



# The Rally Point

## The official newsletter of the California Army National Guard

April, 2012

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## A Message from the Army Commander

### Leadership

I've talked about selfless service many times. In my mind, it is the very essence of military leadership. Good military leaders are always servant leaders. Leaders who put their own welfare before the welfare of their Soldiers are viewed with contempt by all who know them. Why then do we see so many examples of this kind of thing happening? It happens because we let it happen. I need your help in calling out selfish leaders at all levels. In the last issue of the Grizzly, MG Baldwin pointed out the fact that leaders sometimes become bureaucrats first, losing their warrior ethos. I am counting on M-Day leaders to be engaged at all times and to take ownership for the issues facing their subordinates. Don't blame the system and don't blame someone else. Attack the problem. Fight until you win. You can win by solving your Soldier's problem. Of course, we can't fix every problem or give everyone what they want. We can learn enough to understand the facts and explain why the situation exists. If you work full-time for the Army National Guard, remember that you work for Soldiers. If you are a leader, remember that you are responsible and accountable for the actions of your team, squad, section or unit. You cannot abdicate or delegate that responsibility to a full timer!

### AWOL

AWOL is a crime that will no longer be taken lightly. Think about the consequences before you go AWOL. Although your commander will consider the facts and circumstances of

your particular case, you need to know that you could be reduced in grade, be fined, receive jail time and receive a less than honorable discharge. You have a service obligation and you will be held to that obligation. Hardships will be considered if you apply for them before going AWOL.

### Transfer Policy

It is my policy to allow Soldiers to transfer from one unit to another, as long as the Soldier holds a compatible MOS. Soldiers can also reenlist into another MOS, in another unit, as long as there is a vacancy in the gaining unit.

### Safety Equipment:

To lose a Soldier in war is tragic; to lose a Soldier to a preventable accident is appalling. When operating a tactical vehicle, Soldiers wear helmets and drivers have co-drivers. When backing a vehicle or driving it within a living area, drivers use ground guides. Deviating from the Army Standard has potentially devastating consequences. Don't be that guy that everyone mentions in their safety brief.



**BG Donald Currier**  
Army Commander

## Hunt the Good Stuff: Be Resilient

**\*RESILIENCE CHALLENGE\***: Take 10-15 minutes at the beginning and end of every day to recall at least one good thing that has happened and reflect:

*Why did this good thing happen? What does this good thing mean to me? What can I do tomorrow to enable more of this good thing? What ways did I or others contribute to this good thing? In the **Master Resilience Training Course** we learn that this skill is called "Hunting the Good Stuff"... stay tuned for more tips on building resilience!*

CPT Reneé Marie, CAARNG, Resilience, Risk Reduction, Suicide Prevention (R3SP) Program Coordinator; 916-854-3813; [Renee.marie@us.army.mil](mailto:Renee.marie@us.army.mil), and SFC Ross Wood, CAARNG, Resilience, Risk Reduction, Suicide Prevention (R3SP) Specialist; [Ross.wood@us.army.mil](mailto:Ross.wood@us.army.mil), 916-854-3272.

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## The CSM's Corner/Command Sgt. Major London

### The New APFT (from Army Times, 19 Mar 2012)

"Today's PT test does not adequately measure components of strength, endurance, or mobility. The events have a low correlation to the performance of warrior tasks and battle drills and are not strong predictors of successful physical performance on the battlefield or in full spectrum operations," said Lt. Gen. Mark P. Hertling, Training and Doctrine Command TRADOC's deputy commanding general for Initial Military Training, who holds a master's degree in exercise physiology.

More than 10,000 tests were conducted, mountains of data were compiled, and a few dialogues even devolved into debates and now your new fitness test is ready for final approval.

Maj. Gen. Richard Longo, who as deputy commanding general of Initial Military Training was responsible for designing the new test, said leaders may toughen the scoring scale to ensure better fitness.

The plan retains the same

five events first considered more than a year ago, but each had significant changes and challenges along the way. The recommendation will be presented this month to Gen. Robert Cone, head of Training and Doctrine Command, and includes:

■ **Two-mile run:** The initial plan was to cut the run to a mile and a half, which is considered the best measure of cardiovascular fitness. But the rank and file sounded off and said the extra half-mile measures the heart.

