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U.S. ARMY

OCTOBER MONTHLY THEMES

By Ryan Streater



Breast Cancer Awareness Month, observed throughout October, brings attention to breast cancer education, early detection, treatment, and support for those affected by the disease. The observance also recognizes survivors, honors those who have lost their lives, and encourages individuals to remain proactive about their health through routine screenings and awareness of potential risk factors. Across the nation, organizations and communities use the month to promote education, provide resources, and show support for individuals and Families impacted by breast cancer. Within the PaYS community, the observance reinforces the importance of taking care of Soldiers, Veterans, civilians, and Family members while encouraging a culture of health, awareness, and continued support.



National Cybersecurity Awareness Month, observed throughout October, emphasizes the importance of protecting personal and organizational information in an increasingly connected digital environment. Observance promotes safe online practices, cybersecurity education, and greater awareness of threats such as phishing, identity theft, and unauthorized access to information. Within the Army community, cybersecurity plays an important role in protecting Soldiers, personnel, systems, and sensitive information while supporting mission readiness. The month also provides an opportunity to highlight the growing demand for cybersecurity and information technology professionals. Through its network of partner organizations, PaYS can help connect Soldiers with civilian career opportunities where their military experience, technical skills, leadership, and commitment to security can continue to contribute beyond Army service.

U.S. ARMY RECRUITING COMMAND REINFORCES CYBERSECURITY AWARENESS

By Gabriel Street



During Cybersecurity Awareness Month each October, the U.S. Army Recruiting Command (USAREC) reinforces cybersecurity as a mission-critical responsibility for every Soldier and civilian. The command uses the annual observance to highlight threats targeting communications, information systems and sensitive data while encouraging personnel to make cybersecurity part of their daily routines.

USAREC's Information Technology security teams use the month to reinforce mandatory cybersecurity training and distribute guidance on protecting Army systems. The command has compared cyber hygiene to physical security, emphasizing that simple actions such as securing accounts and devices can help prevent unauthorized access and protect mission information.

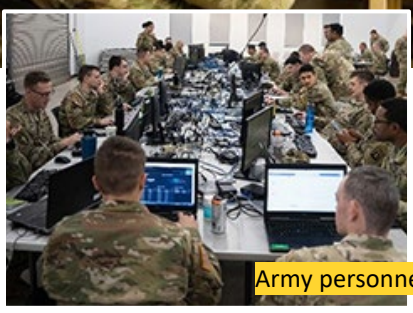


Soldiers monitor Army networks and systems while supporting cybersecurity operations

Phishing and malware remain key threats. Phishing attempts can trick users into revealing credentials, clicking malicious links or opening harmful attachments, while malware can disrupt operations or steal information. Army cybersecurity officials encourage personnel to scrutinize unexpected communications, verify suspicious requests and report potential threats through established channels.

The Army's cybersecurity awareness efforts also emphasize four basic practices: using strong, unique passwords; recognizing and reporting phishing; enabling multifactor authentication; and keeping software updated. Army officials describe these practices as foundational cyber-hygiene measures that help reduce vulnerabilities and strengthen protection across the enterprise.

While October provides a dedicated opportunity to raise awareness, USAREC's message extends throughout the year. Cybersecurity is a shared responsibility, and individual decisions can affect the security of Army networks, information and operations. By maintaining strong cyber-hygiene habits and remaining alert to evolving threats, personnel can help protect the command's mission and strengthen the Army's overall cyber defense.



Army personnel strengthen cyber readiness through hands-on training and collaboration

U.S. ARMY

BREAST CANCER AWARENESS 5K BRINGS FORT BELVOIR COMMUNITY TOGETHER

By Antonio Crawley

October marks Breast Cancer Awareness Month, an annual observance dedicated to increasing awareness of breast cancer, encouraging regular screenings and early detection, and supporting those affected by the disease. Across the nation, communities use the month to highlight the importance of breast health and remind individuals that early detection can improve treatment options and outcomes.



