



PRESENTING THE AIR FORCE Recruiting Service Commander's Award to 3501st Air Force Recruiting Group Commander, Lieutenant Colonel (colonel selectee) Charles Keck, center left, is Major General Andrew P. Iosue, Recruiting Service commander. The group received the award for its fiscal year 1976 recruiting accomplishments. On hand for the presentation are from left, Detachment Commanders, Major Charles

S. Dellaperuta, Det. 105; Maj. H. A. Fotheringham, Det. 103; Lt. Col. Kenneth T. Sthli, Det. 101; Captain Clement H. Deschenes, Det. 108; Lt. Col. Keck, Maj. William J. Gates, Det. 106; Maj. Gen. Iosue, Maj. Charles Caudill, Det. 109, and Maj. Walter E. W. Young, Det. 104. (Air Force Photo by Walt Weible)

The AIR FORCE RECRUITER

"There in spirit"

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Community College gets degree granting authority

WASHINGTON, D.C. — The Community College of the Air Force (CCAF) has been granted authority to award associate degrees for college level study.

Authorization to award the degrees is contained in the Fiscal Year 1977 Defense Authorization Bill which was signed by President Ford on July 14th. Award of the degrees is contingent upon the Commissioner of the U.S. Office of Education certifying that the Community College of the Air Force meets the same standards as civilian schools now offering them. Certification is expected by mid-1977.

Activated on April 1, 1972 at Randolph Air Force Base, Tex., CCAF is the first institution established especially to meet the educational and career development needs of enlisted members of the military. It is a fully accredited, occupationally-oriented, multi-campus institution offering career education programs at the associate level.

A key provision in the Defense Authorization Act states that the Commissioner, U.S. Office of Education, Department of Health, Education and Welfare, will determine if CCAF meets the same standards as civilian institutions that award academic degrees. Personnel officials expect it will take at least six months to complete this study.

If findings of the Commissioner, U.S. Office of Education, are favorable, CCAF will be able to award associate degrees for two years of college level study.

Ninety-four fields of study are available through CCAF. They range from environmental services technology to police science. In the past a career

education certificate has been awarded upon completion of the program.

More than 36,000 enlisted people stationed around the world are registered in the CCAF program this year. Since the program began four years ago, more than 160,000 have received CCAF credits.

Purpose of the CCAF is to integrate technical instruction and civilian education into a pattern of personal and career growth. The programs provide for technical development, growth as a supervisor, and improved understanding of our changing environment, say officials.

CCAF curriculum requirements include technical education, related general education

and management. Credit is given for military and civilian courses that meet college level standards and which fulfill an objective in the student's program of study.

Since 1973, many colleges and universities have accepted CCAF credits for transfer. The award of associate degrees will provide CCAF students formal recognition for their achievements and enhance the credit transfer process.

Due to this change, Air Force members will be increasingly able to pursue further education without loss of credit hours. Officials predict that CCAF enrollments will rise, with a corresponding increase in off-duty enrollments in civilian education institutions.

3501st receives top RS award

The 3501st Air Force Recruiting Group has earned the Air Force Recruiting Service Commander's Award.

The unit, headquartered at L. G. Hanscom Air Force Base, Mass., received the trophy for its fiscal year 1976 combined production, safety and administrative management accomplishments.

The award was presented during a recent Recruiting Service group and detachment commander's conference here. Accepting on behalf of the group's recruiters was Lieutenant Colonel (colonel selectee) Charles Keck, commander of the 3501st Recruiting Group.

The group, which is responsible for recruiting young men and women for the Air Force from throughout the Northeastern United States, amassed 276,769 total competition points to gain the top position. In second place with 268,154 points was the 3503rd Recruiting Group at Robins AFB, Ga.

The '01st Group also received the annual Production Award and the Reserve Referral Program, Officer Training School and the Nonprior Service Production Achievement Awards.

The 3503rd Recruiting Group received the Nurse Recruiting Production Achievement Award. It was accepted by Colonel Edward G. Bulka, group commander.

The Recruiting Service Safety Award was earned by the 3504th Recruiting Group at Lackland AFB, Tex. The group also received the Medical Recruiting and Prior Service Production Achievement Awards. Lt. Col. (colonel selectee) Monte Montgomery, group commander, accepted the awards.

