



SOME OF the estimated 120,000 visitors to the McGuire Air Force Base Open House crowd in to meet members of the Air Force Thunderbirds after the demonstration team's performance there. Members of the Air Force Recruiting Detachment 105 manned an Air Force Recruiting Service display throughout the day-long event and worked with the Thunderbirds in support of recruiting.

The AIR FORCE RECRUITER

Air Power Starts Here

Vol. 21—No. 8 USAF Recruiting Service, Randolph AFB, Texas August 15, 1975

Commander initiates communications link

Air Force Recruiting Service members now have a direct telephone line to the commander.

Brigadier General Andrew P. Iosue, Recruiting Service commander, has a telephone recorder in his office. The system is called Commander's DIAL—Direct Information Action Line.

"It's a free-wheeling, wide-open way for you to reach the top—fast," explained Brig. Gen. Iosue, "and you don't have to identify yourself.

"You can call in with new ideas, suggestions, questions, constructive criticism, or just complaints if it'll make you feel better," he said. "It's your

chance to participate in the management of Recruiting Service.

"No promises on results—some calls will be dumb, others may be impossible. But I will personally review and approve every reply. Selected anonymous questions will be answered in the *Air Force Recruiter* newspaper," he concluded.

Commander's DIAL, which replaces the "Ask the Commander" program, enables Recruiting Service personnel to telephone around the clock.

Personnel who wish to use the system may dial Autovon 487-3425 (D-I-A-L) or Federal Telephone System/commercial (512) 652-3425.

(Editor's Note: At press time, necessary equipment was enroute, arrangements made for installation, and lines were being relocated. DIAL was scheduled to be operational by Aug. 15. However, should you receive no response from the above extension, please call ext. 5801.)

3504th nets trophy sixth year in row

The 3504th Air Force Recruiting Group has earned the Air Force Recruiting Service Commander's Award for the sixth consecutive year. The unit, headquartered at Lackland Air Force Base, received the trophy for its fiscal year 1975 production, safety and administrative management.

The award was presented, along with other annual production awards, by Major General B. L. Davis, former Recruiting Service commander, at a commander's conference conducted here on July 15th—the day of the change of command.

Accepting on behalf of the group's recruiters was Colonel Edward D. Young Jr., who assumed command of the group from Col. (Brigadier General selectee) Chris Mann last month.

To take the top slot, the '04th amassed 152,875 points. In second place, with 139,650 points, was the 3503rd Recruiting Group

and the 3506th Group took third place with 110,008 points.

Top detachment in the group, Air Force Recruiting Detachment 402, located at Scottsdale, Ariz., was recently deactivated.

The '04th also received the Nonprior Service Male Achievement Trophy, the Officer Training School Male Achievement Trophy and the Medical Procurement Achievement Trophy. The Medical Trophy was based on production in all medical and nurse procurement programs.

The Nonprior Service Female Achievement Trophy was presented to the 3506th Recruiting Group and the recently deactivated 3507th Air Force Recruiting Group received the Reserve Referral Enlistment award for attaining 260 per cent of its goal.

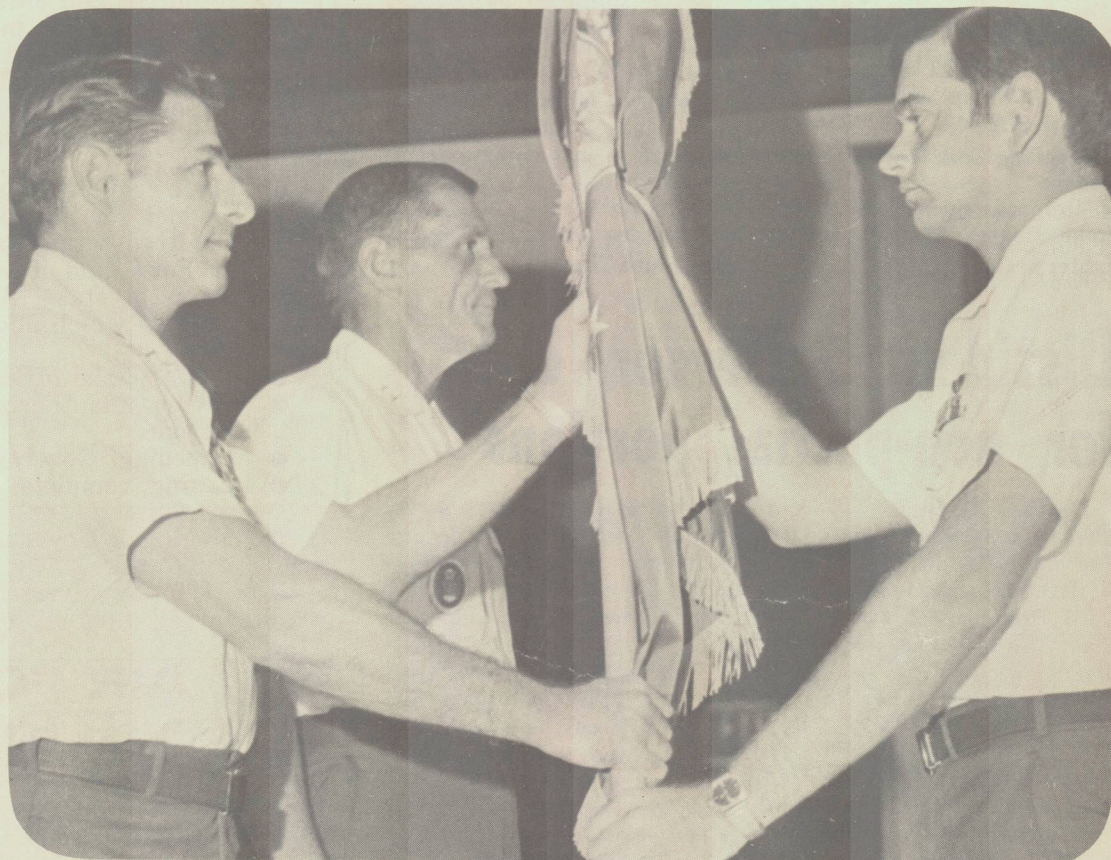
Surgeon commends recruiters

Air Force medical recruiters were recently complimented for their efforts during fiscal year 1975, by the Air Force surgeon general.

In a letter to Lieutenant General George H. McKee, Air Training Command commander, Lt. Gen. Robert A. Patterson expressed gratitude for the outstanding accomplishments made in recruiting scarce health professionals.

"Physician procurement by your organization has surpassed our most optimistic expectations," he said. "The continued success of your medical recruiting efforts will provide us the ability to render the high quality health care to those we are committed to in the Air Force."

"Please extend my deep appreciation to all personnel in the United States Air Force Recruiting Service who worked so hard to achieve such promising results in your medical recruiting program," concluded the general.



BRIGADIER GENERAL Andrew P. Iosue, left, Air Force Recruiting Service commander, accepts the command flag from his aide, Captain David L. Heiman, during the change of command ceremony here last month. Brig. Gen. Iosue assumed command from Maj. Gen. B. L. Davis. Presiding at the ceremony was Lieutenant General George H. McKee, Air Training Command commander. Among those attending were Air Force Recruiting Group and Detachment commanders who were at a commander's conference here.

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Commander's comment

by *Robert P. Jones*



Like you, I was a volunteer for Recruiting and I'm very happy to be commander of the best military recruiting organization in the world. Together, we will make it better.

With this in mind, four overall goals for Recruiting Service have been established. They include the improvement of enlistee productivity, recruit satisfaction, recruiter credibility, and recruiter effectiveness. Accomplishment, quite naturally, will take the combined efforts of all of us.

In the area of recruit productivity, we will expand our quality measurements beyond the traditional indicators used in the past. To help insure we have a better satisfied enlistee, recruiters will begin meeting with first-termers in the Air Force to find suggested areas for improvement.

With your help, we will build an elite corps of recruiter-salesmen that will help tell the Air Force recruiting story at every opportunity. All recruiters will be personally interviewed from now on before being accepted which should measurably increase the excellence of our recruiting staff.

I truly compliment you on your many past achievements and I look forward to working with you. Press on!

What they really meant to say was this—I think?

by Staff Sergeant Don R. Holt
Williams Air Force Base, Ariz.

You've got to have a sense of humor to work in Safety. The following items are direct quotes from accident reports written by the people to whom the accidents happened.

While you might get a chuckle, consider that someone incurred pain in each one—remember, you gotta watch out all the time or the "Gotcha" will "Getcha!"

"Watching TV, burned thumb."

Force ceiling no answer to threats

"During the constitutional convention in Philadelphia, one of the members moved that 'the standing Army be restricted to 5,000 men at any one time.' George Washington asked that the motion be amended' . . . to provide that no foreign army should invade the United States at any time with more than 3,000 troops.' The general knew that defense needs depend upon the likely threat, and that a unilateral ceiling on the U.S. strength—either in terms of forces, or the dollars available to support the forces—is not going to change that threat."—William P. Clements Jr., Deputy Secretary of Defense. (AFNS)

"Helping patient onto bedpan, strained back."

"Riding dirt bike, tipped over, sprained entire body."

"Playing with dog, punctures in hands, legs, and feet" (That dog must've had the fastest teeth in the west!).

"Opening pickle jar, cut fingers."

"Trying to get in window, cut fingers when window broke" (Bet he'll remember his key next time or come home earlier!).

"Running down mountain, cut finger" (We haven't figured it out yet either!).

"Opening desk drawer, broke fingers."

"Dropped pipe on finger, broke finger" (We suggest a lighter brand of tobacco!).

Dissident Jefferson calls for non-partial portions

Thomas Jefferson — our Thomas Jefferson: Founding Father, drafter and signer of the Declaration of Independence, third President of the United States — was once a student dissident.

Yes, sir. It is on the record that March 15, 1760, when he was a boarding student at William and Mary College in Williamsburg, Va., he and some fellow students wrote and signed a petition directed against their housekeeper, one Isabelle Cocke.

It seems that they were unhappy with her menus. Furthermore, she must have played favorites in some way because the petition stated that they

Changing Nation sets stage for modern force

Air Force Chief of Staff Gen. David C. Jones said in a recent message in the **Air Force Policy Letter for Commanders:**

"From its beginning, the Air Force has changed as the Nation has changed. We've gone through several distinct periods since World War II: The belt-tightening post-war years; the Korean War; the retention problems in the fifties; the ICBM buildup; the Vietnam War.

"Now that we're no longer engaged in the war in Vietnam, our Nation faces new relationships with power centers throughout the world. And just as our Nation's outlook on world and domestic problems changes, the Air Force is changing to meet the new realities. When I say the Air Force is changing, I mean Air Force people. Because the Air Force is people: our organization and our weapon systems are in our hands.

"One of the hardest of the realities we face is the condition of the economy. As I recently advised the Congress, the number of people in the Air Force's fiscal year 1976 force, when compared to the 1968 peak, shows a decline of 32 per cent.

"We have been able to make such great reductions—and great savings—through a combination of reorganizing, streamlining and modernizing our management techniques.

"Now, I think it's time to take stock of ourselves—to look closely and carefully at

the quality of our worklife, the way we're doing things—whether we're getting the mission done in the best way possible and making life in the Air Force as rewarding as it should be.

"I want to make a good Service even better, to enhance the well-being of the entire force—not only a active military members and civilian employees, but Air Guardsmen, Air Reservists, and dependents. We must also remember our obligations to those who served before us and are now retired.

"I want each of us to keep in mind the human side of life, the trust that makes a person proud to do his or her job and the responsibilities and benefits that go with it.

"I want all of us to be asking ourselves: Is there a better way? Can we make the world's best Air Force even better?"

"The Management Improvement Group I established recently under Major General Kenneth L. Tallman will examine all aspects of the organization and management of the Air Force as they relate to our human resources, our people. You will be hearing more about them.

"The Air Force is in our hands and will be as good as we make it. For all of us, and for our Country, let's make even better." (AFNS)

Integrity!

(Editor's Note: This was extracted from an item of interest by Colonel Harold C. Detling, Air Training Command Staff Judge Advocate.)

The level of professional ethics of any group is dependent upon the personal integrity of its members. "Integrity is the glue that ties us all together. It binds us to the national confidence, and makes an effective fighting force capable of and worthy of leading our great Nation. Integrity is the uncompromising adherence to our code of values which, when taken together, encompasses our duty, our honor, and our country—its resources and citizens.

"Integrity does not mean adherence to some parts of our code, some of the time. Expediency is not an excuse for a breach of integrity . . . Fierce adherence to one's personal integrity is the greatest strength that any soldier or statesman could have," according to General John D. Ryan.

Air Force regulations spell out certain ethical standards of conduct for all military and civilian Air Force personnel in transacting day-to-day business. The name of the Air Force and its credibility as guardians of a public trust is at stake. All Air Force employees must avoid any action which might result in or create the appearance of:

- Using public office for private gain.
- Giving unauthorized preferential treatment to anyone.
- Impeding Government efficiency or economy.
- Losing complete independence or impartiality of action.
- Making a Government decision outside official channels.
- Affecting adversely the confidence of the public in the integrity of the Government.