Fort Belvoir's A.T. Augusta Military Medical Center (ATAMMC) will recognize Breast Cancer Awareness Month by hosting its annual Breast Cancer Awareness 5K, bringing together Soldiers, military families, medical professionals, installation personnel, and community members in support of breast cancer awareness. The event will promote education about breast health, encourage routine screenings, and reinforce the importance of taking proactive steps toward early detection.

Pre-event activities will begin around 7:00 a.m. on Saturday, Oct. 17, 2026, in front of the ATAMMC main entrance. During this time, participants can visit clinics and vendors offering information on breast cancer screening, prevention, and available resources, as well as receive educational materials and giveaways.The main event will officially begin at 8:00 a.m. with opening ceremonies, including remarks and a guest speaker. A brief warm-up will follow before participants begin the 5K through Fort Belvoir. Music and food trucks will also be available throughout the event, giving participants and community members an opportunity to connect, show their support, and promote breast cancer awareness together.



The event also highlights the importance of strong partnerships across Army installations. Army PaYS is proud to recognize events that bring Soldiers, families, installation organizations, medical professionals, and community partners together. Events like the ATAMMC Breast Cancer Awareness 5K help create stronger communities by providing education, encouraging healthy lifestyles, and bringing people together to support an important cause. It is another example of how Army installations and their community partners can work together to support the well-being of Soldiers, families, and the broader military community.

A JOURNEY OF DEDICATION, SERVICE, AND LEADERSHIP

By Crancena Ross

For MAJ Torrence Yarbrough, service has always been more than a career, it is a family tradition. Inspired by generations of family members who served in the military, MAJ Yarbrough chose to follow a path centered on service and leadership. "My father was an Army Reservist in the 1980s, my uncle was drafted in the 1960s and served in Germany, and both my grandfathers served in the Army during the 1950s and 1960s," MAJ Yarbrough said. "We have a strong legacy of military service, mostly in the Army." That legacy helped shape his decision to continue the tradition through his own military service.

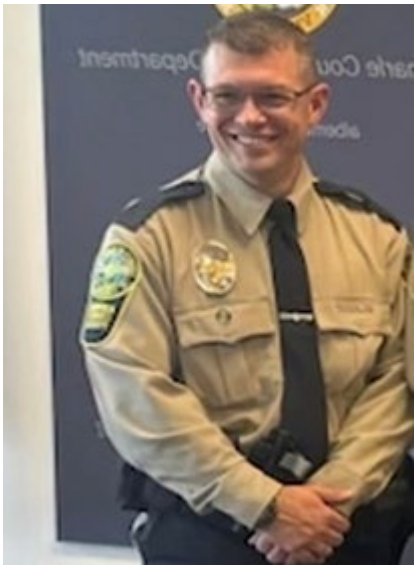
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A JOURNEY OF DEDICATION, SERVICE, AND LEADERSHIP - CONTINUED

In 2006, he began his military journey through the ROTC program at Clemson University. In 2009, he was commissioned as a 2LT in the South Carolina Army National Guard (SCARNG). Currently, as a 19A Armor Officer, MAJ Yarbrough is building his Army career through leadership positions that require the coordination of personnel, equipment and resources in support of mission requirements. Throughout his service, he continues to develop as a leader while gaining valuable experience in planning, operations and leading Soldiers.

While continuing to serve in the SCARNG, MAJ Yarbrough pursued a civilian career in law enforcement and explored several agencies throughout the region before joining the Albemarle County Police Department, a proud PaYS partner. As a police officer, he continues his commitment to service while applying the leadership, discipline and experience gained throughout his military career. His transition demonstrates how Soldiers can apply their military skills and experience to meaningful civilian careers while continuing their service in the Army.