■ **Pushups for one minute:** This event was nearly replaced with dead-hang pull-ups, which are a better measure of functional upper body strength.

■ **Rower for one minute:** Officials looked hard at doubling the rower from one to two minutes. Evaluations showed that the shorter version had a steep bell curve with little variation. But the Fort Bliss evaluation showed the two-minute rower brought little change to the results.

#### ■ **60-yard shuttle run:**

The big change is that this event will be pass/fail, for now. The same is true for the fifth and final event.

#### ■ **Standing long jump:**

Soldiers have been less than enthusiastic about this event and the shuttle run. Officials opted for the pass/fail scoring to allow sufficient time for both events to settle into the ranks. But the Army may apply a scoring scale in the future, Longo said.

Army officials are adamant that the new test remain gender neutral; that means identical events with different scoring standards for men and women.

Sergeant Major of the Army Raymond Chandler has questioned whether the new shuttle run and long jump should remain as part of the new fitness test. The long jump is a "great measurement of leg strength but not necessarily what we want to measure," Chandler said during a January visit to Fort Jackson, S.C. He said the shuttle run is far more difficult for older soldiers, who may not be as agile as they once were.

Leaders' input considered, SMA Chandler, is not willing to accept the status quo of an overweight Army, also said he wanted to up the run to four miles with a 36-minute limit and add a 12-mile ruck march to be done in four hours or less.



**CSM Harold London**  
Army Command Sgt Major

Longo reiterated the Army's commitment to allow adequate time for the force to transition to the new test. The long-standing plan has anticipated a decision by Army Chief of Staff Gen. Ray Odierno by April. The chief could sit on the proposal or make his own changes.

But the new test was not designed in a vacuum. Sources tell Army Times that Odierno has full confidence in his TRADOC commander, and will likely follow his recommendation. If so, soldiers will likely see full implementation as early as Oct. 1.

In the meantime, officials are trying to find money to resurrect the master fitness training course. The plan is to send soldiers to the course or send mobile training teams to the soldiers to ensure every commander has one or two master fitness trainers who can develop a fitness program appropriate for the unit and mission, Longo said. These master fitness trainers will also get the fitness training doctrine fully anchored throughout the force.



## March Retirements

### **SFC Cerna John Paul**

Co B 1-160th INF  
Date Retired: 120304

### **SFC Estremera Shariff Karreem**

Co A 1106th TASMG  
Date Retired: 120303

### **MSG Miller Reesha Jewel**

1498 TC (HET)  
Date Retired: 120301

### **COL Nickels David Brian**

JFHQ-CA (-)  
Date Retired: 120301

### **SGM O Neil Margaret Patricia**

Div Sig Co (-) 40th Inf Div  
Date Retired: 120301

### **MSG Pantoja Hector Rafael**

170th MP Det (CI)  
Date Retired: 120320

### **SFC Regalado Horst Herman**

CO A 1106th TASMG  
Date Retired: 120301

### **MSG Shinn Shron Marie**

JFHQ-CA (-)  
Date Retired: 120305

### **MSG Torresdelvalle Harvey A**

HSC (-) 40th Inf Div  
Date Retired: 120304

### **CSM Waterhouse Scott Albert**

749th CBT SVC SPT BN  
Date Retired: 120315

### **SPC Zepeda Timothy Allen**

CO E 40th BSB (IN) CO  
Date Retired: 120301

## Getting it right:

A word of thanks to **SFC John Schlag** for correcting the **CES** acronym presented in the **March Rally Point**. Schlag informed the **Rally Point** staff that **CES** stands for **cumulative enlisted service**. Feedback from the field is appreciated and we thank **SFC Schlag** for pointing this out.

- Rally Point staff

## Officer Selective Retention Board (OSRB)

The CY12 OSRB is being conducted at the Joint Force Headquarters on 6-10 May 2012.

The purpose of the OSRB is to evaluate those officers who have accrued 20 or more years of service for retirement purposes.

The board of Officers chosen to conduct the OSRB will evaluate each officer's duty performance, compliance with Army standards and potential for further service to make a determination of which

officers will be recommended for retention in the California Army National Guard.

The intent of the board is to retain every officer and it affords them a clear opportunity to stand above the rest.



