

**WARNING ORDER 010-2021-002**

**1. SITUATION:**

- a. Name of Event/Operation: Virtual Individual Major Awards Competition
- b. Date: 5-6 December 2020
- c. Start and End Times: Pending
- d. Location: N/A
- e. Brigades Participating: All individual cadets who desire to compete in the competition.
- f. Participation Requirements: The only prerequisite for this event is approval from your Commandant or Brigade Advisor. This is an open competition for all cadets statewide; however, we limit competitors to a first come first serve basis, so those that wish to participate must be registered by the registration deadline, 5 October 2020. The last date to opt-out after registration is 27 November 2020. Competitors must have access to a device with a working camera, uniform inspections and other challenges require a camera.
- g. Training Events Planned: Interviews, Testing, Speeches

**2. MISSION:** The California Cadet Corps will conduct a Virtual Individual Major Award competition on 5 December 2020 that will challenge overall cadet knowledge over a variety of Cadet Corps subjects and will recognize top competitors in each category.

**3. EXECUTION:**

a. Commander's Intent: To conduct a competitive event that provides unit individuals with a healthy environment in which they can display their qualities as a cadet. The event will make up for school closures and event cancellations by retaining some competitive spirit between cadets throughout the 10th Corps. A sense of unity and camaraderie will be encouraged at the event, thus resulting in a building of character and gaining of greater respect for their peers that can be passed on to our subordinate units aiding in promoting Esprit de Corps. Essayons!

b. Concept of Operations: The competition will be conducted virtually over Microsoft Teams. Judges will be military or civilian personnel, augmented as necessary by CACC personnel. Each category will have judges, an Event Marshal, and competitors all conferencing in from the remote location of their choice. The Event Marshal will manage the sequencing and video sign-on of competitors. Winners will be recognized by announcement, with awards shipped to schools for presentation.

- c. Individuals will compete in the following categories:
  - (a) Grizzly Division Outstanding Cadet
  - (b) Junior Division
    - Outstanding First Year Cadet
    - Outstanding Non-Commissioned Officer
    - Outstanding Officer

(c) Senior Division

- Outstanding First Year Cadet
- Outstanding Non-Commissioned Officer
- Outstanding Officer

d. Awards will be given out for each category and for Junior and Senior Division Outstanding Overall Cadet.

e. Each IMA competitor will have to individually complete challenges as described in CR 3-4 through a virtual format:

**(1) Interview**- Each cadet will virtually present themselves to an appointed board.

This interview will be conducted over Microsoft Teams and will take not more than 20 minutes. The interview may ask questions of the cadet's knowledge of leadership skills and theory, particularly the Cadet Leadership Model and basic leadership doctrine (principles, indicators, Cadet Code) from the CACC curriculum.

- Cadets should review CR 1-5 to prepare for this interview.
  - Grizzly Cadets should be able to perform the Promotion PTAs covered in appendix B primarily focusing on the Cadet PTA Worksheet
  - 1st Year Cadets should be able to perform the Promotion PTAs covered in appendix B primarily focusing on the PTA Worksheets from Cadet to Corporal.
  - Cadet NCOs should be able to perform the Promotion PTAs covered in appendix D
  - Cadet Officers should be able to perform the Promotion PTAs covered in appendix E
- Cadets will be asked questions based on the leadership segment of the IMA

**(2) Oral Presentation** - Each cadet will present an oral presentation of no more than 5 minutes, which will be a part of the not-to exceed 20-minute interview. The speech will be delivered after Interview questions are concluded. Cadets may use note cards; however, cadets will be evaluated based on their presentation skills that should include the ability to deliver a presentation without relying on note cards to read text verbatim. The cadet must select from the following speech topics:

- 1) With election season in full swing, how should a citizen become educated on the issues and the facts amidst all the noise?
- 2) Did California overreact or underreact to the COVID-19 pandemic by closing schools and businesses? Justify your position.
- 3) Is "taking a knee" during the national anthem by athletes a protest social injustice appropriate? Explain your position.
- 4) Using material from the CACC curriculum on leadership. Discuss and critique the leadership style of a prominent state or national political leader of your choice.
- 5) Explain how the wearing of a uniform by cadets is directly relevant to teaching leadership in the California Cadet Corps.
- 6) In 2020, we have heard calls for police reform after the death of persons at the hands of police officers in the USA. Is police reform needed? Justify your position. If so, what reforms should be considered? Does the argument to "defund" the police have any merits?

