

Recruiters support trial program

Women to be security specialists

WASHINGTON, D.C.—The Air Force will soon begin seeking a limited number of qualified young women to enlist as security specialists, according to Air Force Security Police officials. The volunteers will participate in a trial program utilizing women in the security career specialty.

Major General Thomas M. Sadler, Air Force chief of security police, explained the program.

"We currently have female officers, and eventually will have female senior noncommissioned officers, supervising security specialists while precluding lower grade enlisted women from that specialty. In view of the recent decision to open some flying positions to women, it now seems an opportune time to perform an on-the-job, open-ended trial of the use of women in the security role," Maj. Gen. Sadler said.

Approximately 120 women volunteers for the program will be sought by the Air Force Recruiting Service beginning this month, with enlistments scheduled for October and November 1976.

"Recruiting objectives will be allocated to each Air Force Recruiting Group as part of its normal nonprior service women goal," said Colonel Willis G. Womack, director of recruiting operations for Recruiting Service at Randolph Air Force Base, Tex.

"To aid recruiters in obtaining only motivated, qualified volunteers, we have produced an information sheet designed to make applicants fully aware of the training and duty assignments involved," he explained.

Recruiters should use it in conjunction with offprints of the Recruiter newspaper security specialist feature story previously distributed.

Recruiting Service officials also encouraged recruiters to show appropriate security police films and whenever possible take women security specialist applicants on tours of nearby Air Force bases. This will enable them to observe first hand the duties of a security specialist.

Bases tentatively identified for the trial include Grand Forks Air Force Base, N.D.; Barksdale AFB, Ala.; Nellis AFB, Nev.; and Osan Air Base, Korea.

"As we envision it," Maj. Gen. Sadler explained, "the program will involve women volun-

teers who successfully complete the basic security specialist and combat skills courses. The trial period will run at least one year to allow ample time to evaluate their ability to withstand the rigors of security duties under a wide range of conditions."

A combat related specialty, this career area has previously been closed to women, but for this test, restrictions on women will be waived. During the test, the volunteers will perform the entire range of security specialist tasks. "We are prepared to try, and perhaps ultimately adopt, a policy of allowing women entry on a volunteer basis," Maj. Gen. Sadler said.

The first cadre of technical school graduates under the trial program will leave the Security Police Academy at Lackland Air Force Base, Tex., in late February 1977, and the last in late March.

Officials note that if the women security specialists become disqualified from duty, they will be retrained or separated from the Air Force, as conditions dictate. Also, should the trial prove unsuccessful, retraining into a different Air Force specialty will probably be required.

The AIR FORCE RECRUITER

"There in spirit"

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Recruiting selects NCOs of Year

Air Force Recruiting Service recently named its Outstanding Noncommissioned Officers (NCOs) for 1975.

Master Sergeant George R. Boyd, a member of Air Force Recruiting Detachment 412 is the Outstanding Senior NCO of the Year, and Technical Sergeant Edward L. Cooper, of Det. 607 was selected Outstanding NCO of the Year.

They were chosen from among nominees from each Air Force Recruiting Group. Both will represent Recruiting Service, in their respective categories, in the Air Training Command (ATC) competition.

MSgt. Boyd, a recruiter at Robinsdale, Minn., was nominated for his initiative, ambition and competitive drive, according to Major Robert W. Provines, Det. 412 commander.

The sergeant who has consistently exceeded all his recruiting goals, established a program to ensure recruiters were staying in touch with and gaining assistance from enlistees in the Delayed Enlistment Program.

He consistently puts forth an extra measure of work, beyond meeting his goals, for the sake of his detachment's success, according to the major.

Active in his community, the sergeant is a member of the Shoreview, Minn., Homeowners Association, a deacon of his church, and an active member of the local chapter of the Air Force Association.

He is married to the former Marilyn Johnson. They have two children, Jennifer and Gretchen.

Recommending him for ATC Outstanding Senior NCO of the Year, Major General Andrew P. Iosue, Recruiting Service commander said, "... MSgt. Boyd's performance has been exemplary, and he has made overwhelming contributions to the mission accomplishment of Air Force Recruiting Service."

About TSgt. Cooper, the general said, "the superior contributions to Recruiting, ATC, and the Air Force, "... places him in the top one per cent of all NCOs and far ahead of his contemporaries."

TSgt. Cooper is a recruiter assigned to Colorado Springs, Colo. His zone covers 5,200 square miles in which he has established the Air Force as a viable employment alternative, according to Maj. Ted Whitaker, Det. 607 commander.

He has earned the Senior Recruiter Award and Master Recruiter Award, presented by his detachment to recruiters who consistently exceed assigned goals over a period of at least one year.

The sergeant convinced 11 of the 16 school administrations in his zone to administer the Armed Services Vocational Aptitude Battery. He was also selected by fellow recruiters from all services as the joint services representative to speak on military employment at junior high schools.

The sergeant has taken an active interest in his community, and recently completed a self-improvement course.

Other nominees for Senior NCO of the Year were MSgt. Charles A. Sullivan, Jr., 3501st Air Force Recruiting Group; Senior Master Sergeant George B. Herring, 3503rd Group; MSgt. Henry F. Smith, 3505th Recruiting Group; and SMSgt. David W. Morgan, 3506th Group.

Outstanding NCO of the Year nominations included Staff Sergeant Robert E. Weller Jr., 3501st Group; TSgt. Tommy R. McDonald, 3503rd Group; SSgt. Jerry D. Andrews, 3504th Group, and SSgt. Alvin S. Schiff, 3505th Group.



RECRUITING WHERE prospective applicants are few and far between is a daily task of many recruiters. In parts of Arizona and California, Air Force Recruiting Detachment 610's advertising and publicity van "rests" a moment, en route to support a recruiter in Wilcox, Ariz. (Air Force Photo by Master Sergeant Robert Holway)

Recruiting Service to realign unit boundaries

Air Force Recruiting Service will realign recruiting unit boundaries which will disestablish six recruiting detachments. These actions respond to required manpower reductions and provide a better alignment with geographical areas supported by the Armed Forces Examining and Entrance Stations (AFEES). The ad-

justment will insure that most AFEES support only one recruiting detachment.

The new boundaries will also assist implementation of advanced computer capability which will permit the majority of Air Force enlistees to be completely processed, including job-matched against available Air Force job specialties, during their initial visit to the AFEES.

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If it's patriotism, make most of it

by Bob Reed
Air Training Command
Office of Information

"When an American says that he loves his country, he means not only that he loves the New England hills, the prairies glistening in the sun, the wide and rising plains, the great mountains, the sea. He means that he loves the inner air, an inner light in which freedom lives and in which a man can draw the breath of self-respect."

In the same speech, Adlai Stevenson became a bit more specific, speaking of "... a patriotism that puts country ahead of self; a patriotism which is not short, frenzied bursts of emotion, but the tranquil and steady dedication of a lifetime."

Patriotism is inherently a laudable sentiment. Only when it is exploited, mani-

pulated, twisted out of shape by extremists does it become Dr. Samuel Johnson's "The last refuge of a scoundrel."

True patriotism is particularly in season, I would think, in our Bicentennial Year, as we salute those who won our freedom and then fashioned the nation, the dream, the "hope of mankind" that is America.

Some observers enjoy pointing out the founding fathers' philosophical and political differences: Alexander Hamilton thought that we should be governed by "the rich and well-born;" John Jay, first Chief Justice of the Supreme Court, believed that "the people who own the country ought to govern the country;" some felt that our President should be installed for life, while others fought that tooth and nail, desperately afraid that George Washington wanted to be the first American king.

All of which merely points up the fact that we Americans haven't changed much in 200 years—still hold widely divergent beliefs that we don't hesitate to make known, thank heaven.

What is really remarkable is that despite their differences, debated openly and

loudly, those men were able to agree on a revolutionary document that electrified the world, then a Constitution later described by British Prime Minister Gladstone as "... the most wonderful work ever struck off at a given time by the brain and purpose of man."

We usually think of visions as intangible. But the one that our forefathers had has certainly turned out to be granite-hard. Consider: When this nation was born, France and Spain were ruled by kings, Russia by a czar, China by an emperor and Japan by a shogun. Great Britain was a solid monarchy and there was a Holy Roman Empire.

Today, of all of those powerful institutions, the only one that exists essentially unchanged is the Federal Union put together by 13 small states on the east coast of North America.

The emotions aroused by patriotism are quite personal; so I can't answer for you. But that makes me very proud.

If that be patriotism, make the most of it!

Civilians

We need them

Teamwork is vital to the success of our Air Force recruiting mission. An important member of our team is the civilian employee.

Throughout history, dedicated capable civilian have made significant contributions as part of the military structure.

In fact, our first standing army was basically civilian. Unfortunately, some people in the military view the civilian

as an "outsider." This was never valid, but today, when we must accomplish so much more with reduced manning and an austere budget, we need maximum effort from every member of the team.

Therefore, we must treat our civilian teammates with the same sensitivity and respect to which all our members are entitled. And we have to be sensitive to right needs and legal right to equal opportunity and treatment.

We need them. (Equal employment office, Randolph Air Force Base, Tex.)



Andrew P. Jones

I never cease to be amazed at the manner in which rumors spread throughout a military organization. Though usually based upon at least a germ of truth, they are often badly distorted to the point where they verge into total unreality.

During the past few months, these rumors have given rise to some moaning and groaning, especially as they pertain to a plan we have for realignment of geographical areas of responsibility and subsequent reduction in the number of detachment headquarters elements in Recruiting Service.

Unlike most rumors, this one is valid. We are doing it. It started as one of several options that we had to study. The study was driven by fundamental harsh realities of reduced budget without reduction in mission objective, and the never-ending search to do better with less.

As managers, we must allocate resources. It is a challenge, to say the least, and I deeply appreciate what you have managed to do within the context of increased qualification standards while working with reduced applicant travel funds, cuts in the advertising budget and all the other increasingly austere budget elements.

But I am writing this column today from the perspective of an Air Force commander who must be concerned about his people, each and every one of you. I can assure you that I'm making every effort to insure that no one is caught in the gears when the plan is implemented. I cannot absolutely promise that everyone will get exactly what they want, but we will do our best.

Disruption of established order and the way of doing business seems to have a negative impact on morale. To the prophets of impending disaster, I can only say that many predicted that the last reorganization would have critical adverse impact.

In the final analysis, once the dust settled, the streamlining appears to have made Recruiting Service more efficient and effective. If we keep a positive point of view, and work together, our new plan should have the same result.

Let's take each month as it comes, make our goals and do our best for the Air Force.



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76 an important year
remember... vote

Gen. McBride stresses fitness

WASHINGTON—Air Force Vice Chief of Staff General William V. McBride has hit upon the need for physical fitness and weight control. He stressed the need for "leadership by example" to make this program effective throughout the Air Force.

In a letter to all major commands, Gen. McBride said, "A vital ingredient in maintaining a well-disciplined, high-quality

force is good physical condition, including proper weight control. I fully endorse the concept that strong, well-conditioned bodies are an inherent part of the profession of arms. Our experience, both in war and peace, has shown us that effective military service demands high standards of endurance, mental alertness, good health, and a proper public image. The first three are objective criteria required for the

efficiency, health, and well-being of the force. The fourth—proper image—is a subjective but necessary standard. The American public, our stockholders, draw conclusions about military readiness and effectiveness based partly on what they see."

He asked commanders for continued support of this program—and their personal interest to ensure that it is administered firmly and fairly to all personnel. (AFNS)

Extra effort can earn IG kudos

Air Force Recruiting Service field personnel who put forth that extra effort in the performance of their jobs can earn kudos from the Inspector General (IG).

The Professional Performance Award was established to recognize individuals who excel in their jobs. They are identified by the Management Effectiveness Inspection (MEI) team when they inspect the groups and detachments approximately every 15-18 months.

"We are always on the look out for people who do their jobs just a little bit better," said Master Sergeant Thomas K. Smith, a recruiting inspector for the Air Training Command (ATC) Inspector General. "Those who take pride in the jobs they are doing and go that extra step when they really don't have to are the ones we recommend to receive the Professional Performance Award," he concluded.

A certificate, signed by the ATC commander and the Inspector General is presented to the deserving individual along with a congratulatory letter from the Air Force Recruiting Service commander.

Forty-nine professional performers have been selected since the program started in January 1975. They are: Senior Master Sergeant James E. Ames of the 3501st Air Force Recruiting Group Headquarters; Technical Sergeant Robert T. Tomlinson

and Staff Sergeant Carol Di-Battiste, Air Force Recruiting Detachment 105; Master Sergeant Harry W. Genes and TSgt. Barry K. Becker, Det. 106; Major Ann L. Fisher, SMSgt. Norman B. Lomas, TSgts. Robert B. Medeiros, and Richard M. Cummings, SSgt. Robert E. Jacques, all from Det. 109; MSgt. David F. Craig, 3503rd Group; Captain David C. Ward, Det. 301; MSgt. Bernard S. Sundberg, TSgt. Buddy C. Ward, SSgts. Patsy L. Holter and Glenn L. Hanselman of Det. 303; Capt. Claude B. Guest and TSgt. Jerry L. Batey of Det. 304, MSgt. Kirby L. Page, TSgts. Carlton L. Lemond and Timothy C. Keely of Det. 309.

3504th Group headquarters, Major Frank Benton, Chief Master Sergeant Oyd W. Johnson, TSgts. Michael D. Suprenant and William K. Orner; MSgt. Bernard L. Smith and TSgt. Glen Craft, Det. 401; TSgt. Terry Thompson and SSgt. Larry R. Fuller, Det. 408; Capt. Arthur E. Jones, SMSgt. Roger Q. Harmon, Det. 406.

SSgts. Nelson H. Todd, Det. 501, Violet M. Nicklen, Det. 502; SSgt. Christian M. Thomasson and TSgt. William N. Baker, Det. 504; SSgt. Roger H. Keck, Det. 506; SSgt. Donald R. Varney, Det. 513; MSgt. Robert H. Sargent and Larry W. Cooper, Det. 514.

Capt. Thomas S. Neal, SSgt. Arthur E. Hanks Jr., both of Det. 601, CMSgt. Stanley Krawski, SMSgts. Raymond D. Hill, and Ira E. Stanley, Det. 607; MSgt. Francis W. Onzay, TSgts. Dale E. Krick and Marion B. Knight, SSgt. Jerome P. Roehl, Det. 608 and MSgt. Leon E. Watkins, Det. 609.



MANNING AN AIR FORCE recruiting display at a mall in Media, Pa., is Master Sergeant Carl Antonik, a member of Air Force Recruiting Detachment 105. The sergeant, assigned to Chester, Pa., spoke with visitors to the booth during the week-long exhibit which attracted thousands of potential applicants and parents.

Recruiting forms new directorate

The Directorate of Marketing and Analysis, a new command management element, has been formed within the Headquarters Air Force Recruiting Service organizational structure, officials here recently announced.

With Lieutenant Colonel John B. Tillman as director, the new unit will be responsible for centralizing all analytical functions from the existing Directorates of Operations, Student Resources and Advertising, into a single nucleus for the command. Previously, each directorate maintained its own analysis system.

"Groundwork for the directorate," said Colonel Donald D. Binford, Recruiting Service vice commander and a key figure behind the unit's activation, "began last November with the creation of a Recruiting Service Task Force. It was charged with streamlining recruiting operations, providing better management control information, and identifying 'like' organizational elements for placement into a common function. One of the Task Force's determinations was that although each directorate had its own analytical capability, a single source reference point did not exist for the command."

In addition to serving as the focal point for data studies and research, the directorate has

been charged with formulating a viable market analysis for long-range recruiting objectives for the command's 1700 plus recruiter force throughout the United States, Europe and Puerto Rico.

"The new unit," continued Col. Binford, "will also enable us to provide realistic objectives and expanded performance data to our groups and detachments, monitor operations at the various Armed Forces Examining and Entrance Stations (AFEEs), and measure the effectiveness of our Air Force advertising. It will also allow us to take a good look down the student pipeline road, identify any trends that might be developing, and eliminate any training bottlenecks that could be building."

