderate or Hard	Hard
Heat acclimatization days	>13	7-13	3-6	<3
Leader/ NCO presence	Full Time	Substantial	Minimal	None
Cadre duty experience	18 months	7-18 months	1-6 months	<1 month
Communication System (tested at training site)	Onsite Radio and Phone	Phone only	Radio only	None
Previous 24 hours sleep	>7 hrs.	5-7 hrs.	2-4 hrs.	<2 hrs.
Food/salty snacks every 4 hours	<4 hrs.	4-6 hrs.	6-7 hrs.	>7 hrs.
Onsite 91W/CLS and Rapid Cooling Supplies (see para. J-3)	91W/CLS and Rapid Cooling Supplies	91W/CLS	Rapid Cooling Supplies	None
Add Circled Blocks	Each circled block counts 0	Each circled block counts 1	Each circled block counts 2	Each circled block counts 3
TOTAL				
Total Score: 0-7 = Low Risk; 7-15 = Medium Risk; 16-24 = High Risk; 25-39 = Extreme Risk >11 Total Score should have onsite 91W, Medic, and organic evacuation transportation.				

J-2. Heat casualty risk management. The five steps of heat casualty risk management are:

1) identify hazards; 2) assess hazards; 3) develop controls; 4) implement controls; and 5) supervise and evaluate.

a. Identify hazards:

(1) Conduct an AAR of previous heat casualties with leaders, staff, safety officer, and medical officer. What policy or training changes should be made to prevent more heat injuries?

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(2) Consider past experience with heat casualties. Heat casualty hazards are cumulative. Commanders need to consider the following:

- **H** - Heat category the past 3 days
- **E** - Exertion level the past 3 days
- **A** - Acclimation/other individual risk factors
- **T** - Time of heat exposure--to include nights--and recovery time

(3) Clusters of heat casualties on prior days mean high risk for today.

(4) Start WBGT monitoring as soon as ambient temperature exceeds 75° Fahrenheit (F). in April and continue through September-October.

(5) Identify risk factors for incurring heat casualties in Soldiers:

- (a) Not acclimatized to heat (need 10-14 days to get adequately acclimated).
- (b) Cumulative days (2-3 days) of exposure to increased heat and increased exertion levels.
- (c) Lack of quality sleep (<8 hours, especially in a hot environment).
- (d) Overweight and/or under-fit.
- (e) Minor illness (cold symptoms, sore throat, low-grade fever, diarrhea, nausea, or vomiting).
- (f) Taking medications (either prescribed or over the counter e.g., allergy or cold remedies).
- (g) Dietary supplements/dietary aids (e.g., Ephedra, ma huang, guarana, synepherine, citrus aurantium, etc.).
- (h) Use of alcohol in the last 24 hours.
- (i) Prior history of heat illness (any heat stroke, or more than 2 episodes of heat exhaustion).
- (j) Skin disorders, such as heat rash and sunburn, which prevent effective sweating.
- (k) Age over 40 years.
- (l) Donating blood. Donating blood in the first 4 weeks of IET (includes one week of RECBN in-processing) is not allowed. Donating blood prior to proper acclimatization, and during the progressive increase in physical activity during the first three weeks of IET, can increase a Soldier's risk for injury.

(m) Recent, rapid weight loss due to extreme measures (laxatives, vomiting, diuretics, food-water deprivation, etc.) (typically seen in RECBN).

NOTE: Ill Soldiers, and those who have had alcohol within 24 hours, are usually dehydrated.

b. Assess hazards:

(1) Use table J-2 to assess training hazards.

(2) When ambient temperature is over 75° F, monitor the heat category hourly, using WBGT, national stock number (NSN) 6665-01-381-3023, at the activity site.

(3) Know the Soldiers! Identify early those Soldiers at increased risk based on individual risk factors.

(4) Check hydration status continuously throughout conduct of training, and at the end of each training day. Give extra fluid at night, and in the morning, if hydration is inadequate. Review Ogden cords water consumption monitoring method (refer to [TRADOC Reg 350-29, app B](#)). Ask about urine color (urine is clear and light yellow if well hydrated).

(5) Daily assess the overall risk for assessing a heat casualty (table J-2).

(6) Adjust workload to size of individuals (for example, do not allow smallest individual to carry the heaviest loads; share workload among Soldiers).

c. Develop controls.

(1) Establish SOPs. Ensure all personnel are trained and follow SOPs for Heat Casualty Prevention before April each year (ideally tested with a performance-based test). Ensure bulletin boards have Heat Casualty Prevention posters, and all leaders have Heat Casualty Prevention aids.

(2) Adjust the training schedule to minimize consecutive days of heavy PT, especially if other heat stressors exist (e.g., heat exposure and lack of quality sleep).

(3) Plan communications, medical, and evacuation support to include WBGT devices in training areas, ranges, etc.

(4) Plan and provide adequate hydration for *all* personnel (including cadre and drill instructors).

(5) Plan training events to account for:

(a) Time of day the training is conducted (morning is cooler). Consider nighttime road marches (0300 hrs start time) as a risk-controlling measure during the heat of the summer.

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- (b) Location of training.
- (c) Sun versus shade.
- (d) Open versus protection from wind (wind has cooling effect).
- (e) Clothing (heavy and restrictive, versus loose and lightweight).
- (f) The point in training cycle. Most heat casualties occur in the 2nd or 3rd week of recruit training. Acclimatization can take 10-14 days, depending on the physical condition of the Soldier.
- (g) Cumulative heat stress. If the Soldiers have been subjected to CAT IV and/or CAT V conditions for 2-3 consecutive days, then cumulative heat stress increases their chance for a heat injury on the subsequent day. Risk-controlling measures include decreasing the distance and/or pace of unit runs; and changing the training schedule if strenuous events are scheduled, especially if they are scheduled to occur outdoors in CAT IV or V conditions.
- (6) Identify high-risk Soldiers with colored tape or Ogden cord (red or yellow). Pair high-risk with low-risk battle buddies.
 - (a) Soldiers with previous heat exhaustion or heat stroke.
 - (b) Overweight Soldiers.
 - (c) Soldiers on medications (ask medical providers to note any meds that affect heat adaptation on Soldier's profile or Sick Slip).
- (7) Seriously consider taking Soldiers out of training that have had alcohol within the last 24 hours; and have ill Soldiers seen on sick call.
- (8) Note and document heat category hourly when ambient temperature is 75° F or above. Position WBGT at site of training. Roads, motor pools, ranges, etc. may be 40-60 degrees hotter than surrounding terrain.
- (9) Reevaluate training mission if two or more heat casualties occur.
- (10) Ensure heat casualty prevention posters are on display in barracks, DFAC, etc. (Available on the following website: <http://tradocfs.monroe.army.mil/surgeon/heatcankill/default.htm>, "Heat Injury Prevention Poster" link.)
- (11) Use the Ogden cord water consumption monitoring method IAW TRADOC Reg 350-29, app. B, to monitor hydration status (1 knot/qt).
- d. Implement controls.

(1) The decision to accept risk is made IAW [TRADOC Reg 385-2, paragraph 1-5c\(4\)](#). Refer to TRADOC Reg 350-29, appendix B, for the risk factor matrix, which stratifies the risk categories. Ensure leaders at the training site have the authority to adapt to local conditions.

(2) Identified controls are in place.

(a) Update local WBGT hourly.

(b) Adhere to work/rest cycle in high heat categories and rest in shade.

(c) Double space (60 inches) Soldiers in formations during runs or marches. (This is very effective to allow individual heat dissipation during runs.)

(d) For tasks requiring continuous effort, adhere to guideline, and allow extended rest afterwards.

(e) Training event incorporates good prior planning.

(3) Monitor and enforce hydration standard.

(a) Encourage frequent drinking, but not to exceed 1-½ quarts per hour, or 12 quarts per day. Make water more palatable, if possible, by flavoring and cooling. Consider moving to electrolyte beverages when daily consumption exceeds 1-1.5 gallons.

(b) Do not allow Soldiers to empty canteens to lighten load.

(c) Ensure Soldiers are well hydrated before training, especially for early morning runs. Ask about urine (urine is clear and light yellow if well hydrated).

(d) Check Ogden cord or Riley card frequently.

(e) For Soldiers who are at increased risk for heat injury (see J-2a(5) above), pre- and post-activity weighing is an excellent tool for monitoring their hydration level and managing their risk. Weigh these Soldiers the same time each day, after using the bathroom, before showering, and in underwear. Any weight lost in 24 hours represents loss of water. If weight has been lost, have the Soldier drink water or electrolyte drink at the rate of one pint of water per pound, not to exceed hydration guidelines (table J-1). If weight has been gained, have the Soldier eat a salty snack, and do not require him or her to drink more water. If feasible and if sufficient numbers of scales are available, weigh all Soldiers during category 4 and 5 conditions.

(4) Monitor and enforce eating of meals.

(a) Ensure all meals are eaten during the meal break.

(b) Ensure adequate time to eat and drink meals.

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(c) Add table salt to food when the heat category is high. Salt tablets are *not* recommended.

(5) Execute random checks.

(a) Conduct spot checks by cadre, senior NCOs, and drill instructors. Ask "who-when-where-what" questions to assess mental status (see table J-3).

(b) Enforce battle buddy checks – awareness of each other's eating, drinking, and frequency of urination.

(c) Plan placement of leaders to observe and react to heat casualties in dispersed training.

(6) At the end of the day, have Soldiers take cold showers after moderate and heavy work with category 3 and above. This will minimize cumulative thermal heat load. For definitions of moderate/heavy work and heat category 3, refer to TRADOC Reg 350-29, appendix B.

e. Supervise and evaluate.

(1) Enforce SOPs.

(2) Delegate responsibilities to ensure control measures have been implemented.

(3) Monitor adequacy/progress of implementation of control measures.

(4) Conduct spot checks of cadre.

(a) Ensure cadre have current WBGT.

(b) Ensure cadre are implementing work/rest/drink cycles.

(c) Make on-the-spot corrections. Lead by example.

(5) Conduct spot checks of Soldiers.

(a) Ask Soldiers "who-when-where-what" questions, while observing their mental status and physical capabilities.

(b) Look out for common signs and symptoms, which can rapidly progress to serious signs and symptoms.

(6) Reevaluate training mission if two or more heat casualties occur.

(7) When controls fail, heat injuries occur.

(a) The ability to recognize heat injury is paramount.

(b) Take immediate action if any heat injuries are observed or suspected.

(c) Stop-rest-cool, then evaluate IAW warning signs and symptoms.

(d) If in doubt, evacuate.

(8) Use table J-2 (para J-3) for warning signs and symptoms of heat casualties and injuries.

J-3. Reportable heat casualties. Reportable heat casualties are those validated as heat exhaustion, rhabdomyolysis, and heat stroke. (See table J-3.) Medical personnel will determine final diagnoses. Types of heat casualties and injuries:

a. Heat cramps. Heat cramps are brief, recurrent, and often-agonizing cramps in the muscles of the limbs and trunk. Heat cramps result primarily from excessive loss of salt from the body. This condition occurs when individuals that have been actively sweating do not replace the salt lost in their sweat. The immediate goal of treatment is relief of the cramps, not replacement of salt losses, which takes longer and is best accomplished by consuming salted foods or fluids over days before resuming work in the heat.

b. Heat exhaustion. Heat exhaustion, the most common form of heat casualty, occurs as a result of excessive loss of water and salt from the body.

(1) Symptoms. Symptoms may include dizziness, headache, nausea, unsteadiness, weakness, muscle cramps, and irritability. Sweating persists and may even be profuse.

NOTE: If mental status changes are present, e.g., confusion and disorientation, treat in the same manner as heat stroke (para. J-3c below).

(2) Treatment. Move victims of heat exhaustion to a shaded area, loosen clothing, and elevate their feet to promote the return of blood to the heart. Make them sip water at the rate of one quart of water every 30 minutes.

NOTE: If mental status changes are present, e.g., confusion and disorientation, treat in the same manner as heat stroke (para. J-3c below). Call for medic (91W); if not available, call for ambulance or medical evacuation (MEDEVAC).

c. Heat stroke. **HEAT STROKE IS A MEDICAL EMERGENCY WITH A HIGH MORTALITY RATE. BEGIN TREATMENT AND CALL FOR AMBULANCE OR MEDEVAC IMMEDIATELY.** Heat stroke results from a breakdown of the body's ability to cool its temperature.

(1) Symptoms include confusion or disorientation; unresponsiveness or coma; vomiting; involuntary bowel movement; convulsions; weak or rapid pulse; hot skin; and combativeness. Sweating may or may not be present. Heart rate and breathing are rapid.

(2) Mental status assessment. A Soldier's mental status is an important sign that the Soldier is in a serious life-threatening condition (with or without increased temperature). Initially, mental status is more important than attempting to measure the Soldier's temperature. Assess

mental status by asking the following questions. Call for MEDEVAC or ambulance if any of the conditions in parenthesis exist:

- (a) Who. What is your name? (Does not know own name.)
- (b) When. What month is it? What year is it? (Does not know month or year.)
- (c) Where are you? (Does not know the place where he or she is.)
- (d) What were you doing before you became ill? (Does not know events that led to the present situation.)

(3) Treatment. Rapidly cooling the casualty can dramatically reduce the death rate:

- (a) Lay casualty down with feet elevated.
- (b) Remove clothes (to underwear).
- (c) Cool the casualty as follows:

- Use of iced sheets is preferred. The use of bed sheets cooled with ice water has been proven to significantly improve the recovery and outcome of persons suffering from heat stroke. Insulated ice chests can be maintained at training sites by drill sergeants/ CLS; carried on ambulances; and/or maintained at TMCs. Prepare and apply iced sheets as follows:

- Soak normal bed sheets in insulated ice chests full of iced water. (The sheets can be kept in re-sealable plastic bags ready for use, or kept immersed in the water.) Plan on a minimum of 8 sheets per company.

- Cover as much of the exposed skin as possible, and the top of the head, with the ice-cold sheets.

- When the sheets warm up, remove them and replace them with fresh iced sheets.

- As an alternative, place the casualty in a makeshift tub made from a poncho-lined hole filled with cool water. Use a cool or cold towel or t-shirt on the head. Direct one Soldier to always hold the casualty's head out of the water. The casualty can never be left alone.

NOTE: Do not immerse victim in ice, this will not provide adequate cooling.

- Another alternative is to immerse towels or T-shirts in cold water and place these on the Soldier's neck, in the armpits, in the groin, and on the trunk. In addition, pour cold water over the Soldier and fan him or her to hasten water evaporation

- (d) Continue cooling until casualty starts shivering, regains normal mental status, or arrives at a MTF.