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All photos are official Air Force photos unless otherwise indicated.

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Maj. H. C. Moore	Chief, Publicity
C. J. Chandler	Chief, Media
TSgt. C. V. Majors	NCOIC, Media
SSgt. D. B. Drachis	Editor

Lt. Gen. McKee to retire

Lt. Gen. Roberts to head training command

Lieutenant General John W. Roberts will become the new commander of Air Training Command (ATC) next month.

Lt. Gen. Roberts, deputy chief of staff for Personnel at Headquarters, U.S. Air Force, since July 1973, replaces Lt. Gen. George H. McKee who will retire after 35 years of military service.

Lt. Gen. McKee's final assignment brought him full circle in a military career which began in 1940 when he was an Army Air Corps private stationed at Chanute Field, Ill., as an aircraft mechanic instructor.

He returned to ATC as commander in September 1974 after numerous assignments, primarily in the Strategic Air Command (SAC). He commanded SAC's Eighth Air Force on Guam from 1973 to 1974.

A command pilot with more than 8,000 flying hours, Lt. Gen. McKee flew 35 combat missions in World War II.

No stranger to his new command, Lt. Gen. Roberts has been assigned to ATC and Randolph Air Force Base in the past.

Also, his present responsibilities for developing Air Force policy on recruiting, training, education and other personnel matters make him familiar with the command.

A 54-year-old native of Mankato, Minn., Lt. Gen. Roberts began his military career in March 1943 as an aviation cadet. After earning his pilot's wings and commission in 1944, he served at Luke Field, Ariz., as an instructor pilot for two years.

After serving in Korea as a fighter pilot, flight commander and operations officer Lt. Gen. Roberts was assigned to ATC Headquarters, then to Scott AFB, Ill., as a research and development and education and training officer.

He later returned to ATC to command the 3529 Combat Crew Training Squadron at Williams AFB, Ariz.

He came to ATC Headquarters here in late 1957 as an operations officer in the office of the deputy chief of staff for plans and operations.

In the years since that assignment in ATC, Lt. Gen. Roberts served in several command and

staff positions in Pacific Air Forces and at Air Force headquarters in the Pentagon. From 1968 to August 1970, he commanded the F-4 equipped 366 Tactical Fighter Wing at Da Nang AB, South Vietnam, and later served as director of the Tactical Air Control Center at Seventh Air Force, Tan Son Nhut Airfield.

Since August 1970, Lt. Gen. Roberts has been at Air Force headquarters, holding positions as deputy director, and later director, of Personnel Plans; assistant deputy chief of staff for Personnel; and, finally, deputy chief of staff for Personnel.

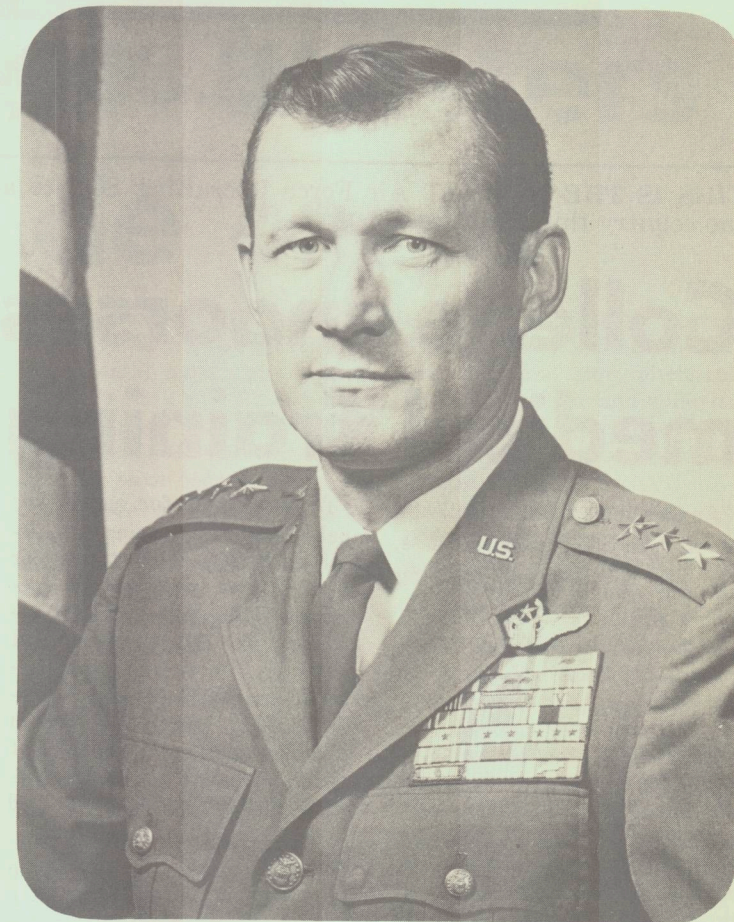
Lt. Gen. Roberts earned a bachelor of science degree from Mankato State Teachers' College, Minn., in 1942. He received his master's degree in business administration from George Washington University, Washington, D.C., in 1961. He is a 1964 graduate of the National War College in Washington, D.C.

Awards and decorations which the general has earned include: the Distinguished Service Medal, the Legion of Merit with 1 Oak

Leaf Cluster, the Distinguished Flying Cross, the Air Medal with seven Oak Leaf Clusters, the Air Force Outstanding Unit Award with V for Valor, Korean Service Medal with two service stars, the Vietnam Service Medal with three service stars, and

several awards from the Korean and South Vietnamese governments.

Lt. Gen. Roberts is married to the former Fern Johnson of Mapleton, Minn. They have four daughters: Nancy, Susan, Kathy and Judy. (ATCPS)



Lieutenant General John W. Roberts

Texas group captures ATC conservation title

The 3504th Air Force Recruiting Group has earned top honors in its category in the Fiscal Year 1975 Air Training Command (ATC) Resources Conservation (RECON) Program.

Recording a savings of \$258,100, the Group achieved 611 per cent of its assigned RECON goal. This percentage is the highest of any unit in all categories in ATC.

Commander earns DSM for meritorious service

Brigadier General Andrew P. Iosue, commander of Air Force Recruiting Service here, has been awarded the Air Force Distinguished Service Medal by the President.

The medal was presented by Lieutenant General John W. Roberts, deputy chief of staff for personnel, at Headquarters U.S. Air Force, while Brig. Gen. Iosue was assigned to that office as director, personnel programs.

The general received the

award for exceptionally meritorious service.

The citation accompanying the award reads, in part, "General Iosue provided dynamic leadership, imagination, and objectivity in response to unusual and intense demands in support of the objectives of the United States Air Force. His performance was marked by enthusiasm, professional competency and complete dedication."

Brig. Gen. Iosue assumed command of Recruiting Service last month.

In a letter of congratulations to the 3504th Group Commander, Colonel Edward D. Young, Brigadier General Andrew P. Iosue, Air Force Recruiting Service commander said, "Winning top honors within Air Training Command certainly is no easy task. You and your entire organization can be justly proud of your accomplishments in this area for the past year."

For their efforts, the unit is scheduled to receive an ATC RECON Program management award and has been nominated for an Air Force Organizational RECON Program management award.

All Air Force Recruiting Groups exceeded their RECON goals contributing to an overall ATC savings of \$44,561,230 which is the largest savings by the command since 1966.

Liaison NCOs to initiate entry security reviews

Most enlistees entering the Air Force now will have their preliminary security screening completed before they leave for basic military training, Recruiting Service officials here have announced.

Entry National Agency Checks (ENTNAC) will be initiated by Air Force Liaison non-commissioned officers assigned to the Armed Forces Examining and Entrance Stations (AFEES)

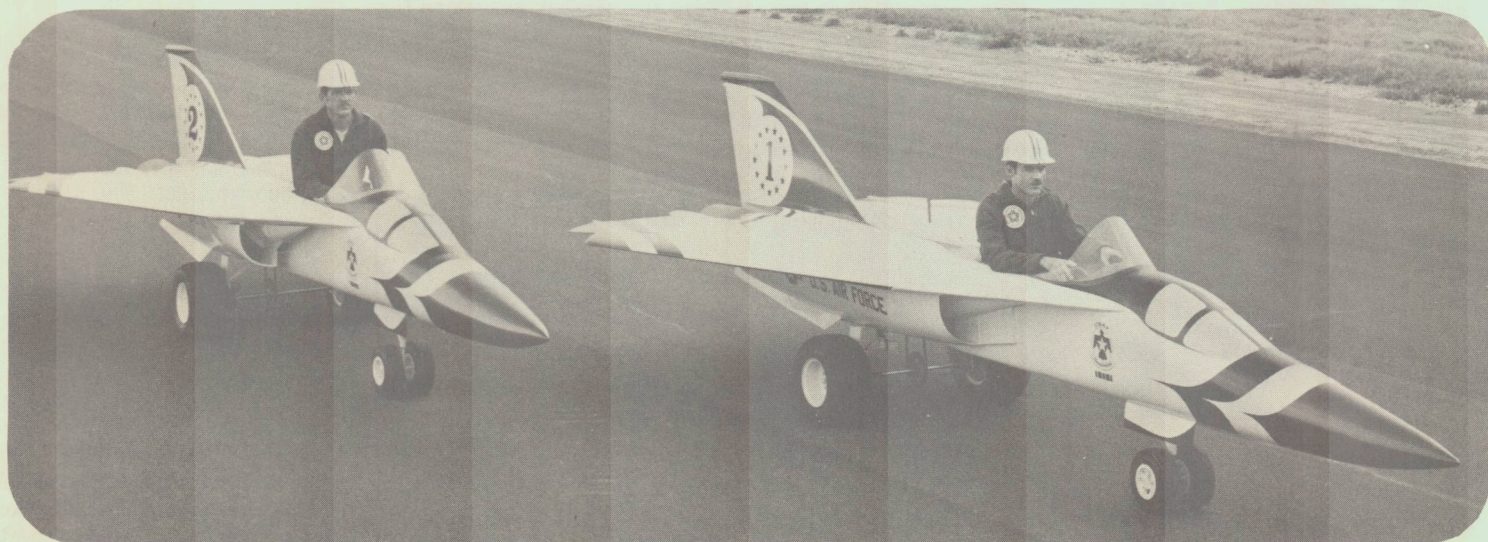
on all non-prior service enlistees, instead of waiting until the enlistees reach basic military training to begin the paperwork. The new program which

began during July will help determine each non-prior service applicant's moral qualification before entering active duty.

Initiation of the preliminary investigations at AFEES follows a successful Department of Defense test program conducted in May and June of this year.

For the most part, the security check will be completed before the enlistee departs for Lackland.

These changes, officials said, provide one more quality check on airmen before they leave the student airman pipeline and report to their new assignments.



UNDERGOING TAXI tests at Wright-Patterson Air Force Base, Ohio, prior to delivery to Air Force Recruiting Service; are two motorized F-111 models. They are "piloted" by Technical Sergeant Ray Petrush, left and Staff Sergeant Lindsay Edwards, members of the Air Force Orientation Group (AFOG). AFOG constructed the aircraft for use in parades and exhibits. Take a closer look at the models, their construction and use in the next issue of the Air Force Recruiter.

This way for good jobs.

AIR FORCE

CALL 800-447-4700 toll free.

THIS IS THE NEWEST Air Force Recruiting Service advertising billboard. It is scheduled to be posted at more than 2,000 locations throughout the country this month and next.

College endorses medical training

Airmen in certain medical and dental Air Force specialties, who are not technical training school graduates now have the opportunity to earn Community College of the Air Force credit for the course.

Officials at the School of Health Care Sciences, Sheppard Air Force Base, Tex., have developed challenge or equivalency examinations for three courses, and airmen who for various reasons did not attend the technical school, (i.e. direct-duty assignment personnel, by-pass specialists, etc.) may apply to take the exam.

Community College of the Air Force officials said that airmen successfully passing these examinations can be awarded the same semester hour credits as graduates of the current resident courses.

Courses for which challenge exams have been prepared are: Medical Services Specialist (90230), for which seven semester hours are awarded; Medical Administrative Specialist (90630), six semester hours; and Dental Specialist Course (98130), 10 semester hours.

To be eligible for one of the challenge examinations an airman must have at least one year of experience in his or her specialty. Additionally airmen requesting the 90230 exam must presently hold or have previously held the 90230 Air Force Specialty Code (AFSC). (Airmen with the lateral AFSCs of 909X2, 912X0, 'X1, 'X2, 'X3, 'X4, and 916X0 who previously held the 90230 AFSC are eligible.)

Airmen requesting the 90630 or 98130 exams must now hold, or have previously held the corresponding AFS. Eligible personnel desiring to take one of these equivalency examinations must submit a request through their base education services centers to the School of Health Care Sciences.

Persons passing the examinations will receive an ATC Form 154, General Certificate, attesting to the fact that they have successfully fulfilled the requirements of the resident course by challenge examination. The school will also furnish the Community College with a letter attesting to the completion. The letter will be used as the source document for awarding credit.