The Recruiting Service Administrative Management award was presented to the 3505th Group headquartered at Chanute AFB, Ill. Colonel Edward N. Giddings, commander, accepted it.

Awards were also presented to groups and detachments for their efforts during the recent special emphasis recruiting months.

In competition based on the number of assignments booked, the 3503rd Group was first, and the 3501st was second. Among the detachments, Air Force Recruiting Detachment 303, commanded by Lt. Col. Benjamin E. Waller, took first; Det. 104, Major Walter H. W. Young, commander, captured second, and Dets. 514 and 404 tied for third place. They are commanded by Maj. William D. Sheppard and Lt. Col. John C. Currie, respectively.

The 3501st Group was first in competition based on overproduction, and the 3506th Recruiting Group, Col. David J. Pennington, commander, came in second. Det. 610, commanded by Maj. Michael Harris, led in detachment competition; Det. 303 was second, Det. 104 third, Det. 109, led by Maj. Charles Caudill, took fourth place and Dets. 106 and 514 tied for fifth position. Maj. William J. Gates is commander of Det. 106.

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It seems like a year passes with the speed of light in Recruiting Service. Each quarter of the year is a "season," and each is different. Now it's time for schools to go back into session, time to be contacting teachers, counselors and administrators. The class of '76 is still job hunting and there are a lot of good applicants coming our way; and the seniors for '77 are starting their countdown toward graduation.

Contacts made at a September football game may become DEP enlistees after Christmas, and head for Lackland in the last quarter of Fiscal Year '77. That's probably one of the secrets to success in recruiting, working ahead to stay ahead.

Our new Management Emphasis Program (MEP) will help us stay ahead. It not only shows quality of

people who've already been recruited, but also gives us a six-month projection. The MEP's value becomes more obvious with each passing week, indicating where we're strong, and where we need to put more emphasis.

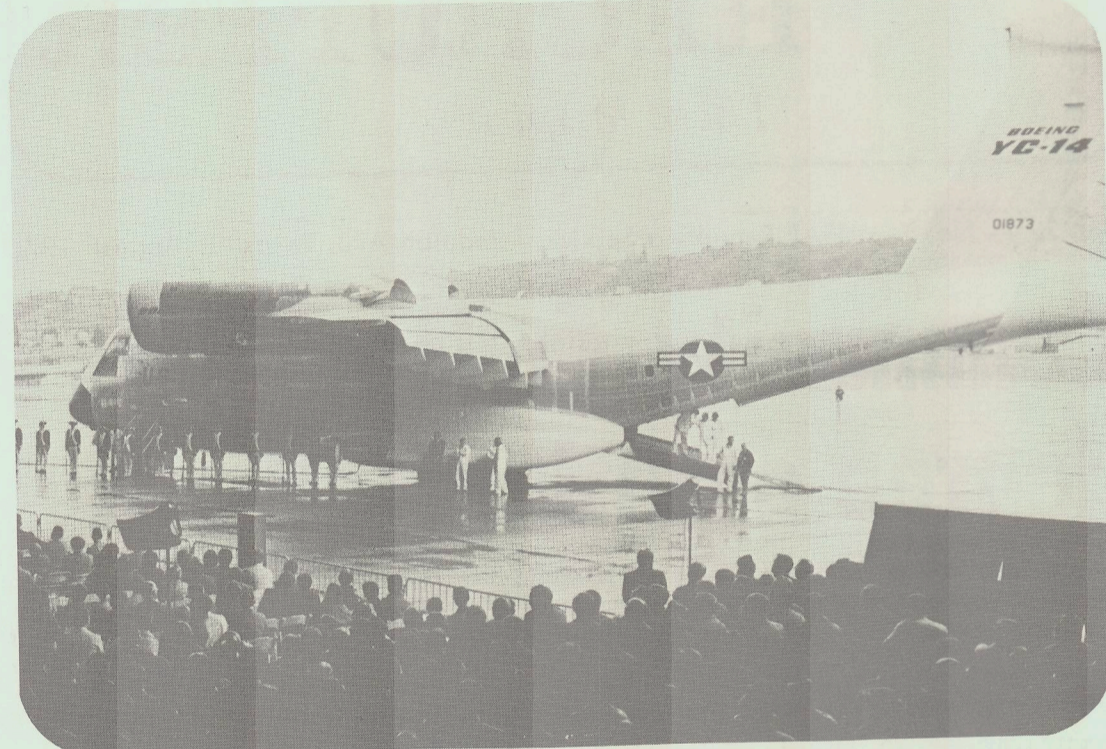
It provides a rank-order for all the detachments, and what I'd like to see is a 32-way tie for first. However, we're still having to depend on some detachments which overproduce to compensate for those that aren't doing as well.