Table J-3
Indications of possible heat casualties and heat injuries

HEAT EXHAUSTION	
<p><u>SIGNS/SYMPTOMS</u></p> <ul style="list-style-type: none"> • Dizziness • Headache • Nausea • Unsteadiness • Weakness • Muscle cramps • Irritability • WATCH FOR confusion, disorientation 	<p><u>ACTIONS</u></p> <ul style="list-style-type: none"> • STOP. Stop activity. • REST. Rest Soldier flat with legs elevated helmet high in shade or cool place. • COOL. <ul style="list-style-type: none"> – Loosen uniform. Remove BDU blouse and helmet-equipment. – Combat lifesaver or medic should evaluate casualty. <ul style="list-style-type: none"> ○ If excessive water intake, large clear urine output, poor food intake, vomiting, or distended abdomen, give salty snack if conscious. Do <u>not</u> give IV or water. ○ If poor water intake, poor urination, etc., have casualty sip cool electrolyte beverage or water as tolerated over 20-30 min. Do <u>not</u> force water. • CALL. Evacuate to hospital <u>if</u> no improvement in 30 min. <u>or</u> if condition worsens. Ensure same person keeps monitoring the casualty. • Check other Soldiers, reassess situation, and adjust as necessary. • If mental status changes are present (confusion, disorientation, treat as heat stroke (see below).

Table J-3

Indications of possible heat casualties and heat injuries--continued

HEAT STROKE	
<p><u>SIGNS/ SYMPTOMS</u></p> <ul style="list-style-type: none"> • Confusion/disorientation (mental status assessment¹) unresponsiveness, coma. • Vomiting. • Involuntary bowel movement. • Convulsions. • Weak or rapid pulse. • Hot body, high temperature. • Coma, unresponsive • Combative 	<p><u>IMMEDIATE ACTIONS</u></p> <p>Immediately call for evacuation, and at the same time:</p> <ul style="list-style-type: none"> • STOP. Stop activity. • REST. Lay person down in shade, or cool place, with feet elevated. If coma, lay on side. • COOL. <ul style="list-style-type: none"> ○ Strip to underwear. ○ Apply iced sheets.² ○ Pour cold water over casualty and fan. ○ Massage extremities to increase blood flow to skin (aids in cooling process). ○ Stop cooling if casualty starts shivering. – Combat lifesaver or medic should evaluate casualty. <ul style="list-style-type: none"> ○ If excessive water intake, large clear urine output, poor intake, vomiting, or distended abdomen, give salty snack if conscious. Do <u>not</u> give IV or water. ○ If poor water intake, poor urination, etc., have casualty sip cool electrolyte beverage or water as tolerated over 20-30 min. Do <u>not</u> force water. ○ If evac delayed >10 min., CLS give chilled 500cc Normal Saline IV. • CALL. <ul style="list-style-type: none"> ○ Evacuate to hospital, cooling enroute. ○ Monitor airway and breathing until ambulance or MEDEVAC arrives. Ensure same person keeps monitoring the casualty. • Check other Soldiers, reassess situation, and adjust as necessary.
<p>1. Assess mental status by asking the following questions. Call for MEDEVAC or ambulance if any of the conditions in parenthesis exist:</p> <p>(a) Who. What is your name? (Does not know own name.)</p> <p>(b) When. What month is it? What year is it? (Does not know month or year.)</p> <p>(c) Where are you? (Does not know the place where he or she is.)</p> <p>(d) What were you doing before you became ill? (Does not know events that led to the present situation.)</p> <p>2. Preparation and use of iced sheets.</p> <p>(a) Soak normal bed sheets in insulated ice chests full of iced water. Plan on a minimum of 8 sheets per company.</p> <p>(b) Cover as much of the exposed skin as possible, and the top of the head, with the ice-cold sheets.</p> <p>(c) When the sheets warm up, remove them and replace them with fresh sheets.</p>	

d. Over-hydration/hyponatremia/water intoxication. **THIS IS A MEDICAL EMERGENCY WITH A HIGH MORTALITY RATE. CALL FOR AMBULANCE OR MEDEVAC IMMEDIATELY.** This illness occurs primarily in the setting of forced water drinking (more than 15 quarts per day) for prevention of early symptoms of heat casualty.

(1) Prevention. It is imperative that hydration status is monitored through battle buddy and cadre checks. Soldiers should drink no more than 1 ½ quarts per hour, and no more than 12 quarts per day. However, do not place excessive emphasis on this so that Soldiers are fearful of drinking water. Control over-hydration (which is rare, compared to other heat injuries) with good cadre and leadership supervision. The duration of field treatment of casualties, even with mild heat illness, should never exceed 1 hour, with a maximum of 2 quarts of fluid. Primary prevention of overhydration is meal consumption and adherence to the fluid replacement guidelines as illustrated in TRADOC Reg 350-29, app. B.

(2) Symptoms of over-hydration are very similar to the symptoms of mild heat induced dehydration: Weakness and fatigue, vomiting, and confusion (see table J-4).

(3) Treatment. A Soldier with symptoms of over-hydration should be promptly evacuated to a MTF.

e. Rhabdomyolysis. Rhabdomyolysis, or "rhabdo," is the breakdown of muscle fibers and release of muscle fiber products into the circulation. Some of these products are toxic to the kidney and frequently result in kidney damage. In some cases, rhabdo has resulted in kidney failure and death. Rhabdo can be caused by extreme exertion in a person who is unaccustomed to exertion. This disease is not categorized as a heat injury but is closely related. In addition to poor conditioning, some contributors to rhabdo are: 1) Environmental heat stress (which can result from inadequate hydration); 2) electrolyte abnormalities (which can be caused by inadequate diet, and/or abuse of laxatives or diuretics); and 3) sickle cell trait (SCT), which is probably not causative, but increases a person's risk.

(1) Symptoms of rhabdo include: Abnormal urine color (dark, red, or cola colored); muscle tenderness; and muscle weakness. (See table J-4.)

(2) Treatment. Casualties with rhabdo should be promptly evacuated to MTFs. Treatment of rhabdo includes aggressive re-hydration of the casualty.

Table J-4**Indications of possible water intoxication (over-hydration) and rhabdomyolysis**

WATER INTOXICATION	
<u>SIGNS AND SYMPTOMS</u>	<u>WHAT TO DO:</u>
<ul style="list-style-type: none"> • Confusion • Lethargy • Vomiting 	<ul style="list-style-type: none"> • Ask these questions to the Soldier or battle buddy: <ul style="list-style-type: none"> ◦ Has the Soldier been eating? Check rucksack for number of MREs left (suspect water intoxication if Soldier had not been eating.) ◦ Has Soldier been drinking a lot? (Suspect water intoxication if Soldier has been drinking constantly.) ◦ How often has the Soldier urinated? (Frequent urination seen with water intoxication; little urination with heat injury.) ◦ What color is the urine? (Clear urine may indicate over-hydration) • If Soldier has been eating, drinking, and urinating a lot, yet has these symptoms – IMMEDIATELY call MEDEVAC or ambulance for emergency transport
RHABDOMYOLYSIS	
<u>SIGNS AND SYMPTOMS</u>	<u>WHAT TO DO:</u>
<ul style="list-style-type: none"> • Abnormal urine color (dark, red, or cola colored) • Muscle tenderness • Muscle weakness 	<ul style="list-style-type: none"> • Evacuate promptly to MTF

Appendix K**Cold Casualty and Injury Prevention**

K-1. Cold injuries. Prior planning and adequate training are essential to minimize cold casualties. Commanders must establish appropriate guidelines on training/physical activity, uniform wear, and troop support requirements to conform to the precautions for each wind chill level, which are classified as green, yellow, or red. Cold injuries include nonfreezing injuries (trench/immersion foot), freezing injuries (frostbite) and hypothermia. Most cold injuries are preventable with proper cold weather protection. Awareness of the magnitude of cold stress (temperature, wind chill, or rain/water exposure/immersion) is important for making decisions on how to appropriately use clothing systems and conduct training. **TO KEEP WARM**
REMEMBER THE WORD C-O-L-D:

C – Cleanliness and Care – Socks and clothing work more effectively when clean. Change socks 2-3 times daily.

O – Overheating – Wearing too much clothing can cause overheating and excessive sweating, which makes clothes wet, and decreases insulation.

L – Layers and Looseness – Clothing in loose layers assures air spaces to prevent heat loss. Adjust the number of layers to both the environment and activity. Loose-fitting clothing insures circulation and insulation.

D – Dry – A wet garment is a cold garment. Wear the field jacket as a windbreaker and to repel water.

K-2. Cold casualty risk management. The five steps of cold casualty risk management are:

- 1) identify hazards, 2) assess hazards, 3) develop controls, 4) implement controls, and 5) supervise and evaluate.

a. Identify hazards:

- (1) Cold (temperature 40° F and below).
- (2) Wet (rain, snow, ice, or humidity) or wet clothes.
- (3) Wind (wind speed 5 miles per hour and higher).
- (4) Lack of adequate shelter/clothes.
- (5) Lack of provisions/water.
- (6) Other risk factors:
 - (a) Previous cold casualties (clusters of cold casualties on prior days mean high risk for today).
 - (b) Use of tobacco, nicotine, or alcohol in last 24 hours.
 - (c) Skipping meals.
 - (d) Low activity.
 - (e) Fatigue/sleep deprivation.
 - (f) Little experience in cold weather.
 - (g) Dehydration.

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(h) Minor illness (cold symptoms, sore throat, low-grade fever, nausea, or vomiting), injuries, or wounds.

(i) Taking drugs (prescription/over the counter/herbal/dietary supplements).

(j) Prior history of cold injury.

(7) Seriously consider taking ill Soldiers and Soldiers that have had alcohol within 24 hours, out of training, and having ill Soldiers seen on sick call.

b. Assess hazards.

(1) Commanders, cadre, and other responsible officers and NCOs are familiar with environmental conditions (such as temperature, wind, humidity, and ground surface conditions) that influence the risk of cold casualties and cold injuries. The wind chill chart is found in TRADOC Reg 350-29, appendix B. Find the wind speed in the left-hand column, and then read across to the column under the actual temperature. This number is the equivalent temperature acting on any exposed skin. Any movement has the same cooling effect as the wind. Consider running, skiing, or riding in an open vehicle in using the wind chill chart.

(2) Other questions to ask are:

(a) Do individuals have adequate shelter/clothing? Is clothing clean, without holes or blemishes (which could decrease function)? Is clothing without stains (which could decrease heat retaining function of material)?

(b) Have meals been consumed? Are meals warm?

(c) Are there other circumstances?

- Contact with bare metal?
- Contact with petroleum, oil, or lubricants (POL)?
- Contact with wet materials or wet ground?
- Can Soldiers move around to keep warm?
- Are feet dry and warm?
- Is the Soldier with a buddy that can assist/watch over to prevent cold casualties?

c. Develop controls.

(1) Ensure that Soldiers are issued serviceable, properly fitting clothing and footgear for cold weather. Multiple layers are designed to allow insulation adjustment to both the environment and activity level, so that only insulation is used to maintain body temperature, but not sweating.

(2) Sweating degrades insulation and exacerbates heating loss.

(3) Gortex outer garments protect from wind, rain, and snow, but do not allow adequate evaporation of sweat. Do not wear during physical activity.

(4) Ensure hand wear is sufficient to protect from wind chill and contact cooling, while allowing dexterity to perform tasks.

(5) Use approved gloves to handle all fuel and POL.

(6) Schedule training to fit weather conditions.

(7) Main points to stress to Soldiers:

- C – keep clothing Clean
- O – avoid Overheating
- L – wear clothing Loose and in Layers
- D – keep clothing Dry as possible

(8) Main points to stress to leaders – Follow these **WIND CHILL PREVENTIVE MEDICINE MEASURES**, based on wind chill temperature:

(a) 30° F and below—alert personnel to the potential for cold injuries.

(b) 25° F and below—leaders inspect personnel for wear of cold weather clothing. Provide warm-up tents/areas, and hot beverages.

(c) 0° F and below—leaders inspect personnel for cold injuries. Increase the frequency of guard rotations to warming areas. Discourage smoking.

(d) -10° F and below—initiate the buddy systems; have personnel check each other for cold injuries.

(e) -20° F and below—modify or curtail all but mission-essential field operations.

(9) General guidance for all cold-weather training.

(a) Skin: Exposed skin is more likely to develop frostbite, therefore, cover skin. Avoid wet skin (common around the nose and mouth). Inspect hands, feet, face, and ears frequently for signs of frostbite.

(b) Clothing: Soldiers must change into dry clothing at least daily, and whenever clothing becomes wet, and must wash and dry feet and put on dry socks at least twice daily.

(c) Nutrition: 4500 calories a day per Soldier. (Equivalent to 3 meal packets in meal-cold weather, or 3-4 MREs.

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(d) Hydration: 3-6 liters (canteens) per day, per Soldier. Warm, sweet drinks are useful for rewarming.

(e) Camouflage: Obscures detection of cold injuries; not recommended below 10° F.

(f) Responsibilities: Soldiers are responsible for preventing individual cold injuries. Unit NCOs are responsible for the health and safety of their troops.

(10) Ensure appropriate clothes and proper wearing of clothes:

(a) Loose and in layers.

(b) Clean.

(c) Ensure proper boots are worn.

(d) Ensure boots are dry.

(e) Clothes do not have holes, broken zippers, etc.

(f) Hands, fingers and head are covered and protected.

(g) Avoid spilling liquids on skin or clothes. Liquid stains will reduce clothing's protective efforts.

(h) Change wet/damp clothes as soon as possible.

(11) Keep body warm.

(a) Keep moving.

(b) Exercise big muscles (arms, shoulders, trunk, and legs) to keep warm.

(c) Avoid alcohol use (will cause your body to lose heat faster).

(d) Avoid standing on cold, wet ground.

(e) Avoid all tobacco products. They decrease blood flow to skin.

(f) Eat all meals to maintain energy.

(g) Drink water, and/or warm nonalcoholic fluids, to prevent dehydration.

(12) Protect feet.

(a) Keep socks clean and dry.

- (b) Wash feet daily, if possible.
- (c) Carry extra pairs of socks.
- (d) Change wet or damp socks as soon as possible; use foot powder on feet and boots.
- (e) Avoid tight socks and boots; do not over tighten boot or shoes.
- (f) Wear overshoes to keep boots dry.

NOTE: TRENCH FOOT CAN OCCUR AT ANY TEMPERATURE – always keep feet warm and dry.

(13) Protect hands.

- (a) Wear gloves with inserts, or mittens with inserts.
- (b) Warm hands under clothes if they become numb.
- (c) Avoid skin contact with snow, fuel, or bare metal.
- (d) Treat gloves with waterproofing compounds to waterproof.

(14) Protect face and ears.