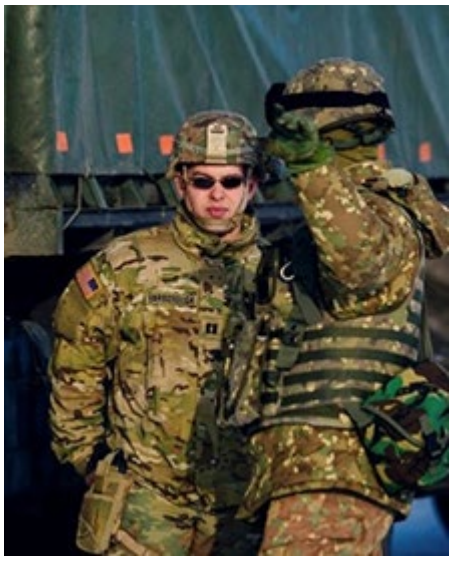
"Albemarle County Police Department gave me the opportunity to begin a new career in law enforcement," MAJ Yarbrough said. "Being in the military and married to an active-duty service member, it can be difficult to stay in one place long enough to start a career. Albemarle gave me the chance to pursue the career I studied for in college. The support from fellow officers and staff has helped ease the transition. Everyone I've met has been helpful and understanding of what it's like to be the new officer, and they've been extremely supportive in helping me get started."



Torrence Yarbrough
Albemarle County Police Department

As MAJ Yarbrough began his law enforcement career, he found that his Army training provided a valuable foundation. The leadership, physical fitness and tactical skills developed through his military service translated well to his work in law enforcement. As a commissioned officer, he continues to manage command relationships and make timely decisions under pressure, skills that also serve him in his law enforcement role.

MAJ Yarbrough's journey reflects how the skills and experiences gained through Army service can continue to make an impact beyond the uniform. Through his role with the Albemarle County Police Department, he continues to serve his community while applying the leadership, discipline and adaptability developed throughout his military career. As a PaYS partner, the department also represents the type of organization that recognizes the value Soldiers bring to the civilian workforce and provides opportunities for them to build meaningful careers while continuing their commitment to service.



MAJ Yarbrough - *SCARNG*

PaYS OUTREACH SUPPORTS SOLDIERS AND PARTNERS ACROSS OHIO

By Gabriel Street

PaYS Marketing Analyst Gabriel Street, accompanied by Senior Marketer Kevin Talley, conducted visits across Ohio to engage with PaYS partners, Army personnel, and Ohio State University ROTC. The trip focused on providing program and systems training, assessing partner hiring needs, and ensuring organizations had the resources and information necessary to effectively utilize the PaYS Program. The visits also provided opportunities to strengthen existing relationships, support current partners, and identify areas for continued collaboration and growth throughout the region.

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PaYS OUTREACH SUPPORTS SOLDIERS AND PARTNERS ACROSS OHIO - CONTINUED

Ohio has numerous law enforcement agencies as PaYS partners, providing Soldiers with valuable opportunities to explore careers in public safety. Gabriel's first visit was to the Delaware County Sheriff's Office, where he met with Deputy Keith Cox, to discuss the organization's participation in the PaYS Program and review its current hiring and staffing needs. The visit also included program training focused on keeping employment opportunities and organizational information up to date, helping ensure Soldiers have access to accurate information and relevant career opportunities with participating PaYS organizations.



Gabriel with K9 Otto and Deputy Cox, Delaware County Sheriff's Office

Beyond his outreach to law enforcement partners, Gabriel also visited Honda Logistics and Home City Ice to further strengthen PaYS employer engagement throughout the region. During these visits, he met with representatives to discuss current hiring needs, workforce priorities, and the qualifications they are seeking from prospective candidates. At Honda Logistics, he also provided program training to help representatives better understand how to use PaYS resources in support of their hiring efforts. These visits helped identify opportunities for continued coordination, future training, and additional program briefings to keep both organizations informed and engaged with PaYS.



Gabriel with Home City Ice representatives Amy Rickey and Abby Cira

To close out the trip, Gabriel visited Ohio State University, where he provided a PaYS briefing to Army ROTC cadets. The session focused on how cadets can use the program to research participating employers, explore future career opportunities and begin long-term career planning early in their Army journey. The visit also introduced PaYS as a resource that can support cadets throughout their military service and as they prepare for future civilian employment.



