FUNDAMENTALS

OF ARMY

PERSONNEL

RECOVERY

(Reference FM 3-50.1)

Date: SEP 2005

GTA 80-01-001

THE CODE OF CONDUCT FOR MILITARY SERVICE MEMBERS

Article 1- I am an American fighting in the forces that guard my country and our way of life, I am prepared to give my life in their defense.

Article 2 - I will never surrender of my own free will. If in command, I will never surrender the members of my command while they still have the means to resist.

Article 3 - If I am captured I will continue to resist by all means available. I will make every effort to escape and aid others to escape. I will accept neither parole nor special favors from the enemy.

Article 4 - If I become a prisoner of war, I will keep faith with my fellow prisoners. I will give no information or take part in any action which might be harmful to my comrades. If I am senior, I will take command. If not, I will obey the lawful orders of those appointed over me and will back them up in every way.

Article 5 - Should I become a prisoner of war, I am required to give name, rank, service number, and date of birth. I will evade answering further questions to the utmost of my ability. I will make no oral or written statements disloyal to my country and its allies.

Article 6 - I will never forget that I am an American fighting for freedom, responsible for my actions, and dedicated to the principles which made my country free. I will trust in my God and in the United States of America.

WHO ARE ISOLATED PERSONNEL

US military, DOD civilians, or DOD contractor personnel, or other personnel designated by the President or Secretary of Defense, who are beyond the positive or procedural control of their unit, in an operational environment requiring them to survive, evade, resist, or escape (SERE). Personnel who are isolated, missing, detained, or captured (IMDC) will be collectively referred to as "IMDC personnel".

EXAMPLES OF IMDC PERSONNEL

- Individuals who are unaccounted for as a result of a break in contact (e.g. while on patrol or during a convoy operation) or during a routine 100% personnel and accountability check
- Prisoners of War (POW)
- Individuals illegally detained by foreign governments
- Crew of an aircraft experiencing a mishap or shoot down
- Convoy personnel experiencing vehicle break downs or other emergency events

FIVE PR EXECUTION TASKS

The **report task** includes the recognition, proper notification, and validation that personnel have or may have become IMDC. Reports can be generated by an accountability mechanism, visual sightings, intelligence, surveillance, and reconnaissance operations, or communications with an IMDC person reporting the event. It is vital to report an IMDC or suspected IMDC immediately through command channels. This should be a CCIR item.

The **locate task** includes actions taken to precisely find IMDC personnel. Location efforts, using all necessary means, begin with the initial report and continue until recovery of the IMDC person. When possible multiple sources should be used to verify and validate the location and identity of the IMDC personnel.

The **support task** includes actions taken to mentally, physically, and emotionally sustain IMDC personnel, and their families, throughout the five tasks. Support to IMDC personnel includes establishing communications, conducting resupply, maintaining their morale, and protecting them. Support to families includes preparing them for potential media interaction and providing other support to reduce their anxiety and possible frustration during recovery activities.

The **recover task** includes the employment of forces to regain positive and procedural control of IMDC personnel and does not end until the IMDC personnel are handed over by the recovery element to medical personnel for reintegration.

The **reintegrate task** includes immediate medical assessment and appropriate debriefings before returning recovered personnel back to duty and their family. The task ends when the individual is returned to duty and requires no further care relating to the IMDC event.

FOUR PERSONNEL RECOVERY METHODS

- Immediate Recovery actions conducted to locate and recover IMDC personnel by forces directly observing the isolating event, or through the reporting process, determining that IMDC personnel are close enough for them to conduct a rapid recovery. Immediate recovery assumes that the tactical situation permits a recovery with the forces at hand without detailed planning or coordination.
- **Deliberate Recovery** actions conducted by Army forces when an incident is reported and an immediate recovery is not feasible or was not successful. Weather, enemy actions. IMDC personnel location, and recovery force capabilities are examples of factors that may require the detailed planning and coordination of a deliberate recovery.
- External Supported Recovery (ESR) actions conducted when immediate and deliberate recovery is not feasible or was not successful. ESR is either the support provided by the Army to other Joint Task Force (JTF) components, interagency organizations, or multinational forces or the support provided by these entities to the Army.
- Unassisted Recovery actions taken by IMDC personnel to achieve their own recovery without outside assistance. An unassisted recovery typically involves an evasion effort by IMDC personnel in order to get back to friendly forces, or to a point where they can be recovered via another method. While the Code of Conduct requires IMDC personnel to make every effort to evade or escape, commanders must strive to recover these personnel via one or a combination of the other methods.