- (a) Cover face and ears with scarf.
- (b) Wear insulated cap with flaps over ears or balaclava.
- (c) To warm face and ears, cover them with your hands. Do **NOT** rub face or ears.
- (d) Do not use face camouflage when wind chill is -10° F or below.
- (e) Wear sunscreen.
- (f) Exercise facial muscles.

(15) Protect each other.

- (a) Watch for signs of frostbite in your buddy.
- (b) Ask about and assist with rewarming of feet, hand, ears, or face.

(16) Protect your eyes.

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(a) Wear sunglasses to prevent snow blindness.

(b) If sunglasses are not available, improvise sunglasses (slit goggles). Make eye protection from cutting slits in cardboard (e.g., MRE cardboard box).

(17) To prevent carbon monoxide poisoning:

(a) Do not sleep near exhaust of a vehicle while vehicle is running.

(b) Do not sleep in enclosed area where an open fire is burning.

(c) Do not use unauthorized commercial heaters or burners.

d. **Implement controls.**

(1) Identified controls are in place.

(2) Controls are integrated into SOPs.

(a) Educate Soldiers of hazards and controls.

(b) Use buddy system to check clothes and personal protection.

(3) Decision to accept risk is made at appropriate level.

(4) Maintain buddy system to watch each other for warning signs of becoming a cold casualty.

(5) Leadership controls.

(a) Discontinue or limit activities/exercise during extreme cold weather.

(b) Use covered vehicles for troop transport.

(c) Have warming tents available.

(d) Have warm food and drink on hand.

(6) Facility controls.

(a) Use only Army-authorized heaters (e.g., no kerosene or propane heaters).

(b) Ensure heaters are in working order and adequately ventilated.

(c) Ensure integrity of shelters for maximum protection from the cold.

e. Supervise and evaluate.

- (1) Ensure all Soldiers are educated about cold injuries.
- (2) Delegate responsibilities to ensure control measures have been implemented.
- (3) Monitor adequacy/progress of implementation of control measures.
- (4) Do spot checks of clothes and personal protection.
- (5) Record and monitor indicators of increasing cold risks. For example:
 - (a) Increasing number of cold injuries.
 - (b) Increased complaints/comments about cold.
 - (c) Observations of shivering, or signs of frostbite.
- (6) Evaluate current control measures and strategize new or more efficient ways to keep warm and avoid cold injuries.

K-3. Types of cold casualties and injuries. (See table K-1.)

a. Chill blains are localized skin changes such as redness, swelling, and itching. The skin may feel tender and burning. The most common areas affected are the backs of hands, toes, feet, the nose, and ears. This occurs in cold temperatures from 20 to 60 °F where there is very high humidity. Treatment involves rewarming the affected areas with warm air. Keep exposed areas, such as hands and feet, covered and dry to prevent chilblains. Keep the face, especially around the mouth and nose, which has a tendency to become wet, as dry as possible, and covered.

b. Trench/immersion foot. Immersion foot or trench foot is an injury that results from fairly long exposure of the feet to wet conditions at temperatures from approximately 32 to 50° F. Inactive feet in wet socks and boots, or tightly laced boots, impair circulation and are even more susceptible to injury. Prolonged exposure can cause the feet to swell. Feet are cold and reddish in color and have swelling, blistering, bleeding, and numbness. Signs of trench foot can include not only reddish colored feet, but also pale, blue, or black (depending on degree of injury). Individuals with immersion injury should elevate and rewarm their feet gradually by exposing them to warm air. Trench foot treatment can also include direct body-to-body contact. If trench foot is diagnosed early, maintaining warm, dry feet is an effective treatment. Do not moisten, massage, or apply heat or ice to feet with immersion injuries. Covering the patient with several layers of warm coverings is preferable to using extreme heat. Evacuate patients as soon as possible.

c. Frostbite. Frostbite is the injury to tissue caused from exposure to below freezing temperatures. Severe frostbite can result in loss of affected body parts such as fingers, toes, hands, or feet. Frostbite starts with a discoloration of the skin of the nose, ears, cheeks, fingers,

or toes. This is followed by a tingling sensation for a short time, and then numbness. The skin may briefly appear red for light skinned individuals, or grayish for dark skinned individuals, and then become pale or waxy white. Upon thawing, the signs vary with the degree of injury. Mild to moderate frostbite injury appears red and swollen, has blisters, and is painful. Severe frostbite injuries have blue-black discoloration, blood-filled blisters, and an absence of pain. Remove tight clothing or boots from the injured area. To warm the frozen body part, place it next to the skin of another person. Keep the victim warm and covered to prevent further injury. Do not massage, expose to open fire, rub with snow, or soak injuries in cold water. Only thaw frozen tissue if there is no chance that it will refreeze. Thaw and refreezing cycles cause significantly greater damage. Evacuate the victim to a MTF as soon as possible.

d. Hypothermia. Hypothermia is a state in which core temperature is below normal because an individual is losing heat faster than they produce it. The body cools to a temperature below 95 °F during continued exposure to low or rapidly dropping temperatures, rain, snow, or ice. Hypothermia can also occur in seemingly mild conditions (e.g., 60° F air with heavily falling rain as the rain degrades the clothing insulation and increases cooling). As the body cools, the following progressive stages of discomfort and impairment occur: shivering; faint pulse; mental confusion; slurred speech; glossy eyes; slow, shallow breathing; uncoordinated movements; unconsciousness; and irregular heart beat. **HYPOTHERMIA IS A MEDICAL EMERGENCY AND PROMPT MEDICAL TREATMENT IS NECESSARY.** Shivering is an effective means of raising body temperature. Heating just the skin with an external heat device can blunt shivering and rewarming, so apply heating to armpits and groin. Immediate treatment for all casualties must include calling for MEDEVAC or ambulance, rapidly removing wet garments, applying blankets and available insulating equipment, maintaining the horizontal position, and avoiding rough movement and excess activity. Assess responsiveness, breathing, and pulse. Pulse and breathing can be difficult to detect. However, if casualty is not breathing, start rescue breathing immediately, without hesitation.

K-4. Evacuation. Commanders must establish a liberal policy of evacuation of injured personnel to the nearest MTF. Ensure medical support is available for treatment of heat and cold casualties. Consider establishing means for emergency communication with medical facilities at all training sites (e.g., phone, cell phone, etc.). Consider ambulance at training site for rapid evacuation to medical facility.

Table K-1

Warning signs and symptoms of cold casualties and cold injuries

INDICATIONS OF POSSIBLE COLD CASUALTIES AND COLD INJURIES	
<u>EARLY SIGNS/SYMPTOMS</u>	<u>ACTIONS</u>
<ul style="list-style-type: none"> • Itching, tender skin (chilblain). • Swollen, red, or darkened skin (chilblain). • Tingling, burning, blistered, swollen areas (early frostbite). • Cold, numb feet with swelling and redness (immersion foot). • Weakness and dizziness (dehydration). 	<ul style="list-style-type: none"> • Remove from training. • Prevent further exposure. • Remove wet or constrictive clothing. • Re-warm slowly and provide warm sweet drinks. • Elevate feet; cover, dry, and re-warm. • Do not allow victim to walk on injured feet. • While doing the above, call for medic evaluation of the Soldier. If no medic is available, call ambulance or MEDEVAC.
<u>LATER SIGNS/ SYMPTOMS</u>	<u>IMMEDIATE ACTIONS</u>
<ul style="list-style-type: none"> • Vigorous shivering, slurred speech, and poor memory (hypothermia). • No shivering with drowsiness, confusion, disorientation, and amnesia (severe hypothermia). • Numb, gray, or waxy skin (advanced frostbite). • Frozen tissue that feels wooden to touch (advanced frostbite). • Swollen, red and bleeding feet (trench foot). • Unconscious. 	<p>Hypothermia is the most serious of cold exposure emergency. Immediately call for MEDEVAC or ambulance for emergency transport while doing the following:</p> <ul style="list-style-type: none"> • Strip off wet or constrictive clothing and wrap victim in warm blankets. • Evacuate frostbite; do not re-warm if evacuation is not possible. • Re-warm frostbite gradually by direct skin-to-skin contact; re-warm trench foot with warm air. • Do not allow injury to refreeze during evacuation. • Monitor airway and breathing until MEDEVAC or ambulance has arrived.

K-5. Reporting injuries. Report all heat and cold casualties, heat exhaustion, heat stroke, rhabdomyolysis, frostbite, and hypothermia to the Safety Office. Submit the report on DA Form 285 (U.S. Army Accident Report), or on a form local policy specifies. The Safety Office is responsible for ensuring that the Preventive Medicine Division receives a copy of the report for entering into the DOD Reportable Medical Events System. Commanders must furnish a copy of the injury report to Commander, TRADOC, ATBO-MD, 60 Ingalls Road, Fort Monroe, VA 23651-1032.

Appendix L

Hometown Recruiter Assistance Program

L-1. Program background. The HRAP is a voluntary recruiter assistance program that allows qualified IET graduates to promote Army service in their hometowns while in a permissive TDY status. The intent of the program is to allow recent IET graduates to go to their hometowns, and share their experiences with their peers, in order to connect with the target market for recruiting. The normal time period for HRAP for an AIT or OSUT graduate Soldier is 14 days, including

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travel. The first lieutenant colonel or equivalent commander in the Soldier's chain of command, is the approval authority for HRAP requests at the TRADOC service schools and major subordinate commands. The proponent for HRAP is HQ USAREC, Director of Recruiting Operations (RCRO-PP). Additional information on HRAP is found in [AR 601-2](#) (Army Promotional Recruiting Support Programs), chapter 7.

L-2. Qualifications. Applicants for the HRAP are Regular Army Soldiers with the following qualifications:

- a. Correct age, as identified in the current USAREC targeting model.
- b. High school diploma graduate (HSDG) or a General Equivalency Diploma with 15 hours of college.
- c. Perform HRAP duty within 50 miles of a recruiting station.
- d. Provide for their own personal transportation.
- e. Are not enrolled in the Army Body Composition Program IAW [AR 600-9](#), section 3, paragraph 21, with a transferable flag en route to a gaining unit.

L-3. Duties. The HRAP Soldier will perform the following duties:

- a. Represent the best qualities inherent in Army service.
- b. Generate HSDG and high school senior leads and enlistments.
- c. Speak to selected groups, as directed by the recruiting station commander.
- d. Display exceptional military bearing and have an impeccable appearance.
- e. Be a good role model for Delayed Entry Program/Delayed Training Program members.

L-4. Procedures.

a. Special provisions may apply to HRAP conducted during the annual EXODUS holiday break. HQs USAREC provides the EXODUS HRAP policy on a yearly basis since policy may change based on recruiting mission, and the capacity of recruiting stations to work with volumes of HRAP Soldiers. As a rule, only graduates of AIT, OSUT, and follow-on training (e.g., Airborne, Air Assault) are encouraged to participate in the HRAP.

b. On an exception basis, Soldiers currently in IET, home on leave, can perform HRAP duty if the local recruiting station commander believes the Soldier can contribute to the mission, and the station commander's Recruiting Battalion Commander approves the exception.

c. Incorporate the HRAP application and processing using DA Form 31 (Request and Authority for Leave) into planning and ticketing systems for EXODUS.

Appendix M

Medical Support

M-1. Medical support requirements. Commanders will ensure medical support requirements are addressed in the planning, preparation, and execution of all training activities. The training development process fixes responsibility, institutionalizes operational medical support, and leads to decision making at the command level appropriate to the identified maximum credible hazardous incident/accident. MST provides:

- (1) Standardized support to all training.
- (2) Medical support linked to credible injury.
- (3) Timely response, evacuation, and treatment of injured personnel.

M-2. Levels of support.

a. The base level of support, ATLS services, is available for all training activities. Activities classified as inherently high-risk, and extremely high-risk training, require additional medical support dedicated to the training event, to complement the ATLS capability.

(1) ATLS within 1 hour is the standard for all training. ATLS is defined as trained physicians or physician's assistants providing life-saving intervention (e.g., airways, chest tubes, hemorrhage control, etc.) and stabilization. Normally, ATLS is provided at military or civilian trauma hospitals. Injured Soldiers requiring ATLS are in a trauma center within 1 hour. Long evacuation times may require an on-site ATLS team.

(2) Additional medical support is defined as training-specific medical support, in addition to ATLS within 1 hour. A medic or CLS provides this additional medical support (e.g., support breathing, stop profuse bleeding, treat for shock, give fluids, etc). Additional medical support is available to the injured Soldier within 10 minutes of notification of an accident/injury.

b. Specific injuries may require support in addition to ATLS within 1 hour (e.g., stopped breathing, profuse bleeding, or severe dehydration). For those instances, use table M-1 to determine the appropriate level of support required in addition to ATLS. TRADOC/MEDCOM standard is the minimum level of additional medical support required, unless unit commanders and the Director of Health Services (DHS) agree, and the commandant approves, a lesser level. Commandants can approve an upgrade to the support level based upon a combined unit commander and DHS valid risk assessment and mission analysis.

