



Personnel Recovery (Pr) For The Soldier



THE OVERALL CLASSIFICATION OF THIS BRIEFING IS
UNCLASSIFIED//FOR OFFICIAL USE ONLY

REMOVE ALL CELL PHONES



Purpose

- This program of instruction (POI) will provide a general overview of PR considerations and requirements
- This POI is for the individual Soldier
- Staff considerations are addressed in a separate POI



Agenda

- Introduction
- References and Resources
- PR Principles
- PR Methods
- PR Operations Process:
 - Plan
 - Prepare
 - Execute
 - Assess



Significance

Operation Iraqi Freedom (OIF) historical examples of kidnapping /capture:

- Jul 10: Kabul, Afghanistan (AF) – Two American Navy personnel went missing in the eastern province of Logar AF after they stopped in a local bazaar; they were seized by Taliban
- Nov 08: David S. Rohde a reporter for the New York Times was captured after being invited to interview a senior Taliban commander; he was double-crossed
- Jun 06: Tactical command post (TCP) attacked near Baghdad; two soldiers were captured from 101st ABN division; search with 8,000 US and Iraqi forces was conducted; booby-trapped bodies were found and recovered 2 days after capture
- Sep 06: *"I appeal to every holy warrior in the land of Iraq to exert all efforts in this holy month so that God may enable us to capture some of the Western dogs,"* Abu al-Masri, leader of al-Qaida in Iraq

Significance

Future significance:

- Capturing/kidnapping Coalition Forces and Department of Defense (DoD) civilians garners tremendous media attention, which the enemy exploits in his Information Operations (IO) campaign
- US Military Training Teams (MiTT) operate in small units and are often isolated from other Coalition Forces. They are increasingly vulnerable to capture

1,000 days of evasion are better than 1 day of captivity!

Personnel Recovery

“This concept (PR) begins by ensuring every leader, Soldier, Department of the Army (DA) civilian, and DA contractor is trained to survive isolating situations and trained in actions to recover those lost.”

– *Chief of Staff of the Army (CSA) Guidance for PR, May 2005*

“It is DoD policy that preserving the lives and well-being of US military, DoD civilians, and DoD contractor personnel authorized to accompany the US Armed Forces who are in danger of becoming, or already are, beleaguered, besieged, captured, detained, interned, or otherwise missing or evading capture (hereafter referred to as “isolated”), while participating in US-sponsored activities or missions, is one of the highest priorities of the DoD.”

– *DoD Directive 3002.01E, April 16, 2009*

Key Terms

- **Personnel Recovery (PR)** – The sum of military, diplomatic, and civil efforts to prepare for and execute the return of isolated persons to safety or friendly control.
- **Survival, Evasion, Resistance, and Escape (SERE)** – Actions performed by isolated personnel designed to ensure their health, mobility, safety, and honor in anticipation of or preparation for their return to friendly control.
- **Isolated Person (IP)** – U.S. military, DoD civilians and contractor personnel (and others designated by the President or Secretary of Defense) who are separated from their unit (as an individual or a group) while participating in a US-sponsored military activity or mission and are, or may be, in a situation where they must survive, evade, resist, or escape



General PR Principles

- Based on leadership and accountability at every level, from the individual Soldier to theater or combatant commands
- Successful PR is both an individual and collective responsibility
- For the individual, it depends on training received in order to survive an isolating situation, and to use Isolated Soldier Guidance (ISG) to know what actions to take
- Individual actions are enabled through planning and preparation at the unit level to execute PR tasks



Individual PR Principles

- Understand your ISG and special instructions.
 - “You are Isolated if _____, move to _____ etc.
 - Challenge/password, letter/number of the day, etc.
- Know where you are at all times and the distance and direction to the nearest Friendly Force.
 - Look for memorable landmarks as you travel, checkpoints, etc.
 - Know basic navigation – sun rises in the east, constellations, etc.
- Maintain and account for you recovery equipment.
 - Radios charged/PLB-tested
 - GRGs/maps, GPS/compass
- Know how to communicate/signal both day and night.
 - No COMs plan, IR devices