Texas university offers managerial certification

Air Force noncommissioned officers have the opportunity to have their managerial skills recognized by a civilian professional management organization.

The offer comes from the Institute of Certified Professional Managers, headquartered at Trinity University, San Antonio, Tex. Dr. Robert M. Fulmer, executive director of the institute, notified Community College of the Air Force officials that Air Force personnel possessing managerial skills are eligible for certification.

He stated that the program "is the first of its kind on the national level and is designed primarily to recognize and honor those individuals who have been successful in the practice of management and who have made unusual efforts to improve their managerial proficiency."

Senior managers, according to Dr. Fulmer, may apply for certification without examination, through June 30, 1976, providing they have:

- 10 years experience as a manager supervising

three or more subordinates;

- five years experience supervising the work of other managers;
- made recent efforts to stay abreast of developments in management through participation in formal programs for management development.

Personnel applying after July 1, 1976 will be required to take an examination before they will be certified.

"This opportunity," according to Major Charles W. Cooper, head of the Community College of the Air Force administration and management department, "should be of special interest to airmen registered in the Work Center Management Program."

When a Community College student has earned credit for

work experience through the technician level, completed three semester hours in administrative management and six hours in principles of management, he or she will have satisfied the experience and minimum education requirements and be eligible for the examination.

Personnel interested in certification may contact Dr. Fulmer, Institute of Certified Professional Managers, School of Business, Trinity University, 715 Stadium Dr., San Antonio, Tex. 78284. Students in the Community College of the Air Force Work Center Management Program may write CCAF/AYA, Randolph Air Force Base, Texas 78148.

The institute is a nonprofit, but self-supporting organization and fees are required for application and testing.

Billboards programmed for additional markets

Air Force recruiters will receive a boost from an additional 357 billboards being posted at various locations throughout the country next month.

Some of the postings, in 42 new markets, will be located in each of the five Air Force Recruiting Groups.

Purchased with national advertising money, most of the spaces are to be rented through December.

The additional postings will carry the same messages as the some 2,000 boards already being rented in the top 112 markets in the nation.

The additional boards are being posted in recruiting markets that offer high potential for quality accessions. Though only a temporary assist, the expanded coverage should prove advantageous, according to Air Force Recruiting Service officials here.

Air Force Recruiting Detachment advertising and publicity personnel will be working with outdoor advertising agency plant operators to insure the best possible sites are selected, officials said.

Detachments in which the billboards will be going up are 101, 103, 104, 105, 106, 108, 308 and 310. Also receiving new postings are Dets. 401, 403, 406, 411, 412, 500, 501, 505, 506, 514, 601, 603 and 608.

WASHINGTON—On July 18, the House Armed Services Subcommittee on Military Compensation favorably reported on a bill to extend the existing incentive pay for veterinarians and optometrists for two years. The subcommittee amended the bill to include podiatrists. Action by the full House is expected at any time. (AFNS)

Coming soon

SG 74-20 Family Practitioner Folder: A full color mailer supporting the Air Force family practitioner program, it is scheduled for distribution directly to medical recruiting teams throughout the country next month.



HELPING KICK off Air Force Recruiting Detachment 209's Air Force Recruiting Week recently was the 590th Air Force Band rock unit "MACPAC" located at McGuire Air Force Base, N.J. They played to a near capacity crowd after the mayor of Wilmington proclaimed the recruiting week proclamation to Lieutenant Colonel Gordon S. Pink, Detachment 209 commander.

113 to sew on new stripes

Fifty-eight technical sergeants and 55 staff sergeants assigned to U.S. Air Force Recruiting Service have been selected for promotion.

Personnel in the 3501st U.S. Air Force Recruiting Group (USAFRG) selected for promotion to master sergeant are TSgts. Thomas G. Ewing, Air Force Recruiting Detachment 101; Robert C. Ingham, Det. 103; Edmond W. Scheirer, scheduled to become a member of Det. 104; Robert G. Allen, Det. 105; Kenneth R. Christiansen, Det. 106; and James J. Bondarek Jr., Det. 109.

Selected from the 3501st USAFRG for promotion to technical sergeant are Staff Sergeants Douglas Campbell and Robert M. Art, Det. 103; Ralph J. Marotto and Robert A. Stretch Jr., Det. 104; James R. Rafferty and Robert J. Tomlinson, Det. 105; Peter E. Anthony, Herbert M. Smaha, scheduled to become a member of Det. 106, and Charles J. Yockel, Det. 106; William F. Price, William S. Curfman, and Ted W. Drost, Det. 108; and Walter V. Miceli, Ronald A. Deshields, Robert B. T. Houle, and Stephen M. Duddy soon to become a member of Det. 109.

3503rd USAFRG master sergeants selectees are TSgts. Ellis F. Tyson, group headquarters; William C. Belcher, Det. 301; David E. Bowden, and Marion W. Averette, Det. 303; and Donald F. James and Aimar E. White, Det. 304; Joseph V. Carter and Lawrence E. Harper, Det. 307; Paul G. Bandy and Edward E. Smith, Det. 308; Attle A. Read and Billy Jones, Det. 309; and James B. Blalock,

Edward C. Lamphier and William R. Vance, Det. 310.

Staff Sergeants in the '03rd identified for promotion to technical sergeant are James C. Musgrove and Jimmy D. Waller Jr., Det. 301; Robert E. Davis, Lester E. Johnson, Gary L. Murph, and Daniel Webster, Det. 303; Wayne M. Barfield, Det. 305; Winston D. Cook, Det. 307; William T. Yankey, Det. 308; Richard C. Eyman and Adolph Martin, Det. 309, and Martin L. Hood, Det. 311.

In the 3504th USAFRG, promotions to master sergeant will go to TSgts. Hans G. Kruse, group headquarters; Robert F. Pohlenz and Herbert L. Snapp Jr., Det. 401; Henry M. Rexroad Jr., Det. 403; Lloyd T. Blanchard, David L. Clawson, Larry G. Kincaid, Morris R. Price, and Aberlardu Zermeno, Det. 404; Frankie W. Schalk and Bernice H. Fite, Det. 405; Vernon D. Cupit, Troy M. Stewart, and Horace M. Peniston, Det. 406; Robert A. Mason and Bobby A. Van Brunt, Det. 409; Richard R. Harvey and Darrel D. Hukriede, Det. 411; and George R. Boyd, Luke J. Sonsalla, and Russell E. Thompson, Det. 412.

Being promoted to E-6 in the '04th are SSgts. James C. Morris, Det. 401; William H. Busser, Det. 403; Michael H. Thayer and Robert W. Castro, Det. 404; Jerry N. Grober, Det. 405; John Smith, Det. 406; Harry L. Long and Don E. Sheppard, Det. 409; Roger C. Blair and Harry Latiolais, Det. 412.

Eight technical sergeants in the 3505th USAFRG have been selected for promotion to master sergeant. They are Richard W.

Flater, group headquarters; William E. Webber and Malcolm A. Yarnell, Det. 501; Burtus W. Burnam and Frank E. Calloway, Det. 504; Gordon D. Boody, Det. 505; and David E. Lupton and Thomas D. Murphy, Det. 513.

Technical Sergeant selectees in the '05th are Thomas G. Kjesbo, and David J. Nixon II, Det. 500; Robert A. Hill, Det. 501; Roger H. Keck, Det. 504; Richard T. Hundley and William S. Oktela, Det. 513; and Dale A. Fritz, Det. 514.

On the list of master sergeant selectees from the 3506th USAFRG are TSgts. James R. Rice, group headquarters; David C. Wood, Det. 601; Joseph R. Martinez and Robert C. Renbarger, Det. 606; Lewis F. Johnson and Ronald D. Pinkston, Det. 607; and Bradley A. Whittier, Det. 609.

Picked for promotion to technical sergeant in the 3506th USAFRG are Arthur E. Hanks Jr., Det. 601; Clyde E. Harris, Det. 603; Bobby G. Guynes, Det.

607; Walter L. Johnson, Anthony G. Piumatti, and Joseph L. Trevino, Det. 609; and Elza M. Hultz, Det. 610.

In Headquarters, U.S. Air Force Recruiting Service, Technical Sergeant Harvey T. Hollister was selected for promotion to master sergeant and three staff sergeants were selected for promotion to technical sergeant. They are Charles F. Bannister, David B. Drachlis, and Robert Gorrbeek.

Program bolsters esprit de corps

WASHINGTON—Air Force morale, welfare and recreation (MWR) is an essential "people" program which caters to all members of the Air Force and their dependents. The program covers many leisure activities. It includes arts and crafts, bowling, child care centers, entertainment, golf, libraries, membership clubs, outdoor recreation, special services supply, sports, theaters, and youth activities.

The program varies from base to base. Every base doesn't have everything, but every base does have an MWR program.

Providing MWR programs for all Air Force members and their families is a major personnel objective, say officials.

Air Force recreation programs in the area of automotive and multipurpose crafts, bowling, entertainment, and recrea-

tion services supply have improved with better facilities, equipment, and professional management. Ninety light single-engine and eight light twin-engine Government-loaned aircraft have been obtained for Air Force aero clubs. Thirty-four active family campgrounds also have been established for Air Force families. Aside from recreational and community services, the MWR activities used by most people are sports and physical conditioning.

The sports and athletics programs range from base-level intramural and varsity competition to interservice, national, and international championships such as the Pan American and Olympic games. Featuring participation opportunity for every age group and degree of skill, the program at most bases is built around a core of sports

common to popular interests. These include basketball, bowling, fast and slow pitch softball, golf, tennis, and volleyball, plus special interest activities characteristic to a particular geographic region.

A recent Air Force survey indicates that 86 per cent of the active duty force participates in some phase of sports program. Figures aren't available, but officials report high participation by Air Force dependents as well.

Employee recreation programs are a good investment. They bolster morale, reduce absenteeism, promote on-the-job efficiency, encourage safety, increase production, further job satisfaction, and develop organizational togetherness and spirit. In fact, MWR is essential to mission accomplishment and combat effectiveness, say officials. (AFNS)

Recruiters should attend America's Freedom Train on move

America's Freedom Train, housing more than 500 historical documents and artifacts, is on the move, helping celebrate the nation's Bicentennial.

Now into the fifth month of its two-year trans-America swing, the red, white and blue, 425-ton steam locomotive and its 22 cars is doing more than giving visitors a strong case of railroad nostalgia—

it reminds them of their American heritage and the role all Americans played in it.

Although Bicentennial officials have established a "no active recruiting" policy during the train's stopovers, Air Force recruiters are encouraged to attend each visit to help answer any questions relating to the Air Force, and its role in our American heritage.



ALL OUT FOR ALBANY was the cry as America's Freedom Train pulled into the second stop on its two-year swing through the United States, bringing an assemblage of American heritage to the people who helped make it. Recruiters from the recently deactivated Air Force Recruiting Detachment 102 there helped answer many of the questions posed by the 100,000 train visitors during its four-day visit to the area. (Air Force Photo by Staff Sergeant Rob Schmidt)

One of the major purposes of the Freedom Train's travels, noted officials, is to sew together the richly diverse mosaic of local Bicentennial projects going on in every state.

Scheduled for a 70-city tour, the Freedom Train began its journey on April 1 at Wilmington, Del.

Following is a complete schedule of Freedom Train stops through December, 1975. The 1976 schedule is currently being revised and will be printed at a later date.

Greenbay, Wis.	Aug. 15-18
Madison, Wis.	Aug. 23-24
Minneapolis	Aug. 26-30
Fargo, N.D.	Sept. 1-4
Sioux Falls, S.D.	Sept. 7-10
Sioux City, Iowa	Sept. 12-14
Des Moines, Iowa	Sept. 16-21
Omaha, Neb.	Sept. 23-28
Casper, Wyo.	Oct. 7-8
Billings, Mont.	Oct. 10-13
Salt Lake City, Utah	Oct. 16-20
Boise, Idaho	Oct. 23-24
Spokane, Wash.	Oct. 27-29
Seattle	Oct. 31-Nov. 5
Tacoma, Wash.	Nov. 7-9
Portland, Ore.	Nov. 11-16
Eugene/Springfield, Ore.	Nov. 18-21
Reno, Nev.	Nov. 24-26
Sacramento, Calif.	Nov. 28-30
Oakland, Calif.	Dec. 2-7
San Francisco	Dec. 9-14
Fresno, Calif.	Dec. 16-18
Pomona, Calif.	Dec. 20-28
Los Angeles area	Dec. 30-Jan. 4

F-15 meeting expectations

What does the Air Force have that is faster than a speeding bullet, more powerful than a locomotive, and able to leap countries in a single bound?

It's a bird and a plane. It's the F-15 Eagle. The Air Force's new air superiority fighter is already living up to expectations that it will outperform and outfight any enemy aircraft in the foreseeable future.