View the MEP as a healthy management device, through good management and hard work, we've seen historically weak sectors, detachments and groups turn around and move to the top, which proves that it can be done. It's not going to be easy, but the MEP is a tool that will help us get closer to that 32-way tie for first, with across-the-board production throughout Recruiting Service.

We have another great year in the offing. Changes implemented during the past months should help. We're also working hard to improve recruiter manning, and that should benefit the entire command.

Your commanders had a very productive exchange of information and ideas during the recently-concluded conference they attended here at the headquarters. Many of them are new to recruiting but they have brought with them a track record of excellent performance in past assignments and should continue to be the kind of managers and leaders who'll support your efforts.

Keep your enthusiasm index high—it would be great to have to figure out a way to break that 32-way tie for first when it comes time for next year's awards. Let's get on with the MEP and make the outstanding achievements of fiscal year '76 pale in comparison with next year's record.



THE YC-14, BOEING Aerospace Company entrant in the U.S. Air Force's advanced medium short takeoff and landing (STOL) transport program, is rolled out from its Seattle factory. Undersecretary of the Air Force James W. Plummer spoke at the unveiling earlier this summer.

Metrics imminent, please don't panic

by Chief Master Sergeant
Frank Weatherly

Please do not panic, but adoption of the metric system in the United States now appears imminent. Since it appears to be the wave of the future, a brief discussion of the metric system's history and its introduction into public use in the United States should be enlightening.

Eighteenth century French scientists developed the system, using the distance from the north pole to the equator as the basis for their new measuring system. That distance is about 6,200 miles. They decided that the standard unit of measure would be the meter and that a meter would be one ten-millionth of that distance, or slightly more than 39.37 inches as measured by the older English standard.

The long parade of metric digits became the legal definition of weights and measures when the metric system assumed an official role in America in 1893. For example, the legal definition of the American yard is not 36 inches, but 0.91440183 meters, and the American pound is 0.4535924299 kilogram. The customary units, yard and pound, have since been based on the French metric standard.

Many people made fruitless attempts to introduce the metric system of weights and mea-

sures in this country. The first effort which failed was made in 1790 when Thomas Jefferson presented the idea to Congress. Another effort failed in 1821 when John Quincy Adams made a report to Congress, supporting adoption of the metric system.

Congress passed a law in 1866 making the metric system legal, but not mandatory, so the older English system of weights and measures prevailed in the United States. Even so, to this day, the metric system is the only system of weights and measures to have ever received the stated sanction of Congress.

The metric system is used to measure length, surface, cubics, capacity, and weight. These units are all derived from the meter. The scale of the meter is 10, thus the scale of all units is also 10.

Units of capacity and mass are directly related to the meter. A definite volume of water is used as the unit of capacity and mass. For example, the liter, which corresponds to the quart as a unit of capacity, has a volume of one cubic decimeter which weighs one kilogram at 39.2 degrees Fahrenheit at sea level.

Introduction of the system will have some interesting effects on our language. For example, Denver will become "the 1,609 kilometer high city." In football, "first and 10" becomes "first and 9.144 meters." A Miss America with measurements of 36-24-36 would be described as 914.4, 609.6, 914.4 millimeters. (ATCPS)

'Tell it like it is' approach pays off

Air Force recruiters are "telling it like it is" and it's paying dividends, say Air Force Recruiting Service officials here.

"The vast majority of our recent enlistees hold their recruiters in high esteem," said Colonel Donald D. Binford, Recruiting Service vice commander. "These new Air Force members further believe, according to data available here, that their recruiters are knowledgeable about Air Force enlistment options and were honest with them in passing the information along," he continued.

"Most are satisfied with the job counseling and assignment

information they received, as well as their first assignment.