WHAT THE CODE OF CONDUCT MEANS TO THE SOLDIER

The Code of Conduct establishes the foundation and standard which govern personnel actions in an IMDC situation. The Code of Conduct reasserts the purpose of duty, honor, and integrity necessary for IMDC personnel to survive honorably, with self-esteem intact. Soldiers isolated with civilian and contractor personnel set the tone of behavior for all Americans by their actions and steadfast adherence to the principles laid out in the Code of Conduct. Soldiers should assume the leadership role in these situations, using their skills to enable the survival of all personnel.

PREDEPLOYMENT REQUIREMENTS

Commanders must ensure their personnel perform the following actions prior to deployment:

- SERE 100 training
- Army 101, Fundamentals of Personnel Recovery
- Complete DD 1833 Isolation Preparation card
- Receive theater oriented training required for the deployment
- Complete Soldier Readiness Processing (SRP)

DA FORM 1833. ISOPREP The ISOPREP is a data form maintained on all Army personnel It is maintained at a person's parent unit/organization and is sent to the appropriate theater, as required, before units deploy. The ISOPREP contains data elements that have personal data, photographs, and other information to aid in the recovery and reintegration of IMDC personnel. ISOPREPs should be maintained primarily in a digital form. If that option is not available hard copies should be maintained and stored in a safe location and easily accessible. The ISOPREP and the Evasion Plan of Action

visit HQDA PR websites

SIPR: www.hqda.army.smil.mil

NIPR: www.hgda-aoc.army.pentagon.mil

(EPA) (explained in this GTA) are the individual's most important tools to execute their own unassisted recovery and both documents provide crucial information to Recovery forces. All Army personnel are required to complete an ISOPREP. ISOPREPs must be reviewed and updated every year. If you have not completed an ISOPREP, contact your Personnel Recovery Officer/SNCO or Intelligence officer and ask to complete your ISOPREP. For information on setting up an ISOPREP program please contact your MACOM PR POC, TRADOC or DA G-3 PR Office, Comm 703-614-6553 (DSN 224), 703-695-5556 (DSN 225) or

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FUNDAMENTALS OF PR PLANNING

- The primary mission continues parallel to the recovery effort
- The goal is recovery of the IMDC person
- Prevent the IMDC event

Recovery (ESR). 4. Unassisted

- Prepare for an IMDC event
- Design the PR architecture within the C2 system

The Army's PR philosophy is one of leadership and

accountability. The Army's PR framework is comprised

of three Components. 1. Commanders and Staffs. 2. Units.

3. Isolated, Missing, Detained Captured (IMDC) Individuals.

The three components work together in order to accomplish

4. Recover. 5. Reintegrate. Commanders and Staffs plan,

task organize, and coordinate the employment of units to

IMDC personnel. Units may be required to perform any or

reporting radio contact with a soldier claiming to be isolated

soldier. The unit in the vicinity of the IMDC will be provided additional information from the soldiers ISOPREP and

executes an immediate recovery. IMDC individual actions

contribute to the five PR execution tasks. For example: If

during the course of evading, an IMDC makes contact via

radio, they are contributing to the report and locate tasks.

survive and evade, (and if detained / captured) resist and

capabilities to accomplish the PR tasks in order to execute

Additionally, an IMDC executes the individual tasks of

escape. All three components synchronize their

a recovery via one of the four recovery methods.

1. Immediate. 2. Deliberate. 3. External Supported

accomplish the PR tasks with the focus on recovery of

all of the PR execution tasks. For example: a unit may

contribute to the report task by submitting a SARIR. Or,

they may contribute to the report and locate tasks by

from his unit. That information may be linked to other

reports to confirm the status and location of a missing

the five PR execution tasks.1. Report. 2. Locate. 3. Support.