The F-15 unofficially broke all eight time-to-climb world records in January during a series of flights from Grand Forks AFB, N.D., soaring to 98,000 feet from a standing start in less than 3½ minutes. Application for official recognition of the records has been made to the Federation Aeronautique International in Paris.

That's a far cry from the first controlled and sustained power-

driven flight at Kitty Hawk, N.C., in 1903. Orville Wright flew the 12-horsepower, chain-driven Flyer I at an airspeed of 30-35 miles per hour, a ground speed of less than 8 m.p.h., and an altitude of 8-12 feet for 12 seconds. It was quite an achievement.

And the F-15's sweep of the world records is quite an achievement today. For the tests, special runway gear held the aircraft at a dead stop until brought to full power. When it was released, the Eagle was airborne in about four seconds some 400 feet down the runway.

It smashed the five low-altitude records set by a U.S. Navy F-4B Phantom in 1962 and the three high-altitude records set by the Soviet MIG-25 Foxbat in 1973.

The F-15 bettered the Phantom's records from 19 to more than 30 per cent. For instance, the F-15 hit 15,000 meters (49,213 feet) in just 77.5 seconds as compared to the previous mark of 114.5 seconds.

The Eagle surpassed the U.S.S.R. records for the 20,000 meter (65,617 feet), 25,000 meter (82,021 feet), and 30,000 meter (98,425 feet) climbs by 15 to 28 per cent. The F-15 made the last climb in 207.6 seconds

as compared to the previous record of 243.4 seconds, making it the world's fastest climbing fighter.

It is the first Air Force operational fighter aircraft with a thrust-to-weight ratio greater than one. Its two Pratt and Whitney F-100 turbofan engines are in the 25,000-pound thrust class; the total weight of the aircraft is around 40,000 pounds with full internal fuel and missile complement. As a result, the F-15 can accelerate even while in a vertical climb.

The F-15 is able to reach speeds in excess of Mach 2 (twice the speed of sound), but it is more than just fast. The twin-engine, single-seat fighter is specifically designed for high maneuverability in air-to-air combat. Its low-wing loading (ratio of aircraft weight to its wing area), combined with an excellent thrust-to-weight ratio, enables the F-15 to turn very tightly without losing airspeed.

Its range is also superior to that of the F-4, and can be extended with aerial refueling. Or, using external fuel tanks, the Eagle can fly coast-to-coast without pause for refueling.

The Eagle is a versatile fighter armed with three air-to-air weapons — a 20 mm Gatling

gun, short-range missiles, and medium-range missiles. The bubble-type canopy affords the pilot excellent visual contact for close-in combat, and the advanced radar enables him to pinpoint targets beyond visual range.

In addition, the F-15 will be difficult for an enemy aircraft to spot. Its smokeless engines leave no telltale stream to track.

Another important feature is ease of maintenance. An engine can be removed in less than 30 minutes, and 85 per cent of the work area on the aircraft are accessible without workstands.

The first F-15 entered the Air Force inventory Nov. 14, 1974, at Luke AFB, Ariz. The 555th Tactical Fighter Training Squadron there is responsible for F-15 pilot training.

Plans call for the procurement of 729 aircraft over the next five years, in addition to 20 original research, development, testing, and evaluation models.

The F-15 has been carefully tailored for the air superiority mission requirements of Tactical Air Command. Its maneuverability, versatile weaponry, and survivability all make it the "super-plane" of the 1980s and beyond.

Community College provides opportunities

by Lieutenant General George H. McKee, commander Air Training Command

(Editor's Note: This article is a reprint from the June 6 TIG Brief.)

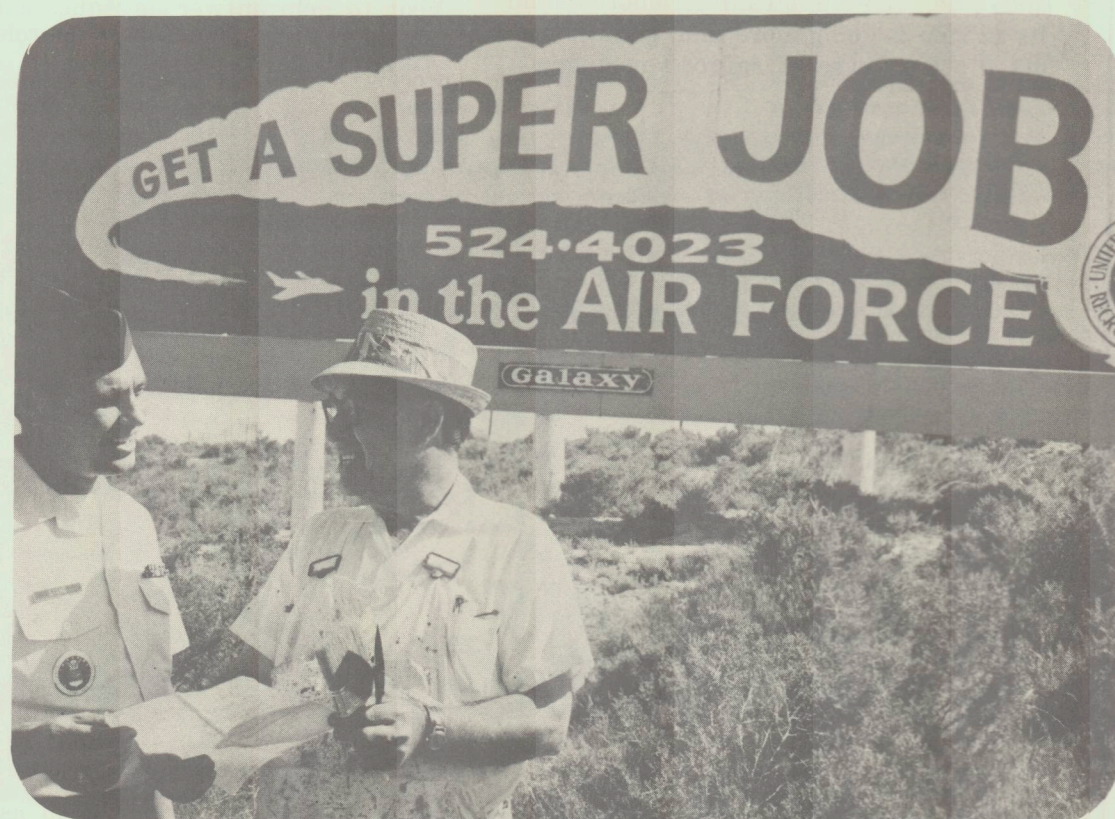
WASHINGTON (AFNS) — The Community College of the Air Force was created to provide educational programs for enlisted men and women that relate directly to their Air Force specialties. By combining Air Force technical training with complementary courses already available through local off-duty education services programs, it

has developed more than 80 programs which enable airmen to do their jobs more effectively and develop leadership potential in management and selected academic subjects.

Recently, the Community College extended eligibility for registration to all enlisted members of the selected reserve which includes airmen serving in Air National Guard and Air Force Reserve units or as mobilization augmentees.

Since 1972, more than 15,000 airmen have registered in the Community College's programs

and more than 82,000 transcripts have been issued. However, these registrations comprise only a small percentage of the total enlisted force. Its programs provide the necessary education for enlisted personnel to be prepared to step up into the supervisory and management ranks and to take on added responsibilities. Active support by commanders, supervisors, and education services personnel is a means by which participation can be improved—thus enhancing the overall quality of the enlisted force.



SIGN PAINTER, Bill Fyffe, discusses an Air Force recruiting billboard he designed and painted at no charge with Technical Sergeant Al Stone, Mr. Fyffe works for an outdoor advertising company in the Utah-Idaho area. (Air Force Photo by Master Sergeant John Mahony)

Courtesy sign endorses AF

A newly painted recruiting billboard recently caught the eye of Salt Lake City Air Force recruiter, Technical Sergeant Al Stone, when he drove across Utah Highway 36.

Sign painter for Galaxy Outdoor Advertising Company, Salt Lake City, Bill Fyffe designed and painted the billboard without charge. Mr. Fyffe, who has been painting outdoor signs since he was a boy, says he did it because he had an open board

just outside of Salt Lake City that he "wanted to make the best possible use of."

When asked about the design, the imaginative painter credited the back of an Air Force recruiting brochure for the seal design, but the rest came from "years of designing billboards right on the spot," he said.

TSgt. Stone, in whose zone the sign is situated, is a member of Air Force Recruiting Detachment 608.

Community honored for recruiting support

SYRACUSE, N.Y.—Support from the Village of Fredonia has made local recruiter, Staff Sergeant Frederic A. Smith's job a little easier.

The Air Force Recruiting Service Plaque recently was awarded to the Village of Fredonia for the assistance and support given to the Air Force by the community. The village of Fredonia is the first municipality in the Air Force Recruiting Detachment 103 area to receive this award.

According to SSgt. Smith, the recruiting office, utilities and

janitorial services are provided without charge. Also, the town clerk assists in an answering service for SSgt. Smith when he is out of the recruiting office.

"The people here have been great. They have gone out of their way to support me and make my job easier," SSgt. Smith said.

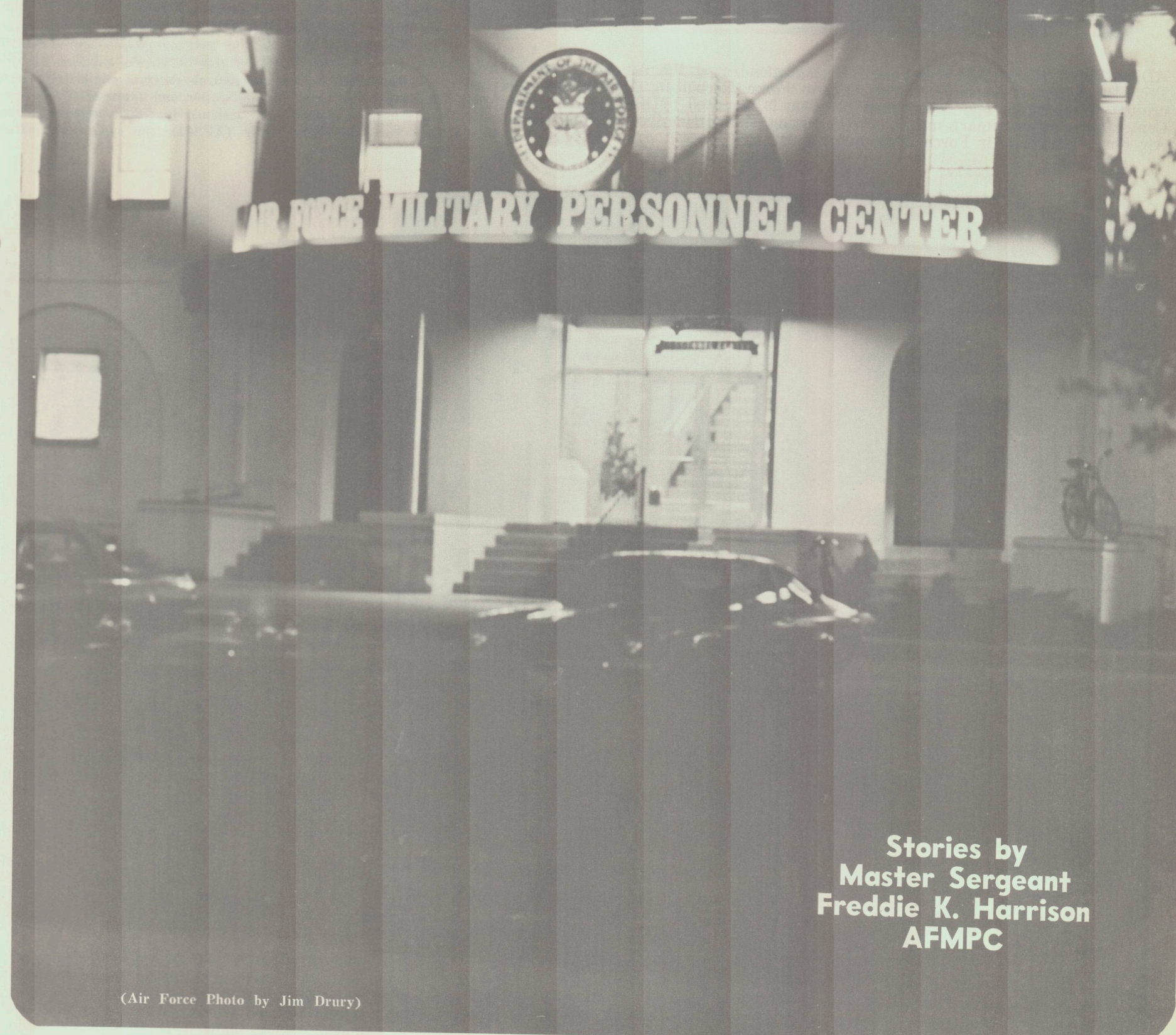
The plaque was presented to City Mayor Charles S. St. George by Major H. A. Fotheringham, commander of Det. 103 located in Syracuse.

Where the lights burn into the night—

No one knows better than an Air Force recruiter how many questions his customers can ask—nor how many answers they need to questions they haven't thought of yet, but will!