Table M-1
Levels of medical support

LEVELS OF MEDICAL SUPPORT				
TRAINING	INJURY	MEDICAL SUPPORT REQUIRED	SOURCE	STANDARD
INDIVIDUAL				
Physical Training	Environmental Injury	Cooling/Warming/Fluids	CLS	ATLS + CLS
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
TRAINING	INJURY	MEDICAL SUPPORT REQUIRED	SOURCE	STANDARD
ALL				ATLS + Medic
UNIT TRAINING				
Situational Training Exercise/FTX	Blunt Trauma	Fluids	Combat Lifesaver (CLS)	ATLS + CLS
	Crush Injury	Bandages/Splints/Fluids	CLS	
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
	Lacerations	Bandages/Fluids	CLS	
	Environmental Injury	Cooling/Warming/Fluids	CLS	
	Smoke Inhalation	Removal	Physician's Assistant (PA)	
	Burn	Fluids	CLS	
Military Operations on Urbanized Terrain	Blunt Trauma	Fluids	CLS	ATLS + CLS
	Penetrating Trauma	Bandages/Fluids	CLS	
	Crush Injury	Bandages/Splints/Fluids	CLS	
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
	Lacerations	Bandages/Fluids	CLS	
	Head Injury	Transport	Medic	
	Spine Injury	Immobilization/Transport	Medic	
	Environmental Injury	Cooling/Warming/Fluids	CLS	
	Smoke Inhalation	Removal	PA	
	Eye Injury	Protection	PA	
Burn	Fluids	CLS		
WEAPONS/AMMUNITION				
Hand Grenades	Blunt trauma	Fluids	CLS	ATLS + Medic
	Penetrating Trauma	Bandages/Fluids	CLS	
	Extremity Trauma	Bandages/Splint/Fluids	CLS	
	Lacerations	Bandage/Fluids	CLS	
	Spine Injury	Immobilization/Transport	Medic	

	Eye Injury	Protection	PA	
	Burn	Fluids	CLS	
	Multiple Injured		Medic/ Ambulance	
TRAINING	INJURY	MEDICAL SUPPORT REQUIRED	SOURCE	STANDARD
Grenade Launcher	Blunt Trauma	Fluids	CLS	ATLS + CLS
	Penetrating Trauma	Bandages/Fluids	CLS	
	Extremity Trauma	Bandages/Splints/ Fluids	CLS	
	Lacerations	Bandages/Fluids	CLS	
	Spine Injury	Immobilization/ Transport	Medic	
	Eye Injury	Protection	PA	
	Burn	Fluids	CLS	
Live Fire	Penetrating Trauma	Bandages/Fluids	CLS	ATLS + CLS

TRAINING	INJURY	MEDICAL SUPPORT REQUIRED	SOURCE	STANDARD
Live Fire & Maneuver	Blunt Trauma	Fluids	CLS	ATLS + Medic + Ambulance
	Penetrating Trauma	Bandages/Fluids	CLS	
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
	Lacerations	Bandages/Fluids	CLS	
	Spine Injury	Immobilization/Transport	Medic	
	Burn	Fluids	CLS	
	Multiple Injured		Medic/ Ambulance	
Demolitions	Blunt Trauma	Fluids	CLS	ATLS + Medic
	Penetrating Trauma	Bandages/Fluids	CLS	
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
	Lacerations	Bandages/Fluids	CLS	
	Spine Injury	Immobilization/Transport	Medic	
	Eye Injury	Protection	PA	
	Burn	Fluids	CLS	
	*Sapper Leader Training			ATLS + Medic
Rappelling – Tower	Blunt Trauma	Fluids	CLS	ATLS + CLS
	Crush Injury	Bandages/Splint/Fluids	CLS	
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
	Lacerations	Bandages/Fluids	CLS	
	Head Injury	Transport	CLS	
	Spine Injury	Immobilization/Transport	Medic	
	Friction Burn	Bandages	PA	
Rappelling – Non-tower	Blunt Trauma	Fluids	CLS	ATLS +
	Crush Injured	Bandages/Splint/Fluids	CLS	
	Extremity Trauma	Bandages/Splints/Fluids	CLS	

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	Lacerations	Bandages/Fluids	CLS	Medic
	Head Injury	Transport	CLS	
	Spine Injury	Immobilization/Transport	Medic	
	Friction Burn	Bandages	PA	
INDIVIDUAL				
Day Land Navigation	Environmental Injury	Cooling/Warming/Fluids	CLS	ATLS + CLS
	Extremity Trauma	Bandages/Splint/Fluids	CLS	
	Head Injury	Transport	Medic	
	Spine Injury	Immobilization/Transport	Medic	
Night Land Navigation	Environmental Injury	Cooling/Warming/Fluids	CLS	ATLS + CLS
	Extremity Trauma	Bandages/Splint/Fluids	CLS	
	Head Injury	Transport	Medic	
	Spine Injury	Immobilization/Transport	Medic	
	Eye Injury	Protection	PA	
Road Marches	Environmental Injury	Cooling/Warming/Fluids	CLS	ATLS + CLS
NBC Training	Inhalation	Removal	PA	ATLS + CLS
	Environmental Injury	Cooling/Warming/Fluids	CLS	

TRAINING	INJURY	MEDICAL SUPPORT REQUIRED	SOURCE	STANDARD
Obstacle/ Confidence	Head Injury	Transport	Medic	ATLS + CLS + CPR
	Spine Injury	Immobilization/Transport	Medic	
	Environmental Injury	Cooling/Warming/Fluids	CLS	
	Near Drowning	Cardio-Pulmonary Resuscitation (CPR)	CLS + CPR	
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
	Lacerations	Bandages/Fluids	CLS	
	Blunt Trauma	Fluids	CLS	
Combatives	Penetrating Trauma	Bandages/Fluids	CLS	ATLS + CLS
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
	Lacerations	Bandages/Fluids	CLS	
	Head Injury	Transport	Medic	
	Spine Injury	Immobilization/Transport	Medic	
	Eye Injury	Protection	PA	
Survival, Evasion, Resistance, and Escape	Environmental Injury	Cooling/Warming/Fluids	CLS	ATLS + CLS
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
UNSPECIFIED TRAINING				
	Blunt Trauma	Fluids	CLS	
	Crush Injury	Bandages/Splint/Fluids	CLS	
	Extremity Trauma	Bandages/Splints/Fluids	CLS	
	Lacerations	Bandages/Fluids	CLS	
	Head Injury	Transport	Medic	
	Spine Injury	Immobilization/Transport	Medic	
	Burn	Fluids	CLS	
	Environmental Injury	Cooling/Warming/Fluids	CLS	

	Eye Injury	Protection	PA	
	Near Drowning	CPR	CLS + CPR	
	Inhalation	Removal	PA	
	Friction Burn	Bandages	PA	
	Burn	Fluids	CLS	
	Decompression Illness	Chamber	Director of Health Services	

M-3. Self care.

a. The self care program was designed by the Army Medical Department as a tool for individual Soldiers to take care of their own minor illnesses and injuries. It has been tested and proven effective in the training environment for: Promoting understanding and self-confidence in Soldiers with respect to their physical symptoms; conserving training time; and reducing the demand on the medical system.

b. The self-care program is managed by the local MEDDAC and provided through the TMC. Depending on local policy, the self-care process may be decentralized to the unit level. The elements of the self-care program are:

(1) Formal instruction to the Soldier in self-care. This is usually conducted by MEDDAC personnel on invitation from the training command, ideally in conjunction with "Personal Hygiene and Sexually-Transmitted Diseases" in the POI.

(2) Access to the "Soldier Health Maintenance Manual" (USACHPPM [US Army Center for Health Promotion and Preventive Medicine] Technical Guide 272, available at <http://chppm-www.apgea.army.mil/documents/TG/TECHGUID/shmm.PDF>) by the Soldier. Depending on local policy, this manual may be provided in the unit orderly room; through MST personnel; or at the TMC.

(3) Use of the "green sheet" (Treatment Options for Symptoms/Conditions, available at <http://chppm-www.apgea.army.mil/dhpw/Wellness/SelfCare/toolkit/forms/GreenSheet.doc>) by the Soldier, under direction of cadre or medical personnel. Depending on local policy, this form may be provided in the unit orderly room; by MST personnel; or at the TMC.

(4) Accessibility to medical personnel. Depending on local policy, these may be MST or TMC personnel.

(5) Accessibility of over-the-counter medications and self-treatment items to the Soldier. Depending on local policy, these may be available through MST personnel or the TMC.

c. Under supervision of cadre or medical personnel, a Soldier using the self-care program will follow symptom evaluation charts to one of three endpoints. If the chart ends with "use self-care measures," the Soldier may directly obtain over-the-counter medications or other self-care items. This saves the Soldier an average of more than an hour otherwise spent in formal screening and evaluation with medical personnel. The chart may also end with "go to sick call" or "get medical help right away."

M-4. Sick Call.

a. Inform Soldiers of sick call procedures upon arrival in their training units. Conspicuously post key information on sick call and emergency medical/dental procedures. Instruct Soldiers on the need to seek prompt medical attention, regardless of interruptions in their training.

b. MTFs will use approved forms to document Soldiers' medical problems, treatment received, and prescribed courses of action/treatment.

(1) The commander or authorized representative or, if necessary, MTF personnel issues DD Form 689.

(a) In order to maintain compliance with the Health Insurance Portability and Accountability Act, units will limit pre-sick call questioning to information needed to complete the top portion of the sick slip (that is, the Soldier identification data, date, unit, and "Illness" or "Injury" boxes). Alternatively, trainees may annotate this information themselves (see AR 40-66, paragraphs 13-2 and -3). Units can and should inquire as to the severity of the illness or injury to determine if the Soldier can move on foot to sick call with another Soldier, or whether transportation is required to deliver the Soldier to sick call. Provide for Soldiers' privacy when they complete personal information and "Remarks" sections stating the reason why they want to go on sick call. Disclosure of information on the completed sick slip or physical profile is limited to the commander and other persons the commander designates to receive protected health information in order to carry out an activity under the authority of the commander. Provide for space among the Soldier's belongings where he/she may store authorized prescription medications outside the view of others and not subject to display on inspections.

(b) In the "Unit Commander's Section," "Remarks" block, enter the circumstances and time and date of the condition (for example, "Injured left knee from fall off confidence tower, 1030 hours, 15 Jan 04."). Request that specific information is provided (for example, "Determine whether Soldier may stand guard for 2-hour period.>").

(c) Under "Medical Officer's Section," "Disposition of Patient" block, dispositions are defined as:

- DUTY: When the patient is returned to his/her unit for full duty without restrictions.
- QUARTERS: When the Soldier is returned to his/her unit or barracks for medically directed self-treatment (including rest in bed, if appropriate) and is not to perform military duty until a health care provider indicates that he/she may perform such duties. (*Note: The health care provider should indicate in the "Remarks" section the duration of the quarters status in number of hours, and indicate the inclusive period, for example, "Quarters, 24 hours, 0730, 12 Jan 04 until 0730, 13 Jan 04."*). Quarters status will normally not exceed 72 hours. The terms "isolation" and "quarantine" normally pertain to hospitalized patients and are not used on the sick slip.

- HOSPITAL: When the Soldier is admitted to a hospital for inpatient care.
- NOT EXAMINED: If checked, explain in “Remarks” block (for example, “To report to eye clinic at 0900 hours 30 Jan 04.”).
- OTHER: Use by itself or in conjunction with any of the other disposition instructions above. Check this block when a temporary profile is assigned.

(d) Under “Medical Officer’s Section,” “Remarks” block, include the time and date the Soldier was released for the disposition indicated. If a temporary profile is assigned, note specific limitations (for example, “No wearing of combat boots for 10 days.”). The examiner may also use this area to enter other comments to the patient’s commander. See paragraph 4-3f(2) for more information on profiles written on the sick slip.

(e) The “Medical Officer’s Section,” “Signature of Medical Officer” block requires the signature of the examining official or his/her authorized representative.

(f) A sample DD Form 689 is shown at figure H-2.

(2) DA Form 3349 (Physical Profile) is used to record both permanent profiles and temporary profiles in excess of 30 days in duration. Temporary profiles written on DA Form 3349 will not exceed 3 months in duration, except in specific circumstances outlined in [AR 40-501](#), chapter 7. A sample DA Form 3349 is shown at figure H-3. For more information on profiles written on the physical profile form, see paragraphs 4-3 f(1) and (2).

(3) The IET Physical Profile provides recommendations to cadre on activities that are more specific to IET, for example, conditioning drills. Subparagraphs (1) (a) and (b), above, provide rules on completing personal information on the modified sick slip. A sample of this form is shown at figure H-4. Representative samples of the modified sick slip for specific conditions are shown at figures H-5 through H-19.

(4) In cases of accident or injury, the unit uses [TRADOC Form 385-2-5-R-E](#) in place of DD Form 689. Units will ensure that all individuals injured during training or mission sustainment report to troop medical facilities with a completed TRADOC injury form. The supervisor (military or civilian) completes and gives Section I of this form to the injured person or medical transport personnel if the individual is incapacitated. The form is taken to the MTF and given to the medical officer or attendant performing medical treatment. Detailed guidance on the use of this form is contained in [TRADOC Reg 385-2](#), paragraph 2-3c. A sample TRADOC Form 385-2-5-R-E is shown at figure H-1.”

(5) Combined IET Physical Profile and Record of Injury. To facilitate completion of injury data and reduce workload, the Record of Injury form may be printed on the back of the IET Physical Profile. By combining the forms, the chain of command or health care provider may refer to information on one side of the form to complete information on the other. At the discretion of the MTF commander, information on the Physical Profile may be provided to command safety officers under provisions of AR 40-66, paragraph 2-4a(2).

M-5. Disposition of Soldiers with injuries or illnesses that prevent continued training.

a. Report initial entry Soldiers that miss 3 or more consecutive full days of training, due to illness or injury, in ATRRS as a "Medical Holdover." Soldiers will remain coded as "Medical Holdovers" until they have recovered from their illness/injury, or for as long as they remain on a profile. Once the profile has expired, the Soldier resumes training and is removed as a "Medical Holdover" in ATRRS.

b. Do not ship graduates of BCT on temporary profiles to their AIT units.

(1) Competent medical authorities should evaluate all prospective graduating IET Soldiers with significant injuries or other conditions that occurred in training (e.g., not "EPTS" conditions; see paragraph 3-49). These conditions could potentially render the Soldier unable to continue training, or prevent him or her from integrating into and deploying with the first unit of assignment. The purpose of the evaluation is to determine whether the Soldier, needs appropriate treatment and rehabilitation prior to transfer or REFRAD, has a favorable prognosis for recovering from the injury, and will be capable of training/deploying in the future.

(2) Commanders in need of definitive medical advice regarding an injured Soldier should formally request a Fitness for Duty evaluation from the senior TMC medical officer; from the medical specialist who has been caring for the Soldier; or from the DCCS of the supporting MTF, IAW 40-501, paragraph 7-8b(4), and/or AR 600-20, paragraph 5-4c(7).

(3) Medical professionals and Commanders should assess injured Soldiers based on the physical capacity and stamina required for continued training, the expectations of their deployed military occupational specialties, and the Soldier's ability to fight and survive in combat. IET Soldiers with a good prognosis for recovery, and who meet an acceptable minimum requirement for continued training and/or deployment, should be allowed to transfer to their next training or duty location or be allowed to REFRAD (for USAR or ARNG Soldiers).

(4) Medical professionals should advise Commanders when a Soldier is determined to not meet the minimum requirements described in subparagraph (3), above. The advice should clearly articulate whether the Soldier has received adequate treatment and rehabilitation to make a final prognosis regarding the Soldier's ability to train and deploy, or whether the Soldier has failed treatment and rehabilitation and should be medically separated from the Army. The standard methodology for medical professionals to document this advice is with the DA Form 3349 (Physical Profile Form). Soldiers in this category should usually remain on active duty and be placed into a medical holdover status by their training unit until the Soldier has been declared fit for further training/deployment, or until they are medical separated from the Army.

(5) For injured USAR/ARNG Soldiers, medical authorities and unit leaders complete LOD investigations (DA Form 2173) pertaining to the circumstances surrounding the injury (see paragraph 3-26 below). The LOD paperwork should be completed as soon as possible after the Soldier's injury is evaluated by medical professionals, and prior to the transfer or REFRAD of the injured Soldier.