- Organize, train, and equip PR
- Integrate contractor and DA civilians into OPLAN/OPORD
- Transition the PR capability
- Plan for integrated rehearsals
- Employ the recovery force based on METT-T Consider civil and diplomatic options

PR METT-TC Factors

The PR system is a collection of architecture and activities designed to effect recovery of IMDC personnel and allow PR to adapt to future changes on the battlefield. Although presented in the sequential order of Planning, Preparation, Execution, and Assessment, it is important to understand that these activities can occur simultaneously or in any sequence.

Mission Immediate recovery Deliberate recovery Unassisted recovery Enemy Enemy present in numbers and Large numbers of enemy with robust air Enemy not present Large numbers of enemy with robust air capability requiring combined-arms ground, and/or mantime capabilities (or anti-air), ground, and/or mantime Enemy present but not in sufficient numbers or capability to prevent Enemy has effectively interfered with recent Immediate or deliberate recoveries Enemy altering tactics based on recent immediate recovery Actively and effectively engage responding Cabable of rapid reinforcement to counter Uncoordinated or ineffective response recent, similar events Ability to reinforce but not immediately Rapid reinforcement capability Enemy will immediately move captured Not able to reinforce beyond capabilitie Will attempt to counter recovery attempt Enemy conducts elaborate, coordinated PR of available forces with coordinated response personnel to hidden location Factors Will capture IMDC if they can locate Will likely attempt an uncoordinated IMDC movement will result in capture Enemy will kill, rather than capture, IMDC response or interference attempt Threat level robust enough to require involvement of several components Threat non-existent or manageable by Threat level robust enough to require Threat level prohibits any external friendly forces in Immediate area coordinated response from 2 or more response from ground, air, or maritime Robust captivity environment T-TC Captivity environment errain and weather Terrain within capabilities of available Requires capabilities of 2 or more MSCs Beyond capabilities of component assets Weather or terrain prohibit location or Ш (high-angle, contested urban, high-attitude, communications severe weather, etc.) Time not constrained by severe weather Σ Weather beyond capability of any available PR Troops / support available Component does not possess capability to Sufficient and available for immediate Troops for immediate recovery not Ongoing operations prohibit diversion of available recovery assets. No friendly troops in proximity Component does not possess sufficient support assets or support not available Situation requires immediate evasion Time available IMDC close enough that time is not a Immediate response required but troops Enemy in proximity and can locate IMDC in area do not have rapid response IMDC injuries not severe or within IMDC severely injured and must be treated capabilities of immediate forces at location(beyond component capabilities) Civilian factors Local populace belligerent but not aware Local populace not belligerent Local populace belligerent and aware of Local populace non-belligerent of IMDC in area IMDC in area Recovery does not require precision or Local populace will likely assist IMDC coordinated files without alerting enemy forces Precision, coordinated fires required Precision, coordinated fires required IMDC presence must be concealed

PR COORDINATING MESSAGE

The Personnel Recovery Coordination Cell (PRCC) will develop and disseminate periodic Personnel Recovery Coordinating Messages detailing perishable or changing PR information specifically for use by Army forces and IMDC personnel. Commander, staff, unit and individual knowledge of this information is essential for successful recoveries. Guidance in the Personnel Recovery Coordinating Message should include, but is not limited to the following: SARDOT location/reporting procedures, SARNEG procedures, GPS configuration procedures, IMDC personnel contact/ communication procedures, PR mission code words, PR specific communications frequencies, ISOPREP/EPA guidance, evasion guidance, authentication data/ procedures for use, and signaling procedures.

A SARDOT is a geographic location known only to friendly forces, which allows an IMDC to pass his or her location over an unsecured radio net without compromising their location. The PR Coordinating Message lists SARDOT locations. coordinate format, map datum, and GPS programming procedures, including bearing and distance formats.

The SARNEG is a 10-letter code word, with no repeating letters. that corresponds to the numbers 0 through 9. It allows an individual to pass his or her encrypted location over an unsecured radio net without compromising their position. Normal procedures are to pass latitude and longitude without regard for the directional indicators. The PR Coordinating Message or SOP will normally direct coordinate format and SARNEG reporting procedures.

CONSIDERATIONS FOR ISOLATED AND MISSING **PERSONNEL**

PR planning is nothing more than realizing something could happen that would put you in a survival situation and taking the necessary steps to avoid capture and return to your unit. A key to that preparation is to be prepared and know how to use anything that is available.