**(3) Uniform Inspection** - Each cadet will be inspected in the Class B Uniform during the interview.

**(4) Written Exam** - An exam covering Cadet Corps basic knowledge and appropriate (rank-based) curriculum. ALL exams will include questions on individual, squad, or platoon drill. The exam will be via the [cacadets.org](http://cacadets.org) website using our promotion testing system. You will be given a code to access the exam after your interview and must complete the exam on the day of IMA. The exam will consist of not less than 25 multiple choice questions and have a scheduled time frame of having to finish the exam after 30 minutes upon opening it. Subject areas for each division's test are:

- **Grizzly Division**: CACC Background from **M5**, Uniforms from **M2**, Drill and Ceremonies from **M3**.
- **1st Year Cadet**: Flag Basics from **C6A-B**, Drill and Ceremonies from **M7**, Leadership Skills & Theories from **L4A**.
- **NCO**: Leadership Skills & Theories from **L4B**, Military Courtesy from **M8**, CACC Regulations from **M1A-C**.
- **Officer**: California Basics from **C1A**, Leadership Roles from **L3C**, Leadership Skills & Theories from **L4C**, **CR 2-1** (Safety, Risk Management, & Cadet Protection).

f. Goals:

- (1) Cadets from each of the 13 Brigades will compete to showcase their CACC knowledge and skills.
- (2) 100% of Cadets will experience a safe environment with healthy competition.
- (3) 100% of Cadets will return to their home units with more ideas on how to operate in the virtual realm.

g. Objectives:

- (1) A sense of self confidence and a greater ability to lead is established within all the participating Cadets.
- (2) To set the standard for how CACC Virtual IMA's will be conducted along with other online competitions.
- (3) To enhance Esprit De Corps and camaraderie during this time of isolation.

h. Leaders & Staff Assignments: HQCACC will be staffing this event with the assistance of the 10th Corps Staff. Adult volunteers to assist Virtual IMA, from home, are needed. Please contact [operations@cacadets.org](mailto:operations@cacadets.org) for more information.

i. Application Process: Individuals may register themselves for IMA Competition but the ability to participate will be subject to the commandant's approval. Competitors can register to compete at this link, <http://bitly.ws/9xid> NLT 5 October 2020.

j. Cost: There will be no cost for this event.

k. Key Dates:

- (1) Intent Due: Intent to participate by 5 October 2020
- (2) Last day to Opt-out of event: 27 November 2020
- (3) Rehearsal (staff only): 24 October 2020
- (4) Participant Orientation: 7 November 2020
- (5) Competition Day: 5 December 2020 to 6 December 2020

l. Uniform: All participating Cadets must be in either the full Class B uniform which complies with CR 1-8. If Cadets are unable to comply due to inventory restrictions brought upon by COVID-19, competitors are expected to coordinate with their Commandant. If there aren't any uniforms stored at your school, Commandants should contact both State S4 emails, [william.hicks@cacadets.org](mailto:william.hicks@cacadets.org) and [logistics@cacadets.org](mailto:logistics@cacadets.org) , NLT 01 November. The preferred uniform for adults is Class A/B or CMU for CACC/military, and business casual for civilians.

m. Awards: Awards given at these competitions will be as listed in CR 1-1, chapter 2.

n. All IMA competitors will receive an email as to the "rules to participate". This email will include a date and time so that cadets can ensure access and knowledge of running the Microsoft Teams application. This will be an hour-long Virtual Orientation in which we ensure every participant understands the process for Virtual IMA.

#### **4. SUSTAINMENT:**

a. Meals: N/A

b. Cadet Store: N/A

c. Transportation: N/A

d. Billeting: N/A.

#### **5. COMMAND AND CONTROL:**

a. Cadet Commander for this event will be the 10th Corps Commander, C/LTC Kyla Manning

b. Cadet Command Sergeant Major for this event will be the 10th Corps Command Sergeant Major, C/CSM Cesar Arroyo.

c. Corps Staff Advisor: CPT Burns.

d. Ultimately, each cadet competitor is responsible for understanding the process for the competition as announced and what their requirements are. Commandants are asked to work with competitors to ensure they are ready for the competition. Commandants do not have to be present for cadets to call in, but may host the call-in session at school if desired. No other cadets are allowed to view the interview process.

e. Questions may be addressed to the 10th Corps CMDR at [cadetcommander@cacadets.org](mailto:cadetcommander@cacadets.org).

#### **ACKNOWLEDGE:**

Kyla Manning  
C/LTC, CACC

#### **DISTRIBUTION:**

BDE Advisor

BDE SPO

BDE CDR & Staff

BN CDRs & Staff

All Commandants