(6) Unit commanders should advise injured USAR/ARNG Soldiers of the following options when the Soldier is moderately to severely injured and cannot continue training or be expected to deploy:

(a) Remain on active duty in a medical hold-over status during their recovery and rehabilitation period, or:

(b) Return home in an inactive status with an authorization for medical care that allows appropriate treatment and rehabilitation of the Soldier's injuries. Supporting MTF Patient Administration Division Officers issue the affected Soldier a memorandum that authorizes medical care for specific IET injuries. The Soldier hand-carries this authorization for care to the installation Tri-service medical care (TRICARE) Service Center for input into TRICARE's medical data information system (this allows the Soldier to receive TRICARE-coordinated care for his or her IET injury while in an inactive status). Once fully recovered, parent units can return these Soldiers to BCT/OSUT/AIT to complete their IET. Those Soldiers who do not fully recover and cannot complete IET should receive a MEB as per subparagraph (7), below. Accomplishment of the MEB can be arranged by USAR/ARNG medical authorities at home station or performed by AC physicians (when the parent unit coordinates for the Soldier to travel to the nearest military treatment facility for MEB processing).

(7) Medical authorities will determine when an injured Soldier has received adequate recovery and rehabilitation, but is not expected to gain sufficient recovery to allow continued training and deployment. In these cases, a MEB adjudicated by the Physical Evaluation Board (PEB) UP AR 40-501, paragraph 7-4a(1), is initiated by the supervising physician. An administrative medical separation is almost never appropriate for Soldiers injured in training. The MEB/PEB process documents a Soldier's service-connected injury(-ies) and affords the Soldier the ability to receive medical benefits upon separation.

(8) Training unit leaders should ensure early notification and participation of installation USAR/ARNG liaisons when determining the disposition of moderate to severely injured USAR/ARNG Soldiers. The liaison should individually counsel affected USAR/ARNG Soldiers on: options and pay implications for serving in an active vs. inactive status during recovery and rehabilitation; requirement to have an authorization for medical care if returning home for recovery and rehabilitation; when and how the parent USAR/ARNG unit will be notified of the Soldier's injury and disposition plans; the medical disability process; advantages/disadvantages of EPTS Separation vs. MEB/PEB; and how the liaison will monitor the Soldier's progress.

(9) Training unit leaders, USAR/ARNG liaisons, and medical personnel should closely coordinate the disposition of injured USAR/ARNG Soldiers who are unable to continue training or deploying. Key milestones include: timely completion of LOD paperwork; placement of the Soldier into a medical hold-over training status; ensuring the existence of a credible clinical recovery and rehabilitation plan; coordinating the return of inactive Soldiers to their home unit/state with an authorization for care (if the Soldier decides to not recover and rehabilitate at their IET installation); establishment of a reasonable timeline for allowing IET graduation vs. initiating a MEB/PEB for the injured Soldier; verification of LOD completion prior to

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transfer/REFRAD of affected Soldier; final liaison counseling prior to the Soldier's departure to their parent unit/state.

(10) Soldiers who have completed graduation requirements, recovered fully from their injuries, and declared to be medically fit by medical authorities for continued training and deployment, should be allowed to graduate and continue their Army careers (assuming no other legal or administrative issues exist that would preclude this).

(11) The MEDCOM standard for completing a MEB is 90 days (e.g., the time allowed for issuing a permanent profile to the affected Soldier, completing MEB paperwork, and forwarding the MEB to the PEB).

(12) Soldiers being medically separated should not be required to participate in rigorous training due to the potential for aggravating their injury(-ies). These Soldiers can perform unit level administrative duties during their separation.

c. Phase IV and V IET Soldiers that are injured, and receive permanent profiles prior to graduation, are evaluated to determine if they are fit for retention. Soldiers, determined fit for retention, are evaluated against minimum requirements for their MOSs in Physical capacity or stamina; Upper extremities; Lower extremities; Hearing and ears; Eyes; and Psychiatric (PULHES). Initial entry Soldiers meeting MOS minimums will continue training IAW their profile. Adjutant Generals will contact PERSCOM to negotiate a new MOS for Soldiers failing to meet PULHES minimums. Soldiers determined not fit for retention are separated.

M-6. Dental readiness.

a. As a condition of graduation from IET, Soldiers will be classified in dental fitness classifications (DFC) 1 or 2. The definitions of DFCs are:

(1) Class 1 – Soldiers with current dental exams, who do not require dental treatment or reevaluation

(2) Class 2 - Soldiers with current dental exams, who require non-urgent dental treatment or reevaluation for oral conditions, which are unlikely to result in a dental emergency within 12 months

(3) Class 3 – Soldiers who require urgent or emergent dental treatment, and who have a high likelihood of becoming dental emergencies within 12 months

(4) Class 4 - Soldiers who require dental exams

b. Dental personnel may identify Soldiers in need of extensive repairs during RECBN processing. The Commander, Dental Activity can advise 1 week of hold-under for the Soldier to begin dental treatment, and allow time for healing in anticipation of later treatment.

c. Unit leaders must closely manage their DFC 3 Soldiers' participation in training to facilitate necessary visits to the dental clinic.

d. Commanders may hold DFC 3 Soldiers for up to two weeks post-graduation to allow for more extensive dental treatment, or to ensure attainment of DFC 1 or 2.

M-7. Medical/dental processing.

a. Army Regulation 612-201 governs medical processing of initial entry personnel. Table 3-2 reinforces established policy.

Table M-2
Schedule

Item	Action required	Day 1	Day 2	Day 3
1.	Receive record of immunization from receptee's childhood and adolescence, if brought by receptee.	x		
2.	Screen health record for medical waiver. If a waiver is present (see DD Form 2808, item 76) and a numerical designation of "3" or greater is recorded under PULHES (item 74b), refer the receptee to a health care provider for consideration of permanent profile.	x		
3.	Enter 6-digit physical profile (PULHES) into MODS. Enter "No" against item "Nondeployable Medical Profile" in MODS.	x		
4.	Conduct briefing on TRICARE benefits.*	x		
5.	Enter date of medical examination conducted at Military Entrance Processing Station (MEPS) into Medical Occupational Data System (MODS).	x		
6.	Ensure receptee, including RC personnel, has documentation recording a test for human immunodeficiency virus (HIV) antibody within the previous 6 months. Enter date of HIV test performed at MEPS in MODS.	x		
7. (see para M-10)	Issue the following items: a. Lip balm (for example, ChapStick®). b. Foot powder. c. Insect repellent containing N,N-diethyl m-toluamide (DEET) (Mar thru Oct). d. Hand-sanitizing gel containing alcohol (4-ounce containers). e. Sunscreen.	x x x x x		
8.	Administer Tuberculin Skin Test (TST) with purified protein derivative and enter test into record and MODS.	x		
9.	Collect blood sample for group and type determination.	x		
10.	Collect laboratory specimen for deoxyribonucleic acid (DNA) identification.	x		
11.	Obtain blood specimen for HIV testing for receptee who does not have documentation of HIV test within the past 6 months (see item 4, above).	x		
12.	Obtain blood specimens for serologic screening for hepatitis A and B, measles, rubella, and varicella (as determined by local medical authority).	x		
13.	Conduct audiometric screening, as required.	x		
14.	Fit preformed, permanent rubber earplugs (single or triple flange) and issue earplugs.	x		
15.	Conduct dental exam, obtain dental panographs, and enter dental fitness category into MODS.	x		
16.	Fit and issue mouth guards.	x		
17.	Conduct pregnancy screening for females arriving for BCT.	x		
18.	Conduct physical inspection and partial medical examination when required (see AR 612-201, para 2-10).	x		
19.	Conduct Medical Moment of Truth Briefing.**	x		
20.	Conduct eye examination when MEPS examination shows visual acuity worse than 20/20 in either eye; and/or receptee has worn glasses in the past; and/or for receptee who reports current problems with vision.	x		
21.	Obtain result of blood group and type test and enter result into record and MODS.			x
22.	Read TST and enter result into record and MODS.			x

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23.	Obtain result of pregnancy test and enter result into record and MODS.			x
24.	Confirm completion of HIV test drawn on day 1 (see item 9), then enter HIV test date in the record and MODS.			x
25.	Administer immunizations to receptee who has documented negative HIV tests within the past 24 months (see AR 600-101) and negative pregnancy test (females). (See AR 40-562 (Immunizations and Chemoprophylaxis) and Recommended Adult Immunization Schedule, United States, for current year.***) Enter data into record and MODS.			
	a. Influenza (beginning in Oct and extending through expiration date of vaccine, typically Jun).			x
	b. Measles, Mumps, Rubella.			x
	c. Meningococcus.			x
	d. Polio.			x
	e. Tetanus/Diphtheria.****			x
	f. Hepatitis B.****			x
	g. Varicella (Chicken Pox).****			x
	h. Benzathine penicillin G (installation director of health services determines requirement).			x
<p>1. * Should be given by health benefits advisor from the servicing medical department activity (MEDDAC).</p> <p>2. ** Soldiers whose test results are sub-par on the Army-standard audiogram will be referred to local audiologists for further evaluation.</p> <p>3. *** See http://tradocfs.monroe.army.mil/surgeon/medicalmomentof-2/default.htm</p> <p>4. *** See http://www.cdc.gov/nip/recs/adult-schedule-2page.pdf</p> <p>5. **** Administer if receptee does not provide documentation of childhood and adolescent immunization, or if serologic screening test does not show immunity.</p> <p>6. Administration of hepatitis A and hepatitis B vaccines in bivalent form (e.g., Twinrix^(R)) is preferred.</p>				

b. If the RECBN medical staff discovers a vaccine is unavailable and they are unable to immediately rectify the deficiency, generate a Critical Command Information Requirement to the MEDCOM and TRADOC chain of command.

c. RECBN medical staff will conduct a weekly review of Medical Protection System (MEDPROS) data entries of the previous week, and report discrepancies exceeding 10 percent to the chain of command. If discrepancies exceed 10 percent on any given day, a 100 percent analysis of the week's Medical Occupational Data System (MODS) entries is required.

d. For Soldiers who received hepatitis A and hepatitis B vaccinations, a second dose of these vaccines is required one month following the first dose. Training unit Commanders will coordinate the delivery of these vaccinations with their MTF Commanders.

M-8. Medical Protection System.

a. The Army's automated MEDPROS is the standard source of information on individual and unit medical readiness (UMR). The "UMR command drilldown" option in MEDPROS allows Commanders and personnel officers to track the medical status of their Soldiers. The items of particular interest to the training unit Commander are as follows:

(1) Dental Fitness Category (see paragraph M-6).

(2) Immunizations, especially for second doses of hepatitis A and hepatitis B, and influenza (during flu season).

b. Commanders should designate staff personnel in their units who will have access to MEDPROS and track the UMR. For access to MEDPROS, see <https://apps.mods.army.mil/MEDPROS/Secured/>.

M-9. Reporting IET Soldier strength for medical surveillance. The risk of overuse injuries, or a communicable illness outbreak during IET, is significant. TRADOC must maintain an active surveillance of these critical areas, in order to quickly implement measures, if the minimum thresholds are exceeded. In order to maintain a viable surveillance program, it is critical that TRADOC service schools and major subordinate commands accurately report unit IET Soldier strength. The standards for reporting IET Soldier strength are as follows:

a. For communicable illness surveillance, TRADOC service schools and major subordinate commands will ensure the MTF receives all weekly training brigade IET Soldier strength reports by close of business (COB) each Monday for the previous week. Reports will reflect Soldier strength as of the Saturday preceding the Monday. If Monday is a holiday, the MTF will receive those reports by COB Tuesday.

b. For overuse injury surveillance, The ATSC will forward monthly RECBN shipping rosters, from the five ATCs, to the U.S. Army Medical Surveillance Activity, by COB of the 3rd working day after the end of the month.

M-10. Prevention of environmental injuries.

a. Commanders will ensure that Soldiers maintain and use personal items for protection against communicable illness, noise, biting insects, sun damage, and dental injuries. These are issued at the RECBN (see table 3-2, item 5) or at the training company. In case of loss (that is, ear plugs and mouth guard) or depletion (hand sanitizing gel, insect repellent, sunscreen, foot powder, and lip balm), commanders will ensure the items are replaced.

b. Soldiers will fit and wear their mouth guards throughout engagement in physical performance of the following activities:

- (1) COC.
- (2) Hand-to-hand combat.
- (3) Rifle bayonet training, including pugil fighting.

c. Soldiers will wear the sock liner (dress sock) beneath the cushion-sole sock when wearing boots—

- (1) During the first 3 weeks of training.
- (2) For any foot march greater than 5 kilometers in length.

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d. Soldiers will use hand-sanitizing foam or gel in garrison and in the field after using the latrine, before touching food, and after sneezing, nose blowing, or coughing.

M-11. Prevention of heat and cold casualties.

a. Installation commanders will develop and implement detailed programs for prevention of heat and cold casualties. Use appendices J and K, above (which contain detailed information on risk management for heat and cold casualties); TRADOC Reg 350-29, paragraphs 2-3 through 2-8; and the [Heat Risk Manual](#) and [Cold Risk Manual](#) on the TRADOC Surgeon's Office web site as the basis for locally developed programs. Commanders should also coordinate with the local MEDDAC Preventive Medicine Service for assistance in developing their programs.

b. As a minimum, programs will provide the following:

(1) A heat acclimatization period of 2 to 3 weeks at the beginning of all training cycles. Acclimatization periods will consist of heat exposure and progressive increases in physical work for new Soldiers. Initially low exertion levels that increase gradually will mark activity during this period. All Soldiers and cadre will receive a mandatory briefing, or class, on prevention of heat/cold casualties as part of in-processing.

(2) A notification system to ensure that each commander, drill sergeant, and instructional committee member knows the current WBGT indexes and wind chill factors at their training location (not at a centrally-monitored location). Ensure that two portable WBGT kits (NSN 6665-00-159-2218) or TRADOC approved substitute, are issued per training company (BCT, OSUT, and AIT). Cadre members will carry the pocket-sized graphic training aid (GTA) 5-8-12 during training, or another suitable locally produced GTA. [WBGT index](#) and [wind chill factor charts](#) are found in TRADOC Reg 350-29, sections 6 and 7, and on the Heat Risk Manual and Cold Risk Manual links on the [TRADOC Surgeon's web site](#).

(3) A specific SOP on training activities that may and may not be conducted during the various WBGT indexes/wind chill factors. Decision to accept risk is made IAW TRADOC [Reg 385-2, paragraph 1-5c\(4\)](#). Refer to TRADOC Reg 350-29, appendix B, for the heat casualty risk factor matrix, which stratifies the risk categories. The SOP should include the statement that during cold weather, use of nonstandard portable space heaters is prohibited in field training and operations.

Appendix N

MOS Retraining/Reclassification Procedures

N-1. Retraining POC. TRADOC service schools and major subordinate commands will establish a central POC with delegated staff authority for matters pertaining to IET retraining. Provide the name, office symbol, and telephone extension of the POC to Commander, TRADOC, ATTG-M, 11 Bernard Road, Fort Monroe, VA 23651-1001. This is also the office to address questions or comments pertaining to this policy.