"The interfacing of our analytical functions," he concluded, "provides us an improved capability of accurately determining, adjusting and updating our market potential in minimum time."

Organizationally, the new directorate will consist of the Analysis, Management Analysis and Computer Support Divisions.

High schools to get AF job information

High school students throughout the country will soon have an additional source information on career training and opportunities available in the various services.

Armed Services VIEW (Vital Information for Education and Work) program materials are scheduled to be delivered to approximately 12,000 high schools in 35 states for inclusion in the existing civilian VIEW program.

The Armed Services VIEW deck contains more than 100 microfiche cards describing civilian jobs existing along with the corresponding military positions.

Other high schools in the United States not participating in the civilian VIEW program will receive hard copy handbooks containing the same information that is on the view cards.

The information includes a brief description of the jobs for

which the Air Force has the largest personnel requirements, information on entry qualifications, and a highlight of the formal training provided by the Air Force. Similar information is provided for the other services' corresponding jobs.

Each Air Force Recruiting Office is scheduled to receive a copy of the handbook.

The Indiana University Career Guidance Center created the program for the Department of Defense.

Realignment

(Continued from Page 1)

The action will also permit consolidation of supervisory functions and a reduction in the number of Air Force Recruiting Detachment headquarters from the current 38 to 32 throughout the United States. Recruiting Detachments 304, Atlanta; 308, Louisville; 310, Richmond, Va.; 411, Des Moines, Iowa; and 506, Kalamazoo, Mich., will cease operations by October 1, 1976, with other detachments assuming responsibility for their areas. Detachments 606 and 603, Alameda and Sacramento, Calif., respectively, will be combined into one recruiting organization, tentatively scheduled to be located at Travis Air Force Base, Calif.

No more than 20 personnel will be affected at any one location.

Other internal management realignments recently implemented within Headquarters Air Force Recruiting Service include the formation of a Directorate of Marketing and Analysis, a functional reorganization of the Advertising Directorate and the disestablishment of the analysis and evaluation division of the Advertising Directorate.

The Directorate of Marketing and Analysis became operational in mid-March and is headed by Lieutenant Colonel John B. Tillman. The unit will consolidate all analytical responsibilities for the command into a single reference point, and is charged with establishing a viable market analysis in support of the 1,700 plus recruiter force. (See detailed article above).

Within existing resources, a Local Advertising Management Office was recently established immediately under the Director of Advertising at Recruiting Service Headquarters. It will be responsible for field policy and guidance, training and staff assistance visits in the area of advertising and publicity, and for developing a standardized ad plan for field use. The new office will also review local advertising expenditures and help solve field A&P problems. Primarily staffed with former production recruiters with advertising and publicity experience, the office will assist detachments in all A&P matters.

Also established within the Directorate of Advertising, a Production Management Division will oversee program, fund, procurement, printing management, and improve the distribution and use of advertising materials.

Classes on services to be available soon

A course to inform school counselors about career opportunities and other aspects of the armed forces is scheduled to be available on a test basis at selected college campuses this summer.

The Military Career Awareness Course for Educators (MILCACE), is currently being printed. Funded by the Department of Defense, it will contain information on all branches of the military.

Major topics covered by MILCACE include: history and mission of the services, career

opportunities, recruiting and testing, pay and benefits, educational opportunities, basic training and career progression, officer components, enlistment programs, women in the service, and reserve components.

The course which will be distributed without charge by the Human Resources Research Organization, Alexandria, Va., was developed by the University of Indiana. The Educational Affairs Division, Directorate of Advertising here worked with the University of Indiana on the project.



AIR FORCE'S Chief Nurse, Brigadier General Claire M. Garrecht discusses the nurse corps role in the next decade during her recent visit to Air Force Recruiting Service headquarters. She met with Major General Andrew P. Iosue, commander, Air Force Recruiting Service and other officials, while here.

Nurse Corps chief praises recruiting

by Joyce Richardson
"I am delighted with the quality of nurse applicants we are getting," said Brigadier General Claire M. Garrecht, Chief, Air Force Nurse Corps, Headquarters Air Force, in an interview here recently. "This is the result of effective recruiting and the thorough selection process by the nurse recruiting people here," she added.

The Air Forces' top nurse continued that military nursing is not that differ-

ent from civilian nursing. "The nurses we are looking for must be dedicated to their profession, willing to work hard and must provide the best possible care for patients."

"In the 25 years I've been in the Air Force Nurse Corps, our role has significantly increased," said Brig. Gen. Garrecht. "By the 1980's I foresee it expanding even more. There will be greater utilization of clinical nurse specialists by making their expertise available wherever needed in the hospital."

"We hope to establish a four-month internship program for nursing school graduates joining the Air Force. They need the additional training to develop their nursing skills and it will provide them with some practical experience before going to their first assignment as an Air Force nurse."

"Another area we are working in is patient teaching," she

said. "This program is designed to better educate patients on how they can maintain their own health and well being. There are many people who go to the hospital for things they could really take care of themselves and in other cases some people postpone going when they should."

"Our patients and their families should be able to tell the difference between the two. We hope to accomplish this through the patient teaching program."

Brig. Gen. Garrecht met with Major General Andrew P. Iosue, commander, Air Force Recruiting Service while here. She also spoke at the Air Training Command two-day Chief Nurse Workshop attended by the chief nurses from 14 ATC bases on "Challenges for the '80s."

Air Force Recruiting Service is actively seeking baccalaureate degree nurses with professional nursing experience.

AF taking steps to reduce backlog

Force reductions, fewer pilot authorizations and lower flying training quotas have caused a backlog of Air Force Reserve Officer Training Corps (AF-ROTC) graduates waiting to enter active duty.

Air Force is now taking steps to clear up the backlog and insure that all AF-ROTC graduates are offered an Air Force job.

The backlog consists of those already commissioned and available for active duty as of the end of February. The lack of pilot training vacancies for all the 1500 pilot candidates posed the biggest problem. Some have been waiting 24 months. Without interim action, reduced undergraduate pilot training (UPT) rates might have more than doubled the delay, before AFROTC reduction could catch up with today's lower manpower ceiling.

To alleviate the situation, the AFROTC Distinguished Graduates included in the backlog will be offered first chance at approximately 400 UPT vacancies available between now and July.

All of the UPT selectees will be offered an opportunity for a 90-day active duty tour and subsequent transfer to the Air Reserve Forces (PALACE OPTION).

The approximately 1,100 pilot candidates in the backlog who are not selected for UPT will be offered nonrated assignments or the PALACE OPTION 90-day active duty tour. Officials say about 850 of them, if that many accept nonrated jobs, can be brought on active duty by September.

The navigator and nonrated candidates backlog is less acute. All 210 navigator qualified graduates in the backlog can enter Undergraduate Navigator Training (UNT) by August.

There are 268 on the non-rated candidate waiting list, 26 Distinguished Graduates among them. Those 26 should enter active duty, consistent with academic discipline and AFROTC enrollment category, ahead of the others. Along with pilot candidates who elect nonrated assignments, all will be accessed between July and September, by commissioning date, to fill non-rated vacancies matching their qualifications.

All of the 2,500 cadets programmed to graduate by June 1976, who have not yet been commissioned, will be offered the opportunity for active duty or a choice of voluntary contract termination or PALACE OPTION. Additionally, 43, who have been commissioned and will complete previously granted

educational delays will be offered the same choices.

Barring further reductions in the UPT slots available between Oct. 1976 and June 1977, Distinguished Graduate pilot candidates who are commissioned between now and June 1976 can enter UPT. The remaining vacancies, if any, will be filled by candidates based on commissioning date. Those not selected for pilot training will be offered nonrated jobs.

Treatment will be the same for navigator candidates, with 310 training vacancies, barring further reductions, available to March-June grads. Those not opting for voluntary contract termination or PALACE OPTION can elect for nonrated assignments and active duty according to date of commissioning.

First crack at nonrated vacancies will go to the March-June 76 Distinguished Graduates. The rest of the nonrated candidates, as well as excess rated candidates vying for non-rated slots, will be brought into the active Air Force, according to qualifications, in order of their date of commissioning.

Even if all of the excess rated candidates accept nonrated jobs, officials say, all but a small number can come on board by Sept. 1977, unless there are further reductions.

Three groups earn ATC safety awards

Three Air Force Recruiting Groups recently received Air Training Command (ATC) Ground Safety Programmed Reduction Objectives (PRO) awards.

Commendation plaques were presented to the 3503rd, 3504th and 3505th Air Force Recruiting Groups by Major General Andrew P. Iosue, Recruiting Service commander. Group commanders accepted the awards during a ceremony at the Commanders' Conference conducted here last month.

To qualify for the plaque a unit must have achieved a five per cent or greater reduction from the cumulative rate average for a three-year period.

The cumulative rate average is developed from rates for five accident categories. They include military injuries, civilian injuries, government motor vehicle accidents, privately owned vehicle accidents and military fatalities.

The '03rd exceeded the five per cent goal by 49 per cent, the '04th by seven per cent and the '05th by 3 per cent.

Coming Soon

GS 76-14, Phonogram Card: This card featuring a cartoon character in the form of a telephone receiver will replace GS 75-13. This new project should be available for requisition soon.

Local Ad Help for May: The Directorate of Advertising has created and distributed several classified ads and small display

ads to help local advertising efforts. The ads emphasize that the Air Force has training available immediately; enlistment is open to men and women 17-27 years of age; and the Community College of the Air Force is mentioned. Also, TV Guide ads running April 10 and 17 feature the statement "Air Force Jobs Are Available Now."

New act changes CHAMPUS rules

WASHINGTON — Rules now require certain beneficiaries of the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) to obtain a non-availability statement if they want CHAMPUS to share the cost of pastoral, family, child, or marital counseling from a civilian source.

The guidelines are a result of the new Defense Appropriations Act.

CHAMPUS officials say they can no longer share the cost of this type of civilian counseling for dependents assigned to an installation at which such counseling is available. Nor can CHAMPUS share the cost of such counseling from a civilian source for any benefi-

ciary living within 40 miles of a uniformed services hospital at which such counseling is available.

A nonavailability statement will be issued to beneficiaries affected by these restrictions only when the required counseling is not available from an appropriate uniformed services source. Beneficiaries should apply to the nearest uniformed services medical facility authorized to issue nonavailability statements.

Defense Department officials point out that dependents living with their active-duty sponsor must obtain a nonavailability statement regardless of the distance they live from the installation to which their sponsor is assigned.

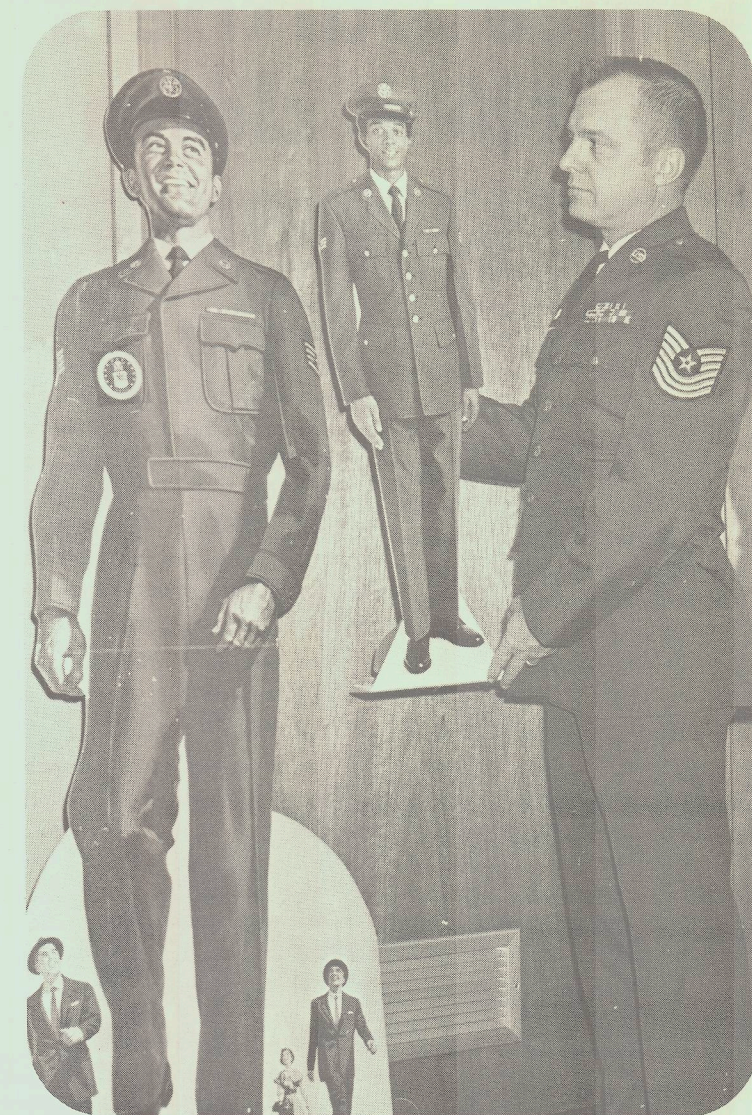
According to the Defense Department plan, a nonavailability statement may be issued by

mail when appropriate documentation and/or certification is provided. Requests can also be made by phone.

To insure effective use of uniformed services counseling services, the new rules limit the life of a nonavailability statement to not more than 30 days after it is issued. However, successive statements may be issued for additional 30-day periods, provided that the counseling is still not available from a uniformed services source.

The new requirement took effect Feb. 9.

CHAMPUS beneficiaries who believe they might be affected by this new requirement can check with a CHAMPUS advisor or health benefits counselor for a detailed explanation of the changes. Information also is available from OCHAMPUS, Denver, Colo., 80240. (AFNS)



COMPARING A CURRENT Air Force Recruiting Service advertising diecut with one from a previous recruiting era, is Master Sergeant Bill Wood. The member of Air Force Recruiting Detachment 304 salvaged the life-sized "recruiter" from an old hotel being demolished in Anderson, S.C. The exact age of the old diecut is not known, but the "Ike Jacket" makes it more than a decade old, according to detachment officials. (Air Force Photo by Staff Sergeant Carl Jones)

Sergeants benefit from television station's help

JOPLIN, Mo. — KOAM-television in Pittsburgh, Kan., is one of several stations in Air Force Recruiting Detachment 401 which help recruiters tell the public that the Air Force is a great way of life.

Technical Sergeant Rick Allen, and Staff Sergeant Chuck

Frazee, receive the benefits of the stations efforts — and both are sold on the value of public service recruiting announcements.

"The nationally produced spots are outstanding," said TSgt. Allen, "but, they can only be as

good as the recruiter associated with them.

"I've found that if the station personnel can't attach a personality to the spots they receive in the mail, they wind up gathering dust," he continued. "By working with the station on a one-to-one basis, I have the dual benefit of first getting the spot used and secondly, putting my tag on it."

"People come up to me all the time and say, 'Haven't I seen you on TV?'," related SSgt. Frazee. "The value here is in the product recognition factor. When people see me on TV and later see me in person it serves to reinforce the impression," he said. "It has already paid off for me in the form of inquiries about enlistment."

"Fear of the unknown is probably the single biggest hurdle each recruiter must overcome. I'd never been in a TV station before I came on recruiting. Once I got to the station I found that my fears were unfounded."

Program director for the station, Vic Cox, was recently awarded an Outstanding Support Certificate for assistance to the recruiting mission.

SSgt. Allen is assigned here and TSgt. Frazee is stationed in Independence, Kan.



DANNY HARDESTY, (center) auditions for Captain Earl E. Turner, (left) director of the Strategic Air Command Band. Staff Sergeant Ray Bortle, Air Force recruiter in Enid, Okla., helped arrange the band's appearance. (Air Force Photo by Technical Sergeant Gary Free)

Brig. Gen. Billups addresses educators

RICHMOND, Va. — The commander of the Defense General Supply Center here, recently addressed a group of educators on behalf of Air Force Recruiting Detachment 310.

Brigadier General Rufus L. Billups, spoke to high school principals and guidance counselors attending a center of influence event set up by Master Sergeant Jerry B. Jones, a recruiter here.