"The data also indicates that young men and women joining the Air Force today are aware of Air Force ideals and were prepared by their recruiters for the change in life style that comes with enlistment," stated the colonel.

"Feedback from enlistees and commanders alike indicates that efforts by our recruiters to insure enlistees are well prepared for the Air Force way of life are succeeding," said Col. Binford.

This is attributable in part to new programs established last year by Major General Andrew P. Iosue, Recruiting Service commander.

They include the Recruiter Customer Awareness Program, designed to measure and improve recruiting effectiveness and credibility; and the SPIRIT of '76 recruiting program.

Moving beyond the dimensions of quality and quantity, SPIRIT places emphasis on seeking out young people with a desire to serve their country and a willingness to accept the Air Force way of life, according to officials.

"The Air Force is a great way of life," Col. Binford said, "and our new recruits are joining us knowing what to expect and what's expected of them. 'Telling it as it is' is paying off, in greater productivity for the Air Force, and in more satisfaction for the recruits."



ORVILLE A. FORCE, the 3504th Air Force Recruiting Group mascot, rides the front of a bus to carry the Air Force recruiting message to residents of the Minneapolis-St. Paul, Minn., area. Air Force Recruiting Detachment 412 arranged to have the Orville message posted on the front of buses there this summer. The metropolitan bus company is displaying every two ads for the price of one.

Computer process set for fall implementation

A modern computer process to help match qualified applicants with available Air Force jobs will become operational in November, according to officials here.

The Advanced Personnel Data System/Procurement Management Information System (APDS/PROMIS) will involve computer matching and assigning Air Force applicants to specific job specialties and vocational areas most appropriate to their qualifications and preferences as well as Air Force requirements. At present, Air Force assignments are obtained telephonically by Air Force bookers from personnel assigned to the Accessions Control Center here.

"In addition to allowing job inquiry and assignment reservation," explained Major General Andrew P. Iosue, Recruiting Service commander, "the new system will include a pre-enlistment job classification feature. Our computers will scan the entire Air Force job file for each applicant, estimate the appropriateness of assigning the applicant to a job for which the basic requirements are met, and prepare a list of up to 15 jobs that would be the best matches from both the individual's and the Air Force's point of view.

"This classification," he continued, "will take into account such factors as applicant education, physical condition, aptitude, job preference, experience and test score data. These will be cross-matched against current Air Force skill requirements."

From the list of optimal jobs, officials explained, the applicant may be offered a guaranteed training specialty or a vocational aptitude area. Applicants may also, according to the circumstances, be offered immediate or delayed enlistment.

Officials pointed out that if the preferred job choice was not immediately available, the ap-

plicant may be offered the opportunity to be put on an in-system waiting list. Whatever the choice, officials explained, the reservation transaction will be immediately updated in the computer file, and a written statement of commitment will be given to the applicant.

"Other features of the system that will become operational with the new fiscal year alignment," explained Maj. Gen. Iosue, "include an improved management accounting of personnel recruiting requirements, and a better distribution of available Air Force jobs. It will also provide us improved recruitment data for statistical analysis purposes, a better job visibility picture and improved communication channels up and down the recruiting ladder."

The new system was developed as a joint effort of Air Force Recruiting Service, the Military Personnel Center, and the Air Force Human Resources Laboratory at Lackland Air Force Base, Tex.



AIR FORCE NEWS SUMMARY

Outlook still five per cent

A three to five per cent pay raise is probable in October for Air Force personnel and civil service employees, according to Air Force officials. Current law calls for distribution among the three elements of regular military compensation — basic allowance for quarters, basic allowance for subsistence, and basic pay. An administration amendment in Congress would allow up to a quarter of the raise money now for basic pay — a taxable item — be added to the basic allowance for quarters element which is nontaxable.

Alcohol task group

Air Force has approved recommendations from a recent ad hoc task group on alcohol abuse. Recommendations by the group cover 15 areas of alcohol-abuse control. Key areas include getting people involved through Project Concern, special education and training programs and traveling teams to check on effectiveness of base alcohol-abuse control programs. Air Force has long been noted as a leader in alcohol abuse control. Officials said the current Air Force program is considered one of the best in the United States.

