

**WARNING ORDER 2019-2020-007**

**1. SITUATION:**

- a. Name of Event/Operation: Virtual Individual Major Awards Competition
- b. Date: 2 MAY 2020
- c. Start and End Times: Competition will commence at 0800. Individuals will be given their interview time in which they will log on to the application and be reviewed by the IMA panel. An Event Marshal will call competitors 5 minutes before their interview with the panel begins.
- d. Location: N/A
- e. Brigades Participating: All individual cadets who desire to compete in IMA.
- f. Participation Requirements: IMA, this is an open competition to all cadets statewide. There are no prerequisites. All cadets are eligible to compete if registered by the registration date of April 17th (no walk-ins) as long as there is capacity. We are limited on the number we can include because of time; first priority will be to those who submitted their intent by March 14 for the original competition.
- g. Training Events Planned: Interviews, Testing, Speeches
- h. Due to the COVID-19 Pandemic, an in-person competition is not possible. We will conduct the competition virtually over ZOOM or a similar video conferencing system.

**2. MISSION:** The California Cadet Corps Annual Drill Competition, conducted 2 MAY 2020, will improve cadet competence in cadet knowledge and skills by offering a state-level competition between like cadets.

**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 10<sup>th</sup> 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 via ZOOM or a similar system. Judges will be comprised of 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 compete in the following IMA Categories:
  - (1) Grizzly Division Outstanding Cadet

- (2) Junior Division Outstanding First Year Cadet
- (3) Junior Division Outstanding Non-Commissioned Officer
- (4) Senior Division Outstanding First Year Cadet
- (5) Senior Division Outstanding Non-Commissioned Officer
- (6) Outstanding Officer

d. Awards will be made in 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 via the application "ZOOM" and will take not less than 15 minutes and not more than 20 minutes.

- 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 Cadet Corporal PTA Worksheet
  - 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 prepare and present an oral presentation of not less than 3 minutes and not 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 without a penalty; 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:

- National politics are currently very contentious and fraught with division along political party lines. Is the separation of powers as detailed in the US Constitution functioning as intended or in jeopardy of worsening our political discourse? Explain your reasoning.
- Healthcare reform is a controversial topic in American politics. There are many options being discussed by political parties with a variety of approaches. Is healthcare a "right" in American society, and should it be universally guaranteed by the government to all Americans? Describe and justify your position on this topic.
- Discuss how a Leadership Model works, and give examples from Situational Leadership (Blanchard) or the Cadet Leadership Model.
- CNN reports: "Internet gaming disorder is diagnosed when an online gamer plays compulsively to the exclusion of other interests, including school and family life." Do you think internet gaming disorder is a real problem? Explain your answer.

- Vaping is a relatively new phenomenon in American society. While proponents say it is safer than cigarettes, there are real health concerns about the impact of vaping. Are you concerned with the prevalence of vaping and the marketing strategies used by vaping companies? Should this be better regulated? Explain why or why not?

(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 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:** Drill & Ceremonies from **M3 & M7**, Uniforms from **M2**, Military Courtesy from **M8A**
- **1st Year Cadet: M1A-C** (Military Subjects 1 - CACC Regulations) and **M2A-C** (Military Subjects 2 - Cadet Uniform parts A-C)
- **NCO: M5B-C** (Military Subject 5 - CACC Basics part B-C) and **M8A-C** (Military Subjects 8 -Military Courtesy parts A-C)
- **Officer: C7A** (Citizenship 7A - preparing to learn), **L3C** (Leadership 3C - leadership and management), **L4B3** (Leadership **4B3** - Cadet Leadership Model), **CR 2-1** (Safety, Risk Management, & Cadet Protection).

(5) Drill Test - No performance-based test will be conducted. The individual drill will be accessed during the interview and the written test will include standard individual, squad, or platoon drill movements.

(6) Skill Test - No performance-based test on CACC skills will be conducted for this event.

(7) Fitness Test - No performance-based test on CACC skills will be conducted for this event. We encourage commandants to make sure cadets are meeting physical fitness standards.

(8) Leadership Test - No interactive scenario-based assessment will be conducted. 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.

**Grizzly Division:** Knowledge of the Cadet Code, the CACC Corps Values, the CACC Honor Code, and the Definition of Leadership.

**Junior Division:** Knowledge of the Cadet Code, the CACC Corps Values, the CACC Honor Code, the Definition of Leadership, and the Leader's Code. Knowledge Challenges will be verbal, and not based on memorization, but on an understanding of each Knowledge Item.

**Senior Division:** Knowledge Items listed for Junior Division, plus knowledge of the Cadet Leadership Model. Knowledge Challenges will be verbal, and not based

on memorization, but on an understanding of each Knowledge Item or concept, and the ability to interpret parts of each item.

f. Cadets with verified IEP or ADA constraints are encouraged to compete in IMAs. They (or their commandant) will make their IEP constraints known when they apply to compete. The project officer running the competition will develop alternatives that fit the cadet's IEP. In cases where no alternative is available, the affected category will be waived and the cadet's overall performance will be based on those areas the cadet is able to compete in. The score for the area not competed will be the average of all competitors' scores.

g. Goals:

(1) Goal 1 is to create a safe and competitive environment for the cadets to showcase their CACC cadet capabilities.

(2) Goal 2 is to enhance the cadet's self-confidence and sense of unity within respective teams and between individual competitors

(3) Conduct a Fair and Even Competition using established standards

h. Objectives:

(1) Outstanding cadets from each of the 13 brigades will compete in the appropriate category.

(2) Each category will have a healthy number of competitors.

(3) The 10th Corps Staff will enhance their collaborative leadership skills to accomplish the event mission.

i. 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.

j. Application Process: Individuals should contact their Brigade Advisors about submitting their intent to participate online via the links provided on the IMA pages: <https://cacadets.org/Events/IMA> no later than 17 April 2020. This will include the names, preferred email, phone number, and category of the competitors for IMAs. Individuals may register themselves for IMA Competition but the ability to participate will be subject to the commandant's approval.

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

l. Key Dates:

(1) Intent Due: Intent to participate by 17 April 2020

(2) Rehearsal (staff only): 18 April 2020

(3) Participant Orientation: 27 April 2020

(4) Competition Day: 02 May 2020

m. Uniform: All participating cadets must be in either the full Class A or Class B uniform which complies with CR 1-8. The preferred uniform for adults is Class A/B or CMU for CACC/military, and business casual for civilians.

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

o. All IMA competitors will receive an email as to the "rules to participate" This email will include a date (Monday, April 27, 2020) and time (1900) so that cadets can ensure access and knowledge of running the "ZOOM" 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 Cinthia Galdamez.
- b. Cadet Command Sergeant Major for this event will be the 10th Corps Command Sergeant Major, C/CSM Allarae Nichols.
- 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 HQ Staff by emailing [Operations@cacadets.org](mailto:Operations@cacadets.org).

**ACKNOWLEDGE:**

Cinthia Galdamez  
C/LTC, CACC

**DISTRIBUTION:**

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