N-2. Battalion commander options. When an IET Soldier is given all remedial training opportunities, and ultimately fails the first attempt at a MOS-producing school or course, the training unit battalion commander has 2 working days to decide on the disposition of the Soldier.

a. The battalion commander, based upon input received from cadre familiar with the Soldier's reason for failure, can consider the Soldier for a new start in another company or battalion.

b. If qualified, consider the Soldier for retraining in another available MOS reclassification/renegotiation, or recommend the Soldier for separation.

c. When RC Soldiers are not granted a second training opportunity, coordination with the RC liaison NCO is required, to present additional evidence on behalf of the Soldier to the battalion commander. The battalion commander will consider the liaison's input before making a final decision.

N-3. Procedures.

a. IET Soldiers offered a second training opportunity are sent to the Personnel Service Center (PSC) with all documents relative to their reclassification. The PSC has access to the "TS" display on ATRRS, which is used to reclassify IET individuals.

(1) The ATRRS operator will bring up the IET Soldier's MOS selection "TS" display in ATRRS. The "TS" display is reviewed and updated to include the reason code for reclassification. This establishes the IET Soldier's current qualifications and status in ATRRS. A list is printed providing MOS the IET Soldier is qualified to select.

(2) Using the "RETAVAL" report available in the reports generator section of ATRRS, the ATRRS operator can enter the SSNs for up to ten different individuals. ATRRS will print out a listing of the training available for each individual, based on their qualifications and the available classes scheduled in ATRRS over the next 4 weeks. The IET Soldier may use this listing to select a new MOS. If the IET Soldier is qualified, and a training seat is available, the MOS is reserved. When the reservation is made, a message is provided to the PSC, which is their authority to publish orders.

b. The PSC will reclassify the IET Soldier within 48 hours. To save transportation costs and reduce stress on the Soldier, make reasonable attempts to match the Soldier to a MOS taught at the assigned location.

c. In the case of a RC Soldier, the RC Liaison NCO will seek a MOS based on a unit vacancy. If an ARNG accession module does not contain predetermined second and third choices based on unit needs, the ARNG unit and ARNG liaison NCO at the training location will make resolution. Similar coordination is performed for USAR personnel.

d. If ATRRS is not operational, manual processing will not result in the forfeiture of any of the above-mentioned efforts. Accomplish the reclassification process within 5 working days.

e. In the event another training opportunity is not offered or available, the commander with separation authority will counsel the Soldier and consider separation actions IAW [AR 635-200](#), chapter 2, section II.

f. In all cases where reclassification involves a move from one TRADOC service school and/or major subordinate command to another, each reclassifier will ensure the Soldier's file/packet includes a memorandum of introduction. The memorandum will verify the training battalion commander has evaluated the Soldier as being satisfactory, and the reclassification decision was not the result of any "automatic" process. The Soldier will also acknowledge their understanding that a second training failure will result in a nonwaiverable separation from service. The training battalion commander or authorized representative will sign the memorandum.

Appendix O

Individual Ready Reserve (IRR) Mobilization Training Strategy

O-1. Recall process. Training Base Expansion does not occur until partial mobilization is declared, at which time IRRs are involuntarily recalled to active duty. IRR personnel recalled to active duty will report to a designated USATC for in-processing and CTT. IRRs will then receive MOS-specific refresher training, as required, and proponent certification at either the USATC site, or will transship to another MOS proponent school for refresher training and proponent certification.

a. A RECBN, at one of seven mobilization USATC sites, will in-process IRR Soldiers back into the active Army. The projected number of IRRs, being recalled to active duty for the particular operation, determines the number of USATC sites used. This RECBN process is established at 3 days and should follow guidelines in [AR 612-201](#), chapter 2.

b. Following RECBN in-processing, all IRR Soldiers will receive 7 days of CTT refresher training, using the established mobilization program of instruction (MOBPOI) (071-CTT-REFR (MOB)), with all tasks performed to standard.

c. IRR personnel are prior service, and already possess the MOS for which they are recalled to active duty. Upon arrival at the proponent school, a diagnostic test is given to each IRR, to determine level of proficiency, based on the critical skills defined in the proponent-designed 2-week rapid train-up IRR MOBPOIs for the particular MOS. Refresher training is conducted for only those tasks for which the IRR is deficient. IRRs will not deploy until the training proponent certifies MOS proficiency in all critical tasks. Therefore, IRRs are in the training base for as little as 1 day, or up to, and beyond, 2 weeks. Figure O-1 depicts the IRR mobilization training strategy.

d. As prior service Soldiers, IRRs are not subject to IET policies and procedures, unless housed or trained in an IET area. IRR Soldiers are on TDY orders, from departure of home of record, through completion of MOS refresher training. PFT should begin upon arrival of the IRR, and continue throughout training.

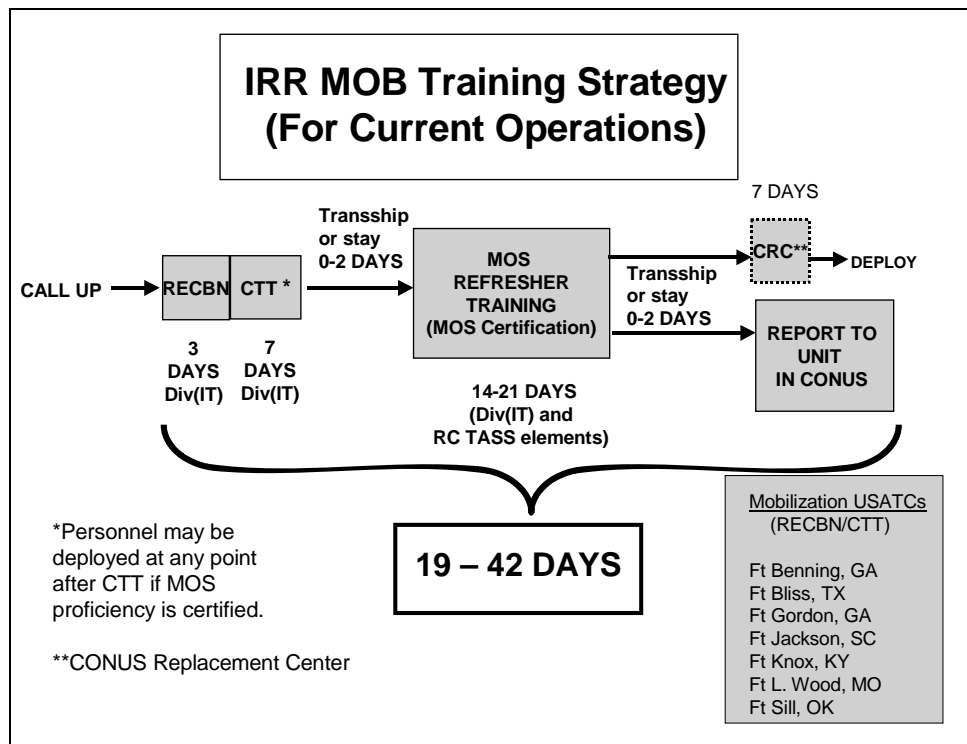


Figure O-1. IRR MOB training strategy

O-2. Additional sources of information.

a. Appendix T (Training) to TRADOC Operations and Planning Mobilization and Execution System. DCSOPS&T, TOMA is proponent for this Appendix, which includes the detailed information included in paragraph O-1 above, plus additional guidance on training base augmentation, planning assumptions, concept of operations, and training support. This document is found on Army Knowledge Online.

b. [TRADOC Reg 350-70, chapter VI-6](#). This regulation contains mobilization training design requirements.

Appendix P Reception Battalion

P-1. RECBNs will implement the standards listed below.

- a. Provide the first, best impression of the U. S. Army.
- b. Use standardized scripts and quality video briefings to implement and document standards. The 120th AG Battalion will develop and coordinate the development of standards, scripts, and videos.

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c. Synchronize “what to bring” list with USAREC and the individual RECBN websites to ensure newly arriving Soldiers bring the absolute minimum property and high value items.

P-2. RECBN arrival reception standards.

a. Only drill sergeants wearing BDU/ACUs, appropriate campaign hat, and pistol belt (if directed to wear by Commander) will meet arriving Soldiers and brief them using the “Meet and Greet” script located at the RECBN.

b. The “Meet and Greet” briefing will be completed within ten (10) minutes (goal) after the newly arrived Soldiers have exited the bus.

c. The terms “receptee” and “receptees” are descriptive terms used to describe newly arrived Soldiers while they are processing through the RECBN. Per TR 350-6, paragraph 2-4a receptees will be referred to as “Soldier,” “Private,” or by appropriate rank and last name. Newly arrived Soldiers may also be referred to as “Warrior.” Groups as a whole will be addressed as “Soldiers” or “Warriors” vice “You Privates.”

d. Implement standardized RECBN welcome briefings and videos.

e. Implement standardized amnesty briefings and videos based on a synchronized “restricted items” list.

f. Issue the PFU at night. Soldiers will sleep in the PFU.

g. Conduct initial 1-1-1 assessment.

h. Complete arrival procedures within two (2) hours.

P-3. Processing standards.

a. The CIIP will issue rank to the Soldiers. Soldiers will begin wearing their rank at the RECBN.

b. The RECBNs will conduct the 1-1-1 physical assessment test utilizing the chart below: Pacers will be utilized during the run event to alert Soldiers of the maximum run time. Those Soldiers who do not meet the physical standard will be placed in the FTU.

Event	Male	Female
17-35 y/o		
Run 1 mile	<8:31	<10:31
SU 1 min	17	17
PU 1 min	13	3
≥ 35 y/o		
Run 1 mile	<8:45	<11:00
SU 1 min	14	14
PU 1 min	12	2

c. Drill sergeants and processing NCOs will view the running shoe fitting video and will employ the procedures describe on the video to fit each Soldier's running shoes.

d. Soldiers will purchase mandatory items IAW a synchronized "Soldier required items" lists. Drill sergeants and processing NCOs will not direct Soldiers to re-buy items already purchased or items not meeting local preferences. Soldiers may purchase spandex shorts as an optional buy and wear IAW AR 670-1.

e. The RECBNs will implement standardized TRICARE briefings and Defense Eligibility Enrollment Reporting System (DEERS) enrollment procedures. The RECBN will send each new Soldier's spouse a welcome/TRICARE/DEERS packet containing, as a minimum, the following items:

- Memorandum for Spouse.
- DD Form 1172, Application for Uniformed Services Identification Card/DEERS Enrollment.
- Form 5579, United Concordia TRICARE Dental Program Enrollment/Change Form.
- Welcome to the Army, A Handbook for Family Member, (RECBN unique).
- Health Care for New Military Service Members & Their Families (Trifold).
- TRICARE Family Member Dental Plan Benefit Booklet.
- (If Soldier is a Reservist) Healthcare Benefits for RC Members on Active Duty for More than 30 Days and Their Families (Trifold) (English or Spanish Version, where applicable).

f. Available TRICARE brochures are listed at <http://www.tricare.osd.mil/>.

g. The RECBNs will provide standardized USAREC, ARNG, and USAR liaison briefings to make new Soldiers aware of their component liaison's availability and services at the RECBN.

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This briefing will not exceed fifteen (15) minutes nor hinder the Soldier from processing or proceeding to BCT.

P-4. RECBN Environment Standards.

- a. Soldiers will wear BDU/ACUs and be issued a canteen with cover and pistol belt by the end of day 2. Soldiers will take the canteen, cover, and pistol to BCT.
- b. RECBNs will initiate initial Soldierization training focusing on the most basic core competencies and reinforcing the climate of discipline. Drill sergeants and processing NCOs will utilize the Soldiers' idle time during processing to teach the Soldiers to "think, look, and act" like a Soldier and to train Soldierization tasks. These Soldierization tasks, include but are not limited to, rank recognition, military courtesy, bunk making, general orders, uniform wear and appearance, stationary movements, introduction to Army values, and military time.
- c. Male Soldiers will receive a "buzz" haircut. Female Soldiers are not required to get their hair cut. However, they must go to the hair salon if their hair color is not in compliance with AR 670-1.
- d. The RECBN photo will be taken in BDU/ACUs. The RECBNs may explore options for a Class A photo with nametags and badges to be taken at the conclusion of IET.
- e. RECBNs must be staffed to maintain the RECBN environment while providing processing and Soldierization training. The minimum leader to led ratio is 1-to-60. RECBN leaders will be NCO or above.
- f. Soldiers will have constant military supervision. Soldiers will travel in no less than a buddy team when escorted out of the battalion area for appointments, etc. Soldiers will march when traveling in groups of three or more.
- g. Soldiers will maintain good order and discipline while waiting in lines or in the dining facility.
- h. Soldiers will not consume caffeine.

P-5. Clothing Initial Issue Point (CIIP). The RECBN will ensure the CIIP:

- a. Fits combat boots IAW established boot-fitting procedures.
- b. Issues three sets of rank insignia.

P-6. Weight and Tattoo Screening.

- a. RECBN personnel will visually screen arriving receptees at the initial reception point to identify anyone who appears to be marginal or exceeds body fat content (BFC) standards.

Follow procedures detailed in para 2-10.e. of AR 612-201 for those identified as appearing to exceed BFC standards."

b. Newly arrived Soldiers that are visually screened and appear overweight will be taped. Soldiers have one year to meet compliance with AR 600-9, Army Weight Control Program.

Appendix Q AIT within ITRO

Q-1. Interservice Training Overview.

a.. The Army accomplishes some AIT as a participant in interservice training at sister service sites. Interservice training focuses on individual training acquired in an institutional setting and is defined as a school or course conducted on one service's installation by mutual agreement between the host service and the participating services.

b. Host service. Service on whose installation training is conducted. The host provides base support and facilities. The host service budgets and programs resources to meet student requirements (except for service-unique equipment, material, and facilities; and personnel costs of students, instructors, and administrators from each service). When serving as the service with lead responsibility for the training, the host service is responsible for: POI management; consolidating course revisions and evaluations; providing data to the participating services in the format requested regarding entries, graduates, elimination, recycling; and evaluation of their students. *Note: in some cases a participating service may not have the lead PO responsibility (e.g. USN Explosive Ordnance Disposal training at Eglin AFB).*

c. Participating service. Service that receives training from or conducts training at another service's installation. Participating services furnish the estimated trained personnel requirements projected by FY to the host service, and provide a proportionate share of instructor and school support personnel. Military personnel remain administratively assigned to their parent service, but they may be assigned to the host service for the purpose of executing their day-to-day duties and responsibilities as designated members of the school staff. Participating services must coordinate IG visits with the host service and course personnel in advance. Coordination will include: scope of inspection; number of personnel visiting; and length of stay. Participating service members must attend any necessary classes required by the host.

d. Regulatory Guidance. Services have agreed on policy and procedures to guide interservice training. Key documents are:

(1) AR 351-9 (Army), OPNAVINST 1500.27E (Navy), AFI 36-2230(I) (Air Force), MCO 1580.7D (Marines), Interservice Training.