The general commented on the continuing need for the highest quality applicants for the Air Force; particularly in light of today's environment of decreased budget and manpower with little change in mission.

He also stressed the need for continuing support by the civilian community, particularly high school counselors, in identifying top quality applicants for the Air Force.

Units recruit special groups

Two detachments in the 3503rd Air Force Recruiting Group are putting together special enlistment groups.

They are Dets. 309 and 310.

Office partners assigned to Det. 309 are recruiting a group of high school seniors. Master Sergeant Thomas Blalock and Staff Sergeant Hobert Butler enlisted more than 30 seniors into the Delayed Enlistment Program. The sergeants are now working to increase the number in the group to 45, the size of a normal basic training flight.

The group is scheduled to depart for basic training at Lackland Air Force Base, Tex., in late May.

In Det. 310, MSgt. Elwood Dillon and Technical Sergeant Joseph Gilbert, from Charlottesville, Va., are recruiting for the Pride of Virginia Flight which will represent Central Virginia. The flight was the brainchild of the two sergeants, however, they are being assisted by other recruiters assigned to Sector "D".

Enlistment ceremonies are scheduled for July 10, at Monticello, home of Thomas Jefferson. The Charlottesville Chamber of Commerce has invited to the event, Queen Elizabeth of Great Britain, who will be in the area, and President Ford, who also may be in the area at that time for Bicentennial ceremonies.

Det. 409 co-sponsors high school band clinic

OKLAHOMA CITY, Okla. — Air Force Recruiting Detachment 409 and a local music company co-sponsored a band clinic at Carl Albert High School recently.

The clinic featured the Strategic Air Command Band and John Barcellona, noted flute soloist-clinician from California State University, Long Beach.

The Strategic Air Command (SAC) Band, under the direction of Captain Earl E. Turner, is the official musical representative of SAC headquarters, Omaha, Neb.

In addition to performing for the students, both Mr. Barcellona and Capt. Turner provided individual instruction and auditions.

Air Force recruiters throughout the state also made arrangements with high schools in their areas for performances and auditions.

New films, TV clips support recruiting

Eight new audio visual projects have been produced by the Directorate of Advertising, Headquarters Air Force Recruiting Service.

They include films and television public service clips.

A five-minute version of "Thunderbirds—A Salute to America," (GS 75-68F) was recently released to all commercial television stations in the country. Air Force Recruiting groups and detachments have been mailed copies of a seven-and-a-half-minute version for recruiter use, and 35mm copies were mailed to detachments for use in movie theaters.

The film features the Air Force Thunderbirds with vocal arrangements by the Air Force Academy Chorale.

"A colorful patriotic film, it is especially appropriate for center of influence functions and civic events," said Major Elliot Johnson, chief of the Audio Visual Branch here. "We have already received numerous requests for the film from the media and various military sources."

It opened a nine-week engagement at Radio City Music Hall in New York last month and is scheduled to be shown in 2,000 theaters during 1976. It will also be released to Army and Air Force theaters this month.

"200 Years of Freedom," (GS 76-33F), a 21-minute film released during January, was produced as an awareness medium for use in basic training and is appropriate for center of influence events. It features the late Dr. Nicholas Nyaradi, former director of international relations at Bradley University and minister of finance of Hungary. He speaks on the concept of freedom.

A 16-minute film, "Mechanical High Flow," (GS 75-42F), should now be in the field. It depicts jobs in the mechanical aptitude area that an applicant is most likely to receive.

The second in the series of high flow jobs films, "Administrative High Flow" (GS 75-43F), was recently mailed to the field. The 16-minute film depicts high requirement jobs in the administrative area. It explains that qualified applicants are likely to be assigned one of these jobs.

To aid in the search for top quality recruiters,

a film has been produced and sent to all Consolidated Base Personnel Offices. It will be available for viewing through the PALACE Flicks program. The 22 minute, "Recruit the Recruiter" film, (GS 76-30F), released in late March was also distributed to all sector supervisors to help them discuss recruiting duty with prospective applicants. It features two recruiters "telling it like it is" about recruiting duty, say Directorate of Advertising officials.

Three television spots were produced. "Thunderbirds," television spots (GS 76-57V), were produced in 10-20-30- and 60-second lengths. They were distributed to all television stations in the United States for February airing and to groups and detachments in April.

"Thunderbirds" patriotic television spots, (GS 76-68V), in 30- and 60-second lengths, are scheduled for distribution to television stations next month. They were lifted from the "Thunderbirds—A Salute to America" film.

"F-15" (GS 76-58V) television spots are scheduled for June distribution to stations throughout the country. These spots will be provided in 30- and 60-second clips.

Office partners disprove claim

by Sergeant Douglas J. Gillert

FLINT, Mich. — "You just can't get public service airtime here," someone once said.

However, two Air Force recruiters assigned to an office in Flint are proving that statement wrong.

"This is Air Force Sergeant Wally Wright" . . . "And Air Force Sergeant Don Sheppard . . ." begins a public service announcement promoting the "Wolfman Jack Show" heard every Sunday on Radio Station WWCK.

Technical Sergeants Wright and Sheppard, office partners, assigned to Air Force Recruiting Detachment 504, also ad-

vertise for the Air Force on several other radio stations in the area.

According to detachment officials their key to success is that they quickly established rapport with the local media. As a result, John W. Nogaj, president and general manager of WWCK-FM and its sister station, WCZN-AM, has said that the recruiters are welcome to come by anytime and "do their thing."

And they do, not only at WWCK, and WCZN, but also at WTAC, WTRX, and . . .

Who says you can't get public service airtime in Flint, Mich.



RECORDING AN AIR FORCE recruiting public service announcement for Radio Station WWCK-FM in Flint, Mich., are Technical Sergeants Wally Wright (left) and Don Sheppard. The office partners, assigned to Air Force Recruiting Detachment 504 air recruiting advertisements on several stations in the Flint area. (Air Force Photo by Sergeant Douglas J. Gillert)

Association gains new flag

OKLAHOMA CITY, Okla. — The Oklahoma Press Association (OPA) has a new flag to fly over their headquarters here, thanks to Speaker of the U.S. House of Representatives, Carl Albert and the Air Force Recruiting Service.

The flag, which was flown over the nation's capitol on Dec. 31, 1975, was presented to OPA President Dick Hefton and Ben Blackstock, OPA executive vice-president, by Major General Andrew P. Iosue, commander of Air Force Recruiting Service during a congressional luncheon in February.

The luncheon, which was attended by U.S. Senators and Representatives from Oklahoma, was part of a three day OPA Convention here.

Maj. Gen. Iosue told the audience, "Despite the fact that very few American parents raise their sons to be soldiers — and certainly not their daughters — we are seeing the highest quality in our recruits that we have seen in years."

Continuing he talked about Oklahoma recruits, "The state has consistently produced outstanding young men and women to serve in the Air Force. We are proud of them and hope you share in this pride."

The general then presented the flag "as a token of our appreciation for the outstanding support you have given us in our recruiting mission."

A record 440 association members representing newspapers throughout the state attended the convention.

Air Force Recruiting Detachment 409 set up an exhibit at the event. It had a Bicentennial theme.

Staff Sergeant Vickie Montgomery, an Air Force recruiter here, and SSgt. Richard Krechel, from Det. 409 Headquarters, were at the booth to thank association members for their outstanding public service support.

One of the highlights of the event was a short performance by four members of the Strategic Air Command Band, called the VIP Combo.

Top basics will soon get ribbon

WASHINGTON — The Air Force will soon award a new ribbon to airmen who excel in basic military training (BMT).

The new ribbon is the Basic Military Training Honor Graduate Ribbon and will be awarded to outstanding graduates of BMT.

Specific criteria for earning the award are being developed by Air Training Command (ATC). Since new standards are to be used to designate honor graduates, award of the ribbon is not retroactive to previous honor graduates.

Personnel managers indicate no more than 10 per cent of the members of each graduating BMT flight may earn the ribbon. The new award will not receive weighted airmen promotion system credit.

Headquarters Air Force still must approve the ATC-develop-

ed award criteria. Initial awards are expected to begin this summer.

The ribbon design has been developed by the Institute of Heraldry and approved by the Air Force Chief of Staff. The award will rank between the Noncommissioned Officers Academy Graduate Ribbon and the Small Arms Expert Marksman Ribbon. The new ribbon stems from an initiative devel-

oped by last year's Air Force Discipline and Standards Action Group (DASAG). The DASAG, formed by the deputy chief of staff for personnel, studied ways to emphasize high standards, increase personal commitment, and recognize excellence.

Air Force officials say this ribbon will be an early proof to young recruits that high standards and excellence will be recognized during their Air Force careers. (AFNS)

Thousands see message at major winter festival

ST. PAUL, Minn. — Staff Sergeant Robert Cessna carried an Air Force recruiting message to more than 775,000 people recently.

The Air Force Recruiting Detachment 412 recruiter here participated in the twin cities 1976 Winter Carnival.

Costumed as the "Red Baron," with "Snoopy" aboard, he taxied an F-4 mini-jet in the Boreas Rex Grande Day parade. His plane, with Air Force recruiting

advertising mounted to the fuselage, was one of 125 units that snaked their way through downtown St. Paul in below freezing temperatures.

The highlight of the 10-day carnival titled "Everybody's Ice-Centennial," the parade drew 75,000 on-lookers and an estimated 700,000 television viewers.

"Snoopy" was actually one of SSgt. Cessna's former enlistees, Airman First Class Steven Burekardt, who was home on leave.

Recruiters finish NCO Academy

LACKLAND AFB, Tex. — Nine Air Force Recruiting Service members recently completed the five and one-half week Air Training Command Noncommissioned Officer (NCO) Academy here.

Graduates from the 77-member class were Technical Sergeant William L. McCormack, 3501st Air Force Recruiting

Group; Master Sergeant John J. Giles, Air Force Recruiting Detachment 101; TSgt. John D. Parker, Det. 301; MSgt. Cecil L. Norton, Det. 307; TSgt. David G. Ennist, 3504th Group; TSgt. Gary A. Free, Det. 409; TSgt. William J. Klein Jr., Det. 504; MSgt. Clifton E. Lamb, Det. 506, and TSgt. Anthony Piumatti, Det. 609.

Dear General—

When you put on a military uniform you become just another serial number to the top commander. Right?

Not exactly. Not any more, anyway. It would be hard for an American who served in the armed forces in years gone by (including the Air Force—the "Army Air Corps" until 1947) to believe what has happened since then.

For example, take the letter an Air Force general received recently from a proud mother. Scrawled in pencil on a lined sheet of paper torn from a writing tablet, it read:

"Dear Are Force i reveve your letter an i an sorry i have not answer your letter i an glade Edward is doing fine. and his photograph is nice he look nice that is what he want an i an pride of him also his father is pride of him i hope him Good Luky mae God Bless him all the way.

"i dont know what to say but i love him from Edward mother to Mr. John P. Flynn."

In our day that note, although as warm and down-to-earth as home-baked bread, would probably have just been read by someone in an office and then quietly filed away.

But something unbelievable—to us veterans, at least—happened to this one. In the first place, it reached "Mr. Flynn," Major General John P. Flynn, commander of the Air Force Military Training Center at Lackland Air Force Base, Tex., "The Gateway to the Air Force." Even more astounding, it elicited a personal reply—as did every other letter written by families or friends of the approximately 80,000 young recruits who get their basic training at the Air Training Command (ATC) base each year. In doing this, the general is following the practice of the preceding commander of the Center, Maj. Gen. Robert W. Maloy.

Maj. Gen. Flynn wrote the mother that he was happy she "liked the picture of Edward," then added, "Edward finished his training here and is now at Chanute Air Force Base in Illinois to attend Fire Protection Specialist School. I wish him the best in his Air Force career."

Since the young enlistees come from every corner of the nation and are products of every conceivable social and economic background, it is not surprising that the letters from their families range from the barely literate to the highly articulate. One written on paper boasting an impressive letterhead, read:

"I am writing you this brief note to thank you for the communication that I received from you regarding my son Jackson . . . who is now stationed at your facility as a basic trainee.

"I feel every assurance that the United States Air Force will take a 'bright young boy' and make a 'bright young man' out of him.

"Thank you for . . . keeping my wife and me informed as to the progress that has been made so far . . ."

"The communication that I received" refers to form letters, signed by Maj. Gen. Flynn, that are sent to families of recruits while the recruits are in basic training. The first one is mailed the day after the enlistee arrives. It informs the family that he or she got there safely and gives an address to which they can write and a phone number for use in an emergency.

On the 20th day of training a picture is taken of the "basic" in his first uniform. This picture accompanies a second letter that touches on such subjects as the excellent medical facilities, religious services and government insurance available to the recruit.

The fact that many of the families realize that these are form letters doesn't seem to diminish their delight at receiving the information and pictures one bit.

When letters from families arrive, members of Maj. Gen. Flynn's staff read them, then get in touch with the recruits' squadrons for reports on their progress, current status and other pertinent data. The information is passed on to the general.

A mother in Wisconsin wrote: "Your letter and picture of my son Steven . . . (were) greatly appreciated. I am glad that he is doing so well in the Air Force.

"Any more information on how he is doing would be appreciated."

Maj. Gen. Flynn responded:

"I'm pleased that you liked the pictures of Steven and also the letters . . . As you probably know, he is now assigned to Sheppard AFB, Texas where he is attending Technical School for training as an Aircraft Maintenance Specialist. I have forwarded your letter to Steven's commander at Sheppard . . . I'm sure you will be receiving a letter from him very soon . . ."

The parents of young women trainees react exactly the same, of course. A mother in Missouri wrote, "I received your letter and I think I was the proudest mother on my block . . ."

What prompts the extremely busy commander of such a large installation to devote so much time to writing these personal letters?

First, there is a reason which is so obvious that it is often overlooked. Most generals—and their wives—are parents, too. (Maj. Gen. and Mrs. Flynn have three daughters and two sons living.) They know the nagging doubts and apprehensions that plague any family when a young one leaves home—for whatever reason—for a strange environment. So as a father, the general could empathize with a mother in Illinois who wrote:

"As I write this I wonder if you'll read it or not . . . We received your form letter today and were very pleased and proud to get it. My husband was also in the U.S.A.F. . . . Thank you for your kindness.

"Of course we're missing our son and all so hope that he is happy there.

If you are a parent you know—possibly—what we are going through. It's adjustments for David and for us here . . ."

Maj. Gen. Flynn's return letter led off with:

"Thank you for your very nice letter. You shouldn't be surprised to hear from me—I work for your Air Force.

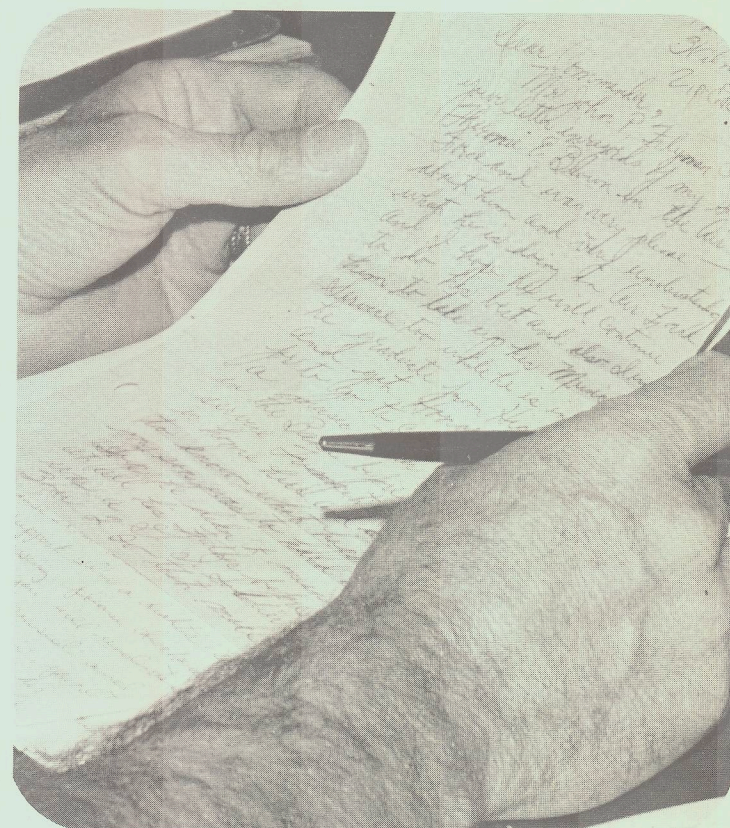
"David is healthy and happy and doing real well in his basic military training . . ."