Career opportunities, assignments and promotions are only a few of the many subjects which generate considerable interest among prospective enlistees. And that brings into the picture a huge "H"-shaped building here, where the lights burn long into the night—the Air Force Military Personnel Center (AFMPC).

(Continued on Page 8)



Stories by
Master Sergeant
Freddie K. Harrison
AFMPC

(Air Force Photo by Jim Drury)

AF Military Personnel Center and you

(continued from Page 7)

The careers of recruit and recruiter alike—their very life in the service—revolve around the actions of some 1,700 men and women who work at the Center. These are the personnel managers who match Air Force people to job requirements, channel career development via experience-broadening assignments, administer promotions, and operate the countless other personnel programs which affect the day-to-day life of Air Force members.

No matter where a blue-suiter works—as a recruiter, on the flight line, behind a desk or in any of more than a thousand Air Force jobs—the Center is intimately involved in his or her career. From the time he enters the service until he separates or retires, he's going to be affected by the programs and policies AFMPC implements. You name it—assignments, promotions, morale, welfare, recreation, personal affairs, uniforms, awards and decorations, motivation and retention, records management, retirements—and it's in the AFMPC ball park. For everyone below the grade of colonel, nearly all personnel action roads lead to the Center.

A separate operating agency since late 1971, AFMPC moved to Texas in 1965 after outgrowing its former Pentagon facilities. While calling Randolph Air Force Base home, the Center, as a Headquarters U.S. Air Force function, still has its closest ties with Washington, D.C. The AFMPC commander "wears" a dual hat, also serving as the Air Force assistant deputy chief of staff, personnel for military personnel. In that role, he reports directly to the Air Force deputy chief of staff, personnel at the Pentagon.

"The programs we implement at the Personnel Center are influenced by a number of factors; the budget and rapidly changing requirements, for example," says Major General Walter D. Druen Jr., commander, AFMPC. "Policy matters are often routed through the chain of command up to the President. Congressional decisions shape many personnel programs as well."

In an area directly impacting on the recruiting mission, AFMPC develops, coordinates, implements and monitors policies and procedures for Regular Air Force enlistment and officer procurement programs. Thus, obtaining the right kind and numbers of people is partly an AFMPC responsibility, and the obligation extends beyond that. Keeping the right kind and numbers of people in the Air Force is also a Personnel Center function.

The core of the retention program for first-term airmen is the Career Airman Reenlistment Reservation System (CAREERS).

CAREERS funnels and controls entry of eligible first-termers into the career force via application and approval of job reservations prior to enlistment. Designed to reduce imbalances among Air Force Specialty Codes (AFSCs), the system is geared to

career force shortages and overages in specific AFSCs. It determines whether an applicant may reenlist in his present specialty or must retrain into a more critical skill.

What can a recruiter tell his customers about assignments? First, about 85 per cent will attend a formal technical training course following basic training, according to Chief Master Sergeant Art Melum, Airman Assignment Manual (AFR 39-11) editor. "After graduation from tech school, approximately 65 per cent can expect assignment to a stateside base where they will probably remain two to four years before going overseas. Over a 20-year career, in most career fields, most people can look for at least one remote, short tour assignment and one long overseas tour."

Assignments are controlled, to a certain extent, by overseas—notably, short tour—assignments. When an Air Force member completes an overseas tour, he has to be replaced; ideally, by a volunteer. Likewise, the stateside job which opens up when the overseas replacement leaves needs to be filled; probably, by an overseas returnee.

To meet its goal of placing the right Air Force person in the right job at the right time, the Personnel Center has expanded efforts to give individuals better opportunity to state their specific career aims and aspirations. This principal concept underlies the officer career development program, the senior noncommissioned officer assignment process, and the assignment system for the remainder of the enlisted force.

Career advancement is another large area where AFMPC responsibility reaches. More than 30 centralized Air Force selection boards convened at the Center last year with board members considering promotion eligibles for the top two enlisted grades and officer grades through colonel. For enlisted personnel, AFMPC manages the Weighted Airman Promotion System (WAPS) about which Senior Master Sergeant William B. Ward, noncommissioned officer in charge of the AFMPC airman promotion management branch, candidly states, "We don't promote you. You promote yourself through duty performance, testing and other elements—time in grade, time in service, medals and decorations—in the WAPS formula."

SSMgt. Ward says recruiters can tell young men and women that most of them can expect to be "buck" or staff sergeants by the end of their initial four year enlistment.

In today's swiftly changing environment, AFMPC continually examines personnel policies, procedures and activities to improve management of military personnel, achieve better mission performance and provide more satisfying careers. The AFMPC mission is people—Air Force military people and their careers—and the Center's management philosophy stresses the human element as the Air Force's most vital resource.



ADMIRING THE AWARDS and decorations a member of the Air Force can earn is Technical Sergeant Hector J. Alaniz, an Air Force Recruiting Detachment 404 recruiter. The awards and decorations program is operated by the Military Personnel Center and is the primary means of recognizing the distinctive accomplishments of Air Force people. (Air Force Photo by Jim Drury)



STAFF SERGEANT DUANE F. Snow, of the airman promotion division, Military Personnel Center, extracts promotion eligibility data recorded on microfiche. This system is used for easier storage and retrieval of information. SSgt. Snow is from Killbuck, Ohio. (Air Force Photo by Jim Drury)



POURING OVER Career Airman Reenlistment Reservation System (CAREERS) data are, from left, William R. Kelley, Master Sergeant Jerry H. Noonan, from Vancouver, Wash., and Ms. Dorothy J. LeVasseur. The three, assigned to the career motivation division of the Military Personnel Center, were instrumental in implementing the CAREERS program. (Air Force Photo by Jim Drury)



CATHODE RAY TUBES linked to the Advanced Personnel Data System (APDS) at the Personnel Center visually display programs being run in the computer. The equipment is designed to permit rapid updating and retrieval of personnel information.

CAREERS

Airman must fill vacancy to reenlist



BASE CAREER ADVISOR here, Staff Sergeant Ron Campbell, discusses the Career Airman Reenlistment Reservation System (CAREERS) with a first term airman considering reenlistment. SSgt. Campbell, from Greenville, Tex., and career advisors at bases around the world, are available to assist airmen thinking about making the Air Force a career. (Air Force Photo by Jim Drury)

The old idea of "the more reenlistments, the better" has been replaced with a program which allows only qualified airmen for whom a valid requirement exists to reenlist.

The cornerstone of the first-term airman reenlistment program, the concept is called CAREERS, an acronym for Career Airman Reenlistment Reservation System.

CAREERS works like this. The total number of job vacancies in each Air Force Specialty Code (AFSC) is established and adjusted as necessary to consider fluctuations in weapons systems and changes in supervisory requirements for each specialty.

After completing 35 months of a 48 month enlistment, an airman who has been recommended by his commander and is otherwise eligible can apply for a career job reservation. If the requirements file shows that the Air Force needs someone in his AFSC, his reenlistment is approved. If not, he may go on a waiting list or retrain into another AFSC for which requirements do exist.

From July 1, 1974, when CAREERS began, to June 30, 1975, the Air Force had established requirements for 19,714 first-term airmen to reenlist in almost 350 AFSCs. Job reservations were actually issued to 18,589 airmen. But most important about those 18,589 airmen is that they all were capable of doing a job the Air Force will need done during their enlistment.

An equally important indicator of the success of CAREERS

is that 3,000 to 5,000 airmen were carried on the Career Job Applicant File — the waiting list. Under the old free-flow reenlistment system, each of these individuals would have been surplus to career input requirements in their field. Under CAREERS, they must wait for a valid requirement in their field or they can elect to retrain into a shortage skill or they will not reenlist.

This doesn't mean that these people are surplus to overall Air Force requirements. CAREERS is designed to even out the overages and the shortages, through retraining if necessary, not just make the total come out right.

In the third quarter of fiscal year '75, more than 150 AFSCs were 100 per cent manned. But 54 others were manned at under 25 per cent, and the remainder were in between. For instance, at any one time there are about 700 people on the waiting list for jobs in the administrative career field, but there are only about 290 vacancies per quarter. On the other hand, during the last quarter there were 88 vacancies for a particular avionics specialty but only 17 takers. The answer, for those who can qualify, is retraining.

Since CAREERS began, 1,418 airmen have been approved for retraining into skills which the Air Force needs. And the number is going up as airmen learn that the Air Force is serious about this system and will not permit them to reenlist in surplus job skills. An Air Force as lean as the one today cannot afford those kinds of luxuries.

Promotions—up to individual

Advancement in the Air Force, naturally enough, varies with the individual. Promotions depend on his or her effort, ability and performance, but there are some milestones recruiters can mark for young men and women contemplating enlistment.

Generally, most new Air Force enlistees can look for the first stripe, their promotion from airman basic (E-1) to airman (E-2), when they complete four months of active duty. After they serve eight months as an E-2, they can advance to airman first class (E-3). So, most airmen can anticipate wearing their second stripe after their first year in the Air Force.

The ground rules are a little different for six-year enlistees who enter the Air Force as airmen (E-2). They are promoted to airman first class (E-3) when they complete basic training.

For promotion to sergeant (E-4), individuals need a minimum of eight months time in grade as an E-3 and at least a year of active military service.

There are other requirements, of course; things like satisfactory on-the-job-training (OJT) skill upgrade progression.

After airmen make their sergeant (E-4) stripes, they com-

pete for advancement under the Weighted Airman Promotion System (WAPS). It is a little more complex than the semi-automatic, "fully qualified" procedure for the first four grades, but under WAPS, the individual virtually controls his own destiny.

Based on a mathematical formula, WAPS is the program by which enlisted people compete for advancement to staff sergeant (E-5), technical sergeant (E-6) and master sergeant (E-7). Eligibility requirements include 12 months time in grade (TIG) and three years time in service (TIS) for staff sergeant, 18 months TIG and five years TIS for technical sergeant, and 24 months TIG and eight years TIS for master sergeant.

Point values are assigned to individual specialty knowledge test (SKT) and promotion fitness examination (PFE) scores, time in service, time in grade, decorations and airmen performance reports (APRs).

The Air Force projects authorized and assigned strength to determine what percentage of people can be promoted to each grade, E-4 through E-9. This percentage figure is then multiplied by the number of personnel in each Air Force Specialty Code (AFSC) who are

eligible for promotion to that grade. The product is the number of people who can be promoted to that grade in that AFSC.

The selection opportunity is the same, regardless of AFSC. In other words, the same percentage of eligible administrative specialists and aircraft mechanics will advance to staff sergeant, for example, during a given promotion cycle. If there are 2,000 administrative specialists eligible for E-5, and the selection opportunity is 10 per cent, 200 will be promoted. Likewise, if there are 750 aircraft mechanics eligible in the same cycle, 10 per cent of them, 75, will also sew on new staff sergeant stripes during the promotion cycle.

And for potential recruits who want to look a long way down the Air Force career road, there are the "super grades". Promotion to senior master sergeant (E-8) requires at least 24 months in grade and 11 years in service; chief master sergeant (E-9), 24 months TIG and 14 years TIS.

E-8 and E-9 promotions are handled by centralized selection boards convening annually at the Air Force Military Personnel Center.



LOOKING TO THE FUTURE, Airman Janis M. Clower, from Brandon, Miss., views a Palace Flick—a short informative film—about the Air Force promotion system. Consolidated Base Personnel Offices throughout the Air Force maintain the films on various subjects. (Air Force Photo by Jim Drury)

Sun seekers find Thunderbirds



THE AIR FORCE aerial demonstration team, the Thunderbirds perform before an estimated 25,000 people at the recent Myrtle Beach Air Force Base open house. Sharing the open house spotlight with static aircraft displays, is Air Force Recruiting Detachment 307's van.



A POPULAR exhibit at the Myrtle Beach AFB, S.C., open house is the recruiting display. Thousands picked up literature, viewed the newly painted recruiting van and talked with the local recruiter, Staff Sergeant Walt Kugelman.

Officials caution airmen taking advance leave

WASHINGTON—Airmen who extend their enlistment should be careful when taking advance leave to avoid being charged for excess leave, Air Force Accounting and Finance Center (AFAFC) officials warn.

Advance leave is leave a member can take before he actually earns it. Officials stated that

this leave cannot exceed the amount an individual would earn before his current expiration term of service (ETS). When a member takes more leave than this, it becomes excess and all pay and allowances earned during the excess leave period will be collected by the Air Force

Accounting and Finance Center in Denver.

When a member extends his enlistment, his ETS date remains the same and the individual cannot use the leave he will earn during the extension period until he enters that period. For example: A member who has an ETS of Aug. 30, 1975, extends his enlistment to Dec. 30, 1975, for the purpose of accepting an overseas tour. His ETS remains Aug. 30 until he enters the extension period. He cannot draw upon the 10 days leave he will earn in the extension period until after Aug. 31, when his ETS becomes Dec. 30, and he may be advanced the 10 days.