Outstanding Airmen

The 12 Outstanding Airmen of the Air Force for 1976 have been announced. They were selected from 49 outstanding airmen nominated by major commands, separate operating agencies, Air Force Reserve and Air National Guard. The selectees are: Airman First Class Marno J. Hansberry, Tactical Air Command (TAC); Sergeant Kenneth A. Thompson, Military Airlift Command (MAC); Staff Sergeant David P. Mickelson, Aerospace Defense Command; Technical Sergeants Ronald J. Krasko, Strategic Air Command; Dale A. Lucas, U.S. Air Force Security Service; and Donald E. Miller (TAC); Master Sergeants Douglas D. Chism, Air Force Reserve; Joseph L. Hardy (MAC); and Ricardo Inzunza, Headquarters U.S. Air Force; Senior Master Sergeant Willard P. Anderson, Air University; Chief Master Sergeants Richard A. Lema, Headquarters Command, and Wesley H. Smith Air Force Systems Command.

Withholding of state taxes likely

The Senate Finance Committee recently voted to make withholding of state income taxes mandatory — not voluntary as recommended by the House. A joint conference committee of the Senate and House will be necessary to resolve differences if the full Senate approves the committee recommendation. The Department of Defense has in the past opposed any mandatory withholding because of the expense involved to set up the system.

Council proposes changes

The fourth annual Air Force Retiree Council concluded recently, making several new recommendations and reaffirming others made in past meetings. Recommendations submitted were on commissaries, retired pay adjustments, the survivor benefit plan, the Civilian Health and Medical Program of the Uniformed Services, and partial exemption of retired income from Federal income tax. Air Staff agencies are now studying the recommendations.

SAC bomb-nav competition

Strategic Air Command (SAC) has announced plans for a bombing and navigation competition, called "Giant Voice '76." Participating will be all of SAC's U.S.-based B-52 and FB-111 bomber and KC-135 tanker units. Also invited to participate in the competition are Tactical Air Command F-111 and Vulcan bomber crews from the Royal Air Force Strike Command.

High-year-of-tenure

High-year-of-tenure rules will soon be changed to allow a few E-8s and E-9s within one year of mandatory retirement to stay on active duty. Personnel officials point out that the program will be closely controlled, with no more than 20 to 40 extensions expected per year.

Headquarters Command

Military Airlift Command (MAC) took over Headquarters Command June 30. The command of 30,000 people assigned to more than 1,200 locations was disestablished. The mission of Headquarters Command in the Washington area will be taken over by MAC's newly created 76th Airlift Division commanded by Major General William C. Norris. Functions outside the Washington area will be assigned to other Air Force organizations.

New Assistant Secretary

Mrs. Nita Ashcraft has been nominated to be Assistant Secretary of the Air Force for Manpower and Reserve Affairs. Confirmation of her appointment is awaiting Senate action. Prior to her nomination, Mrs. Ashcraft served as a member of the California state personnel board and the governor's commission on executive salaries. She has also served as assistant appointments secretary for former California Gov. Ronald Reagan. Mrs. Ashcraft has extensive experience in insurance and real estate.

Air Force Chief flies B-1

Air Force Chief of Staff Gen. David C. Jones flew the B-1 bomber July 15 to evaluate its performance. The flight was the eighth mission of the second B-1 prototype now in testing. Following the 2-hour, 54-minute flight, General Jones said, "It's a great airplane and flies even better than I expected. It amazed me how well all the sub systems worked."