Proper survival preparation: Pre-mission planning (location, route of travel, climate, mission, education, EPA, etc)

Preventive medicine: immunizations, dental health, medicines,

Survival Kits: Kits should be carried by everyone. The kits should be water repellant or waterproof, easy to carry or attach to the body, and should be durable. This kit should include basic necessities for survival and recovery in case of an IMDC event. Materials to consider:

• Fire making tools (matches, lighter, mag block)

- Water filtration (iodine tablets/drops, filter straw)
- Food bar
- Signal device (laser pointer, beacon, mirror, whistle, chem light)
- Mini compass
- Multi-tool knife
- Lighting device
- Pointee-talkie, pocket survival manual, etc

In your survival kit, select items that you can use for more than one purpose and know how to use them. You do not need to be elaborative, select only functional items. Consider your unit's mission and the environment in which your unit will operate. Prepare your survival kit accordingly.

SARNEG ENCODING EXAMPLE

COMBATHELP 0 1 2 3 4 5 6 7 8 9 To encode use

Using the example below, 2630N 01125E would be encoded via the SARNEG "COMBATHELP" and passed as "MHBCCOOMT". The SARNEG can also be used to pass locations in military grid reference system format

PR WORD/LETTER/NUMBER OF THE DAY.

The word of the day (WOD), letter of the day (LOD), and number of the day (NOD) are means of authentication published in the special instruction. These authentication items should be used first when authenticating IMDC personnel. They are changed on a regular schedule and published with the regular PR Coordinating Message updates. This information is to be used when on-scene forces observe an IMDC event and attempt to establish communication with IMDC personnel. Use of this information should be reported to the PR cell as soon as

CHALLENGE/PASSWORD

EVASION AND CAMOUFLAUGE

Have knowledge of the area you are in

Know the culture of the area you are in

Keep motivated, recognize your battlefield has only

• If you make a noise, stop, look and listen before moving on

• Do not use anything that has an odor to it like scented bug

• Do not leave anything behind as you move, take all trash

Use a disguise to aid your evasion

and equipment with you or cache it.

Be patient and stay determined

MOVEMENT AND NAVIGATION

· Use camouflage makeup

Movement techniques

locations

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Be alert of your surroundings be resourceful

• Use the natural resources around you (mud, dirt,

Before you travel make sure you are prepared

- Have as much supplies with you as possible

- Stop frequently and look, listen and smell

- Orient your map with the terrain and shoot azimuths to known

- Once you locate where you are select your route and make

- Insure you are physically able to travel

- Have a plan of travel before you travel

- Know your location before you leave

vegetation) to camouflage yourself and equipment

• Do whatever it takes to evade

changed

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There may be instances when an IMDC may not have knowledge of authentication information in the PR Coordinating Message. In these instances, the challenge/ password combination being used at the time of the event can be used to authenticate the IMDC. Personal information provided by unit. In cases where other forms of authentication cannot be used, personal information about the IMDC can be obtained from their units. While other forms should be used first, this may be the only method recovery units have authenticating IMDC during the recovery.

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INITIAL ISOLATION REPORT (SALUTE PR)

Movement techniques (continued)

- Avoid populated areas, go around them

- Navigate in low light, at night and in inclement weather

- Move to assist the recovery forces abilities to reach you

successfully evading and surviving until they can be recovered.

At-risk personnel should carry evasion aids on their person

The blood chit is a small sheet of material imprinted with an

American flag, a statement in English, and several languages

read by the populace in the operational area. Numbers in the

corners identify each individual chit. The statements on the

reward to anyone providing assistance to the bearer

blood chit identify the bearer as an American and promise a

A pointee-talkee is a small card containing phrases in a three

same phrases in the local language in the middle, and the

phonetic pronunciation on the right side of the card. IMDC

translation of the phrase beside it or try to phonetically

personnel select the desired English phrase and point to the

column format; English phrases on the left side of the card, the

Evasion aids are designed to assist IMDC personnel in

your directional navigation

EVASION AIDS

BLOOD CHITS

POINTEE-TALKEE

pronounce the desired phrase.