The member may be advanced up to 30 days leave for delay en route to the overseas area on permanent change of station, but this cannot include the leave he will earn after Aug. 30. (AFNS)

AF Secretary announces unit withdrawal moves

WASHINGTON — Secretary of the Air Force John L. McLucas has announced moves affecting Air Force activities that were made to accommodate the announced withdrawal of units from Thailand.

The ATC installation affected is Moody AFB, Ga.

Moody AFB will transfer from the Air Training Command (ATC) to Tactical Air Command (TAC). The T-37 and T-38 aircraft presently assigned to Moody will be transferred to other ATC bases. Replacing these aircraft will be two squadrons of F-4s this fall. (AFNS)

RALEIGH, N.C.—For sun and fun seekers, it was a great festival. For the Thunderbirds and an Air Force recruiter at Conway, S.C., it was three days of rewarding hard work.

The annual Sun Fun Festival in Myrtle Beach, S.C. attracted thousands of people. And through the efforts of the Myrtle Beach Air Force Base information staff and Air Force Recruiting Detachment 307 recruiter, Staff Sergeant Walt Kugelman, many of them left well informed about Air Force career opportunities.

To promote the festival and the Air Force, the Air Force aerial demonstration team, the Thunderbirds, performed at a Myrtle Beach AFB open house. An estimated 25,000 people attended the event, according to SSgt. Kugelman.

Thousands of pieces of literature about the Air Force were available to the visitors at the recruiting booth, which was set up on the flightline.

During the festival, SSgt. Kugelman and the Thunderbirds members also participated in two parades and attended a luncheon-press conference.

Floridians treated to bicentennial musical

People along the Southeastern Florida coast were treated to a bicentennial musical comedy recently, thanks to the 581st Air Force Band, and two Air Force recruiters.

The band at Robins Air Force Base, Ga., wrote an original comedy based on Mark Twain's "A Connecticut Yankee in King Arthur's Court."

In need of performance sites, band members asked Technical Sergeant Lester Johnson and Master Sergeant Bobby Fairchild, of Air Force Recruiting Detachment 303 for assistance. TSgt. Johnson, assigned to Ft. Lauderdale, Fla., contacted a local manufacturers association that arranged for the performance site and assisted with show publicity.

After the Ft. Lauderdale show, the band moved to West Palm Beach, Fla., for another performance. There MSgt. Fairchild arranged for civic organizations and local merchants to reserve the Palm Beach Civic

Military homeowners who sell their home again have up to four years to reinvest the profit in a new residence before having to report an income tax capital gain. The tax exclusion had been reduced from four years to one year when the Selective Service Act expired on June 30, 1973.

Auditorium and assist with publicity.

A series of concerts also was performed by a rock combo made up of members of the band.

"The three shows drew approximately 50,000 people, and the Air Force received good reviews from the local news media," according to detachment officials.

Dogs boost education week event

RALEIGH, N.C. — An Air Force recruiter here combined his efforts with those of the 4th Security Police Squadron, Seymour Johnson Air Base, N.C., to support special education week activities at Cardinal Gibbons Memorial High School.

Staff Sergeant Mike Harrison, U.S. Air Force Recruiting Detachment 307, arranged to have two police dogs, under the direction of Sergeant Don Williams and Airman Chuck Rogers perform before the school's 200 students.

WRAL-TV in Raleigh filmed the performance for their evening news.

Units name top personnel

Air Force Recruiting Group and Detachment members were recently honored for making significant contributions to the Recruiting Service mission.

3502nd

Those garnering honors in the recently deactivated 3502nd Air Force Recruiting Group are Master Sergeant Arthur B. McMeans, Det. 208 (now 108), Group Sector Supervisor for fiscal year 1975; Recruiter for FY '75, Technical Sergeant Delreo R. Frye, Det. 206 (now 305); Rookie Recruiter for FY '75, Staff Sergeant Martin J. Golden III, Det. 208; and Outstanding (recruiter) Support Noncommissioned Officer (NCO) TSgt. Alexander R. Clawson.

Group Quality Recruiter Awards went to SSgt. David C. Ringer, Det. 204 (now deactivated); SSgt. Harold M. Childress, Det. 206; TSgt. George A. Yorty, Det. 208; SSgt. Morton B. Hodge, Det. 209 (now 105); MSgt. Richard P. Allen, Det. 210 (now 101); MSgt. Horace M. Lee, Det. 215 (now inactivated).

The 3502nd Groups Centurion Awards recognizing those recruiters who have recruited over 100 men and women into the Air Force since January 1974, went to TSgt. William R. Vance, Det. 204; SSgt. Harold M. Childress, Det. 206; SSgt. Edward Torrence, Det. 206; TSgt. John D. Wiedeman, Det. 209; SSgt. Morton B. Hodge, Det. 209; MSgt. Curtis May Jr., Samuel G. McNutt and TSgt. Gary L. Seeley, all of Det. 210.

In Det. 208 honorees are MSgt. Robert Morris, Top Sector Supervisor; TSgt. Eugene Rathfon, Top Recruiter; and SSgt. Martin Golden, Top Recruiter for FY '75; SSgt. Thomas A. Marshall, Sector A; MSgt. Michael P. Adres, Sector B; SSgt. George E. Rheam, Sector C; TSgt. Eugene Rathfon, Sector D and SSgt. William S. Curfman; Sector E, top detachment recruiters for the 4th quarter.

Det. 209 members named as award winners are SSgt. Morton E. Hodge, Top Recruiter; SSgt. Joseph A. Bisaha, Top Support NCO; and TSgt. Alexander Clawson, Top (recruiter) Support NCO.

Recognized in Det. 210 are 3d Mike Lemley, Top Rookie Recruiter; SSgt. Mark Eck, Top Recruiter; MSgt. Paul Lorigan, Top Sector Supervisor; MSgt. Richard Allen, Top Quality Recruiter; TSgt. Walter Jones, Top (recruiter) Support NCO; and TSgt. John Homitsky, Top Support NCO.

Garnering awards in Det. 215 are TSgt. John F. Flood, Top Recruiter; MSgt. Horace M. Lee, Top Recruiter for FY '75; and SSgt. William J. Framik, Top Women Recruiter.

3503rd

In the 3503rd Air Force Recruiting Group, Det. 301, Gunter Air Force Station, Ala., named SMSgt. Melvin A. Lackey, Top Sector Supervisor for the Year; MSgt. Foy D. Branton, Top Recruiter for the Year; TSgt. Richard E. Moras, Rookie Recruiter of the Year; and SSgt. Wayne K. Holmes, Outstanding Support NCO for the Quarter.

Det. 303, Patrick AFB, Fla., selected SMSgt. Henry V. Gilmore, Top Sector Supervisor for the Year; TSgt. Tommy R. McDonald, Top Recruiter for the Year; and TSgt. Larry Ober as Top Support NCO of the Year. Sergeants Gilmore and McDonald were also named tops in their category for the Fourth Quarter.

Det. 304, Atlanta, Ga., named MSgt. Pat H. Langston, Top Sector Supervisor; TSgt. James Fitzgerald, Top Recruiter, and Rookie Recruiter of the Year; TSgt. Fitzgerald, Top Recruiter; and MSgt. J. W. Mathews, Top Support NCO, were named 4th quarter winners.

Det. 305 (formerly 306), Alexander, Va., named MSgt. Robert G. Fleming, Top Sector Supervisor for the Year; TSgt. Delreo R. Frye, Top Recruiter of the Year; SSgt. David L. Jackson, Rookie Recruiter of the Year; MSgt. David S. McClullen Jr., Top (recruiter) Support NCO; and MSgt. Rudy J. Menominee, Top Support NCO. For the fourth quarter, MSgt. James S. Sams was the Top Sector Supervisor and TSgt. William L. McKenzie Jr. was the Top Recruiter.

Annual awards for Det. 307, Raleigh, N.C., went to SMSgt. Ralph D. Guyer Jr., Top Sector Supervisor, and MSgt. Lonnie H. Howard, Top Recruiter. For the fourth quarter in 307, it was

TSgt. Guyer, Top Sector Supervisor; SSgt. Walt Kugelman, Top Recruiter, and MSgt. Jasper Barber, Top Support NCO.

Det. 308 (formerly 502), Louisville, Ky., selected MSgt. John C. Raney as Top Sector Supervisor for the Year as well as the fourth quarter; and MSgt. William O. Smith, Top Recruiter for the year and the quarter.

Det. 309 (formerly 408), New Orleans, La., named MSgt. James Thomas as their Top Recruiter and Top Sector Supervisor for the fourth quarter. MSgt. Thomas was the acting sector supervisor during this time as well as a full-time recruiter. TSgt. Attle H. Read was the Top (recruiter) Support NCO, while MSgt. Kirby L. Pate was the Top Support NCO.

Det. 310, (formerly 204) Richmond, Va., named MSgt. Melvin G. Nixon, Top Sector Supervisor for the Year; TSgt. William R. Vance, Top Recruiter of the Year; TSgt. Joseph S. Jones, Top (recruiter) Support NCO; and SSgt. Daniel M. Swindell Jr., Top Support NCO.

Det. 311, Nashville, Tenn., named SMSgt. George B. Herring, Top Sector Supervisor for the Year and fourth quarter; TSgt. Brady M. O. Mann, Top Recruiter for the Year and quarter, as well as being named for the Best Annual Advertising and Publicity Award.

3504th

Thirteen 3504th Group personnel are named as making most significant contributions during FY '75.

Det. 402 (now inactivated) chose TSgt. Ernest G. Quevedo as its Top Recruiter, and MSgt. Arnold Chihak, Top Sector Supervisor.

SSgt. Jerry Andrews was named Top Recruiter and MSgt. Dale Payne was selected Top Sector Supervisor for Det. 404.

In Det. 406, TSgt. Wesley Reeves is the Top Recruiter and MSgt. Steve Kuchta is Top Sector Supervisor.

The Top Recruiter in Det. 407 (now inactivated) is TSgt. Philip Cunningham and Top Sector Supervisor is SMSgt. Billy Nelms.

Det. 408 (now 309) picked TSgt. Charles Wilson as Top Recruiter and MSgt. Dale Howe as Top Sector Supervisor.

TSgt. Bobby Van Brunt is Det. 409's Top Recruiter and SMSgt. Donald Jones is Top Sector Supervisor.

TSgt. Ferdinand Gonzales is Det. 410's (now inactivated) Top Recruiter for the year.

3505th

In the 3505th Group, Det. 500's MSgt. Joseph H. Devore Jr., was named Outstanding Supervisor,

and TSgt. Thomas L. Miller, Outstanding Recruiter.

MSgt. James T. McCarthy was named Outstanding Supervisor, and TSgt. Robert Walls, Outstanding Recruiter at Det. 501.

Det. 504 selected MSgt. William L. Phillips as Outstanding Supervisor, and SSgt. Henry B. Ippel, Outstanding Recruiter.

In Det. 513 MSgt. Brady O. Clendenin was named Outstanding Supervisor, and SSgt. Richard H. Bost, Outstanding Recruiter.

MSgt. James I. Browning was named Outstanding Supervisor, and SSgt. Dale A. Fritz, Outstanding Recruiter for Det. 514.

3506th

In the 3506th Group, SSgt. William T. Burr was named Rookie Recruiter of the Year; MSgt. Dale Reynolds of Det. 609, is Recruiter of the Year; SMSgt. Joe DeMichele, Det. 603, was picked Top Sector Supervisor for FY '75 and also took fourth quarter honors; and MSgt. Jerry York also of Det. 603, took Best Recruiter for the fourth quarter of FY '75.

3507th

Receiving honors in the now deactivated 3507th Group were Chief Master Sergeant Stanley R. Krakowski, Det. 701 (now 607), Top Operations Superintendent; SMSgt. Raymond P. Burns, Det. 703 (now 401), Top Sector Supervisor; MSgt. Curtis W. Davis, Det. 706 (now 405), Top Recruiter; and SSgt. Robert L. Walsh, Det. 706, Top Support Person.

In Det. 701, SMSgt. Raymond D. Hill was named Top Supervisor; MSgt. Ira E. Stanley was Top Recruiter; and SMSgt. Thomas M. Schaecher and TSgt. Jackie Mohr Jr. were picked Top Support People.

Det. 702 (now 411) named MSgt. William F. Autrey, Top Supervisor; SSgt. Eric R. Johnson, Top Recruiter; and SSgt. Don E. Gibson, Top Support Person.

SMSgt. Raymond P. Burns is Top Supervisor; MSgt. Bobb D. Cantrell is Top Recruiter; and TSgt. Dwayne G. Fields is Top Support Person in Det. 703.

Det. 704 (now 412) honorees include MSgt. Dale D. Danielson, Top Supervisor; TSgt. Richard R. Harvey, Top Recruiter; and SSgt. Ruth A. Weigel, Top Support Person.

Top Supervisor in Det. 705 (now 403) is TSgt. Thomas J. Houlihan and Top Recruiter is TSgt. Jerry M. Carigan.