Gabriel briefing Ohio State University ROTC

Additionally, during his trip, Gabriel visited valued partners, including Nationwide, Installed Building Products, Battelle, and One World Logistics, as part of ongoing efforts to maintain strong and lasting partnerships. He also had the opportunity to speak with local Army recruiters about the benefits of the PaYS program and the registration process. In addition, Gabriel visited potential partners throughout the area to explore opportunities for future partnerships and expand employment resources available to Soldiers in the region.

The Ohio visits strengthened relationships between PaYS, Army personnel and participating organizations while providing additional program support and training. Through visits with employers, law enforcement representatives and Army ROTC cadets, Gabriel helped expand understanding of how PaYS can support workforce needs and long-term career planning for Soldiers. The trip also created opportunities for continued collaboration, future training and ongoing support throughout Ohio.

PaYS EXPANDS IN CAREER RESOURCES ACROSS IOWA

By Roy Kidwell

National Guard PaYS Marketing Analyst Roy Kidwell conducted a marketing trip throughout Iowa meeting with Iowa Army National Guard (IAARNG) leaders, Soldiers, Army ROTC cadets and current PaYS employer partners. Visits focused on increasing awareness of the PaYS program, strengthening relationships with the IAARNG and employer partners, and connecting Soldiers and cadets with civilian career opportunities.

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PaYS EXPANDS IN CAREER RESOURCES ACROSS IOWA - CONTINUED

Roy began his Iowa visits by meeting with IAARNG Recruiting and Retention Battalion leaders LTC Jamie Clasen, CSM Peter Moeller and SFC Ashley McGreger to discuss increasing PaYS awareness, supporting future signing ceremonies and expanding employment opportunities for Soldiers. Roy also had the oppurtunity to brief newly enlisted Soldiers on PaYS benefits, eligibility, registration and civilian career opportunities available through employer partners.



LTC Clasen, Roy and CSM Moeller

Later, Roy met with The Waldinger Corporation which offered a closer look at the company's workforce needs and career paths available to Soldiers. He met with David Sternquist, Trades Recruiter, to discuss PaYS program updates, employment opportunities and ways to keep Soldiers informed about available positions. Roy also toured the facility to gain a better understanding of the company's operations and the skills and experience it looks for in prospective employees.

THE WALDINGER CORPORATION

Roy continued his outreach with the Iowa State Patrol, where discussions centered on law enforcement career opportunities and how PaYS can support Soldiers interested in public service. He met with CPT Matt Struecker, Trooper Mandy Wilgenbusch and Ben Lampe to learn more about the organization's hiring needs and available career pathways. The visit also highlighted ways PaYS can help Soldiers explore careers that align with their military experience, skills and long-term professional goals.

At Baker Group in Ankeny, IA., Roy met with Kaila Konz, Talent Acquisition Business Partner, to provide systems training and discuss employment opportunities available through the PaYS program. The meeting highlighted ways to increase Soldier participation and keep career information accessible to those interested in opportunities with the company. Roy also toured the facility and coordinated plans for a future PaYS signing ceremony.


Trooper Wilgenbusch, CPT Struecker, Roy and Mr. Lampe

Lastly, Army ROTC engagement was another key part of the trip. Roy traveled to Iowa State University and met with LTC Robert Calkins, Professor of Military Science. Roy briefed cadets on PaYS benefits, eligibility and civilian career opportunities available through employer partners. Following the briefing, each cadet successfully registered for PaYS.

Iowa State University ROTC



Roy's visits across Iowa reinforced the value of bringing Army leaders, Soldiers, cadets and employer partners together through PaYS. By providing program information, systems support and direct access to career resources, each stop helped strengthen the connection between military service and future civilian employment. The trip also created opportunities for continued coordination with the IAARNG, employer partners and Army ROTC as PaYS continues helping Soldiers and cadets prepare for long-term career success.