## Enlisted March Promotions

Unit	Name	Pro-moted To	DOR_RES
HQ & SPC TRP BN 224TH SB MAIN	<b>BLAKELY MICHAEL CHARLES</b>	SGT	120323
2632ND TC (-)	<b>CASTELLO ROBERT MANUEL</b>	SFC	120320
CO D(-) 1-185TH AR BN	<b>CHIERICI ALEX ELIO</b>	SSG	120309
CO A 1106TH TASMG	<b>CONTRERAS MANUEL JOHN</b>	SSG	120320
CO A (-) 1-184 IN BN	<b>CORCORAN KEVIN ANTHONY</b>	SFC	120319
118TH MAINT CO	<b>EDWARDS STEPHEN THEODORE</b>	SSG	120312
CO A 1106TH TASMG	<b>GILBUENA CHRISTOPHER ADAM</b>	SSG	120320
CO A 1106TH TASMG	<b>HERNANDEZ MICHAEL RAY</b>	SGT	120307
CO C 1-168TH GSAB	<b>HERRERA JON RICHARD</b>	SGT	120314
670TH MP CO	<b>LEE NICHOLE LOUISE</b>	SGT	120315
CAMP SAN LUIS OBISPO	<b>LUU MAGGIE</b>	SGT	120315
CO A 1106TH TASMG	<b>MARTINEZ FRANCISCO AVIERO G</b>	SSG	120320
40TH IN DIV BAND (-)	<b>QUINONEZ TRINIDAD JR</b>	SGT	870128
118TH MAINT CO	<b>SULLINGER KENNETH OWEN</b>	SGT	120312
118TH MAINT CO	<b>TERRY RONALD JAY</b>	SGT	870307
670TH MP CO	<b>VASQUEZ HENRY RAUL</b>	SGT	120306
100TH TRP CMD	<b>WRIGHT SCOTT ALAN</b>	SGT	120312

## EDUCATION

### INCENTIVES AUDIT

The first portion of the California Army National Guard incentives audit, which was 100% of all Student Loan Repayment Program (SLRP) paid between 2004 and 2010, reached completion at the end of December 2011.

The Incentives Task Force (ITF) reviewed the records of over 600 Soldiers and, based on the results of those audits, notifications are currently moving through the settlement process and on the way to affected members. Each notification, while mailed to the Soldier's HOR, is also provided to each BDE Command team in a by-name list. During the audit the ITF found:

- \$809,917 of incentives paid correctly
- \$4,096 still owed to Soldiers
- \$1,676,909 currently available for re-audit or exception to policy
- \$3,298,302 overpaid and in the process of recoupment

Soldiers in the third category (\$1,676,909 available for re-audit or exception to policy) must respond within the 30 day window afforded in the notification memo or the amount listed on the notification will be forwarded to USPFO for recoupment action. This is largely due to the basis for the re-audit (bonus contract, bonus addendum, and / or valid federal student loan documentation, including NSLDS loan history) is missing from the Soldiers record. This is why it's imperative that when a Soldier receives a memorandum from the Incentives Task Force that they call either the Settlement Team (855.751.4087) or the California National Guard Legal Assistance team at 310.478.5798 for support.

As an example of what the re-audit process can provide, a recent notification memorandum was sent to a Soldier (J.D.) in southern California. The ITF audit showed an overpayment of \$7,500 which would have to be recouped. The Soldier immediately contacted the ITF and provided documentation to show that the funds had already been repaid. The Soldier's record was re-categorized and his file was closed. Had the Soldier not responded to the ITF, he could have faced collection.

If you were not a recipient of the Student Loan Repayment Program, rest assured that the second phase of the ITF mission, which is

auditing 100% of all Selective Reserve Incentive Program (SRIP), has begun. Any Soldier in receipt of a bonus between 2004 and 2010 shall receive a notification memo in the future. Just remember to read the letter, determine what documents are needed, and contact our Settlement or Legal Assistance team to determine the next step.

## COMPETITION

### BEST WARRIOR CHALLENGE

The California Army National Guard will host the FY 2012 ARNG BWC for Region VII from 22-26 April 2012 at Camp San Luis Obispo, San Luis Obispo, CA 93405. Eight states will participate from Arizona, New Mexico, Utah, Guam, Hawaii, California, Colorado, and Nevada.