PR Methods

Military – Conducted by military forces that can be in conjunction with host nation and Department of State (DoS):

- Immediate – Unit to which the Soldier is assigned or attached conducts the recovery (most preferred method)
- Deliberate – Planned, prepared, and executed like any other operation
- External Supported – Service, joint, or multi-national forces used to support or augment Army recovery operations
- Unassisted – IP uses individual Soldier skills (and ISG) to evade enemy forces and return to friendly control

PR Methods

Diplomatic – PR of American Service members, DoD civilians, DoD contractors, and other designated individuals through political means, usually DoS-led

Civil – Release or recovery of IPs or groups not involving military or diplomatic officials

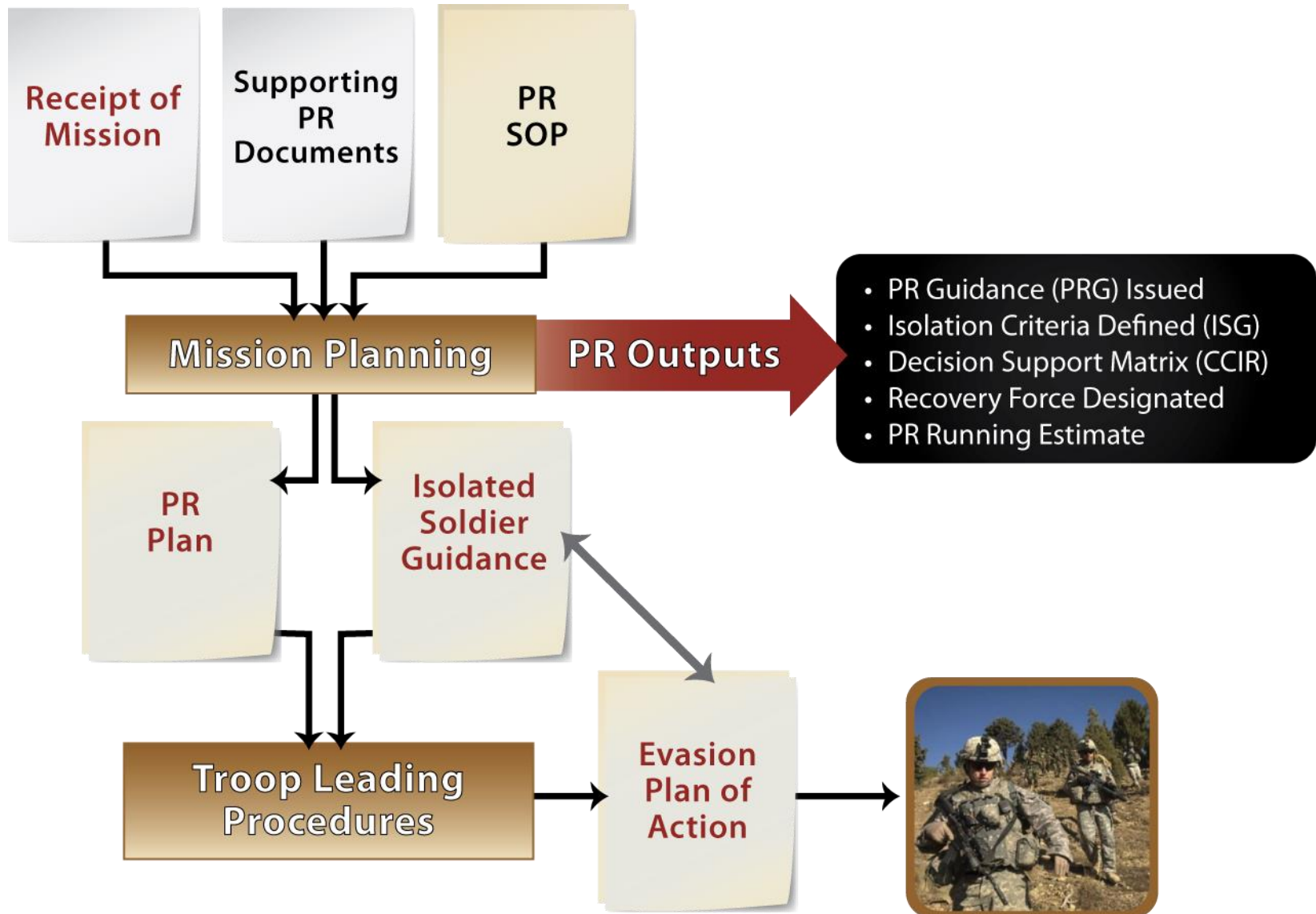
- Government-Sanctioned Inter-Governmental or Non-Governmental Organizations (NGO)
- Influential Private Citizens – In certain circumstances, an influential private citizen may be able to recover IPs