U.S. ARMY

PaYS MARKETING OUTREACH ACROSS MARYLAND AND NEW JERSEY

By Samuel Armstrong

PaYS Marketing Analyst Samuel Armstrong traveled throughout Maryland and New Jersey to meet with Army organizations, Morgan State University ROTC, and PaYS partners. The trip gave him an opportunity to highlight PaYS resources, strengthen program use and help connect Soldiers with career opportunities that can support their transition into the civilian workforce.

Samuel's trip began at Morgan State University, where he met with LTC Damon Knauss, Primary Military Instructor, before providing Army ROTC cadets with an overview of the PaYS Program. The briefing highlighted how cadets can use PaYS to research participating employers, explore employment opportunities, and become familiar with resources that can support long-term career planning.



Samuel briefing Morgan State ROTC cadets

His next visit was to the Maryland Transportation Authority, where Samuel, accompanied by SGT Christopher Carter, recruiter, met with organizational representatives. The visit included a review of the PaYS Program and conversations on increasing Soldier participation, strengthening connections with the Maryland Army National Guard, and keeping employment opportunities current within the system. Samuel also discussed systems training to help ensure the organization can effectively use PaYS resources and share available vacancies with Soldiers.



Later, at DTLR Samuel met with Jeff Bowden, Senior Vice President of Retail Operations and representatives of the company to discuss workforce needs and opportunities to increase DTLR's visibility within the military community. With the company continuing to expand its retail, representatives identified needs for managers, logistics personnel and entry-level employees. The visit also covered ways DTLR can build relationships with local ROTC programs and the Maryland Army National Guard while promoting career opportunities to Soldiers through PaYS.

Samuel takes photo with Mr. Bowden and Crancena Ross, PaYS Marketer

Additional employer visits in New Jersey included Allan Myers, Enterprise Mobility and Cooper Health System, where Samuel met with organizational representatives to strengthen PaYS participation, identify workforce needs and improve access to employment opportunities for Soldiers. Throughout the outreach, Samuel worked to expand the use of PaYS, maintain awareness of current employment opportunities, and help organizations better share career opportunities with Soldiers throughout the region.

The trip concluded with visits to New Jersey Army National Guard locations, including the Cherry Hill Armory and Mount Holly Army National Guard Recruiting Station. During these visits, Samuel focused on direct Soldier outreach, PaYS registration, and increasing awareness of the program at both the unit and recruiting levels. Discussions also included ways to promote PaYS to current and prospective Soldiers, review existing New Jersey partners, and identify local organizations that may be a good fit for future participation.

The trip through Maryland and New Jersey strengthened coordination among PaYS, Army representatives, ROTC cadets and participating organizations while providing employers with updated program information and systems support. By connecting directly with Soldiers and organizations across both states, Samuel helped expand understanding of PaYS resources, identify employment needs and create opportunities for continued collaboration. These efforts support the program's mission of connecting Soldiers with organizations that recognize the value of military experience and skills in the civilian workforce.



Dominique Marchese and Ms. Mary Wilcox from Enterprise Mobility

PaYS BUILDS SOLDIER CAREER CONNECTIONS ACROSS ALABAMA

By Victor Fleming Sr.

PaYS Marketing Analyst Victor Fleming Sr. conducted a marketing visit across Alabama to strengthen PaYS awareness and support relationships with Army organizations and current partners, Alabama A&M University and community organizations. Throughout the trip, Victor focused on increasing Soldier and cadet participation, maintaining communication with PaYS partners, and sharing information about civilian career opportunities available to Soldiers and Veterans.



Victor visits Station Commander SSG Kennedy and recruiters from the Huntsville recruiting office

Victor began the trip by visiting several Army organizations across Alabama, including Huntsville and Decatur recruiting office, Alabama A&M Army ROTC, and the Redstone Arsenal Transition Assistance Program (TAP) office. His outreach focused on increasing awareness of PaYS, encouraging Soldier and cadet participation, and providing program information and resources that could be shared throughout their organizations.