There is also a pragmatic reason for the personal attention. The Air Force slogan, "People are our most important resource," is not an empty phrase. It is a credo. "People resource" equates to survival.

The Air Force would obviously like to retain those people who develop into the best practitioners during their initial enlistment.

But to do so the airman must have decided that he or she wants to make the Air Force a career. And that's where the "people" emphasis comes in. If enlistees are comparatively happy with Air Force life during the first enlistment (that makes the "home folks" happy, too) the odds in favor of reenlistment obviously rise.

by
Bob Reed
Air Training Command
Office of Information



Many things contribute, but it all starts with the very first impression—the manner in which the difficult, sometimes almost traumatic, transition from civilian to military life is handled.

Those folks back home sometimes have almost as many apprehensions about "basic" as their youngsters do.

A father living in New Hampshire (he served in the "Army Air Corps" in World War II) put it: ". . . I'm sure it must be rough for him going through basic training now . . . I remember how rough it was for me . . ."

Sure, "basic" is tough. There's no coddling; there can't be. But the modern implicit recognition of the trainees as "people" makes all the difference in the world. A personalized letter from the general is merely one manifestation of the prevailing attitude.

Some of the letters to Maj. Gen. Flynn ask specific questions: A divorced wife has received no money from a young recruit who is under court order to furnish child support; an Ohio mother needs her son's address in Italy, as she must send him a letter of "grave importance"; a mother in Pakistan expresses her thanks to the general and her pride in her son, and asks for his Social Security number; a father has heard that his son had a slight accident and wants to be reassured as to his condition.

Although all are acknowledged, not every problem can be resolved. Maybe the Air Force has no legal jurisdiction in a particular matter that dates back to pre-enlistment, for instance. In these cases the general explains the situation in his letter.

But most of the questions can be answered and Maj. Gen. Flynn does so, often in considerable detail. When a California mother wrote that she was "concerned about Bruce's setbacks and would like to know why he was set back twice . . ." Maj. Gen. Flynn replied:

" . . . There was a misconception on Bruce's part which led him to believe he was set back twice when, in fact, he was only set back once. He now understands . . ."

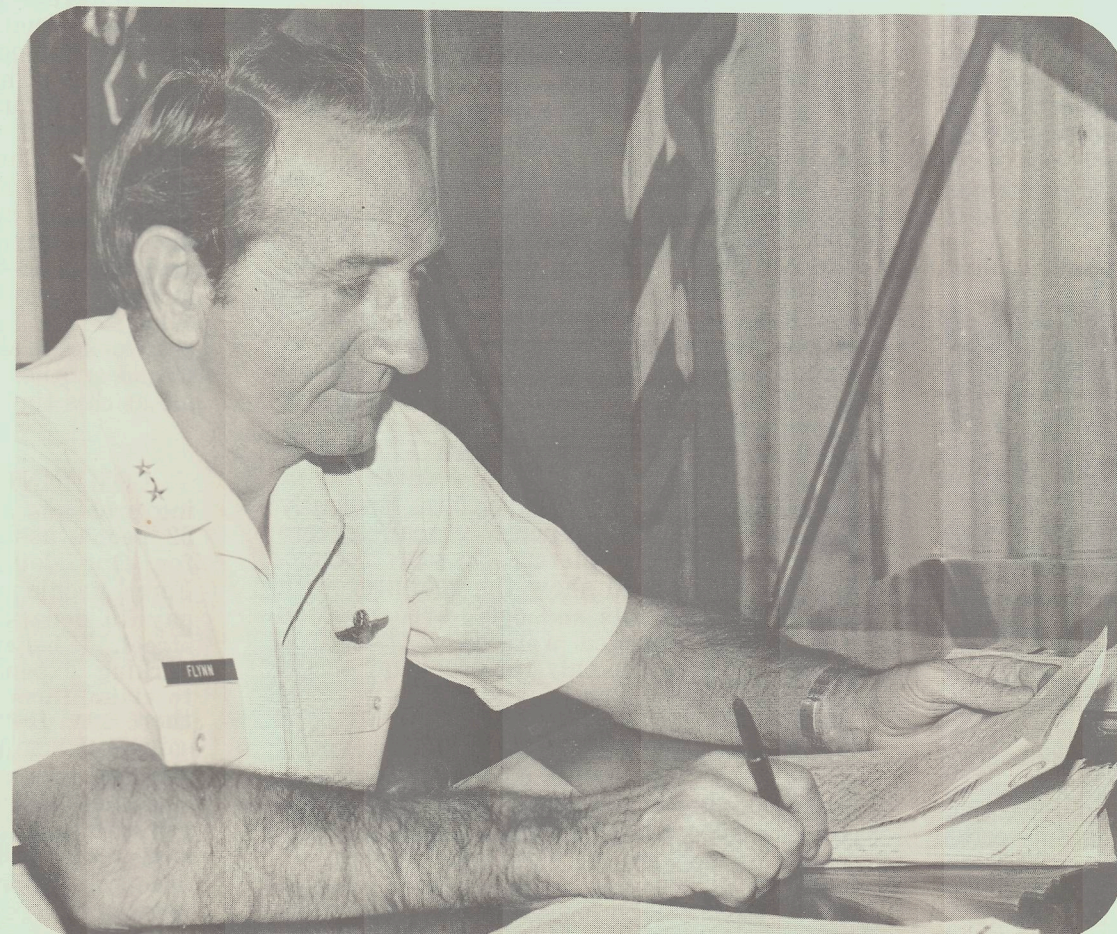
"Naturally," the general continued, "some of our young men and women encounter temporary setbacks in training. We do it for their own well-being. The majority of them adapt quickly and go on to become productive members of the Air Force. Bruce's problem was not uncommon . . ."

Enlistees' parents know of the vast technological advances that have been incorporated into the armed forces since they served. They have felt the effects of the explosion in their own civilian lives.

So some apparently fantasize, see a world in which their young ones are manipulated by marvelous machines which dispense unfeeling military discipline.

That would explain the relief evidenced in many of their letters when they find that Air Force leaders are honestly working on the premise that intangibles, such as hope, anger, frustration, apathy, disappointment or triumph can't be fed into a computer—that "people" still come first.

Maj. Gen. Flynn is helping to bring that message home.



MAJOR GENERAL JOHN P. FLYNN, commander, Air Force Military Training Center, Lackland Air Force Base, Tex., reads one of many letters from parents that cross his desk every day.



STAFF SERGEANT Robert Cessna taxis his F-4 mini-jet past several beauties who participated in 1976 Winter Carnival at St. Paul, Minn. SSgt. Cessna is a member of Air Force Recruiting Detachment 412.

"Same as above"

COMMENT: I'm not really griping but in a sense you might call this a gripe. On DD Form 1966 we are required to list addresses for spouses, parents, brothers and sisters, etc. We have to write it out, even if they're living at the same address. I've researched it and talked to other recruiters and we think common sense indicates that we should be able to use "same as above" or similar passage.

REPLY: I wish you had given your name so that we could have backtracked to find the source for this policy, because it isn't required by my common-sense staff here at the headquarters. "Same as above" is just fine. Aren't you happy you called?

Done

COMMENT: It seems like the people at our detachment headquarters want us to do everything to make their jobs easier. This includes A&P support, dealing with AFEEs liaison, etc. This trend started about three months ago and now it seems that we have to followup through our sector supervisors for routine support items. For example, ASVAB scores for an applicant who tested in another detachment. We call and call and never get confirmation. The latest word was if you want it done, get it done yourself. I know the test control officer has to verify these scores . . . (cut off).

REPLY: Sector supervisors earn their pay by getting into the act to help you. They need to know what's going on in order to do their jobs. We think we tracked down the specific case that got your goat. If we're right, your group TCO was working with the Vocational Testing Group here at Randolph to get the scores. The problem was the fact that your applicant tested in a school other than the one in which he was enrolled. The results have now been located and verified and should be back to you by now. All I can add is a comment that you, as a key member of this command need to give your supervisor and your det commander the problem—just as you did for me—so they can get it fixed at the speed of light.

In every doubtful case

COMMENT: I have an applicant who has admitted guilt for a law violation but was never charged or prosecuted for the offense. Does he need a waiver? The case involves shoplifting in which he was apparently caught by store personnel and released to his parents. In cases like this the manual isn't clear whether or not he needs a waiver.

REPLY: You have a very good point. The guidance in ATCR 33-2 applies: "For the protection and welfare of the applicant and recruiter, process a waiver in every doubtful case." In this case it is conceivable that a charge might have been filed but then dropped after the parents made restitution to the store. You can't be absolutely sure. On the other hand, if the ENTNAC doesn't reveal any charges, and the DD 369 indicates none, no harm has been done because the applicant volunteered information about an offense that required a waiver.

AFOG

COMMENT: The mission of the Air Force Orientation Group is to help motivate qualified youth toward voluntary enlistment in the Air Force. We send exhibits all over the United States, and in many cases, do not get support or cooperation from recruiters in the areas we visit. Sometimes they set up a literature rack right next to the exhibit and then leave, never to be seen again, although the office may only be a couple of blocks away. At the end of each AFOG tour we report on the support and cooperation of the recruiter at each display site. Evidently you never see these reports. It really gripes us when you print pictures in your recruiting newspaper and show the recruiter with one of our exhibits and don't even mention that the displaymen were there too. This may have been the only time he came to the exhibit. I invite you to review our reports, then you'll see what I mean. Just sign me a concerned displayman of AFOG.

REPLY: My advertising and publicity staff receives a monthly report from AFOG summarizing recruiter participation. We provide this info to our field units. I have to agree that in many cases, it isn't what it should be. Your commander visited Randolph last month and took part in a seminar for our advertising and publicity specialists throughout the nation. Things will get better, because I'm concerned, too.

Cataloged

COMMENT: Last June I read in "The Recruiter" newspaper that the Army and Air Force Exchange Service had a procedure so that outlying personnel could shop by mail through the American Showcase Catalog which, according to the article, would be distributed to all groups, detachments and recruiting offices. I was wondering what the status is because we certainly haven't got 'em here.

REPLY: To get the catalogs, the people at Exchange headquarters require appointment of a control officer or NCO to verify orders from remote areas. We sent a letter to the recruiting groups a year ago requesting names of control officers at group and det level, number of catalogs required by each control officer and approximate number of personnel who might be expected to use this service. The response was underwhelming. With your DIAL as a catalyst, another letter has gone out reminding group and det that the service is available and telling them how to participate in the program. We'll keep tabs on the responses.

2 1/2 questions

COMMENT: Okay, three quick things. One is that I'd like a brochure that has something to do with one-stop processing at the AFEEs. It should be designed to help the recruiter do a better job with his share of the processing. Two, job restrictions are becoming very rigid . . . (tape inaudible) . . . The third thing, I don't think the Academy representatives in my area are visiting the schools enough. That's what they're getting paid for, and they should earn it . . . (cut off).

REPLY: I'll take a stab at two of your three subjects. Call again about the other one. It's a good thought but not yet possible to put together a standardized brochure that would package requirements for all the different AFEEs—operating hours, testing schedules, various types of processing, transportation arrivals and departures, and all that sort of thing. As you know, AFEEs will become a separate command soon and we may be able to do something as you suggested in the future. In the meantime, I suggest that you work with your Det and AFEEs to develop a multilith-type brochure that outlines local one-stop processing procedures. The Academy question is a good one, and I'm glad you brought it to my attention. To clear up any misapprehensions, the Reserve Officers performing as Air Force Academy Liaison Officers do so without any salary. Since receipt of your DIAL, we've contacted the Academy and a listing of all Liaison Officers should be made available to groups soon. Groups should pass the information to the field so that each recruiter will know the Liaison Officer in his or her area. It may help the situation if you can get together. Thanks for calling, I appreciate your thoughts.

"This"

COMMENT: We need a book with a listing of jobs for sales purposes. We have an applicant ready to go and he says, "What do you have to offer me?" and we say "this." We need something to replace our old guaranteed jobs book.

REPLY: That "old guaranteed jobs book" was discontinued because changes in AFM 39-1 occurred faster than we could update the booklet. Thumbnail descriptions of AFSCs are contained in ATCR 33-2 and ATCP 35-6, and are kept current. A comprehensive listing of jobs by M-A-G-E is now contained in project GS 74-5, "What you Always wanted to Know about the Air Force but didn't Know Who to Ask." It appears to me that there are workable alternatives, so we're not going to add another project to our printing schedule at this time.

No way

COMMENT: My question concerns parking problems at AFEEs for staff. We have 32 people assigned and 16 slots contracted for. One slot is reserved for the two Air Force people, which means that I have to pay 10 dollars a month to park across the street. I believe that AFEEs should pay parking expenses or else I should be able to claim them in out-of-pocket expenses. Is there any provision to solve this problem?

REPLY: All I can do is sympathize. Parking spaces provided for in government contracts are only authorized for official vehicles, and there are no allowable provisions under which the Air Force can lease space or provide reimbursement for your privately owned vehicle. I wish I could give a more favorable response, but in the present tight-money environment, I'm afraid that's the way it is, and it appears that's the way the policy will stay. Sorry.

Flat feet bleat

COMMENT: I would like to know why flat feet disqualify an individual for enlistment in the Air Force. It's a well known fact that some ethnic and racial groups are prone to be flat-footed. I've had six applicants rejected for this reason and would like an explanation.

REPLY: First we checked with the Air Training Command Surgeon General where we learned that there is absolutely no connection between flat feet and racial or ethnic background. Then we went to a podiatrist at Lackland who claims to have handled more than 12,000 cases in his specialty. He says that enlistees who have flat feet, and somehow make it through the screening process, tend to have serious problems when strenuous marching and exercising begins at Basic. This rapidly deteriorates into morale and motivational problems if not immediately identified as a medical situation. He says that very few of these people are able to complete the program because a recuperative period normally won't help.

Hard to believe

COMMENT: I have a young man here whose test scores are 20 in mechanics, 40 admin, 70 general and 30 electronics, for a composite 160. Yet he has an AFQT of 65. I understand that we are shooting for quality but with a 65 AFQT, it is hard to believe we can't enlist him.

REPLY: The Air Force Human Resources Lab agrees that Mental Category IIs with a composite less than 170 are highly unlikely. When an apparent anomaly such as this crops up, the first step is to have the test rescored, which is what we've asked your group to do.

Try smoke signals

COMMENT: I work in the AFEEs and have noticed that the efficiency of consolidated processing has decreased during the last two weeks due to telephone tie-ups getting through to ACC. Sitting around with a one-stop applicant waiting 20 minutes for someone at Randolph to answer the phone seems a little ridiculous.

REPLY: The staff at the ACC tries to adjust manning to accommodate phone calls during peak periods. Unfortunately, they are not always successful. You can help yourself by trying to schedule, to the maximum extent possible, calls before 10 a.m. and after 2 p.m. Randolph time. Between these hours there is more telephone volume both from recruiters and commercial users with whom we must compete for lines. This appears to be one of the problems we're going to have to keep coping with until PROMIS comes on line later this year. In the meantime, keep up the good work.

Not permissive

COMMENT: I would like to know why people awaiting school starting dates from basic at Lackland and sitting around on casual status, can't come back on permissive TDY to help their recruiter.

REPLY: The Department of Defense has established a firm policy based on a ruling by the Comptroller General. Visits back to home towns to help a recruiter are considered official business and the individual must be compensated with travel and TDY funds. It is a great program but the dollar crunch just will not let us use it at this time. We are, however, looking for a way to have a similar program.

Unreal

COMMENT: I submitted an eligibility waiver on an applicant Dec. 20. Det forwarded it Dec. 23. Now it's Feb. 20 and I still haven't gotten an answer. That seems pretty unrealistic to me.