PR Operations Process

- Plan
- Prepare
- Execute
- Assess



PR PLANNING





PLAN: Evasion Plan Of Action (EPA)

- Small-unit leaders must ensure that they plan their PR actions based off of Higher's PR plan or CONOPS, ISG, established standard operating procedures (SOP), and theater special instructions (SPINS) data
- Develop to address the five PR tasks (report, locate, support, recover, and reintegrate); must be written based on the assets available and potential recovery forces
- EPA informs the recovery force about the IP's intentions





PLAN: Evasion Plan Of Action (EPA) (CONT'D)

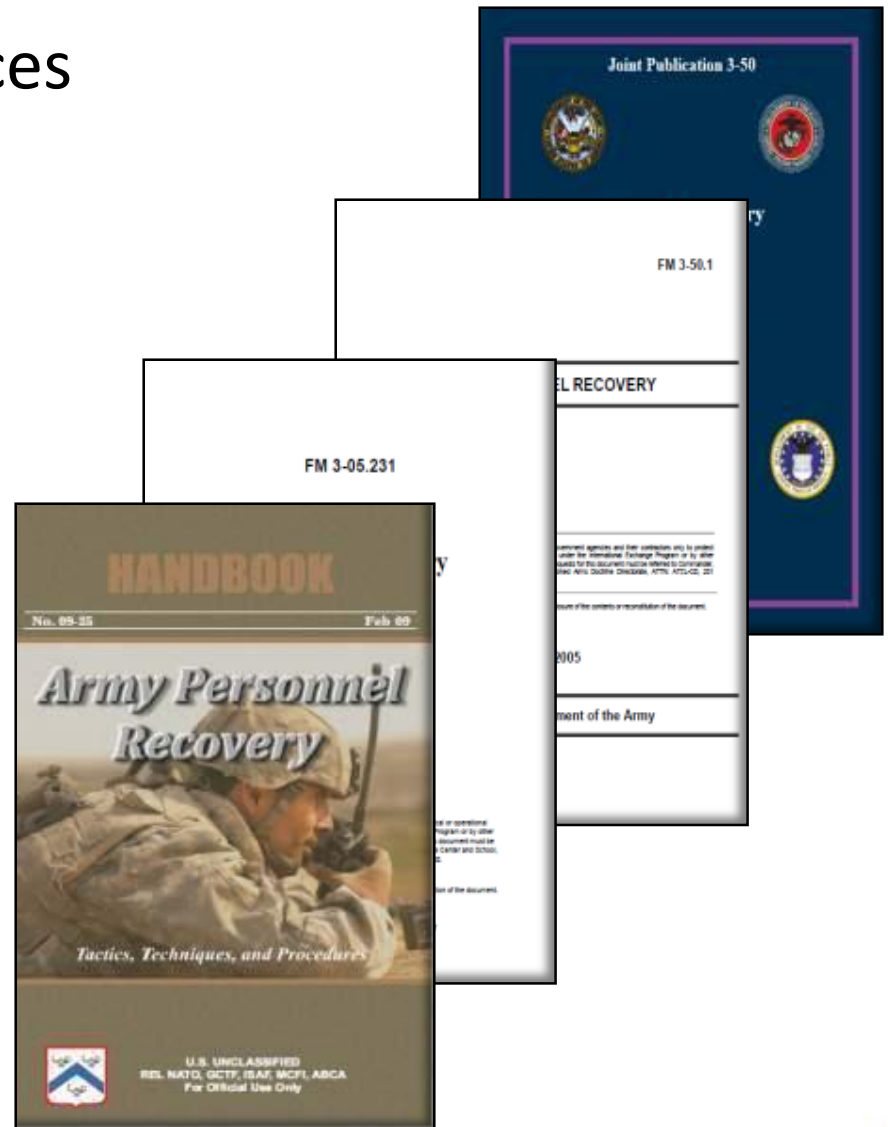
- In the absence of any other specific information or intelligence, PR cells and recovery forces will use this data to help plan a recovery
- The minimum information requirement to produce an individual EPA exists and can be found in FM 3-50.1, Appendix F