(2) DoDI 4000.19, Interservice and Intra-governmental Support.

(3) DOD 4165.63-M, DOD Housing Management.

(4) AR 190-40, Serious Incident Reports.

e. ITRO Procedures Manual, 1 Apr 2004: Serves as a detailed organizational manual, a guide for the conduct of interservice training studies and reviews, and as a supplement to the Interservice Training Regulation.

Q-2. Duties and Responsibilities.

a.. Host service:

(1) Provides and maintains office/administrative space for instructor and administrative staff and real-property accountability, utilities, refuse collection, and custodial services for host and Army service staff, faculty, and students.

(2) Briefs all faculty, staff, and students on its applicable instructions, policies, and procedures. All faculty, staff, and students will comply with instructions, policies, and procedures briefed by the host Service.

(3) Provides and funds any instructor training required by the host.

(4) Ensures Army personnel are provided adequate time to attend their service-unique functions provided it does not interfere with school mission requirements.

(5) Provides facilities equivalent to quality it provides to its own missions. When facilities realignments are required, facilities should be provided at the same or better standard. Installations/Bases will provide:

(a) Barracks/dormitory facilities that meet minimum DOD standards unless otherwise negotiated. All students will be billeted IAW the DOD Instruction 4165.63M, http://neds.daps.dla.mil/Directives/4900_49.pdf (see authority 3[c]), except that ITRO students should not be billeted in open bays. Billeting for ITRO students should comply with services separate and secure policies.

(b) Provide DFACs to accommodate E4 and below as well as administrative space for Army detachment personnel and instructor staff.

(c) Training Facilities for consolidated training. Facilities to support Army- unique tracks are provided where possible. Additions and modifications for Army-unique tracks are the responsibility of the Army.

(6) Provide safety program management for all instructors and students to include inspections, advice, and training, with particular reference to the following:

(a) Perform annual inspections (spot checks if there are “High Risk” areas). Inspection reports will be sent from the host to the participating services in a timely manner with corrective action/follow-up noted.

(b) Conduct Class A/B mishap investigations IAW service instructions. Mishap investigations will include representatives from the other services if the mishap involved the other services. A copy of all mishap reports (Class A/B/C) will be provided to the involved service(s) as appropriate.

(7) Fire Protection. Provides and maintains fire control, protection, and preventive programs and services to include the periodic inspection of buildings, fire extinguishing equipment, and facilities.

(8) Serious Incident Reports/Emergencies. Serious incidents involving students will be reported IAW service directives.

(9) Provides Urinalysis Program support services for students and staff as requested by the participating services.

b. TRADOC DCSOPS&T:

(1) Define policies, procedures, and provide clear and concise guidance to TRADOC units operating in an interservice environment.

(2) Serve as TRADOC lead to host service for Interservice MOU and POI changes or updates.

(3) Leads or participates in studies to establish or disestablish interservice training.

c. Proponent Schools:

(1) Provides and maintains appropriate training material, training aids, and computers to support collocated and service-unique tracks of AIT training as required.

(2) Serves as the service POC for Interservice training issues.

(3) Funds service-unique portions of training, course evaluation, and facility requirements and coordinates these through the host. Provides and maintains the necessary service-unique documents and regulations.

(4) Provides and funds any service-unique required instructor training

d. Commanders:

(1) Commanders' policies will reflect a mixture of both TRADOC and host service locally established guidelines of the host command.

(2) Ensure Soldiers meet training qualification requirements specified by host service training guidelines.

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(3) Monitor interservice training and life support facilities (DFAC, MWR, and Fitness Center) to ensure compliance of MOU and POI.

(4) Communicate any interservice violation or concerns to the host service installation commander, through the first COL/06 level in the chain of command through the proponent school to TRADOC DCSOPS&T liaison.

(5) Provide host service installation commanders with copies of unit training schedule to ensure awareness of Army unique training.

(6) Adhere to Army and TRADOC regulations unless otherwise specified by an exception to policy.

(7) Request an exception to policy if training standards and policy can not be met. Exceptions to policy must come from first COL/06 in the chain of command through the proponent school to HQs TRADOC for approval.

Q-3. Army requirements not covered in ITRO MOA or POI.

a. Unit commanders are responsible for ensuring all administrative and legal actions are adhered to and processed IAW both TRADOC and host service policies. Commanders will develop local policies that reflect higher HQs intent and do not conflict with or violate host service policies. Army-unique requirements must be coordinated through TRADOC DCSOPS&T for inclusion into existing ITRO MOUs and POIs.

b. DCSOPS&T will ccoordinate with host services for EXODUS leave dates, Holidays, Organization days, Training Holidays, etc. Unless otherwise specified, Army commanders will conform to host service approved holidays, training, and organizational days.

c. The buddy system as outlined in TR 350-6, para. 2-8, is instituted at interservice training sites and will pair IET Soldiers into proper Battle Buddy teams. This concept is designed to improve safety, motivation, and esprit de corps. Army personnel will be assigned a buddy upon arrival.

d. Commanders must utilize Army unique POI time and non-POI time to accomplish Army-specific training. Consolidated training time is used to conduct training as specified in the POI.

e. Commanders are required to conduct a 72-hour FTX, standardized PT, meet APFT standard, Weapons Immersion, and conduct WTBDs (Convoy operations, Urban operations, Combatives, and Weapons qualification for MOSs greater than six weeks) as resources allow.

f. When possible, commanders will utilize host services facilities and training areas to accomplish Army-specific training.

g. Commanders are responsible for resources to conduct training outside the Interservice POI. Soldiers, drill sergeants, and cadre will not utilize personal funds to purchase resources or supplies to accomplish the mission.

h. Soldiers are required to pass a record APFT for graduation from IET. Commanders are authorized, based on Soldier performance and positive recommendations from the chain of command, to allow the Soldier to graduate if they have passed a diagnostic APFT with at least 60 in each event. However, Soldiers failing to meet the criteria will be recycled or removed from the course prior to the awarding of any certification by the host service

i. Unit Commanders are the approving authorities for all leave requests for instructor, support, and student personnel that fall under their chain of command. Leave requests for consolidated training will be submitted through the supervisory chain of command establish at the host site. Unit commanders may grant special liberty/pass with the approval of the host for the consolidated training and at their own discretion for collocated training.

j. Medical support will be provided by the host service/installation command. Army personnel will comply with host service medical procedures unless otherwise specified. Commander will ensure physical profiles are written to specify the limitations of a Soldier's profile.

k. The host service is responsible for providing like barracks space that adequately supports the living conditions outlined by the host service installation. IET Soldiers will be kept separate by gender and from other services members as much as possible. Exceptions must be submitted through the proponent school to HQ TRADOC, ATTG-II, for approval.

l. All IET unit cadre will be required to attend cadre/support personnel training which is based upon their level of interaction with trainees. Specific course attendance guidance is provided in Appendix B. The following courses will be provided for IET cadre and support personnel:

- TRADOC PCC
- CTC
- Support Cadre Course
- Installation Staff Contractor's Training Course

Q-4. COURSE ADMINISTRATION:

a. **ENROLLMENT.** Army students arriving at the sister service site without previously being enrolled in a course become the sole responsibility of the Army, including lodging and all other services, until they are enrolled in a course and that course begins. If Army chooses not to wait until a course position is open, the cost of moving these students to another site will be borne by the Army. Enrolled in the context of this paragraph means the student has official orders that identify the course to be attended and specifies class start date.

b. **ACADEMIC/PERFORMANCE STANDARDS.** Army and the host service will determine and establish policies and procedures governing consolidated course-specific academic standards. Army will determine and establish policies and procedures governing Army

specific academic standards. All students will comply with Interservice procedures for the administration and evaluation of consolidated courses. All course documentation will be made available to appropriate service personnel on an as-needed basis. Services will develop a SEP for consolidated courses. The SEP will explain and illustrate the procedures and policies affecting each student and how they progress through training and will be used as a basis for determining relief/elimination or setback. It will include both academic and nonacademic facets.

c. **TRAINING RESPONSIBILITY.** Consolidated course content is a mutually agreed upon set of topics that are specific in nature. All documentation and course control material will conform to the Host standard, except as agreed to by all participating services during ITRO Detailed Analysis Groups or Curriculum Review Boards. All course documentation will be made available to appropriate service personnel as needed. Each service has responsibility for developing, conducting, and resourcing service-unique training IAW ITRO procedures to include providing required service-unique material.

d. **COURSE CHANGES.** The Army Proponent School will ensure detachments at sister service schools are provided adequate notification of any major new training requirements mandated by HQ TRADOC or higher HQs. Curriculum, policy, and procedural changes that impact time, course length, resources, Army/host service directives, or accreditation will be coordinated and agreed to by all services prior to implementation. Curricula review/validation will be accomplished by the Host and each participating service. Service-unique training will be coordinated IAW that service's policies and procedures.

e. **CURRICULUM REVIEW.** Curriculum review will be conducted, as required by the services, IAW the Interservice Training directive and the ITRO Procedures Manual. Instructional staff from the host and participating services will be represented. Services will have equal input in the management of curriculum, instructional planning, development and review of consolidated training. Course changes will be made IAW paragraph 6a (4) above.

f. **CERTIFICATES OF COMPLETION/AWARDS/DIPLOMAS.** The host shall issue certificates of completion for consolidated training. Academic honors criteria for awards (top/distinguished graduate and course awards) will be applied to all students regardless of service for consolidated training. These should be presented in an appropriate graduation ceremony. Certificates of course completion and awards will be entered into the student's personnel record IAW service policy for consolidated training.

g. **LEAVE, PASSES, AND LIBERTY.** Leave requests will be submitted through the supervisory chain of command established at the host site. Student personnel will not normally be granted leave while enrolled in the course. If the host, for reasons such as holiday periods, suspends academic training, students will be provided the opportunity to take leave. Emergency leave requests will be processed directly by the Army detachment in cooperation with the host. In those cases, the approving authority (parent service) will notify the school commander in a timely manner. Army may grant special liberty/pass with the approval of the host for consolidated training and at their own discretion for service unique training.

h. **ACADEMIC DISENROLLMENT.** Failure to meet academic standards can result in disenrollment of a student in a consolidated course. A student may be reinstated into a consolidated course only with the approval from both Army and the host service. Disenrollment will be accomplished by the host's registrar and subsequently forwarded to the Army. The parent service will process disenrollments on their students. A student retains the right to address an academic disenrollment through their service chain of command and/or through an academic review board as outlined in the SEP. Failure to meet academic standards can result in disenrollment of a student for a collocated course IAW Army standards.

i. **ACADEMIC REVIEW BOARD.** An academic review board will make recommendations on student retention, disenrollment, and remediation to the school commander for consolidated courses. The board consists of equal representation by the appropriate services for consolidated courses. Academic review board procedures for collocated training will be IAW Army standards.

j. **NONACADEMIC DISENROLLMENT.** Situations other than academic that prevent a student from completing consolidated course objectives will be grounds for nonacademic disenrollment. These reasons can vary widely and may include such situations as emergency leave, hospitalization, or problems with conduct and suitability. All nonacademic disenrollment decisions will consider the recommendations of the host. The decision to disenroll a student normally belongs to the participating service. Army will accomplish disenrollment. Army will inform the host of such action in writing, if possible, prior to any disenrollment action. Final appeal will be through Army chain of command. A student may be reinstated into the course only with the approval from both the Army and the host service for consolidated courses.

k. **COUNSELING.** For consolidated courses, academic and nonacademic counseling will be conducted IAW the host's policies and procedures. Any staff member may perform counseling regardless of service origin. *Note: Non-academic counseling will be performed IAW parent service policies and normally be performed by the parent service.*

Q-5. Legal Responsibilities:

a. MOAs between the participating services and host service will address the proper process and legal jurisdiction of unit commands and their respective personnel.

b. Army Commanders will provide Soldiers the opportunity to obtain legal advice from their servicing SJA office. This office may or may not be stationed in the same location as the Soldier.

c. Initial entry trainees from sister services and prior service, occupying leadership positions, are prohibited from administering physical exercise as corrective training. All military counseling will be conducted by same service personnel within the Soldiers respective chain of command.

d. Host service school may remove a Soldier if he/she fails to meet course requirements.

Q-6. Instructor Administration.

a. Each service will provide qualified instructor and support staff as agreed to in the manpower review or as a result of validated annual instructor manpower adjustments. Each service will, to the greatest extent possible, provide 100 percent manning of the agreed to requirement.

b. Each service will recognize that the length and complexity of the training necessitates early arrival of staff to ensure no disruption of training due to lack of qualified personnel. Each service will work towards programming the arrival of new personnel at the host as early as possible to allow for adequate indoctrination.

c. Each service will ensure to the maximum extent possible that instructors serve a tour of three years or more to meet mutually agreed upon instructor requirements and provide timely replacements. A staggered rotation of instructors is preferred.

d. For consolidated training hosted by the Air Force, each service will make every attempt to comply with the formal training requirements established in support of the Community College of the Air Force (CCAF), consistent with their service policies and procedures. This will be a standard consideration for assignment selection and will, to the maximum extent possible, ensure that all instructors teaching CCAF accredited courses complete the required training. Upon assignment, instructors who do not meet the requirement will develop an associate degree plan through the education service office. Air Force will provide tuition assistance to Air Force instructors enrolled in an Associate Degree program. Funding for other service military instructors is provided as part of the AETC Command training requirement. All civilian instructors must have a degree from an accredited institution to be selected for instructor duty. The OPM has established a minimum requirement of an associate degree for all civilian instructors (including other services) who teach courses that result in credit toward an associate degree conferred by the CCAF.

e. Faculty Selection. To the greatest extent possible, selection of service faculty should be made based on demonstrated proficiency and experience dealing with the course-related issues and be recognized as competent by the parent service.

f. Faculty Development. All instructors must graduate from an Instructor Training Course (ITC). Instructors will be certified by the Host School IAW the command's regulations and instructions for consolidated courses. Services will make every effort to ensure instructors complete an ITC prior to reporting for duty.

g. Faculty Dress and Appearance. The standard of dress for all staff members will conform to current regulations of their parent service and as dictated by training requirements. Authority for conducting formal personnel inspections will remain with the officer in charge of the respective service detachment.

h. Operational Control of Consolidated Instructors. All instructor and school support personnel will be under the operational control of the host during academic hours. Host will not

remove or use instructors during academic hours for other functions or details unless coordinated and agreed to by the participating service. Participating services may not utilize instructor personnel during academic hours without the prior approval of the host.

i. Instructor Staff Authority. Instructors will exercise authority over the students in the class and will be under the control of the host for consolidated courses. The instructor staff will preside over all students and be considered part of their supervisory chain of command.

j. Instructor Performance/Evaluation. Instructor evaluation will be IAW participating service directives. The participating service should be informed immediately of any performance problems for instructors of consolidated courses. An instructor record will be established and maintained for each instructor. This record will include an education plan for completion of requirements for instructor qualifications. Format of instructor records will comply with host requirements for consolidated training. Instructors may qualify for host/participating services' Master Training Specialist designation.

k. Training Support Staff. Each service will provide training support staff as determined by the manpower review. Each service will work towards providing 100 percent support staff manning requirements at all times.