REPLY: Your applicant had been discharged from another branch of the service. We received the request Dec. 31 and forwarded it to the Military Personnel Center Jan. 2. It was MPC's first problem in the new year; how about that? Anyway, they had to get discharge information from the other service, which is a recurring problem because it frequently takes awhile. By now the waiver should be in the applicant's case file—score one for you, and thanks for bringing this matter to my attention.

Purely coincidental

COMMENT: General, at 1645 today we received a call that we had made our NPS enlistment goals, and, sir, I think that's fantastic and we should all be congratulated. At approximately 1700 we received a call that anyone reporting to the AFEEs or shipping tomorrow who does not meet the proper X-factor limitations will either have to be reboked or discharged. I was wondering if this is a coincidence.

REPLY: It was purely a coincidence. On March 15 we received a letter from Headquarters USAF advising that nearly one-third of the enlistees were arriving at Lackland without an X-factor evaluation from AFEEs. We went out by phone to implement the guidance immediately because we want to (1) minimize disqualifications at Basic, (2) reduce frustration for the enlistees, and (3) comply with Hq USAF instructions. It was not intended in any way to detract from the fantastic efforts that you and all the rest of our recruiters made in meeting March objectives. By the way, congratulations on your NPS production. We appreciate your efforts. Now . . . about April and May . . . ?

Mystery story

COMMENT: I'd like to see a new "One-Stop" brochure for AFEEs processing. It should cover physicals, fraudulent enlistment, high and low flow jobs and all the other mysterious stuff we are working with. Make it into a handout so that the applicant can carry it home. This would help the recruiters.

REPLY: You're the second DIAL caller with this suggestion, which tends to indicate to me that you may have a valid point. We know of one AFEEs that has something along the lines you suggest and have asked for a copy. We will look at the possibilities and the costs—maybe we can work something out to cover the mysterious stuff. It may be too, that the mystery is best handled at each AFEEs level. I noticed you didn't identify yourself—more "mysterious stuff."

Changes

COMMENT: I am calling about the ODS letters and would like to make it clear at the outset that I think it's an outstanding system. However, these letters should have an expiration paragraph and should be included in a formal change to the regulation within 90 days. That would put us in compliance with Para 4-3, AFM 5-1, and Para 1-12A, AFM 10-1. This leads to another point. Apparently our recruiters have ODS letters 33 through 54 which were forwarded to the field prior to issuance of the new ATCR 33-2, and, for the most part, can't be posted to the new reg. The most recent ODS letter, 76-15, dated 3 March 76, states, "The above provisions will be included in change 3 to ATCR 33-2." Sir, we have not even received changes 1 and 2 yet.

REPLY: Change 1 was distributed in mid-March and pertains to letters 33 to 61. We find ourselves fighting a lead-time battle to get formal changes written, coordinated and printed. However, we're trying to do better—change 3, which includes ODS 76-1 through 76-14, is well along in processing now. I certainly appreciate your interest in bringing this matter to my attention. And I hope you've noted that the new ODS letters have an expiration paragraph, which is a direct response to your call. Not all the smart guys are in the headquarters.

Gripe

COMMENT: I'm sorry this isn't a suggestion or a complaint; I'm calling about a gripe. We have this ODS letter where we have to go back and cancel a RAN on people to whom we made explicit promises and guarantees. That's bad because it looks like we are compromising our integrity. Also, this has been made retroactive to apply to people in the DEP.

REPLY: You have a very good point but I wish you had been more specific so that I could have provided you with the specific rationale behind one of these changes. Basically they are caused by two major factors; changes in criteria or reduced training requirements. Before any cancellations are directed, we look at all possible alternatives. However, when mandatory criteria changes may affect health, welfare or opportunities for advancement within our competitive system, or when there is serious impact on the Air Force mission, the changes must be made retroactive to previously committed RANs. If the changes are not so critical, we make them effective with new applications. Thanks for calling; I don't mind an occasional gripe.

Visual acuity?

COMMENT: I called ACC this morning to book a prior service individual as an 81130. I was advised by ACC that there were no visual requirements for 811; however ODS 43 does have requirements in this area for nonprior service. This man is eligible to go back in as a staff sergeant, has 10 years prior service, Air Force and Army, and I don't understand why there are no requirements for waiver on his vision while we have provisions for nonprior service.

REPLY: As we outlined in ODS 43, Headquarters USAF authorized one-time waiver of visual standards for nonprior service applicants desiring enlistment in AFSC 81130. This was authorized to meet immediate goals and has since been discontinued. However, prior service applicants must meet year-group vacancies in addition to having prerequisite qualifications. If otherwise qualified, a prior service applicant may be enlisted for retraining in AFSC 811X0 if he has minimum visual acuity of 20/70 (uncorrected) in each eye correctable to 20/20 in one eye and 20/30 in the other.

SDN Code 41G

COMMENT: We are getting people who have been discharged with SDN code 41G maybe a year-and-a-half or two years ago. These people have gone back to school and finished college and would like to come back in the Air Force. Group Headquarters says there's no way to run a waiver on them. I think we should if the individual has bettered himself through education.

REPLY: Code 41G is for people who can't meet minimum standards for retention. There are several possible reasons, ranging from academic deficiencies to inability to adapt to the military social environment. Even though they have acquired some formal education, the individual personality factors that pertained to the discharge may still be a matter for concern. Don't forget, these individuals have already managed to get through our screening process once. If you really feel they deserve a second chance, you should advise them of Discharge Review Board procedures. Applicants may obtain the DD Form 293 from any armed forces installation and favorable action by the Board could conceivably make the individual eligible for enlistment.

Joint spouse

COMMENT: I am scheduled to leave recruiting duty next November. My wife is also in the Air Force, but our joint-spouse application for Mountain Home AFB has been disapproved. What really disturbs me is that they offered her separation counseling on the basis that the Air Force still needs to eliminate "X" number of first-termers. If that's the case, they should reduce our production goals rather than eliminate trained people.

REPLY: You certainly hit a nerve with that call. The Air Force Military Personnel Center folks were a bit disturbed, to say the least, when we referred this matter to them. They assured me that our policies do not include encouragement or suggestion of separation when joint-spouse applications are rejected. As you know your AFSC is specific for the type of aircraft assigned at Mountain Home. While there are no projected openings in your wife's AFSC there at this time, she should resubmit the application—something may turn up. Thanks for bringing this matter to my attention.

Keep charging

COMMENT: I am calling about test scores for female applicants. My concern is the composite 170. Last week I had one particular young lady test, and her scores came out mechanical, 10; admin, 55; general, 70; and electronics, 25; with a composite of 160 and an AFQT of 68. Of course she can't qualify, but if we went on the basis of the AFQT, it would appear that she has a high aptitude index. My question: why do we hold it against women because they can't qualify in mechanical and electronic or both to come up with the 170 composite? It doesn't seem fair.

REPLY: Of course the same standards apply to both men and women and lots of the men cannot make the 170 composite. This standard was put into effect after considerable study aimed at bringing on good men and women with the highest probability of making it through training and being successful in the Air Force. It's paying off!—Basic and Technical training losses are down as well as administrative separations. We know it's tough finding women with the Mechanic and Electronic scores but remember, half of our requirements are in these areas. Keep charging.

Enlisted force structure gets overhaul

WASHINGTON — The enlisted force structure is getting an overhaul. There are several major changes scheduled to take effect starting June 1.

For the past few years, Air Force noncommissioned officers (NCO) have expressed a feeling of continuing loss of prestige in job and rank. They've said they were confused over their roles and responsibilities. Their talents weren't being used, they thought.

A number of things tended to fuel this feeling. For one, the regulation describing NCO responsibilities gave just one description for all NCO grades. There was also a question of whether an E-4 is really an NCO.

Some NCOs say "everyone" is a sergeant and this lessens the prestige of being an NCO. There has also been debate over whether an E-7 is considered a senior NCO.

To solve these kinds of problems, the Air Force has now more clearly defined NCO responsibilities, resolved confusion of the status of E-4s and E-7s, and provided a framework for future enhancement of the NCO force.

The major change is a new three-tier enlisted structure. The new structure, including specific responsibilities for each grade, is being spelled out in a revised regulation (AFR 39-6) that will take effect June 1.

The three tiers are: apprentice/trainee (E-1 through E-4 senior airman); technician/supervisor (E-4) sergeant

through E-6); and supervisor/manager (E-7 through E-9).

The Air Force has already begun to take steps to use senior NCOs more effectively.

One program started in January. It's the Chief's group at the Air Force Military Personnel Center (AFMPC). The group is working to individualize assignments for all chief master sergeants. To support this program, major commands are identifying their most demanding E-9 jobs around the Air Force. The AFMPC group will match specific talents of the best qualified chiefs to these key jobs.

To help recognize "fast burners" in the lower grades, an

early promotion to E-4 has also been announced. Under this E-4 below-the-zone promotion, unit commanders can nominate up to 10 per cent of their eligibles for promotion up to six months early. A board will make the final selections based on a local quota. The quota depends on the number of eligible people on a given base.

Another proposed change is a split grade for E-4s. This change splits the grade into E-4 "senior airman" and E-4 "sergeant."

The program works like this: for the first 12 months that a person is an E-4, he will be a "senior airman." Senior airmen will have all existing E-4 pay and entitlements, but will not be called sergeant.

To become an NCO, these senior airmen wait 12 months as an E-4, complete NCO orientation training, have a record that shows potential, are recommended by their reporting official, and are certified by their unit commander.

When all these squares are filled, they will attend a formal ceremony and receive a certificate appointing them to the NCO corps. After that, they can wear the NCO insignia and be called "sergeant."

The differences in the new airman and NCO insignia are as follows: senior airmen and below will wear the basic current insignia designs with a blue star in the center; sergeants and above will wear the grade insignia now in use with a silver star in the center of the stripes.

The new system is designed to make NCO status an earned achievement rather than automatic designation. It also gets the unit commander involved in the system and provides an incentive for people to advance to NCO status.

These changes do not affect the time in service it takes to be promoted to E-5. However, a senior airman must become an NCO before he can be promoted to E-5.

These changes will only apply to persons promoted to E-4 after June 1. Those in the grade of E-4 at that time will remain NCOs and wear the present E-4 stripes.

Persons serving as E-2 and E-3 at that time will not have to change insignia until they are promoted to the next higher grades. (AFNS)

Employees view results of their work

PITTSBURGH — Several employees of a company that makes the windshields and canopies for the Air Force F-111 got to see how they looked on the aircraft recently.

Air Force recruiters here and members of the Air Force Orientation Group arranged for them to visit the F-111 Cockpit Van, while it was on display at a nearby high school.

Air Force Recruiting Detachment 101 members who helped arrange the visit were Technical Sergeant Richard Scott, and Staff Sergeant Dennis Hayes. They were with the van, on display at Kiski Area High School. The cockpit van belongs to the Orientation Group.

Recruiter establishes 'Dutch Treat Talks'

SAN BERNARDINO, Calif.—A member of Air Force Recruiting Detachment 610 has started a program to keep his members of the Delayed Enlistment Program (DEP) up to date on Air Force information and to attract new applicants.

The program is called "Dutch Treat Talks."

Technical Sergeant Jerry Michaelis, assigned to the Escondido, Calif., recruiting office, meets with his members of the DEP over dinner once a month. Everyone pays his or her own way.

After dinner, they view an Air Force movie, rap about the Air Force, and the sergeant answers any questions the group may have.

The meetings are so valuable, that members of the DEP make the arrangements for TSgt. Michaelis, according to detachment officials. To date the sergeant has conducted four meetings which have resulted in 12 additional enlistments. Eight members of the DEP attended the first dinner. At the second there were 10 and four prospective applicants. The program has grown, and its a very effective way to prospect," said the sergeant.

NCO proves school is meeting objectives

by Master Sergeant Hartwell E. Edwards

COLUMBUS, Ohio—Sergeant Anthony C. Smith can be considered proof that the Air Training Command's noncommissioned officers leadership school is meeting its objectives.

A recent graduate of the Chanute Air Force Base school, Sgt. Smith garnered the Kling-kammer Award for his demonstrated, overall excellence and exceptional leadership performance.

He was also selected as Outstanding Noncommissioned Officer of the Quarter for the 3505th Air Force Recruiting

Group, based on his duty performance.

For his leadership accomplishments Sgt. Smith received an engraved personal trophy and his name inscribed on the leadership school's honor roll wall plaque.

For his quarterly award selection, he received a plaque and letter of commendation. Major William D. Sheppard, commander, made the presentation.

An administrative specialist, assigned to Air Force Recruiting Detachment 514's Advertising and Publicity Branch, Sgt. Smith, is a native of Catawba, N.C.

AF Sentry Dog Team aids detachment member

RALEIGH, N.C.—Staff Sergeant John T. Kellman, Jr., Air Force Recruiting Detachment 307 recruiter here, recently called on the Sentry Dog Team from Seymour Johnson Air Force Base, N.C., to help him recruit. And it paid off with one Delayed Enlistment Program applicant and several leads.

SSgt. Kellman arranged for the team to perform six demonstrations in the mall of Crabtree

Valley Shopping Center here. In addition he set up a display of his own and included a weapons display from the 4th Security Police Squadron at Seymour Johnson.

During the two-day show, thousands of shoppers viewed the display and saw the dogs perform.

"It was two days well spent," said SSgt. Kellman. "I think we got a lot of good publicity for the Air Force."

Reserve leader cites 14 recruiters

MILWAUKEE — Fourteen Air Force recruiters were cited recently by Brigadier General Charles E. Corcilus, commander of the 440th Tactical Airlift Wing at General Billy Mitchell Field here.

The reserve commander recognized the active duty recruiters for, "their . . ." diligence, many long hours of hard work and a sincere interest in the total force concept . . .". He noted that their cooperation in the Reserve Referral Program had aided re-

cruiting for the 440th significantly.

During the preceeding 18 months the Air Force Recruiting Detachment 505 recruiters exceeded all assigned reserve goals. During fiscal year 1975, the active duty recruiters provided the reserves with 68 enlistees which was 128 per cent of their 53 person goal. At the end of the first half of fiscal year 1976, the team had reached 147 per cent with 44 accessions and a goal of 30.

Recipients of letters of commendation were: Senior Master

Sergeant Peter S. Brezinski, operations superintendent; Master Sergeant Lawrence N. King, operations supervisor and MSgt. John S. Traeger, Sector A supervisor.

Additionally the reserves recognized the following recruiters: Technical Sergeants Allan L. Reedy, Lester C. Larson, Allan J. Macking, Paul J. Krycho, and Dennis F. Sinner; Staff Sergeants James M. Bryant, Michael J. Gilley, Daniel L. Christoffersen and Ronald P. Kohlmann.

'Test for, by airmen' important to promotion

Often called a "test for airmen by airmen," the Specialty Knowledge Test (SKT) is one of the most important factors in the Weighted Airman Promotion System (WAPS).

Air Force officials say they are very strict and specific about requirements that senior non-commissioned officers (NCOs) must meet to be eligible for writing SKTs at the Air Force Occupational Measurement Center at Lackland Air Force Base.

They say AFM 35-8, "Air Force Military Personnel Testing System," regulates the Air Force's promotion testing program. It specifies the prospective subject-matter specialist must be at least a master sergeant or master sergeant selectee with a "seven" skill level in which the test will be written.

The writer also must have extensive background in the basic fundamentals of the career field, be familiar with all the major types of equipment and duties required to perform in the specialty, have a thorough knowledge of reference materials relating to the career field and have sufficient speaking and writing skills to write test questions.

In addition, the writer must be recommended by his major command as an outstandingly well-qualified technical expert and be personally interviewed by the local base test control officer who insures that all the requirements are being met.

Recent surveys of subject-matter specialists, on temporary duty at the Occupational Measurement Center to write SKTs, in one case showed that a group of 36 NCOs surveyed had an average of 16 years of experience in their career fields. Of

these, 21 had a "seven" skill level and the 15 with a "nine" skill level all had advanced in the career ladder for which they were developing SKTs.