The more complete, accurate, and up-to-date the information is, the better the chances for successful recovery



Prepare

- Guidance and References
- Education and Training
- Equipment
- Rehearsals
- Family Support Plan



Prepare: Guidance And References

- Code of Conduct (CoC), SERE, and PR training (deployment and theater-specific requirements)
- Use (and update)
 - Isolated Personnel Report (ISOPREP) – classified
 - Pre–Outside the Continental United States (OCONUS) Travel File (Pro-File) – unclassified
- Create PR plan, ISG, and EPA using Higher’s PR guidance, PR plan, and SPINS from theater



Prepare: Guidance And References (CONT'D)

- Analyze the threat of isolation and incorporate indicators in every patrol brief
- Issue PR kits and PLBs to individual Soldiers (items mission-dependent)
- Remember to always:
 - Move – navigation while evading
 - Communicate – report situation, location, authentication in order to aid recovery
 - Sustain – acquire needs and requirements



Prepare: Education And Training

The Army Proponent for Personnel Recovery (PRPO) is located at the Combined Arms Center Fort Leavenworth, KS

ONLINE COURSE

DESCRIPTION

| | |
|------------|--|
| ARPR 101 A | Introduction to PR Concepts |
| ARPR 101 B | PR in Non-Adversarial Environment |
| ARPR 101 C | PR in Non-Adversarial Environment |
| ARPR 202 | Command & Staff Roles and Responsibilities |

Approximately 14 hours of online training required



Prepare: Education And Training

Joint Personnel Recovery Agency (JPRA) is the DoD office of primary responsibility for Personnel Recovery

COURSE

SERE 100 CoC Level B Training

PR 300 – Personnel Recovery Execution

PR 301 – Personnel Recovery Planning and Operations

DESCRIPTION

Online course number NNC-CONR-1031-L

Teaches the five tasks of PR execution

Prepare the Joint PR planner to support and advise the Joint Task Force Commander and Staff

Approximately 14 hours of online training required



Prepare: Equipment

- Survival, evasion, and recovery equipment requirements identified by Higher and through training
- Move:
 - Compass, GPS
 - Map/GRG, evasion chart, imagery
- Communicate:
 - Radio or phone
 - Pointee-Talkee
 - Signals:
 - Electronic – *Personal Locator Beacon (PLB)*, radio beacon
 - Visual – laser, strobe, mirror
- Sustain:
 - Water purification
 - Blood chit (supply needs, transportation, SOL, recovery)