The winners of ARNG Region VII Soldiers will go on to compete in the National ARNG BWC hosted by the Warrior Training Center at Ft. Benning, GA from 29 July to 3 August 2012.

The Region VII BWC will be conducted over a five day period. The timeline for the competition is as follows: You are invited to cheer on our two Soldiers from the 1106<sup>th</sup> TASM and the 79<sup>th</sup> IBCT who will be in competition for the title. You are also invited to the Awards Banquet on the 26<sup>th</sup> of April at CSLO.

## PAY

### INCAPACITATION PAY

The objective of the RC Incapacitation System is to compensate, to the extent permitted by law, members off the Reserve Components who are unable to perform military duties and/or who demonstrate a loss in civilian earned income as a result of an injury, illness or disease incurred or aggravated in the line of duty and to provide the

### BWC

#### FIVE DAY CHALLENGE

- Day one (22 April): In-processing and event orientation.
- Day two (23 April): PRT/CRT, Pre-Combat Inspections, Land Navigation, Media and Essay event.
- Day three (24 April): Foot march, M9, M4 and M249 LFX, MOUT Lanes, unknown distance run and WTBD practical exercise.
- Day four (25 April): High Ropes, Rockwall and Obstacle courses, WTBD testing and Combative competition.
- Day five (26 April): Appearance Board and Awards Banquet.

required medical and dental care associated with the incapacitation.

There are two types of incapacitation pay, **Tier I** and **Tier II**. A Soldier who is "unable to perform any military duties" (Tier I) is entitled to the equivalent of full pay and allowances, including all incentive pay to which entitled, less any civilian earned civilian income, other than earned income received and or other non-taxable income.

A Soldier who is able to perform his or her military duty, but demonstrates a loss of earned income, will be compensated for lost earned civilian income and will receive (Tier II). The compensation under this provision will be the lesser amount of demonstrated lost civilian earned income in the amount not to exceed military pay and allowances for which the member would be entitled if serving on active duty.

In either case the Soldier must have an approved line of duty investigation (LOD) for the specific injury, illness or disease that has incapacitated him or her. Documents needed to apply for Incapacitation pay include DA Form 7574 (Incapacitation Pay Monthly Claim form,

## Work for Warriors

The California Military Department launched its employment initiative, "**Work for Warriors**". The mission of the program is to reduce unemployment in the California National Guard (CNG) by twenty five percent (25%) in one year.

CNG Guardsmen now have a single point of contact when looking for employment. The Work for Warriors staff has partnered with businesses throughout the state to get numerous types of job openings. Utilizing the unemployment information reported by CNG units, the Work for Warriors staff is actively contacting and placing CNG members into jobs. Soldiers and Airmen can also submit their information via the Work for Warriors website and track job openings or career information via the Work for Warriors Facebook page.

If you are unemployed, log on or contact the Work for Warriors staff today and put them to work finding you a job today.



[www.calguard.ca.gov/EIP](http://www.calguard.ca.gov/EIP)

### PAY CONTINUED

DA Form 7574-1 (Military Physician's Statement of Soldier's Incapacitation/Fitness for Duty), DA Form 7574-2 (Soldier's Acknowledgement of Incapacitation Pay Counseling), and DA Form 5960 (Authorization to Start, Stop, or Change Basic Allowance for Quarters (BAQ) and/ or Variable Housing Allowance (VHA)). For additional information and assistance contact your unit.

## FAMILY READINESS

### Who is the Support Team for Your Family Readiness Group?

The Family Readiness Support Assistant (FRSA) Team is made up of full time contractors that work within a specific Brigade (BDE) or Major Command (MACOM). FRSAs are an important part of the Commander's Special Staff that work with Family Readiness groups (FRGs) to provide training and support during the entire Deployment Cycle, Before/During/ After Mobilizations.