Air Force officials say it is obvious that the senior NCOs are qualified, knowledgeable and arrive at the Occupational Measurement Center with impressive credentials. What isn't obvious, they say, and possibly even more important, is that these NCOs arrive with the welfare of the individual airman in mind and are sincere in the effort to develop a test that is fair, objective and representative of the specialty.

'Country Critters' support recruiting

LACKLAND AFB, Tex. — The Country Critters, a contingent of "Air Force Band of the West," here recently provided some extra support to the Air Force Recruiting mission.

The unit recorded several tapes, a promotion record, and a public service announcement bed for the 3504th Air Force Recruiting Group.

"The Country Critters perform on behalf of Air Force re-

cruiters throughout the group," said Major Frank Benton, group advertising and publicity officer.

"The tapes will be used by recruiters when arranging performances by the Country Critters at high schools. The records, which contain four of their best numbers, are for radio stations to air in the area prior to an appearance," he explained.

"And the 60-second announcement beds are primarily for re-

cruiters who have their own radio programs."

The recording project took shape after the band's headquarters requested a tape of their music. Maj. Benton volunteered to assist and provide some recording equipment if the unit would record the spot announcement and make their tape available to the group.

The project took more than seven days to complete.

Detachment members 'investing' in mission

LOS ANGELES — Air Force recruiters in Southern California are investing in the future of the recruiting mission here.

Members of Air Force Recruiting Detachment 609, Sector "C", are putting their Hall, Wall, Window display in the bank.

Though not a deposit, it is receiving interest, according to detachment officials.

Senior Master Sergeant Dave Morgan spearheaded the investment program to place the display and pieces of the Air Force

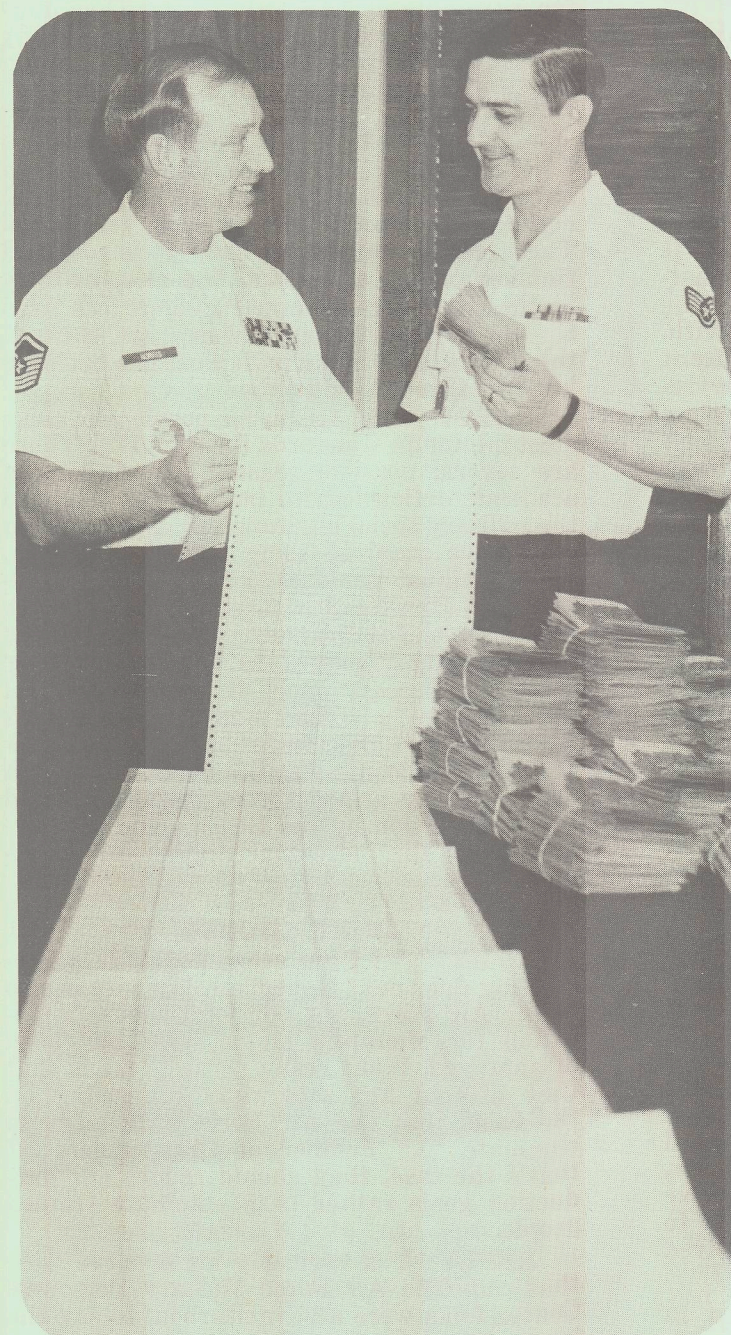
Art Collection in financial institutions throughout the sector.

SMSgt. Morgan had noticed space for the display in several banks and developed the exhibit to reach (with a recruiting message) the many people who visit the bank daily.

Staff Sergeant Johnnie Hart, a detachment recruiter placed the first display in the United California Bank of Inglewood during January. More than 4,000 people saw it according to officials.

Al Turchan, bank manager was so impressed with the results that he took pictures of the display and is submitting the idea to his profession's journal for consideration by other banks, said the detachment spokesman.

In 1956, Air Force recruiters shipped the last airman to Sampson Air Force Base, New York, for basic military training. Subsequent recruits were sent to Lackland Air Force Base, Texas, for basic training.



SENIOR MASTER SERGEANT Richard F. Norris, Air Force Recruiting Detachment 304 operations superintendent (left) reviews a listing of male high school seniors in Georgia and South Carolina with Staff Sergeant Doug Pankey, a Det. 304 administrative technician. The detachment is conducting the largest single direct mail campaign in its history. SSgt. Pankey has the job of preparing the direct mail letters for distribution. (Air Force Photo by Capt. Ted Guest)

Det. 304 makes largest mailout

by Captain Ted Guest

ATLANTA, Ga. — Air Force Recruiting Detachment 304 is conducting its largest single direct mail campaign ever.

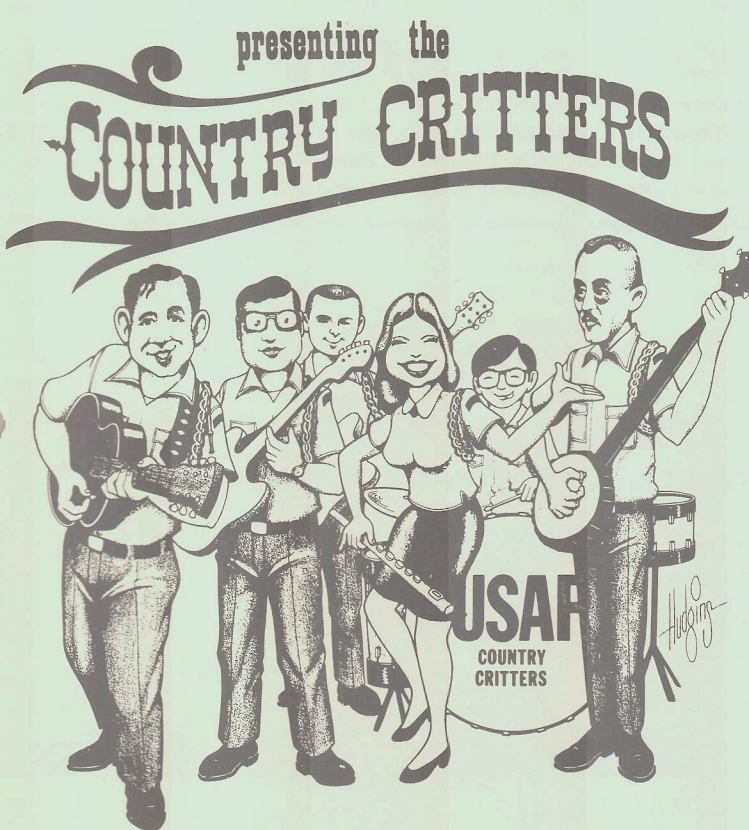
The Atlanta-based headquarters is using a special listing of more than 36,000 high school seniors within their area of Georgia and South Carolina. The names are part of a national list provided each detachment by Headquarters Air Force Recruiting Service. The listing is zip code-matched to Air Force recruiting offices within the United States.

Recruiting Service obtained the names of 1976 male seniors as part of a joint military service project aimed at economizing direct mail costs.

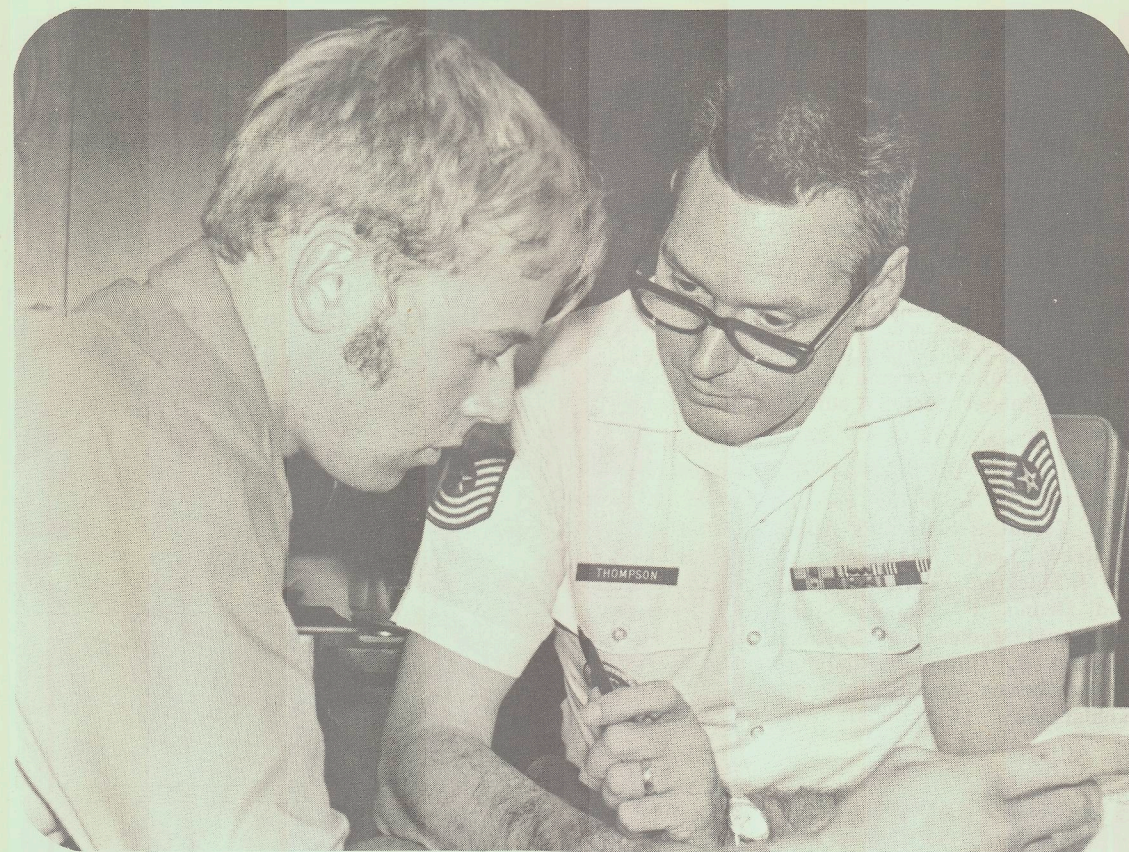
Det. 304 has centralized the mailouts at its headquarters to reduce the workload on its recruiter force. A specially designed envelope is being used. It is printed with artwork of a tree containing leaves in the shape of dollar bills and carrying the message, "Look Inside For The Truth About The Money Tree!" Once opened, the recipient finds a colorful letter dispelling the idea of a money tree and describing Air Force benefits.



TECHNICAL SERGEANT Tommy R. McDonald, Air Force's Rookie Recruiter of the Year, for fiscal year 1975, shares the secrets of his success with a Sea World Mermaid at the Orlando, Fla., Sea World Park. Upon learning of the sergeant's selection as the top rookie recruiter, Joe Werner, Sea World's military affairs director and an avid supporter of Air Force recruiting efforts, recently arranged for TSgt. McDonald and his family to be guests of honor for a day at Sea World. (Photo Courtesy of Sea World)



THE ALBUM COVER to a promotional record cut recently by the Country Critters carries an Air Force Recruiting message. The contingent of the Air Force Band of the West, at Lackland Air Force Base, Tex., cut the record for the 3504th Air Force Recruiting Group. It is for use by radio stations in advance of performances by the group in their area.



MASTER SERGEANT Walt Thompson discusses with Scott Stevens of Darwin, Minn., the availability of an Air Force job. MSgt. Thompson is the Armed Forces Examining and Entrance Station liaison supervisor for the Air Force in Minneapolis. (Air Force photo by MSgt. Thomas Crowley)

New human relations training phase to begin

WASHINGTON—The Air Force will begin Phase III of Human Relations Education (HRE) in August.

Phase III is a follow-on to earlier phases of human relations training that dealt with awareness of racial problems, sexism, and personal involvement to improve conditions.

This phase will consist of base-level seminars for commanders and supervisors. The seminars will focus on day-to-day working situations. Areas covered will include: (1) the interrelationship between discipline and effective human re-

lations, (2) the role of the supervisor and the organization in improving human relations, (3) utilization of Air Force women, (4) the ways communications affect human relations, (5) the status of human relations and equal opportunity and treatment (EOT), and (6) the USAF Equal Opportunity Affirmative Actions Plan and the Five Year National Equal Employment Opportunity Plan of Action.

Personnel officials recently surveyed more than 35,000 people to determine attitudes, opinions, and feelings toward human relations training.

Survey respondents agreed by

a 2 to 1 margin that HRE training has been effective in explaining Air Force policies against discrimination and increasing understanding of the effects of prejudice and racism. Thirty-nine per cent of those responding to this question had no opinion on the effects of HRE training.

Survey results supported continued Air Force human relations programs. Eighty per cent of the responses favored continuing HRE training for all new people and 58 per cent favored continued HRE during professional military schools.

Survey data also showed that HRE increased awareness of the problems of racial minority groups and that future training should focus on solving identified problems. The results indicated a need for increased focus on management of Air Force women and an increased understanding of discrimination based on sex. (AFNS)

Maj. Jackson presented first and second place plaques to the winners. First place went to Rebecca Rockford, North Bend Central High School, for a "Paper Recycling" exhibit. Janelle White, a student at Tekamah-Herman High School, earned the second place award for her exhibit on "Polyunsaturation in Food Products."

The awards were donated by the Air Force.

Three from Det. 403 judge area science fair

OMAHA, Neb. — Three members of Air Force Recruiting Detachment 403 recently judged an area science fair at Tekamah, Neb.

Major Charles L. Jackson, Det. 403 commander, Master Sergeant Floyd Moore and Staff Sergeant William Gouldner, recruiters judged the competition in which students from nine schools participated. They ranged from 7th to 12th grade.

Group commanders discuss new projects

An Air Force Recruiting Service Commander's Conference was conducted here last month.

Commanders of the five Air Force recruiting groups met with Major General Andrew P. Iosue, Recruiting Service commander, and his staff to examine the current year's progress and discuss upcoming projects and programs.

Included on the agenda for the one-day gathering was a review of the Management by Objectives program, a report on the current production status, discussion of the headquarters

reorganization, briefing on Recruiting Service classification system and a look at future Air Force advertising trends.

Conferees included Colonel John O. Hanford, 3501st Air Force Recruiting Group commander; Lieutenant Colonel Charles H. Keck, 1st deputy commander; Col. Edward G. Bulka, 3503rd Group commander; Col. Edward D. Young, Jr., 3504th commander; Lt. Col. Lawrence W. Patton, 3504th deputy commander; Col. Phillip L. Rice, 3505th commander; and Col. James G. Sandman, 3506th commander.

Programs urge professionalism

WASHINGTON—Several new programs are on the way to encourage professionalism and a "commitment to excellence" for Air Force people.

The changes stem from last fall's Discipline and Standards Action Group (DASAG). The DASAG was formed by the deputy chief of staff for personnel to find ways to promote pride in being a member of the Air Force.