Communicate



Move



Sustain



Prepare: Rehearsals

- PR/Collective Tasks:
 - Talk through, rock drill, walk through, full mission rehearsal
 - Combat Training Center (CTC)
 - Field Training Exercise (FTX)
- SERE/Individual Skills:
 - Land navigation: scenario-based SERE tasks
 - Patrol briefs: incorporate ISG
 - FTX: survival and evasion tactics
 - Range: opportunity to fit personal kit
 - Cultural: language and customs
- Outcome-Based Training and Education (OBT&E)



Prepare: Family Support Plans

- Family Readiness Groups (FRG) briefed prior to deployment:
 - What occurs in the event of an IP event?
 - What support will be provided?
 - US Army South (USARSO) PRCC is designated as the lead agency for Phase 3 reintegration
 - Casualty Affairs Officer (CAO)
- Rear Detachment Battle Drill created:
 - Casualty assistance
 - Religious support
 - PAO guidance for unit and family members
 - Channels of communication
 - Rehearsals critical
 - Briefed to FRG





Prepare: Conclusion

- Thorough PR preparation by units and individuals (including supporting DA civilians and DA contractors) will result in a trained and integrated team appropriately equipped to conduct SERE operations within their assigned AO.
- Realistic, demanding rehearsals orient the team to the battlefield situation and continuously hone PR skills.



Execute

- Report
- Locate
- Support
- Recover
- Reintegrate



YOUR UNIT IS YOUR BEST CHANCE FOR RECOVERY

Execution: Considerations

- Maintain communications with Higher throughout the mission and disseminate any threat updates.
- Maintain and rehearse internal/external communications:
 - Radio
 - Voice or line of sight
 - Signals (lasers, strobes, smoke, etc...)
 - With partnered and adjacent forces
- Avoid telegraphing movements and setting patterns
- Identify rally points during movements and halts
- Accountability; use buddy teams and employ cross-cover in static positions



Execution: Considerations (Cont'd)

- Perform surveillance detection (identify/disseminate indicators based off analysis)
- Use the 5-point contingency plan (GOTWA) when splitting elements:
 - “G” Where I'm **going**
 - “O” **Others** I'm taking
 - “T” **Time** of my return
 - “W” **What** to do if I don't return
 - “A” **Actions** to take if I make contact or actions to take if you make contact



Execute: Report

Includes the recognition, proper notification, and validation that personnel have or may have become isolated.

- Include IP events in the CCIR
- PR cells should monitor the primary operations frequency for IP events (primary means of initial communication)
- PR cells must be prepared to receive IP reports from multiple sources
- Collect IP information on a standardize reporting format
- Validate report through active CONOPs and checking information with unit operations as well as:
 - Isolated Personnel Report (ISOPREP)
 - Special Instructions (SPINS) data

Execute: Locate

Includes actions taken to precisely find the IP.

- The more accurate the location (grid, building, terrain feature), the easier it is to vector recovery forces
- Location can come from first hand observations to the incident (via any means), intelligence assets, IP
- Unit may initiate searches, task ISR assets, and tap into intelligence resources to locate
- Some considerations if exact location is unknown:
 - Date-Time Group (DTG) at point of departure
 - Planned route and speed of travel
 - Current situation vicinity of IP and possible route deviations
- May help determine recovery assets
- Location updates are reported continuously

Location efforts, using all necessary means, begin with the initial report and continue until recovery of the IP.

Execute: Support

Includes actions taken to mentally, physically, and emotionally sustain IPs, and their families, throughout the five tasks.

- Command must provide all assistance necessary to enable that person to survive until recovery:
 - Establishing communications
 - May include physical security or fire support to keep an enemy force from finding and capturing the IP
 - Logistics (unit may emplace caches or perform kickouts)
 - Maintaining morale
- IO may be used to divert or deceive the enemy
- Key Leader Engagement (KLE) to pressure local and government leaders to act
- Support to families includes media interaction and providing other support to reduce their anxiety

Execute: Recover

Includes the employment of forces to regain the IP and does not end until the IP is handed over by the recovery element to medical personnel for reintegration.