Q-7. Separate and Secure Environment.

The intent of the separate and secure is to ensure that all Soldiers are afforded the opportunity to undergo IET in a gender-safe environment. Requirements for separate and secure are located in TRADOC Regulation 350-6, paragraph, 2-7 and enclosure. Many of the host services barracks/dormitories do not support Army separate and secure requirements. To that end, commanders may request an exception to policy from HQ TRADOC, ATTG-II, to the physical security and supervisory measure requirements outlined in TR 350-6 pertaining to separate and secure. This request must be initiated with the requesting unit through the first COL/06 in the chain of command through the proponent school to the HQs.

Glossary

Section I Abbreviations

This section is organized alphabetically.

AAR	After Action Reviews
AC	Active Component
ACU	Army Combat Uniform
AI	Assistant Instructor
AIEP	Army Ideas for Excellence Program
AIMS-PC	Automated Instructional Management System-Personal Computer
AIT	Advanced Individual Training
APFT	Army Physical Fitness Test

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AR	Army Regulation
ARNG	Army National Guard
ATC	Army Training Center
ATLS	Advanced Trauma Life Support
ATRRS	Army Training Requirements and Resources System
ATSC	Army Training and Support Center
BCT	Basic Combat Training
BDU	Battle Dress Uniform
BFC	body fat content
BOBC	Branch Officer Basic Course
BOLC	Basic Officer Leaders Course
BRM	Basic Rifle Marksmanship
CIIP	Clothing Initial Issue Point
CAD	Course Administrative Data
CCFSC	Company Commander/First Sergeant Course
CCAF	Community College of the Air Force
CID	Criminal Investigative Division
CLS	Combat Lifesaver
COB	Close of Business
CLFX	Convoy Live-fire Exercise
COC	Confidence Obstacle Course
CPR	Cardio-pulmonary Resuscitation
CQ	Charge of Quarters
CSM	Command Sergeant Major
CTC	Cadre Training Course
CTPP	Cadre Training Program Proponent
CTT	common task training
DA	Department of the Army
DCG-IMT	Deputy Commanding General-Initial Military Training
DCSOPS&T	Deputy Chief of Staff for Operations and Training
DEERS	Defense Eligibility Enrollment Reporting System
DLI	Defense Language Institute
DCCS	Deputy Commander for Clinical Services
DFC	Dental Fitness Classification
DNA	Deoxyribonucleic Acid
DFAC	Dining Facility
DHS	Director of Health Services
DLIELC	Defense Language Institute, English Language Center
DLIFLC	Defense Language Institute, Foreign Language Center
DOD	Department of Defense
DODMERB	Department of Defense Medical Examination Review Board
DSS	Drill Sergeant School
ECL	English Comprehension Level
ELT	English language training
EO	Equal opportunity
EOA	Equal Opportunity Advisor

EPTS	existed prior to service
ESL	English as a second language
ESD	Enlisted Standards Division
ESL	English as a Second Language
F	Fahrenheit
FM	Field manual
FTU	Fitness Training Unit
FTX	field training exercise
GTA	Graphic Training Aid
HHC	Headquarters and Headquarters Company
HIV	human immunodeficiency virus
HQ	Headquarters
HQDA	Headquarters, Department of the Army
HRAP	Hometown Recruiter Assistance Program
HSDG	High School Diploma Graduate
IAW	in accordance with
IET	Initial Entry Training
ICW	in coordination with
IG	Inspector General
IMT	Initial Military Training
IRR	Individual Ready Reserve
ISCTC	Installation Staff Contractor Training Course
ITC	Instructor Training Course
ITP	Individual Training Plan
ITR	Individual Training Record
ITRO	Interservice Training Review Organization
LAFB	Lackland Air Force Base
LDRSHIP	Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage
LNO	Liaison Officer
LOD	Line of Duty
MEB	Medical Evaluation Board
MED	Medical
MEDCOM	U.S. Army Medical Command
MEPCOM	Military Entrance Processing Command
MEDEVAC	medical evacuation
MEDPROS	Medical Protection System
MOA	memorandum of agreement
MOBPOI	mobilization program of instruction
MODS	Medical Occupational Data System
MOPP	Mission-Oriented Protective Posture
MOS	Military Occupational Specialty
MOSQ	military occupational specialty qualified
MRD	mandatory release date
MRE	meal, ready to eat
MWR	morale, welfare, and recreation
MST	medical support to training

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MTF	Medical Treatment Facility
NBC	Nuclear, Biological, and Chemical
NGB	National Guard Bureau
NCO	Noncommissioned Officer
NGR	National Guard Regulation
NLT	not later than
NSN	national stock number
OBC	Officer Basic Course
OJT	on-the-job training
OPI	Oral Proficiency Interview
OPM	Office of Personnel Management
OPREP	Operations Report
OSUT	One Station Unit Training
PA	Physicians' Assistant
PCC	Pre-command Course
PCU	Physical Conditioning Unit
PERSCOM	U.S. Total Army Personnel Command
PFT	Physical Fitness Training
PFU	Physical Fitness Uniform
POC	Point of Contact
POI	Program of Instruction
POL	Petroleum, oil, or lubricants
POSH	Prevention of Sexual Harassment
POV	Privately Owned Vehicle
PSC	Personnel Service Center
PT	physical training
PTRP	Physical Training Rehabilitation Program
PULHES	Physical capacity or stamina, Upper extremities, Lower extremities, Hearing and ear, Eyes, Psychiatric
PX	Post Exchange
RC	Reserve Component
REFRAD	release from active duty
RECBN	Reception Battalion
RHU	Retraining and Holding Units
RW	Reception Week
SCI	Sensitive Compartmented Information
SCTC	Support Cadre Training Course
SEP	Student Evaluation Plan
SJA	Staff Judge Advocate
SMCT	Soldier's Manual of Common Tasks
SME	subject matter expert
SOP	standard operating procedures
SQI	Skill Qualification Identifier
SSN	social security number
STO	split training option
TB	Technical Bulletin

TDY	Temporary Duty
TMC	Troop Medical Clinic
TOMA	Training Operations Management Activity
TRADOC	Training and Doctrine Command
TRAS	Training Requirements Analysis System
TRICARE	Tri-service medical care
TSP	Training Support Package
UCMJ	Uniform Code of Military Justice
UMR	Unit Medical Readiness
UMT	Unit Ministry Team
USAAC	U.S. Army Accessions Command
USACCF	U.S. Army Central Personnel Security Clearance Facility
USAE	U.S. Army Element
USAR	United States Army Reserve
USARC	U.S. Army Reserve Command
USAREC	U.S. Army Recruiting Command
USATC	U.S. Army Training Center
VTC	video teleconference
WTBD	Warrior Task and Battle Drills
WTC	Warrior Transition Course
WBGT	wet bulb globe temperature

Section II

Terms

Active Component

Members and units of the Active Army.

Advanced Individual Training

Training given to enlisted personnel, after completion of BCT, to qualify for the award of an MOS.

ARNG

The Army portion of the organized militia of all states, Puerto Rico, the Virgin Islands, Guam, and the District of Columbia, whose units and members are federally recognized.

Army Physical Fitness Test

A three-event test designed to measure the basic component of fitness and evaluate Soldiers' ability to perform physical tasks.

Basic Combat Training

Training in basic military subjects and fundamentals of basic combat skills, common to all newly enlisted active Army and RC personnel without prior service.

Basic Rifle Marksmanship

A program designed to develop the shooting proficiency of new Soldiers. Basic operations and maintenance requirements are taught, and Soldiers then progress through dry fire, live fire, feedback, advanced skills, and qualification.

Battle buddy team

A team of two or three Soldiers in the same platoon. Buddy teams are essential elements of Soldierization as Soldiers begin the development of teamwork and team spirit.

Cadre

All military, permanent party members or civilian personnel that command, supervise, instruct, train, or directly support IET Soldiers.

Cadre training

The training of IET unit cadre and support personnel that have major roles in creating and maintaining a positive IET environment that assists with the transition from civilian to Soldier. IET cadre and support personnel are trained IAW the guidelines outlined in paragraph 3-2 and Appendix B, above.

Cadre Training Course

A mandatory course presented to IET company officers, first sergeants, brigade, and battalion staff to familiarize them with the IET environment, organization, policies and procedures, leadership, training, evaluation, performance management, and administration. Other IET permanent party officers and NCO may attend on a space-available basis.

Constructive credit

Training credit granted to an entire class or an individual for a missed training event due to extraordinary circumstances. Use this credit selectively, and grant only in those cases where there is a clear demonstration that the Soldier(s) meet or exceed the IET graduation standards. Constructive credit authority resides at the TRADOC ATC or TRADOC service school or major subordinate command; delegate no lower than IET brigade commander level. For those training sites located at non-TRADOC organizations, this authority will reside with the first general officer in that school's chain-of-command.

Drill sergeant

A noncommissioned officer that has successfully completed the prescribed instruction in a U.S. Army Drill Sergeant School, been awarded the "X" SQI, and is qualified to train and supervise IET Soldiers.

Entry-level separation

Separation from the Army of an enlisted Soldier that has completed no more than 180 days of creditable continuous active duty or initial active duty for training, or no more than 90 days of Phase II under a STO.

Fire-safe barrier

A barrier that meets the fire, smoke resistance, and means of egress requirements of the latest National Fire Protection Association Standard 101, Life Safety Code; and/or applicable requirements of the latest [MIL-HDBK 1008](#). The local authority having jurisdiction, normally the fire chief, determines the suitability of a barrier meeting standards for a "fire-safe barrier."

Hold

Any trainee in an "inactive status," defined as a trainee not currently progressing toward completion of skill training. Any trainee in an "inactive status" is reported via the ATRRS with a hold (H) status code and the appropriate reason code listed in Verification Table 09 in ATRRS.

Inactive Soldier

Any Soldier out of training for more than 3 days and remaining in the training unit for remedial training or administrative action (e.g., school start, port call, security clearance, etc.).

Individual training record

The form (DA Form 5286-R) used to record the training received and standards achieved by the Soldier.

Initial Entry Training

Training presented to new enlistees with no prior military service. It is designed to produce disciplined, motivated, physically fit Soldiers ready to take their place in the Army in the field. This training includes BCT, OSUT, AIT, DLIFLC, and pre-basic training courses (FTU, DLIELC-ESL). Individuals are considered IET status until they graduate and awarded an MOS. The IET unit is responsible for the Soldier until they sign in to their new duty station.

Mandatory release date

A predetermined release date that is part of the RC enlistment contract. The date is established at the home station to allow students and seasonal employees to enter and complete BCT during IET.

Initial Military Training

Term that encompasses all initial Army training including enlisted, warrant officer, and officer.

Mandated/directed training

Training mandated by DA and directed by HQ TRADOC for inclusion in IET.

Military occupational specialty qualified

An IET Soldier is considered MOS qualified upon successful completion of all BCT and AIT/OSUT requirements. The MOS qualified Soldier can perform to standard the institutionally taught critical Skill Level 1 tasks identified by the MOS proponent. The Soldier also demonstrates a willingness to live by the Army's core values (LDRSHIP), and has the ability to work effectively as a team member. Finally, the MOS qualified Soldier is prepared to immediately contribute to the successful accomplishment of their unit's mission, and can survive and operate effectively in a tactical environment.

TRADOC Reg 350-6

New Start

The reassignment of an IET Soldier to another company or battalion in a later cycle to provide the Soldier the opportunity to make up training missed, due to emergency leave or hospitalization, or to achieve performance standards not attained in the first training unit.

One Station Unit Training

IET conducted at one location, in one unit, under the same cadre, with a POI tailored to a specific MOS.

Phased training

The division of IET into separate phases of training. Each phase has short-term goals for the Soldier and the unit, with incentives to attain the goals.

Reclassified Soldiers

Graduates of IET in the ranks of private through sergeant first class that have been selected for training in a different MOS due to reclassification or reenlistment actions. The Soldier is assigned to an AIT or OSUT unit to take Skill Level 1 training.

Remedial training

Additional training given to Soldiers enabling them to attain training standards and remain in cycle, rather than receive new starts.

Reserve Components

Members and units of the ARNG and USAR.

Soldierization

The tough, comprehensive process that transforms volunteers into Soldiers. It results from the total immersion in a positive environment active, involved leadership establishes. This environment sets high standards, provides positive role models, and uses every training opportunity to reinforce basic Soldier skills.

Total control

Continuous cadre supervision; IET Soldiers restricted to company area; no free time other than 1 hour of personal time per day.

Trainee

All personnel undergoing IET (BCT, AIT, or OSUT). Also included are those in-processing at the reception station, awaiting training in FTUs, receiving English or foreign language training, and/or those that have completed training and remain in a holdover status. For purposes of this regulation, trainee also includes prior service Soldiers, Soldiers undergoing reclassification training, and personnel from other services undergoing IET at TRADOC service schools and major subordinate commands

Trainee abuse

Trainee abuse is any improper or unlawful physical, verbal, or sexual act against a trainee (however, this definition does not include acts involving a trainee against a trainee). Examples

might include assault, extreme PT not IAW a POI, extreme profanity, sodomy, rape, sexual harassment, extortion of money, or any personal relationship that is not required by the training mission. A trainee's consent to the act in no way affects this definition. IAW this regulation, only a commander can determine that trainee abuse has occurred.

Training Requirements Analysis System

The purpose of TRAS is to ensure that students, instructors, facilities, ammunition, equipment, and funds are all at the right place and time to implement directed training. The TRAS is a management system that provides for the documentation of training and resource requirements in time to inject them into resource acquisition systems. TRAS documents include the ITP, CAD, and POI.

Warrior Tasks and Battle Drills

Skills taught in BCT and the BCT portion of OSUT to train Soldiers how to survive in combat.

Weapons Immersion Training

Training Soldiers on weapons at the earliest time during the cycle. Soldier's responsibility and understanding of weapons control is enforced through this training. Placing assigned weapons in their hands at the earliest point in training will reinforce security, maintenance, and control.

FOR THE COMMANDER:

OFFICIAL:

ANTHONY R. JONES
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*Original signed document is retained on file by the TRADOC CIO, Publications Officer