The group examined many options. According to Brigadier General Chris C. Mann, head of Air Force Human Resources Development, who led the DASAG, "We wanted to insure people know what standards are expected of them and have them willingly accept the challenges of maintaining these standards. We want everyone to be proud of being a member of the Air Force and have the personal self-discipline to uphold the high standards that make it a quality force second to none."

The DASAG developed 19 initiatives to improve personal commitment and professionalism. These initiatives were sent to the major commands for comment, and then returned to the group for review by the Air Force Chief of Staff. Sixteen initiatives have been approved for the coming year. Three are being refined to include changes proposed by the major commands.

A number of the initiatives tell Air Force people what the standards are. These include incorporating standards and discipline information in technical training, professional military education, and human relations education courses. The base-level military law seminar program will also include information on standards, discipline, and personal responsibility.

A new, soon-to-be published Air Force guide will describe Air Force lifestyle, traditions, and explain measurable standards of performance, conduct, and discipline.

Other initiatives will provide better incentives for excellence. Officials are working to revitalize the Air Force Good Conduct Medal and recognize individuals who excel in basic military training. There will be a newly designed ribbon for outstanding basic military training graduates.

Two initiatives to recognize excellence have already begun. They are: E-4 below-the-zone promotions, and changes to make noncommissioned officers status an earned position.

"We have high standards and are proud of them. The responsibility for keeping them high rests with everyone, and requires a personal commitment to quality. Our goal is to keep our standards high and reward persons who exceed them," Brig. Gen. Mann said. (AFNS)

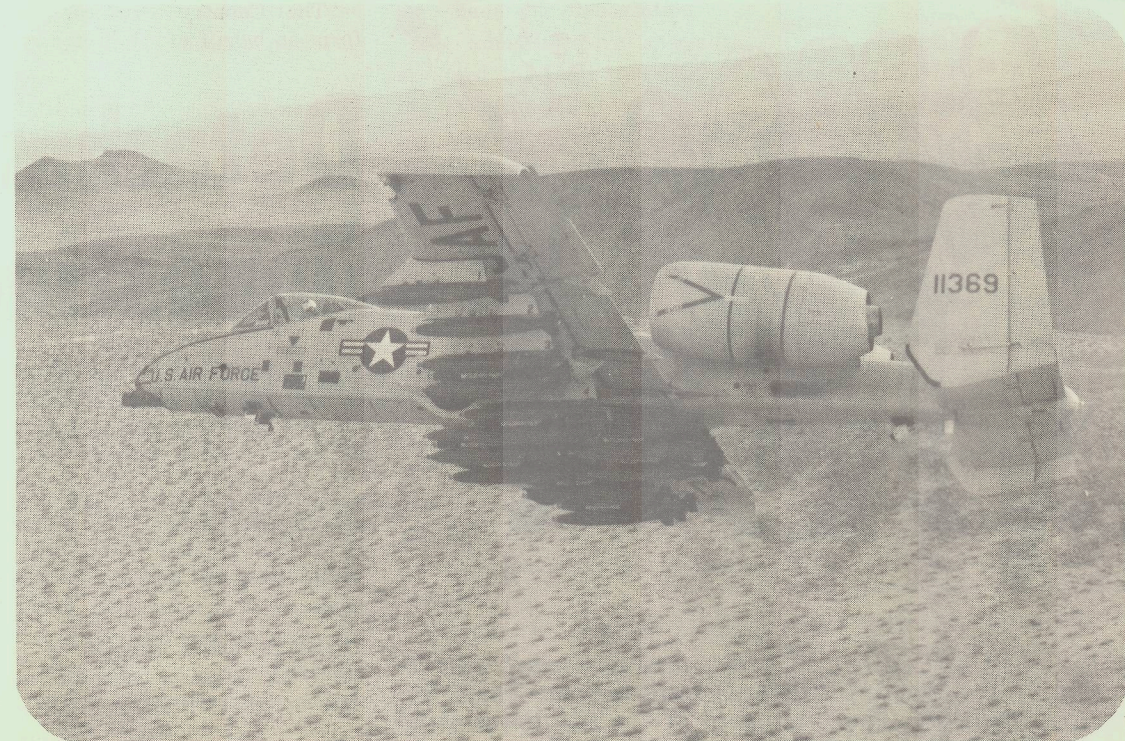
Enlistee's father cites sergeant

RALEIGH, N.C.—Master Sergeant Levy Goodrich, a recruiter in Winston-Salem, N.C. recently earned kudos from the father of one of his enlistees.

Mr. Max C. Weavil, a former Air Force air traffic controller, wrote a letter to Major Winston R. Youngblood, commander, Air Force Recruiting Detachment 307, expressing his "... ap-

preciation for the fine job MSgt. Goodrich is doing as a recruiter in Winston-Salem." He was impressed with MSgt. Goodrich's continued interest in his son's career after enlistment.

MSgt. Goodrich enlisted Max C. Weavil, Jr., into the Air Force as an aircraft control specialist.



"FULLY LOADED," the A-10 close support aircraft carries up to 16,000 pounds of ordnance. The aircraft was accepted into the Air Force operational inventory last month at Langley Air Force Base, Va.

Safety, not an additional duty

by Technical Sergeant Glenn B. Knight

"Safety is neither an additional duty nor a special project—it's a full-time necessity."

Staff Sergeant Prudencio G. Anderson says it and believes it, that's why he was selected for the Air Training Command (ATC) Individual Ground Safety Award.

The 29-year-old administrative chief for Air Force Recruiting Detachment 505 in Milwaukee has taken the additional duty of safety noncommissioned officer (NCO) seriously. "The subject of safety is merely a common sense way of looking at your day-to-day activities, but it must be continually emphasized to keep it on peoples' minds," he notes.

The detachment reached the one million mile safe driving point last year because safety was on everyone's mind. "We try a combination approach — notices in the daily bulletins, letters about specific problem

areas and short-bursts on all available media — but basically we just keep re-emphasizing the obvious," the award-winning safety NCO continues.

As a member of the Milwaukee County Safety Commission and associate of the Governor's Office of Highway Safety, SSgt. Anderson has sought the help of professionals. In return the professional safety organizations have recognized him by including him in their conferences and awarding him Certificates of Commendation and numerous laudatory letters.

Through his contacts in the safety community, SSgt. Anderson has been able to obtain additional audio-visual materials for use within the detachment safety program. "Each new season brings on new safety problems and each problem, from water sports to winter driving, needs a special approach to safety," SSgt. Anderson reminds, "and much of the approach and the literature comes from local safety officials."

Inserts provide space for stamp

Many high school students, counselors and teachers seeking information about the Air Force during the 1977-78 school year will have their local recruiter's name, address and telephone number at their fingertips.

Master Sergeant Bernard L. Smith, a member of Air Force Recruiting Detachment 401, submitted a suggestion through the Air Force Suggestion Program,

that a space be provided on note book inserts for the location of the recruiter supporting the school where the inserts are distributed. The recruiter can then stamp his name, address and telephone number in the available space.

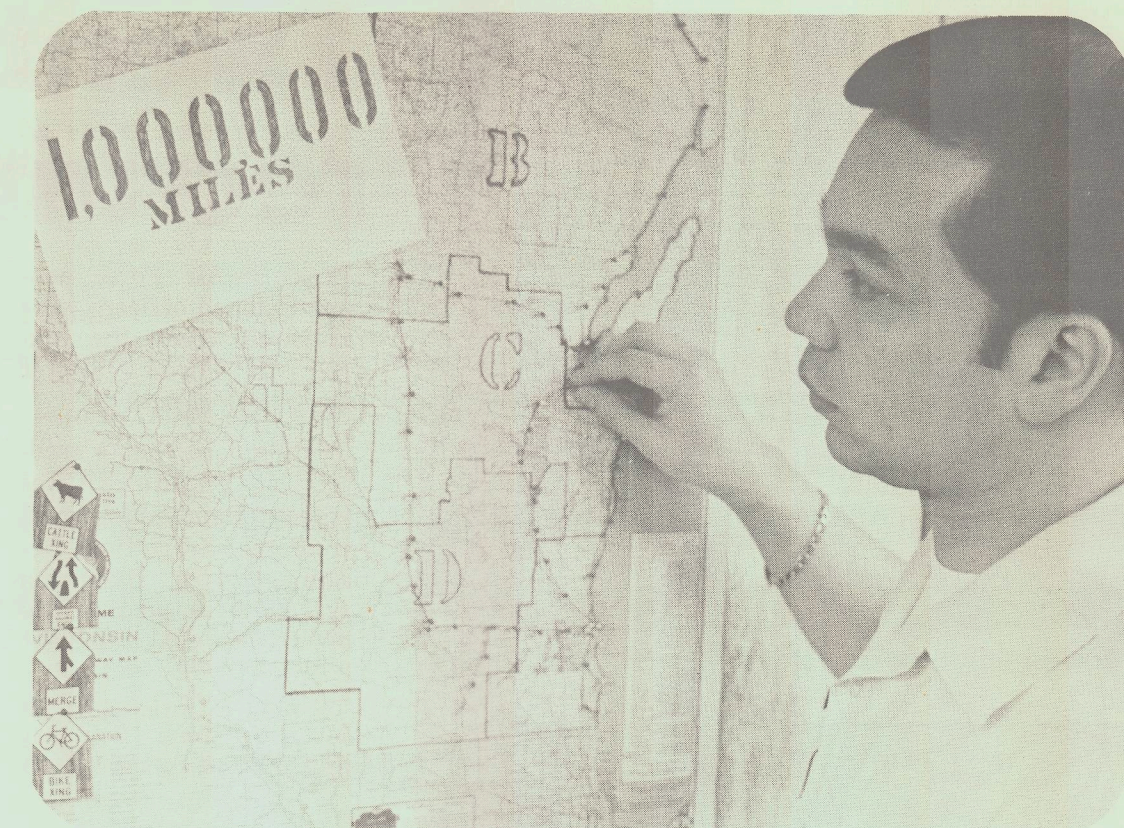
The idea was adopted by the Directorate of Advertising and will be included on the fiscal year 1977 notebook inserts.

Det. 601 gains new commander

BELLEVUE, Wash. — Air Force Recruiting Detachment 601's newest arrival has been a track official, editor of a periodical, a general's aide, a cartoonist, and a stockbroker. He is an amateur archaeologist, enjoys stamp collecting, antique autos, geology, has participated in archaeological expeditions, and has restored his own 1927 Franklin Sedan. He's also the unit's new commander.

Major Douglas A. Patterson, was formerly assigned as Air Force Recruiting Service executive officer at Randolph Air Force Base, Tex.

He replaces Lieutenant Colonel Marion C. Fasler who has been assigned to organize and manage the Civil Service Commission's newly developed program for administering mental qualification examinations to Air Force applicants.



STAFF SERGEANT Prudencio G. Anderson checks the safest winter driving routes within Air Force Recruiting Detachment 505 in Wisconsin. His safety program was instrumental in the unit's achieving the one million mile safe driving mark and in his being selected for the Air Training Command Individual Ground Safety Award.

3503rd leader 'faces the nation'

ROBINS AFB, Ga. — "It looked like a miniature form of the CBS weekly program — 'Face the Nation.'"

These were the words Colonel Edward G. Bulka, 3503rd Air Force Recruiting Group commander, used to describe a program he appeared on before a recent Air Force Logistics Command (AFLC) Noncommissioned Officer Academy class here. The purpose of the forum was to discuss personnel motivation, leadership and the first six months of an Air Force enlistment.

As a member of the Robins Senior Officer Council, Col. Bulka appeared on the panel with Major General Carl G. Schneider, vice commander of Warner Robins Air Logistics Center (ALC) and Col. Edwin L. Smith, 19th Bombardment Wing (SAC) commander.

The panel members began the discussion by stressing that personnel costs are spiralling every year. This demands that every effort be expended along with imaginative and creative thinking and leadership to improve productivity. Personnel productivity, according to the senior officers, can be enhanced by well-organized and comprehensive sponsorship and orientation programs, effective training and

supervision, and supervisory involvement with a sincere concern for people.

The question, "What is a recruit interested in today?", sparked much interest among the class of non-commissioned officers. Col. Bulka pointed out that "New enlistees are not only interested in such popular benefits as training, education and pay, but in this age of specialization, they have a strong sense and need of belonging, of being part of a team. And this is where you, the NCO, the first line supervisor, must take the lead to develop the team spirit and desire to excel."

The veteran group commander emphasized to the NCOs that he welcomed the opportunity to appear on the forum because, "I never miss a chance to meet and get involved with recruiting's key customer, you, the first line supervisor. Our mission in Re-

cruiting Service is to provide you with top quality personnel who are not just interested in enlisting, but who want to join our team and who possess the desire and dedication of serving the good ole' USA."

Colonel Bulka took advantage of the opportunity to further emphasize to the class members the quality of the people they are actually getting today. In so doing, he explained to them the enlistment standards, personnel classification system, the technical school training cycle, initial assignment and commitment and the need for all supervisors to become more aware of each step in the personnel process.

Following the official panel presentation, Col. Bulka met informally with some of the class members and discussed the need for talented, aggressive NCOs to apply for recruiting duty.

Extended overseas tours now available

Overseas selection criteria for officers and airmen have been revised, in connection with a new program developed from the Permanent Change of Station (PCS) study at the Air Force Military Personnel Center (AFMPC).

The program applies to personnel in the Continental United States (CONUS) as well as those serving overseas who want a consecutive overseas tour (COT). By volunteering for a normal accompanied tour plus 12 months, individuals can get higher priority consideration for an assignment to the country of their choice.

Both married and single members are eligible provided they have the retainability to serve the extended tour. There must be a requirement in the desired

country, however. If one does not exist, they can select another country where there is a requirement. Program managers at AFMPC say the program will provide more stability for the individual and his family, while saving critical Air Force moving funds.

Air Force members who are now in stateside jobs and volunteer for accompanied tours plus 12 months will move ahead of their contemporaries who just volunteer for a normal length accompanied tour.

The application procedures are simple according to AFMPC officials. Those who want to volunteer for this extended overseas program need to submit an Assignment Preference Statement indicating their willingness to serve the extended tour and their area of preference.



THIS IS the new Air Force advertising logo for national and local use. It combines the artwork for the vehicle decal with the new advertising slogan; "Air Force — A Great Way of Life." Reproducible copies in four sizes have been sent to Air Force Recruiting groups and detachments, for use in local advertising programs.



TWO DOWNERS GROVE North High School students, Karen Balich, left, and Leslie Morgan, join Staff Sergeant Richard Wiedenhoef during his two-hour weekly radio program. The students also have shows on the high school radio station. SSgt. Wiedenhoef is a member of Air Force Recruiting Detachment 501. (Air Force Photo by SSgt. Jesse Chavez, Jr.)

Radio program generates leads

ELWOOD, Ill. — An Air Force recruiter in Downers Grove, Ill., is a disc jockey on possibly the nation's largest high school radio station.

Staff Sergeant Richard Wiedenhoef, a member of Air Force Recruiting Detachment 501, has a two-hour Saturday-morning program on the Downers Grove North High School station.

"During my visits, I discovered that the school had a 250 Watt FM radio station that is operated by more than 150 students from the Downers Grove North and South High School campuses," said the

sergeant. "I could not think of a better method of reaching 160,000 people in more than a dozen communities."

The sergeant's program is called "The U.S. Air Force with Sergeant Rich." He accepts requests for music from his audience and airs both local and national Air Force recruiting messages.

"Not only has it been a lot of fun, but the show has generated numerous leads," he said.

SSgt. Wiedenhoef presented the station an Outstanding Contribution Certificate for its support of the Air Force recruiting mission.

Twenty complete recruiter training

Twenty Air Force non-commissioned officers were graduated from the six-week Air Force recruiter course here recently.

Distinguished honor graduate for the course was Sergeant Randy L. Brown, Air Force Recruiting Detachment 409, Oklahoma City. The honor graduate was Sgt. Edmond S. Davis, Det. 608, Sacramento, Calif.