Det. 706 selected SMSgt. Donald L. Knowles as Top Supervisor; MSgt. Curtis W. Davis, Top Recruiter; and SSgt. Robert L. Walsh, Top Support Person.

In Det. 707 (now 505) SMSgt. George J. Knipfel was picked Top Supervisor; TSgt. Lester C. Larson, Top Recruiter; and MSgt. Lionel I. Strait, Top Support Person.

Recruiter's brainchild

Mall becomes mini AFB

BELLEVUE, Wash.—A shopping mall near Renton, Wash., was recently transformed into a miniature portrait of an Air Force base depicting the people and equipment which make it work.

The brainchild of Technical Sergeant Ray Lahna, an Air Force recruiter, the successful five-day affair is expected to become an annual event.

TSgt. Lahna and his two office partners, Staff Sergeants Homer Stamper and Ed Debski, arranged for aircraft displays from the Air Force Orientation Group, static exhibits of air drop and rescue operations, and performances by the 724th Air Force Band from McChord Air Force Base. The band, as well as other specialty and vocal groups, performed afternoon and evening mini-concerts for local shoppers.

Mannequins from McChord's clothing sales store, modular and prestige displays, a mobile communications exhibit, the detachments newly painted van, and a weather forecast data computer attracted kids in T-shirts and curler-clad moms, as well as many Air Force age young people.

"I started planning in January," said TSgt. Lahna, "and everything has gone rather well."

The mayor of Tukwila, the small town in which the shopping mall is located, jointly signed an Air Force Days Proclamation with Lieutenant Colonel Marion C. Faseler, Air Force Recruiting Detachment 601 commander.

"And we had great cooperation from the manager and security force at Southcenter Shopping Mall," TSgt. Lahna concluded.



CIVIL AIR PATROL CADETS were on hand to explain the performance characteristics of the aircraft on display to curious community residents.

Air Force Story and Photos by Staff Sergeant Vickie M. Graham



A QUARTET of afternoon shoppers take a quick look at the cockpit of the T-37 aircraft. Members of the Air Force Orientation Group transported two static displays to the shopping mall for the occasion.



CHECKING OUT one of the displays in the lobby of the mall, these youngsters watch "Maintenance—A Challenge" which depicts the realities of military women in the maintenance career field.

THE 724th AIR FORCE BAND directed by Second Lieutenant Kenneth Henderson, entertains visitors to the Southcenter Shopping Mall during a five-day celebration featuring Air Force Days. Approximately 21,500 people visited the mall each day.



BOOK COVERS FOR the 1975-1976 school year have been distributed to Air Force Groups and Detachments. Three million of the full-color book covers were printed with a Bicentennial theme. The covers feature Emanuel Leutze's famous painting of Washington Crossing the Delaware. A transparency of the original painting was obtained from the Metropolitan Museum of Art for this special printing. The covers were designed primarily for distribution to high school seniors.

Advertising directorate changes announced

Lieutenant Colonel Donald E. Burggrabe is the new Director of Advertising, Air Force Recruiting Service here, replacing Colonel Arthur S. Ragen who has been reassigned as chief, public affairs, for the North American Air Defense Command (NORAD) in Colorado Springs, Colo.

Advertising director since July 1973, Col. Ragen holds the distinction of flying with the first all-jet fighter interceptor squadron to serve north of the Arctic Circle. He was also among the first Air Force officers to successfully eject and parachute from disabled jet aircraft.

Before assuming the position of director of Air Force advertising, he was the director of information for the Air Force Academy. He had previously served in the Secretary of the Air Force's Los Angeles and New York Office of Information. From 1955 to 1959 he was a member of the original cadre at the Air Force Academy.

Col. Ragen was graduated from the University of Pittsburgh in 1950 where he won a

Regular Air Force commission after being selected as a Distinguished Military Graduate of that university's Reserve Officer Training Corps program. He earned his master of science degree in public relations from Boston University in 1964.

Lt. Col. Burggrabe, who has served as chief, publicity division, Directorate of Advertising, Air Force Recruiting Service since September 1973, was previously assigned as chief of public information, Headquarters, United States Air Forces in Europe for two years. Serving at the Air Force Military Personnel Center from 1968-1971, he created and organized the PALACE INFO office for central career management of information officers and before that he was special assistant to the Air Force director of information, Secretary of the Air Force Office of Information.

Replacing him as publicity division chief is Major Hubert C. Moore, formerly assigned as chief of advertising and publicity, 3507th Air Force Recruiting Group, Lowry AFB, Colo.

Special enlistment groups arrive for basic training

Two groups of Air Force enlistees, totaling 122 airmen, recently arrived at Lackland Air Force Base, Tex., for basic military training.

Seventy-five were members of the "Arizona Super '75 Flight" and 47 recent high school graduates composed this "Minuteman Flight" from South Dakota.

Members of each group are undergoing basic training together.

"Arizona Flight" was recruited during a six month period by members of recently deactivated Air Force Recruiting Detachment 402 in north and central Arizona.

The Minuteman Flight was assembled by Det. 403 recruiters.

Both groups departed for training wearing Super Jobs in the Air Force tee shirts.



DISCUSSING THE AIR FORCE with a prospective applicant at the Air Force recruiting office in Appleton, Wis., is Airman Basic Debora L. Fisher. Amn. Fisher assisted her recruiter while home on leave after basic training. She made several visits to local media, participated as a member of a color guard in a parade, and spoke with several prospects. As a result of her efforts, two have already enlisted in the Air Force—her sister, and her fiancé. (Air Force Photo by Staff Sergeant Paul Nedlose)

Recruiter participates in Western Festival Week

Many people in Pauls Valley, Okla., know their Air Force recruiter because of his participation in the recent "Western Festival Week" there.

According to Raymond Ferguson, manager of the Pauls Valley Chamber of Commerce, Master Sergeant Edmond D. Ginnings, Air Force Recruiting Detachment 409, was instrumental in the success of the parade which began "Western Festival Week". MSgt. Ginnings coordinated the military entries which included members of the 507th Tactical Fighter Wing, Air Force Reserve, Tinker Air Force Base, Okla. and the other services.

Festivities during the week included an old-fashioned bar-

beque prepared by Air Force Reserve cooks, a World Championship Rodeo and a performance by the Blue Knights Drill Team and the Red Dragons

Drum & Bugle Corps, from Sheppard AFB, Tex. The final event of the week was the World Championship Watermelon Seed Spitting Contest.

Training consolidation success, say officials

WASHINGTON—Since September 1972, the military services have been working to improve the cost effectiveness of specialized training. The Air Force, Army, Navy, and Marine Corps, enlisted courses have been examined for consolidation. Common core training programs have been developed in the areas of law enforcement, data processing, construction, and several other fields. Air Force officials say the program has been successful. They are saving the Department of Defense (DOD) money and turning out good students.

This interservice training was begun by the military services

and is not a DOD directed program. The military services report annually to the Secretary of Defense. All military courses are to be reviewed every three years for possible additional cost savings through consolidation. Officials say they hope to expand the joint training into flying training, education, medical, and dental areas. They are looking at other occupational subgroups for potential savings.

To date, the interservice training program has saved DOD over \$2.5 million. Officials expect this program to continue to expand into other training areas as they continue to review courses (AFNS)

AF leadership committed to improving life quality

WASHINGTON—In a recent article for "Air Force Magazine," Air Force Chief of Staff General David C. Jones talked about Air Force leadership.

He pointed out that Air Force leaders are working to retain military benefits and rights. Gen. Jones said, "The leadership of the Air Force is firmly committed to improving the quality of life within the serv-

ice. Be assured that we are working diligently to retain those rights and benefits that have long been a part of military life. We recognize the importance of these well-deserved benefits to the morale and welfare of service people and will strive to ensure adequate recognition by all that such programs are essential to a strong defense." (AFNS)

NCOs complete recruiter course

LACKLAND AFB, Tex. — Twenty-nine recruiters recently completed recruiting school here and have been assigned to the field.

Technical Sergeant Jerry W. Michaelis, Air Force Recruiting Detachment 610, was designated a Distinguished Honor Graduate. Graduating with honors were TSgt. Walter B. Prescott, Det. 109 and Staff Sergeant Stuart E. Eastman, Det. 401.

Recruiting School graduates assigned to the 3501st U.S. Air Force Recruiting Group (USAFRG) are Master Sergeant Francis Q. Dumm, Det. 101; TSgts. Winfield L. Belanger, Det. 109 and Lee P. Pigliavento, Det. 103; and SSgts. Ralph E. Feese Jr., Kenneth G. Gardner, and Stephen C. Walker, Det. 103.

Also assigned to the '01st were Sergeant Brady M. Gruler, Det. 104; SSgts. Stephen M. Duddy, Det. 109, Richard C. Huebner, Det. 104, and Robert E. McGuinness, Det. 106.

The '03rd gained three new recruiters and the '04th gained two. Reporting to the 3503rd USAFRG are MSgts. Darrell N. Bird, Det. 310 and Bobby W. Edwards, Det. 304; and SSgt. James E. L. Hamilton Jr., Det. 305. Going to the 3504th USAFRG are SSgt. Robert W. Blair and Fred L. Thurman, Det. 411.

Five have been assigned to the 3505th USAFRG. Reporting to Det. 501 are SSgts. William B.

Durham, Arthur G. Hensley and Karen F. McKenney; and MSgt. Michael A. Ostrov. Assigned to Det. 504 was MSgt. Thomas J. Kutka.

Reporting to the 3506th USAFRG are SSgts. James L. Dierks, Det. 609, Duane C. Gauger, and Peter M. Schuetz, Det. 603; TSgt. Donald R. McMahon, Det. 608; SSgt. Benjamin E. Moore, and MSgt. William E. Whitaker, Det. 609.

Hillbilly enlistee aids advertising

The enlistment of the daughter of a professional hillbilly has led to a unusual public service advertisement for the Air Force.

Ruth Anne Seaton, 18, was recruited by Master Sergeant Curt Davis, Air Force Recruiting Detachment 405 recruiter. She is the daughter of Mr. and Mrs. Bruce Seaton who along with their children recreate the life style of "typical" Ozark hillbillies for visitors to southern Missouri.

Part of their work includes posing for photographs which they use in the printing and sale of picture postcards, cookbooks and calendars.

To celebrate Ruth Anne joining the Air Force, according to MSgt. Davis, a picture depicting Ruth Anne receiving last minute instructions from her mother while another family member paints a "Look Up Air Force" sign on her suitcase, will face the June page of the 1976 "Genuine Hillbilly Calendar".

Ford asks all units to display flag

WASHINGTON — President Ford has asked all Government agencies to fly the official Bicentennial flag for the remainder of 1975 and throughout 1976.

The flag can be flown wherever the United States flag flies when deemed appropriate by the agency concerned.

In a memorandum to all military departments, William P. Clements Jr., Deputy Secretary of Defense, stated that the Bicentennial flag, in general, will be flown at military bases, posts, camps, stations, and on vessels as frequently as feasible. He pointed out that it will be flown in a position that is subordinate to and not in the absence of the national flag, and that it will not be carried by military color guards or be included in any formation of flags. (AFNS)

Control Center names top controller

Airman First Class Samuel Trevino was recently selected Accession Control Center (ACC) Semi-Annual Controller.

A personnel specialist, A1C Trevino was selected Controller of the Month three times during the last six months. He was named for the honor in January, March and April.

The Corpus Christi, Tex., native earned outstanding controller honors for his work production, initiative and motivation, punctuality, and appearance.

"He does effective, top quality work and willingly endeavors to do more than is expected of him," said Senior Master Sergeant Darrell W. Meek, assistant chief of ACC.

WASHINGTON — A new system, ending dual management of Air Force women enlisted members, is scheduled to be phased in by December. The system eliminates the WAF Squadron section.

Traditionally, women have been assigned to one unit for duty and attached to a WAF Squadron commander for housing, counseling, off-duty supervision, morale, and welfare.

Duty commanders will assume full responsibility for all men and women assigned to their units.

Gen. Ellis appointed to NATO

WASHINGTON — The Secretary of Defense has announced that the President has, with the concurrence of the North Atlantic Treaty Organization nations concerned, approved the assignment of General Richard H. Ellis as commander, Allied Air Forces Central Europe. He will replace Gen. John W. Vogt Jr. Gen. Ellis will also assume duties as commander in chief, United States Air Forces in Europe. Gen. Ellis is at present Vice Chief of Staff, U.S. Air Force. Assignment will be effective Sept. 1.

Gen. William V. McBride, a former Air Training Command commander, will move from commander, Air Force Logistics Command, to become the Vice Chief of Staff of the Air Force Sept. 1. (AFNS)

Here 'n there in Recruiting

Nurse Week

To celebrate the 26th anniversary of the Air Force Nurse Corps, John H. Poelker, mayor of St. Louis, Mo., recently signed a proclamation designating Air Force Nurse Week. The mayor presented the proclamation to Captain Sherry Galick, the Air Force nurse recruiting representative there.