- Communications during the recovery are crucial for mission success
- IP must obey all commands of the recovery force, for their safety and that of the force
- Executed through Combat Search And Rescue (CSAR), Quick Reaction Force (QRF), or NGOs
- A successful recovery operation results in the end of the isolation and the recovery of the person or persons
- The recovering unit's mission is complete when the recovered person is returned to a friendly controlled installation

Execute: Reintegrate

Includes immediate medical assessment and debriefings before returning recovered personnel back to duty and their family.

- The duration reintegration activities depend on each individual IP.
- Immediate medical and mental assessment and debriefings conducted in one to three phases:
 - Phase I – The returnee is transported to a designated processing facility, normally at a division, corps, or theater army headquarters

Execute: Reintegrate

- Phase II – The focus is to provide remedial medical and behavioral health care necessary to return the formerly isolated individuals to their assigned unit or organization
- Phase III – If necessary, the returnee may return to the Continental United States (CONUS) for long-term medical and behavioral health care
- Reintegration ends when the individual is returned to duty and requires no further care relating to the event.
- This process is driven by the Commander's call.

The task ends when the individual is returned to duty and requires no further care relating to the isolation event.



Execute: Conclusion

- Successful PR mission execution requires the following:
 - Effective management of information from a variety of sources
 - Communicating that information to those who are in a position to act on it
 - Identifying accurate locations of IP events and personnel
 - Supporting IP and their families
 - Well-planned recovery missions and expeditious reintegration of recovered personnel
- Commanders and staffs, units, and IPs must all be synchronized during execution and capturing lessons learned to enable future success.



Assess

- Assessment of actions taken during the planning, preparation, and execution of PR missions is vital if we are to successfully adapt to changes.
- Assessment is the last major portion of the PR system and a continuous process that occurs throughout the system.
- Assessing PR begins with Step 1 of the military decision making process, Receipt of Mission.
- The commander and staff, units, and **individuals** should review their current situations and assess their levels of preparation for personnel recovery operations.

Assess

IP must report any changes to Higher immediately:

- Anytime during the operations process, unanticipated threats or opportunities may significantly change the situation, requiring the planning process to restart and a new plan to be developed.
- Continuous assessment, including the identification of branches and sequels, reflected in staff running estimates, is key to ensuring plans are revised and remain relevant to the situation.



Assess: Conclusion

- The ultimate results from assessments are to capture the lessons learned and adapt the unit processes, procedures, training, and operations to improve the organization.
- Assessments are crucial to improving the performance of the PR cell, units, and individuals in all operations.





QUESTIONS?



References

- JP 3-50. *Personnel Recovery*, 5 January 2007
- AR 525-28. *Personnel Recovery*, 5 March 2010
- FM 3-50.1. *Personnel Recovery*, 1 September 2011, DRAFT
- FM 3-05.231. *Special Forces Personnel Recovery*, 13 June 2003
- FM 21-76-1. *Survival, Evasion, and Recovery*, JUNE 1999
- Call Handbook 09-25. *Army Personnel Recovery*, 14 April 2009
- FM 3-0. *Operations*, 27 February 2008
- Chief of Staff of the Army MSG, *Guidance for Personnel Recovery*, 16 May 2005

Resources

- AWG:
 - <https://portal.awg.army.smil.mil> (SIPR)
 - <http://www.awg.army.mil> (NIPR Web)
 - PRPO:
 - <http://usacac.army.mil/cac2/PRPO/> (NIPR Web)
 - <https://combinedarmscenter.army.mil/Pages/2/PersonnelRecovery.aspx> (Intranet)
 - JPRA:
 - <http://www.jp.ra.jfcom.mil/> (NIPR Web)
- JPRA SIPR site. (<https://public.jp.ra.smil.mil>)