Supporting current PaYS partners was also a key part of the trip. Victor connected with Cortina Solutions, Quantum Research International, and Thompson Gray to strengthen communication and ensure each organization remained informed about PaYS. These interactions helped maintain existing relationships while providing opportunities to share program updates and support continued coordination with PaYS partners across Alabama.

A highlight of Victor's trip was his visit to the Decatur Chamber of Commerce, where he discussed opportunities to expand awareness of the PaYS throughout the local business community. As a key resource for connecting employers, workforce development efforts, and community leaders, the Chamber provides an important avenue for introducing more organizations to PaYS and the benefits of hiring military talent. The visit also created an opportunity to highlight civilian career pathways for Soldiers and Veterans while expanding PaYS reach among employers seeking skilled, disciplined, and experienced candidates.

The Alabama marketing visit strengthened PaYS visibility across Army organizations, current partners, and the local community while reinforcing the program's role in supporting Soldiers and Veterans. Continued coordination will help maintain these relationships, increase awareness of available career resources, and ensure Soldiers remain connected to civilian employment opportunities through PaYS.the civilian workforce.

A BIG THANK YOU TO THESE PARTNERS CELEBRATING THEIR OCTOBER PAYS ANNIVERSARIES:

Alaska State Troopers 19-Oct-04 Accenture LLP 4-Oct-05 Oldcastle Materials 4-Oct-05 Lake County Sheriff's Office 20-Oct-05 Bright House Networks 20-Oct-05 Citrus County Sheriff's Office 20-Oct-05 Phoenix Police Department 20-Oct-05 Office of the Sheriff Contra Costa Co. CA 13-Oct-06 Knoxville Police Department 13-Oct-06 Suffolk County Police Department 13-Oct-06 Union Pacific Railroad Company 30-Oct-06 Smith Transport, Inc. 24-Oct-06 American National Insurance Company 16-Oct-07 Foodliner, Inc. 16-Oct-07 Medi-Dyn, Inc. 16-Oct-07 Kansas Adjutant General's Dept. 16-Oct-07 Cummins Southern Plains, Ltd. 18-Oct-07 Kraft Foods Global, Inc. 13-Oct-08 Gleaner Life Insurance Society 26-Oct-09 City of College Station 30-Oct-09 San Jorge Children's Hospital 30-Oct-09 Syracuse PD 24-Oct-10 The American Red Cross 24-Oct-10 Bunzl Distribution USA, Inc. 26-Oct-10 Regional Transportation Dept. 26-Oct-10 Cobalt Boats 26-Oct-10 Sacramento Metro Fire District 26-Oct-10 Los Angeles Metropolitan Transportation Authority 26-Oct-10 Horizon Well Logging, LLC 4-Oct-11 Wells Enterprises, Inc. 11-Oct-11 AECOM National Security Program 18-Oct-11 Dee Zee, Inc. 17-Oct-12 Corpus Christi Police Department 17-Oct-12 Cliffs Natural Resources, Inc. 17-Oct-12 Dana Limited 3-Oct-13 Rockwater Northeast LLC 1-Oct-14 Airbus Helicopter, Inc. 1-Oct-14 Westmoreland Coal Company 1-Oct-14 Symantec Corporation 1-Oct-14 Coca-Cola Refreshments USA, Inc. 23-Oct-15 Goodwill Southern Nevada 23-Oct-15 Global Linguist Solutions, LLC 23-Oct-15 Applied Material, Inc. 26-Oct-15 Done Right Trucking Incorporate 28-Oct-15 Medical Staffing Network 28-Oct-15 Drury Hotel Company, LLC 28-Oct-15 MedCert 29-Oct-15 Market Transport 29-Oct-15 Hudson Tool Steel Corporation 4-Oct-16 Cannon Companies 4-Oct-16 Genoa, a QOL Healthcare Company 4-Oct-16 Overhead Door Corporation 17-Oct-16 United States Department of Agriculture 27-Oct-16 Sonoco Products Company 5-Oct-17 Putnam County Sheriff's Office 5-Oct-17 Bedrock Protection Agency 5-Oct-17 One Gas, Inc. 26-Oct-18 Quartz Health Solutions, Inc. 4-Oct-19 Albert Einstein Healthcare Network 22-Oct-19 PTS Worldwide Inc. 22-Oct-19 Williamson Street Grocery Cooperative 8-Oct-19 IES Communication 8-Oct-19 Suburban Propane, L.P. 28-Oct-19 PetroChoice 28-Oct-19 Hayward Police Department 29-Oct-20 Driven Brands, Inc. 29-Oct-20 Waste Connections of Colorado 29-Oct-20 Barry Callebaut (VTARNG) 7-Oct-21 Kalahari Resorts and Conventions (WIARNG) 8-Oct-21 Salo Inc. dba Interim Healthcare RMC 20-Oct-21 New Angus LLC dba DemKota Beef Ranch 24-Oct-21 Aspen Contracting, Inc. 28-Oct-21 Security Service Specialists, Inc. 28-Oct-21 Everi 28-Oct-21 Hampton Sheriff's Office 26-Oct-21 Calvary Industries, Inc. 28-Oct-21 Kaney Aerospace, Inc. 29-Oct-21 Velociti, Inc. 28-Oct-21 Arrow Electronics 30-Oct-21 United Ag & Turf, Northeast 26-Oct-22 Sky Chefs, Inc. 31-Oct-22 Cobb County Police Department 31-Oct-22 San Bernardino Sheriff’s Dept. 2-Oct-23 Metal Craft 4-Oct-23 Allegiant Air 13-Oct-23 United Airlines 13-Oct-23 Atrium 16-Oct-23 Courtesy Auto Grp. 17-Oct-23 Matson Navigation Co. of Alaska LLC 23-Oct-23 County of San Mateo 24-Oct-23 American Pest Management Inc. 25-Oct-23 Athens Services 31-Oct-23 Modesto PD 31-Oct-23 Phoenix Protection Corporation 31-Oct-23 Trace-A-Matic 31-Oct-23 Viya 9-Oct-24 Rosenbauer America 1-Oct-25 Topeka Police Department 2-Oct-25 City of Statesboro 23-Oct-25