FRSAs will assist in developing and maintaining FRGs by providing guidance, support and communication. FRSAs will be working closely with Family Assistance and the Child and Youth Program to connect families with resources/programs available around the State. Questions about FRGs or FRSAs? Please contact your MACOM FRSA. A complete listing can be found on:

[www.calguard.ca.gov/readyfamilies](http://www.calguard.ca.gov/readyfamilies)



## Army Disciplinary Actions

Rank	Unit	Description of Charge	Result
SPC	185th MP BN	AWOL	Reduced to PFC and discharged
SPC	185th MP BN	AWOL	Discharged
PFC	185th MP BN	AWOL	Discharged
SPC	185th MP BN	AWOL	Reduced to PVT and discharged
PFC	185th MP BN	AWOL	Reduced to PV2 and discharged
SPC	185th MP BN	AWOL	Reduced to PV2 and discharged
SGT	HHC, 49MPBDE	DUI/assault with deadly weapon Misconduct, poss of controlled Substance	Reduced to PVT and discharged
SPC	HHC, 79BSTB	Violated Article 134 by giving a Military ID to someone	Reduced to PV2, forfeit of one month of pay
SGT	1-184th INF BN	AWOL	Article 15 and reduced to SPC
SSG	746th CSSB	failed to attend drill for 7 months	Reduced to SPC
SPC	746th CSSB	Bigamy, lying on a sworn statement	Article 15 and reduced to PFC
SGT	578th ENG BN	failed to attend drill for 8 months	Reduced to SPC
SGT	340th BSB	Army Substance Abuse Program	Discharged
SGT	340th BSB	Army Substance Abuse Program	Discharged

### From the Provost Marshal: On-Line Dating Awareness

Soldier starts on-line relationship with girl he met on Craigslist. Girl tells Soldier she is 18 years old. Soldier consummates relationship. Girl turns out to be 15 years old. Soldier dangerously close to ending military career and being required to register as a sexual deviant for the remainder of his life.

Lesson Learned: The risk to developing a relationship on line is that you don't know who you are talking to. Don't believe everything you hear or read from your computer monitor. Regardless of what you are told, you are still held accountable. In this case, the Soldier was at great risk of being charged with California Penal Code 261.5 Statutory Rape. A conviction would have included up to four years in a California State Prison.



*The 49th's primary stateside mission is to provide Defense Support to Civilian Authorities in the northern region of the state.*

### UNIT SPOTLIGHT: 49th Military Police Brigade

The 49th Military Police Brigade is the Golden State's only Army National Guard MP Brigade and is based in Fairfield, CA.

The 49th MP's primary role here in California is to provide Defense Support to Civilian Authorities (DSCA) in the northern region of the state.

As part of this mission, the 49th validated in March as the FEMA Region IX Homeland Response Force (HRF), which serves as the command and control element to National Guard units responding to Chemical, Biological, Radiological, Nuclear (CBRN) disasters by providing life-sustaining

operations in the areas of search and extraction, decontamination, medical triage and site security, and is able to respond to an emergency in a matter of hours.

The 49th MP BDE is comprised of the 185<sup>th</sup> MP Battalion, the 579<sup>th</sup> Engineer Battalion, 69<sup>th</sup> Public Affairs Detachment and the 170<sup>th</sup> Criminal Investigation Detachments (CID) located throughout the state.

The 49th continues in its mission to maintain a trained and well-prepared force ready to respond to contingencies at home and abroad.



#### AWARDS APPROVED BY ARMY HEADQUARTERS FOR THE MONTH OF MARCH

MSM—7 (for service)

MSM—6 (retirement)

MSM— 1 (permanent change of station)

### Warrant Officer Excellence/by CW5 Artavia Edwards

Please join me in congratulating CW2 Nimfa Pana on her superior academic achievement while attending the Supply System Technician Warrant Officer Advance Course. Among her Active Duty peers, she was the only National Guard Warrant Officer. CW2 Pana exceeded the course standards and was honored with respective Certificates of Achievements that are most appropriate for the Honor Graduate, from the United States Army Quartermaster School and the United States Army Warrant

Officers Association. Warrant Officers generally perform well while away at their respective schools and return, without a word to anyone, and continue to perform exceptionally in their respective jobs. These achievements should be acknowledged and I will publish them so that you can join me in doing so. The following warrant officers were also recognized for superior academic achievement: WO1 Marty O'Clair (Class Leader); WO1 Anjanette Mull (Class Historian); CW2 Cassandra

Bryson (Squad Leader); and CW3 Carol Lima who exceeded course standards and was also awarded the President Benjamin Harrison Medal, the Commandant's coin for excellence and selected to the Commandant's List for maintaining the highest overall academic class average.

CONGRATULATIONS to all for a job well done!!!