Those to be assigned to the 3501st Air Force Recruiting Group are Staff Sergeant Harry

J. Parsons Jr., Det. 101, Pittsburgh; Technical Sergeant Steven J. Faupel and SSgt. Oletta I. Faupel, Det. 105, McGuire Air Force Base, N.J.; SSgts. William T. Leamy and Clifton M. Pona, Det. 109, Bedford, Mass.

New recruiters for the 3503rd Group are TSgt. Jerry L. Coner, Det. 309, New Orleans; SSgt. David W. Joyce, Det. 310, Richmond, Va.; TSgt. Robert E. Maxson and SSgt. Bobby F. Shepard, Det. 311, Nashville, Tenn.

Going to the 3504th Group are TSgt. Billy J. Roses, Det. 404,

Arlington, Tex.; SSgt. Thomas P. Willford, Det. 406, Houston; SSgt. Clair J. Coffman, Det. 411, Des Moines, Iowa; SSgt. Lewis L. Hill and Sgt. Jeffrey E. Nelson, both assigned to Det. 412, St. Paul, Minn.

The 3505th Group will gain one recruiter, SSgt. Samuel H. Goodrich, Det. 500, Indianapolis.

To move to the 3506th Group headquarters is TSgt. Earle G. Orendorff. Assigned to detachments in the '06th Group are TSgt. James E. Schneider, Det. 608, Salt Lake City, Utah, and SSgt. Terry W. Beers, Det. 609, Los Angeles.

AF retirement physical exams become optional

Most of the delays in the retirement or separation process caused by late medical clearances are expected to be eliminated by a new policy of optional physical examinations.

Beginning April 1, Air Force members retiring or separating are being asked if they want to take a final physical examination.

Prospective retirees who haven't had a physical within three years and separatees who haven't been examined in five years will still be required to take a checkup. Physicals are also required for individuals being involuntarily separated, on Limited Assignment Status, or who are specially designated by medical authority.

An accompanying change for both mandatory and optional physicals will be elimination of the medical clearance restriction.

The restriction frequently prevented members from departing on their requested date or moving their household goods due to

delays in completing physical examinations.

A new process called "medical hold" is designed to allow medical personnel to delay retirement processing when possibly disabling conditions are revealed in the physical.

Air Force officials emphasize that no one is to be discouraged

from taking the physical when they have the option — it is a personal decision.

An added benefit for the Air Force will be the savings in the medical resource required to give termination physicals. The present termination physical rate is approximately 100,000 each year. (AFMPC)

Sixteen graduated from sector supervisor class

Sixteen Air Force Recruiting Service sector supervisors, or those soon to become one, recently completed the special supervisory course here.

The three-week course covers Recruiting management and training and is intended to provide maximum exchange of information and ideas.

Graduates were Master Sergeant Raymond S. Marino, Air Force Recruiting Detachment 104; MSgt. Edward C. Gagnon, Det. 106; Senior Master Sergeant Edward J. Garbarino, Det. 109; MSgt. Pat H. Langston, Det.

304, SMSgts. Sidney W. Thomasson, Det. 308 and Richard F. Conrad, Det. 310.

Other graduates were MSgt. Cecil K. Osborne, Det. 405; MSgts. Robert A. Mason, Det. 409 and Luke J. Sonsalla, Det. 412; SMSgt. James C. Huffman, Headquarters 3505th Air Force Recruiting Group; MSgt. Richard W. Flater, Det. 500; SMSgt. Eldin R. McGuffin, Det. 514; MSgts. Donald R. Williams and Raymond M. Mullins, both from Det. 601. MSgt. Guy T. Ventura, Det. 608 and MSgt. Kenneth E. Bobzin, Det. 610.

AF working toward BAS for all enlistees

By law, the military services are required to feed enlisted members in Government dining facilities to the maximum extent possible. Therefore, when Government dining facilities are available, members are required to use them.

This is a logical requirement since the Congress has, over time, appropriated millions of taxpayer dollars to build, improve, and renovate these facilities. However, under certain circumstances, members may be authorized basic allowance for subsistence (BAS) under guidelines contained in the Department of Defense Military Pay and Allowance Entitlements Manual (DODPM).

As a general rule, enlisted members are authorized the BAS only when Government dining facilities are not available or when the local commander determines that local circumstances warrant payment of BAS, e.g., the capacity of the messing facility is exceeded, irregular duty hours, etc. Married members residing with their dependents at their permanent duty station auto-

matically receive BAS to help maintain family integrity.

Several years ago, the Air Force recognized the requirement to carry a meal card and eat in a Government messing facility as a major irritant by single members. It was evident from congressional inquiries, Inspector General complaints, and field visits, that the younger, mobile airmen wanted lifestyles that permitted them a choice as to when, where, and what they eat; a situation that has not changed.

In light of this, Air Force officials have been working toward a goal of BAS for all enlisted members at all times—with the exception of those in basic training. However, because of the high cost involved, the Air Force embarked on a phased approach to its goal. The first step—providing BAS to members in supervisory positions in the top three grades—E-7 to E-9—was recently approved.

The second phase of the program, the so-called "weekend BAS" would provide BAS on weekends to all single enlisted members, except trainees and those at certain remote sites. Under this proposal, single enlisted people would re-

ceive two days BAS each week during the period which is most critical to them, the weekend off-duty time. The Air Force had tentatively planned to begin the plan in fiscal year 1977. However, because of budgetary constraints the Defense Department thought the concept should be tested first. They wanted to see if savings would materialize through closing of some dining halls, as well as savings in utilities, transportation, manpower, and other support areas. Plans now call for testing the concept at two bases beginning in 1977 to show advantages and disadvantages. If the tests prove successful, the Air Force would seek wider authority for the program in fiscal year 1979.

The third and final phase calls for extending the entitlement of BAS Air Force wide to all enlisted members at all times (except for trainees). However, even when the goal of all-BAS is achieved, some dining halls will be required to remain open and operational to maintain a highly skilled food service force to support overseas contingencies, should the need arise. This requirement relates to the food service test that was conducted at Shaw AFB, S.C., and the ongoing test at Loring AFB, Maine. (AFNS)

Senior NCO

Senior Master Sergeant Ernest P. Tyler, a member of the Directorate of Student Resources here, was recently graduated from the Air Force Senior Noncommissioned Officer Academy. It is conducted by the Air University, Gunter Air Force Station, Ala. The sergeant's graduation capped nine weeks of intensive management studies.

Bicentennial salute

Technical Sergeant Ronald Garwood, an Air Force Recruiting Detachment 303 recruiter, was pace-setter for the MacDill Air Force Base, Fla., color guard and Air Force Academy Cadet Drum and Bugle Corps during a performance at Seaworld Amusement Park recently. Sea World, situated near Orlando, Fla., provided a special Bicentennial salute to the Air Force in February.

Impossible

Peter Graves, star of television's "Mission Impossible," was recently awarded an Honorary Air Force Recruiter Certificate by members of Air Force Recruiting Detachment 305, Bolling Air Force Base, Washington, D.C. The actor was appearing with the Air Force Band and Singing Sergeants in the premiere public performance of "America in Motion" in Washington.

Base honors

Senior Master Sergeant James E. Ames, Jr., a member of the 3501st Air Force Recruiting Group, is the Hanscom Air Force Base, Mass., Senior Noncommissioned Officer of the Quarter. He is chief of the group's training and standardization team.

Its official

Staff Sergeant Dan George arranged for the Military Airlift Command Band to participate in ceremonies marking Notre Dame College St. Louis, selection as an official Bicentennial campus. SSgt. George is a member of Air Force Recruiting Detachment 405. The band is from Scott Air Force Base, Ill.

Two shows

Technical Sergeant Tommie W. Blevins, a member of Air Force Recruiting Detachment 101, has been getting the Air Force recruiting message to Stubenville, Ohio television viewers. He recently appeared on two interview programs on a local station.

Television

Television is helping Captain Helen Selle, nurse recruitment officer for Air Force Recruiting Detachment 405. She recently video taped two spot announcements promoting the nurse recruiting program in Arkansas for KARK television, Little Rock. She was aided by Technical Sergeant Mike Troxell, a local Air Force recruiter.

Secretary honored

Air Force Recruiting Detachment 403 secretary, Delores Needham, recently received a Meritorious Service Award for her contributions as an executive secretary. A certificate and medal were presented to Ms. Needham by Edward C. Binder, director of the Selective Service System in Nebraska.

In shape

Members of the 3504th Air Force Recruiting Group headquarters staff have been keeping in shape by getting together on their own time, weekly for a game of volleyball. The officers play the noncommissioned officers.

Conservation

Radio, television and newspaper announcements in Milwaukee, have been directing people interested in conserving gasoline to local Air Force recruiting offices. The four offices there have been provided with pamphlets explaining the city-sponsored program to encourage car-pooling.

Seventeenth hole

The 3504th Air Force Recruiting Group added some color to the Lackland Air Force Base Golf Course, recently, by mounting its Bicentennial logo to the rest bench on the 17th hole.

Flying Circus

The Flying Circus, a five member pop-rock Air Force Logistics Command combo from Wright Patterson Air Force Base, Ohio, performed recently at several high schools and a shopping mall in Detroit. The bandmen, hosted by Air Force Recruiting Detachment 504, auditioned aspiring musicians and explained qualification requirements for potential Air Force band members.

Degree

Staff Sergeant Joseph N. Geraci was recently graduated from the University of Maryland with a bachelor of science degree in business and management. He is the advertising and publicity noncommissioned officer in charge at Air Force Recruiting Detachment 305.

Hundreds of nurses

Captain Marjorie H. Ream, a member of Air Force Recruiting Detachment 404, recently monitored the Air Force booth at a professional job opportunity fair, sponsored by District IV, Texas Nursing Association. The fair attracted hundreds of registered nurses and senior nursing students from the Dallas area.

Good morning

Lieutenant Colonel Larry Patton, deputy commander for the 3504th Air Force Recruiting Group, Lackland Air Force Base, Tex., recently cooked and served breakfast to the headquarters staff. He was assisted by secretary Lucy Hodges.

United Way

Air Force Recruiting Detachment 101 headquarters staff, and Pittsburgh area recruiters recently earned the United Way's "Award for Excellence" for their outstanding contribution to the annual campaign.

Air Force Association

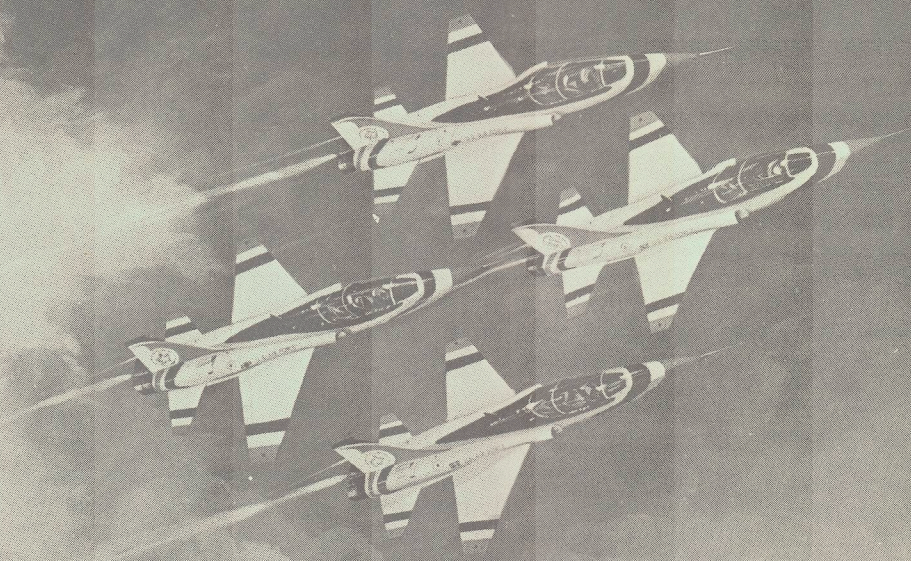
Major Roy L. Costley, Air Force Recruiting Detachment 310 commander recently spoke to the Lynchburg, Va., Chapter of the Air Force Association about Air Force recruiting. He was presented a plaque for his support of the Association.



THE AIR FORCE BAND of the East from McGuire Air Force Base, N.J. performs on behalf of Air Force Recruiting Detachment 105 at

a nearby shopping mall. Their 45-minute performance drew hundreds of area residents.

AIR FORCE The Spirit of '76



SEE YOUR AIR FORCE RECRUITER

THIS BICENTENNIAL billboard will be posted nationally during May, June and July. It features a painting by Robert T. Blake, art director for the Creative Branch, National Advertising Division, Directorate of

Advertising. The vertical stabilizer on the Thunderbirds T-38 aircraft will carry this Bicentennial symbol throughout the 1976 show season.

Recruiting Service to consolidate regulations

All Air Force recruiting operation activities will soon be governed by a single publication — Air Force Regulation 33-3. The title will be Standards and Policy for Enlistment and Commissioning in USAF Components.

"We recently received approval to revise the regulation and include guidance

contained in two other publications," said Chief Master Sergeant Thomas H. Foulds, a member of the Production Control Division, Directorate of Recruiting Operations here. They are Air Training Command (ATC) Regulation 33-2, Recruiting Procedures for the United States Air Force, and AFR 33-5, Delayed Enlistment Program.

"The revised regulation will cover the nonprior service, prior service, officer training nurse

and medical and reserve recruiting programs," he said. "It will standardize the processing, enlistment and commissioning procedures for these programs, and save money."

All recruiters, Armed Forces Examining and Entrance Stations, and Consolidated Base Personnel Offices will use the publication.

The Directorate of Recruiting Operations has been assigned the responsibility for making the revisions. They will include changing all ATC forms that pertain to Recruiting to Air Force forms.

Officials expect to publish the new regulation in October.

Det. 504 helps with annual history project

DETROIT—Air Force Recruiting Detachment 504 members participated in the annual Tuskegee Airmen Afro-American History project here recently.

The detachment provided a film, from the Reserve Officer Training Corps (ROTC) entitled "From These Beginnings . . . ROTC." It traces the evolution of the famed, all black units that trained in Tuskegee and

served in World War II and features General Daniel "Chappie" James, commander of the Air Defense Command and the Air Force's first black four-star general.

A lighted display loaned to the Tuskegee group by Det. 504 was mounted with photographs depicting the Tuskegee Airmen's history. The pictures of single propeller planes and leather capped pilots were in startling contrast with Detachment 504's own pictorial display of the modern, highly technical Air Force.

A 17-foot-long, red, white and blue scale model of the F-111

Rating system implemented

A new rating designed to measure an Air Force applicant's work capability, was implemented at all Armed Forces Examining and Entrance Stations (AFEES) recently.

The new measurement—an "X" factor—is helping determine whether or not an individual is physically qualified for a specific Air Force vocation.

Coupled with other existing standards of physical measurement, the system is being used to rate an applicant's capability for physical labor against the requirements for a specific Air

Force Specialty Code, explained Colonel Willis G. Womack, director of Recruiting Operations here.

"Applicants awarded an 'X' factor of 1, 2 or 3, are eligible for enlistment. Those receiving a 4 are not eligible," said Col. Womack.

The "X" factor is determined at the AFEES, and is reviewed and validated objectively as part of the enlistees initial processing at basic training, Lackland Air Force Base, Tex.

Factors considered when determining the rating include strength, stamina, body structure, weight, height, vigor and energy, age, personal living habits and other related areas.

Roadside not only place for billboard

CLEVELAND—The side of a road is not the only place for an Air Force recruiting billboard and members of Air Force Recruiting Detachment 513 are proving it.

Staff Sergeants Jim Kinn and Don Varney mounted a Thunder-

birds billboard on a wall in their Toledo, Ohio recruiting office. "When a person leaves on active duty, we allow him to sign the photograph," noted SSgt. Kinn. "It's a tremendous conversation piece and also shows potential applicants

names of many of their friends who now wear the blue suit."

SSgt. Don Stask of the Parma, Ohio recruiting office keeps his eyes open during school visits for walls—especially in the gym or auditorium—with peeling paint or needing repair.

"When I find a wall like this, I go to the custodian and

Twenty four Chanute AFB

New pre-test brochure