PROGRAM MANAGER NEWS CORNER



Dear PaYS Partners,

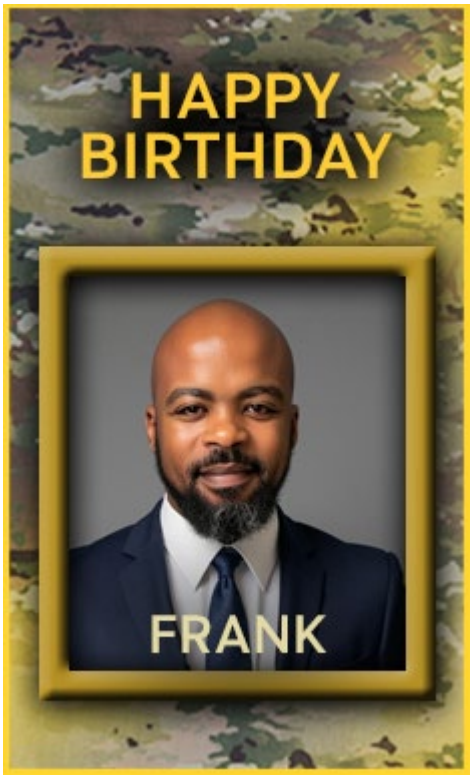
Let's welcome our newest PaYS Partners and give a special thanks to the battalions' leadership and A&PAs for their support.

Upcoming Ceremonies

10 NOV 26
AAFES
DALLAS BN

16 NOV 26
PUBLIC SERVICE ENTERPRISE GROUP, INC. (PSEG)
MID ATLANTIC BN





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