LINE 1 - SIZE: Number and name of personnel isolated or

missing (A) US Military (B) DOD Civilian (C) DOD Contractor

(D) US Civilian (E) Host Nation Military (F) Host Nation Civilian LINE 2 - ACTIVITY: DTG of last contact or sighting (or N/A) Type Incident (Downed ACFT by Hostile or Other, MASCAS, MEDEVAC Assist, and Request for JPRC Assist) LINE 3 - LOCATION: (UTM) (or last known location, route of travel and destination) **LINE 4 - UNIT:** Unit Assigned and medical condition if known. (A) None (B) Minor (C) critical/Ambulatory (D) Critical/Litter **LINE 5** TIME: Last known contact and time report first submitted. Name and contact information of individual submitting report LINE 6 - EQUIPMENT: Type of signal / communication equipment available (A) Mirror (B) Smoke (C) Cell Phone (D) Radio (E) VS-17 Panel (or equivalent) (F) Chemlight (G) IR Strobe (H) PLB (I) Pen Gun Type Flare (J) Cell phone (K) Iridium (L) Radio (M) List additional personal equipment IP was known to have LINE 7 - PERSONNEL: Hostile Personnel (A) No hostile activity in area (B) Possible hostile activity in area (C) Hostile activity in area, use caution (D) In contact with hostile forces LINE 8 - RECOVERY: Recovery Efforts underway and Terrain of area. (A) Ground Recovery Effort (B) Airborne Recovery Effort (C) HLZ available (D) Hoist extraction required (E) Open Terrain (F) Lightly Forested (G) Heavily Forested (H) Urban (I) Captured (Hold Status) (J) Reintegration on going **LINE 9 - ADDITIONAL INFORMATION**

SEARCH AND RESCUE INCIDENT REPORT (SARIR) Format (Abbreviated)

LINE 1 - DATE / TIME Group (DTG) LINE 2 -- UNIT: Unit Making Report

LINE 3 -- CALL SIGN: Call Sign of Disabled or lost platform (Aircraft, Ship, Submarine, or Other)

LINE 4 - TYPE: Type of Disabled or Lost Aircraft. Ship. Submarine, or Other

LINE 5 - COLOR: Color of Disabled or Lost Aircraft, Ship, Submarine, or Other

LINE 6 - ID: Aircraft Tail or Side Number, Ship/Submarine Hull Number, or Other Number

Ship, Submarine, or Other in Latitude/Longitude, UTM or Six-Digit Grid Coordinate With MGRS Grid Zone Designator

LINE 7 – LOCATION: Location of Disabled or Lost Aircraft,

LINE 8 - QUALIFIER: Location Qualifier: ACTUAL or ESTIMATED Followed by LAND or SEA LINE 9 - TIME OF INCIDENT: DTG of incident

LINE 10 - CAUSE: Cause of Disabled or Lost Aircraft, Ship, Submarine, or Other

LINE 11 -- PERSONNEL: Count of Personnel on Board and Qualifier: ACTUAL or ESTIMATE LINE 12 - STATUS: Enter Count of Personnel and their

Statuses LINE 13 - REQUIRE: Enter PRCC or COMBINED

ASSISTANCE if PR Assistance is required LINE 14 -- POINT OF CONTACT: Enter the Point of Contact and Telephone Number

LINE 15 - NARRATIVE: Free Text for Additional Information (Required for Clarification of Report)

LINE 16 - AUTHENTICATION: Report Authentication

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- If no compass, use the stars and the sun to assist you with survival information printed in the margins. A typical EVC

environmental hazards, and personal protection. They also contain area specific techniques for water and food procurement as well as color pictures of edible and poisonous plants. EVCs are overprinted with a camouflage pattern similar to the natural when used as a shelter/cover. A list of currently available EVCs can be obtained by contacting JPRA (www.jpra.jfcom.mil).

CONSIDERATIONS FOR DETAINED OR CAPTURED PERSONNEL

UNDERSTANDING CAPTIVITY AND ITS ENVIRONMENT

Understand your legal status

- Understand you are an extension of their agenda

- · Never give up control of your thoughts
- Keep faith in your beliefs
- Keep faith in your Country and comrades

EVASION PLAN OF ACTION (EPA)

The EPA is a plan developed before executing a combat mission and must be written with the recovery force in mind. The EPA informs the recovery force about the IMDC person's intentions. 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 more complete, accurate, and up-to-date the information is, the better the chances for successful recovery. The sample format provided below can be used by unit leaders or individuals in developing an EPA. Use appropriate selections where applicable.