# DEERs Locations & Hours



**This is the official newsletter of the California Army National Guard, 9800 Goethe Road, Sacramento, CA 95827.**

**Views and opinions expressed in this publication do not necessarily reflect or represent the official views of the Department of Defense, Department of the Army or the California National Guard.**

**This publication is authorized under AR 360-1.**

## Editorial Content

LTC Renee T. MacDonald  
MAJ Jonathan Shiroma

## Graphics & Design

SGT Salli Curchin

Unit	Location	Address	Phone #	Hours Open
40 <sup>th</sup> ID STB	Los Alamitos	4510 Constitution Avenue, Bldg 8	(562) 936-1768	IDT Only
49 <sup>th</sup> MP BDE	Fairfield	510 Parker Road	(707) 437-3811	9-4 M-F
49 <sup>th</sup> HRC	Sacramento	440 Arden Way	(916) 366-4714	IDT Only
40 <sup>th</sup> CAB	Fresno	5575 East Airways Blvd	(559) 347-5807	TBD, IDT Only
1106 <sup>th</sup> AVCRAD	Fresno	5565 East Airways Blvd	(559) 347-5618	TBD, IDT Only
JFTB	Los Alamitos	4480 Yorktown Ave	(562) 795-2464	M-F (0700-1500)
JFHQ	Sacramento	9800 Goethe Rd.	(916) 854-3277	M-F (0800-1600)
MTC	Camp Roberts	Hwy 101 Bldg 303	(805) 238-8574	M-F (0800-1630)
79 <sup>th</sup> IBCT	San Diego	7401 Mesa College Dr.	(858) 573-7003	0800-1630
115 <sup>th</sup> RSG	Roseville	850 All American City Blvd	TBD	TBD
224 <sup>th</sup> SUS BDE	Long Beach	2200 Redondo Ave	(562) 594-1508	TBD

## New Army Service Uniforms



The USPFO for CA will soon order, receive and begin distribution of ASUs to Soldiers. Male Soldiers will receive 1 jacket and 2 pairs of trousers; Female Soldiers will receive 1 jacket, 1 pair of slacks and 1 skirt. Brigades have already been notified to submit their requirements, by size, to USPFO Material Management **NLT 9 April 2012** (See the "Basic Fitting Guide for Army Service Uniforms" and the ASU Order Form on the USPFO Portal at <https://portal.ca.ngb.army.mil/sites/USPFO/Logistics/Forms/AllItems.aspx>). Officers and AGR Soldiers are **NOT** authorized to receive this issue of ASUs. New Enlistees will receive their initial issue of ASUs from the Clothing Initial Issue Point during basic training, so units should **NOT** order ASUs for those individuals. Brigades are to email their order forms to SGT Eric Bollin at [eric.bollin1@us.army.mil](mailto:eric.bollin1@us.army.mil). Once the ASUs arrive at the USPFO warehouse, units will coordinate with ISG Rod

Pullen, (805) 594-6374 or MSG Luis Gutierrez at (805) 594-6430 to arrange a pick-up time. Any questions? Just contact Shianne Shiel at USPFO, (805) 594-6363, email: [Shianne.shiel@us.army.mil](mailto:Shianne.shiel@us.army.mil).

## Social Media



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

The **CALIFORNIA ARMY NATIONAL GUARD** is now on Facebook! With Social Media exploding, it's important that we stay up to date with what's happening in California and around the world. It can have an affect our careers and our lives. That's why the California Army National Guard has come on line with our very own Facebook page in order to keep you, our Soldiers, knowledgeable about things that are going on within the California Army National Guard as well as the Army.

Look forward to updates from the Commander and CSM; copies of the newsletter; stories that affect our Soldiers and Families; upcoming suspense dates; as well as other useful information that our Soldiers may need to know.

Simply look us up on Facebook, and hit "like" to have all the information you need!

**Cyber** is the way business is ran in today's society. The military monitors all Cyber activity, including Internet, e-mail, cell phone and texting, for appropriate use. The **required annual AUP** is consent of this monitoring (and required for network connectivity). Your personal cyber activity, Internet browsing, YouTube, E-mail are also tracked by default for intelligent display advertising on your home computer. For more information on protecting your personal cyber data go to: <http://digitaljournal.com/article/320137> or the Electronic Frontier Foundation (EFF) at <https://www.eff.org>.