Controller honored

Airman First Class Karl V. Palmer is the Accession Control Center's Controller of the Month. The 22-year-old Baltimore, Md., resident was selected for his "loyalty, motivation, and dedication to duty." Prior to his assignment here, administrative specialist attended technical training at Keesler Air Force Base, Miss.

Academy graduates

Two members of Air Force Recruiting Detachment 305, Alexandria, Va., were recently graduated from the Headquarters Command Noncommissioned Officer Academy, Bolling Air Force Base, Washington D.C. They are Staff Sergeants Pamela J. Novik, a recruiter, and William Madden, an administrative specialist.

It paid off

A brief news release announcing a change in recruiters in the Eden, N.C. area recently paid dividends for Technical Sergeant Lonnie H. Howard of Air Force Recruiting Detachment 307. The release resulted in a 30-minute interview, with the recruiter and his predecessor about Air Force opportunities, on Radio Station WCBX. The interview was conducted by the station's program director Dennis Elliott who has since tested for entrance into the Air Force.

Supervisors defeat instructors

A class of sector supervisors recently out-did their instructors at the Department of Recruiter and Instructor Training, Lackland Air Force Base, Tex. The supervisors slipped past their teachers 5 to 4 in a slow pitch softball game.

Base tour

Air Force Recruiting Detachment 301 recruiter, Staff Sergeant Lee Ferguson recently arranged for students in the aerodynamics classes at Leeds High School, Leeds, Ala., to tour Craig Air Force Base. In addition to viewing several facilities, the students watched the Thunderbirds, who were performing for "Open House Day".

Again

Medical Recruiting team chief, Captain Gerald Benedict, Air Force Recruiting Detachment 514, recently recruited former Air Force sergeant Mitchell Wess, who is a senior optometry student at Ohio State University. As a first lieutenant, Capt. Benedict, was Wess's commander when they were assigned together.

Distinguished graduate

Master Sergeant Walter W. Hoffman, a member of Air Force Recruiting Detachment 204, was recently designated a Distinguished Graduate from the Air National Guard Noncommissioned Officer Academy. MSgt. Hoffman was honored for his academic and leadership excellence.

Home built float

Some 85,000 spectators at a parade in Willimantic, Conn., got a glimpse of the local Air Force recruiter's ingenuity. Technical Sergeant William Flaucher, of Air Force Recruiting Detachment 106 created a parade float out of scrap materials. It featured a home-built Titan III missile mock-up surrounded by members of the Civil Air Patrol, who served as the "launch crew."

Air Force Days

Several thousand people attended the First Annual South Bay Air Force Days at Chula Vista Shopping Center, Chula Vista, Calif. Greeting people at the event was Air Force Recruiting Detachment 610 recruiter, Staff Sergeant Ray Brooks. Attractions included a performance by the drill teams from George and Edwards Air Force Bases, Calif., the Air Force Orientation Group's T-88 exhibit and a dragster painted with the Air Force Thunderbirds design.

Display 'pays' off for area recruiter

BRIDGEPORT, Conn. — A prestige display, in the lobby of a local bank, is "making money" for an Air Force recruiter here.

Master Sergeant Ronald W. Brodeur arranged with officials from one of the largest banks in his area to set up the display

for one month. It was designed to attract prospective applicants and centers of influence conducting business there.

Although it is too early to measure the final results, the exhibit has attracted considerable attention from both appli-

cant age young people and parents. Because of the exhibit's popularity, bank officials have decided to let the exhibit remain up a second month.

MSgt. Brodeur is a member of Air Force Recruiting Detachment 106.



A TAXI CAB company in Florence, S.C., has "Go Air Force" signs on the rear of their taxi's. The Yellow Cab Company is providing Air Force visibility as a public service, for Florence recruiter, Technical Sergeant Hal Tyer, right. TSgt. Tyer, a member of Air Force Recruiting Detachment 307 worked with assistant company manager Frank Reynolds, left, to obtain the free advertising. The signs were designed for placement by highways, but have been altered to fit on the back of the taxi's.

Physicians answer mail call

by Susan Fink

A former flight surgeon, a physician with 23 years of civilian practice and two women doctors who began their medical careers thousands of miles apart, all have a common bond. They are members of the Air Force Medical Service, or soon will be.

Doctor Thomas T. Jones was a flight surgeon in 1956-58 at Orlando Air Force Base, Fla. Co-owner of a 30-bed hospital in LaFayette, Ga., he received literature from an Air Force Recruiting direct mail campaign, and after 17 years of practicing in LaFayette, decided to rejoin the Air Force.

"I guess it was love of flying and my love of the medical field that led me back to the Air Force," he said after his commissioning as a lieutenant colonel.

Doctor Thomas C. McGranahan has been practicing in Cashmere, Wash., for 23 years. He said he began thinking seriously about joining the Air Force after he received a brochure from the Air Force.

He said the offer fit right into his desire to "do something different for a change." He'll be doing general medicine for servicemen and their families.

Dr. McGranahan has been commissioned as a major, however, he expects to be promoted to lieutenant colonel as soon as Congress acts on his promotion.

He and his wife left for Italy this month where they'll be stationed at San Vito Dei Normanni Air Station for a three-year tour. The station is near the town of Brindisi in southern Italy.

The direct mail campaign sparked the idea of a career in the Air Force for Dr. Annapurna Sarva, a citizen of India who recently completed her medical internship in LaFayette, La. She has been commissioned as a captain in the U.S. Air Force Medical Service.

First Lieutenant Allan J. Noblett, an Air Force medical recruiting team officer assigned to Houston, said "Dr. Sarva, who completed medical school in India, became interested in Air Force medical practice as a result of the direct mail campaign. We arranged for her to visit the medical facility and staff at England AFB, La. She was impressed with the facilities and the staff's approach to the practice of medicine.

"After her visit, Dr. Sarva decided to apply for entrance into the Air Force Medical Ser-

vice for the experience she could obtain in the high-quality care environment," 1st Lt. Noblett concluded.

Dr. Sarva has been assigned as a physician to Reese AFB, Tex. Her husband will be attending graduate school at Texas Technological University.

Another doctor attracted to the Air Force was Dr. Marilyn Mickey, from Portland, Ore., an

anesthesiologist with three young sons.

Dr. Mickey says that the Air Force will give her an opportunity to travel.

She is scheduled to enter active duty this fall as a lieutenant colonel and will be assigned for two years to Luke AFB, Ariz.

Since the armed forces can no longer draft doctors, a substantial recruiting program is being

promoted to attract them. Air Force medical recruiting teams dispersed throughout the United States are following up on leads provided by the national advertising project.

Almost 7,000 health professionals responded favorably to the direct mail campaign aimed at recruiting qualified physicians for the Air Force.



THE NORTHROP T-38 Talon model plane got the undivided attention of two youngsters while on exhibit in Air Force Recruiting Detachment 607, Denver, Colo. The model plane, painted to look like a Thunderbird aircraft, is four feet in length with a detailed cockpit and a removable canopy. It has also been used in recruiting displays for Armed Forces Day and the Centennial-Bicentennial celebration of Air Force Heritage month in Colorado.

New AF health care program underway

The Air Force Family Practice program is a new health care concept. It has already been implemented at some Air Force medical facilities and is planned for many more.

Air Force families not having seen an Air Force Family Practice clinic will be pleasantly surprised to see how it works. One doctor — a family physician — is assigned to a number of families. The family physician is a specialist who treats 80 to 85 per cent of the conditions that bring patients to a doctor's office.

Under the Family Practice

approach, the individual's family physician follows the case, even if the patient is referred to another specialist. Knowledge that their personal physician is monitoring the case is one reason why patients are so pleased with this type of health care.

There are now 10 Air Force facilities in the continental United States with Family Practice units in operation. Others will be added as family physicians become available.

Additional information will be available in an Air Force fold-out to be distributed soon.

(AFNS)

Retired pay amendment deliberations recessed

WASHINGTON—The House-Senate conference committee has recessed deliberations on the Procurement Authorization Bill. This bill contains an amendment to end the retired pay inversion problem.

The amendment would insure that no service member who retired after Jan. 1, 1971, would receive less retired pay because of a pay inversion.

Air Force officials explain that the proposed amendment would be effective the first day of the month following enactment. In other words, a member who retired in 1971 and is receiving a lesser amount of retired pay would be entitled to a pay increase on the effective date of the amendment, if enacted.

However, any retired pay lost by individuals between Jan. 1, 1971, and passage of the amendment would not be paid, say officials.

Enactment of the legislation would end the dilemma of career personnel having to choose between continued service or a permanent reduction in retired pay.

Hearings were scheduled to resume last month. (AFNS)

House passes malpractice protection bill

WASHINGTON—The House of Representatives passed a bill to provide protection from malpractice suits against military medical personnel. The bill also protects civilian medical personnel assigned to the armed services. An identical bill is pending action before the Senate Committee on the Judiciary. (AFNS)

Management group studies survey data

WASHINGTON—The Air Force Management Improvement Group (AFMIG) is now studying the data from their initial quality of Air Force life survey. The survey contains inputs from approximately 11,000 active-duty military members throughout the Air Force.

Maj. Gen. Kenneth Tallman, director of AFMIG, discussed the survey and what the group has planned for the future. "This initial survey will be used to establish a baseline from which to measure the results of follow-on surveys," said General Tallman. "We plan to have similar surveys every year to 18 months. By comparing the answers from follow-on surveys to this baseline, we hope to establish trends."

He continued, "This survey is not the answer to everything. However, a series of surveys with a measuring device like the quality of life index may prove to be a worthwhile management tool."

The quality of life index to which General Tallman referred is a new method of evaluating the attitudes of people today. It measures what areas people feel are important and to what degree they are satisfied with their current situation.

"Areas of high importance and low satisfaction give us an idea of where to look to improve the quality of Air Force life," explained General Tallman. "Through follow-on surveys, we can see if our actions are doing anything to change peoples attitudes in areas of low satisfaction and high importance."

There are nine areas that make up the quality of life index: When asked to rate these areas in importance, the responses were as follows:

	Importance								
	Scale of Low (A) to High (G) importance.								
	A	B	C	D	E	F	G		
Economic Standard	1.1	.7	1.4	7.7	8.5	14.7	66.0		
Economic Security	1.5	.9	1.7	7.5	8.1	15.2	65.2		
Free Time	1.6	.9	1.8	16.5	14.8	19.3	45.1		
Work	1.6	.9	1.1	4.7	4.7	14.3	72.7		
Leadership/Supervision	1.7	1.5	2.3	13.8	12.6	21.3	46.8		
Equity	1.7	1.1	1.0	6.8	6.3	16.4	66.9		
Personal Growth	.8	.8	1.2	6.6	7.9	20.8	61.8		
Personal Standing	1.0	.9	1.7	7.2	10.1	21.4	57.8		
Health	.6	.8	1.2	3.4	4.3	12.7	76.9		

These same factors were rated for satisfaction. The responses were as follows:

	Satisfaction								
	Scale of Highly Dissatisfied (A) to Highly Satisfied (G)								
	A	B	C	D	E	F	G		
Economic Standard	8.0	7.6	16.6	22.7	23.1	13.8	8.2		
Economic Security	6.7	5.5	11.4	18.5	23.6	19.8	14.6		
Free Time	8.5	7.7	12.4	21.9	20.8	16.2	12.5		
Work	12.5	9.5	10.9	15.8	19.5	17.3	14.5		
Leadership/Supervision	10.1	9.1	13.4	22.7	20.9	15.5	8.3		
Equity	9.7	7.7	12.3	19.9	20.7	18.8	10.9		
Personal Growth	7.1	6.6	11.9	20.1	26.6	19.1	8.6		
Personal Standing	17.4	6.3	10.9	18.7	24.7	22.4	9.7		
Health	7.2	8.3	11.2	13.1	21.0	22.1	17.1		

General Tallman announced that AFMIG phased down in size July 15. "We are not closing down," he emphasized, "just reducing the size of the group. For the past two and a half months we have needed a large staff to dig into our many areas of concern. We must now develop the ideas we have zeroed in on. This will require fewer people."

The smaller AFMIG will continue for 60 to 90 days. During this time they will be winding up development of their ideas, making recommendations to the Air Force Chief of Staff, and passing responsibility for implementation and followup action to various Air Staff agencies.

"Some of our actions will take more than 60 to 90 days. Those projects will be carried on by the concerned Air Staff agencies," explained General Tallman. "This will insure that AFMIG's work continues after the group disbands."

"Some AFMIG actions will be readily visible, while others will require longer to take effect," General Tallman pointed out. "One area in which our people will probably see the most visible change is the revitalizing of leadership and management training. We are looking at consolidating leadership and management training at base level under a single director. We are also thinking of establishing a leadership development center at Air University or Air Training Command. It would be the center's responsibility to work with all the commands in developing education and training programs."

General Tallman said he has been impressed with the enthusiasm and support of persons and commands contributing to AFMIG activities. He feels this is a sign of a healthy organization. "I feel we have a very good Air Force. This doesn't mean we can't make improvements, but we are working toward that." (AFNS)