SAMPLE PLAN FORMAT 1. Identification

- a. Name and rank (for each crew or team member). b. Mission number, aircraft or team call sign or identifier, crew
- or team position, type aircraft, call sign suffix, other.

2. Planned Route of Flight, Travel, and/or Delta Points or Way Points on File

- a. If not on file, the route points must be described in the EPA for the approach route, target area, and withdrawal
- b. Describe enroute emergency plans for each leg of the mission
- 3. Immediate Evasion Actions and/or Intentions for the First 48 Hours, Uninjured a. Hide near vehicles, aircraft or parachute landing site or
- area of separation from team (distance and heading). b. Evade alone or link-up with crew or team (rally points).
- c. Travel plans (distance, duration or time, speed, and other
- such details). d. Intended actions and/or length of stay at initial hiding location.
- 4. Immediate Evasion Actions and/or Intentions, If Injured
- a. Provide hiding intentions if injured. b. Provide evasion intentions if injured
- c. Provide travel intentions if injured.

Use visual means when possible

RESISTANCE TO EXPLOITATION

• Use the TAP CODE

posture consists of

- Be Convincing

- Be Persistent

- Be Consistent

Control your emotions

ESCAPE

attempt to escape

Have a plan after you do

d. Provide intended actions at hiding locations if injured.

COMMUNICATION IS ESSENTIAL KEEP IT SECURE

Have a mail drop site, a place used by other prisoners

· Make yourself an unattractive target for propaganda

• Everybody makes mistakes bounce back and regroup

· Weigh all the factors before you do attempt to escape

• Get the permission of the senior person in charge before you

Maintain your bearing and be courteous

· Before you answer, give yourself some time

Slow things down, delay with your answers

Never give up on escaping it, is your duty

· Never give up the belief you have to escape

Stall and pause before you answer questions

Must have a sound resistance posture to exploitation. Sound

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Recovery / August 2005 / Approved for Public Release /

Information provided on this GTA is discussed in greater detail in FM 3-50.1, Army Personnel Recovery. Additional information and guidance can be obtained through your unit Personnel Recovery Officer. You may also contact your MACOM PR POC for more information: TRADOC (913) 684-2421/2157 or

HQDA PR Websites at

SIPRNET:HTTP://WWW.HQDA.ARMY.SMIL.MIL/RAINBOW/ NIPRNET: HTTP://WWW.HQDA AOC.ARMY.PENTAGON.MIL/ **HQDA-AOC**

EVASION CHART (EVC)

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Tailored to cover the individual operational area concerned, an EVC combines standard navigation charts with evasion and contains information on navigation techniques, survival medicine, ground colors of the area, and may aid an evader in hiding

UNDERSTAND YOUR CAPTORS

- You may be exploited in the following ways
- Through interrogation
- Exhibited for propaganda
- Forced indoctrination - Forced Labor

NEVER GIVE UP

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b. Travel routes, plans, and/or techniques (either written and/or

sketched). c. Actions and/or intentions at potential contact or recovery

a. Destination (recovery area, mountain range, coast, border,

locations. d. Recovery/contact point signals, signs, and/or procedures

5. Extended Evasion Actions and/or Intentions after

- (written out and/or sketched). e. Back-up plans, if any, for the above.
- 6. Supplementary Information. The following information

48 Hours

- should be completed with assistance from appropriate PR cell personnel, operations, signal, intelligence, and life support personnel as needed. a. Communications and Authentication
- (1) Word, number, color, and/or letter of the day, month,
- or quarter; SARDOT; SARNEG; duress code word; other (as applicable). (2) Available communications and signaling devices: type
- and quantity of radios, programmed frequencies, PLS code, encryption code, quantity of batteries, type and quantity of flares, beacons, mirrors, strobe lights, other. (3) Primary communication schedule, procedures, and/or
- frequencies (initial/extended contact procedures). (4) Back-up communication schedule, procedures, and/or
- frequencies b. Other Useful Information

(4) Listing of issued signaling, survival, and evasion kit

- (1) SERE training completed.
- (2) Weapons and ammunition carried.
- (3) Personal evasion kit items.
- items (5) Mission evasion preparation checklist.
- (6) Clothing and shoe sizes, Resupply, etc.
- (7) Signature of reviewing official.

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