E-8 selection board analysis

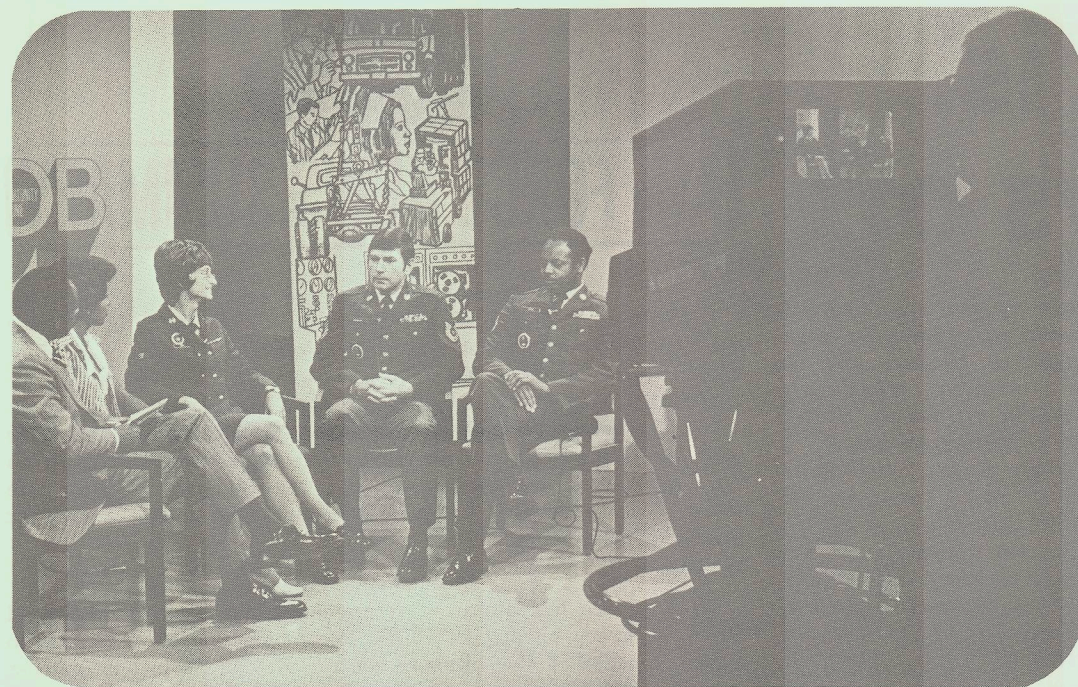
Of 24,183 eligible NCOs competing for promotion to senior master sergeant, 1,899 were selected. This gives an overall promotion opportunity rate of 7.9 per cent. The rate for fiscal year 1976 was 14.2 per cent. This year's lower rate is the result of fewer projected vacancies. (AFNS)

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All photos are official Air Force photos unless otherwise indicated.
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Maj. H. C. Moore, Chief, Publicity
C. J. Chandler, Chief, Media
TSgt. C. V. Majors, NCOIC, Media
TSgt. D. B. Draehlis, Editor
J. M. Richardson, Writer



ON THE AIR, a cameraman focuses in on participants in "Job Opportunity Line," a weekly television program for employment seekers, aired by WJBK-TV, Channel 2, in Detroit. From left, Charles Harper and Anne Garrett interview Sergeant Myrene Dziak and Technical Sergeants Gene Kowalski and Ted Scruggs, to learn about opportunities that exist for young people who join the Air Force. Sgt. Dziak is a jet engine mechanic instructor at Chanute Air Force Base, Ill. The other sergeants are recruiters with Detachment 504. (Air Force Photo by Sgt. Douglas Gillert)

Det. 504 recruiters receive 'helping hand'

by Sergeant
Douglas Gillert

DETROIT, Mich. — Air Force Recruiting Detachment 504 was given an "assist" in the accomplishment of its mission recently. The "helping hand" was proffered by Air Force Sergeant Myrene E. Dziak, a jet engine mechanic instructor with the 3352nd Student Squadron, Chanute Air Force Base, Ill.

Sgt. Dziak was in Southeastern Michigan to assist Det. 504 recruiters five days this summer.

During her visit she appeared with recruiters, Technical Sergeants Gene Kowalski and Ted Scruggs, on a half-hour television program in the Detroit area. The program, "Job

Opportunity Line," is aired live each Sunday by WJBK-TV, Channel 2.

Hosted by Donald McGee, the television show provided the recruiters and Sgt. Dziak with an opportunity to explain various training and job opportunities available to persons who enlist in the Air Force. It also served to stress the equal opportunities that exist for enlisted women.

Charles Harper and Anne Garrett, two free-lance reporters, conducted the interview and, according to TSgt. Kowalski, it went smoothly.

"Myrene came across very well," TSgt. Kowalski confided. "She represented the Air Force in a highly positive manner."

Following the show, Don McGee taped a second interview with Sgt. Dziak and Detroit-

based recruiter TSgt. Scruggs. The tape was made for airing the following Saturday on WOMC, a major FM radio station in the city.

Sgt. Dziak also traveled to the Aero Mechanics High School on Detroit's east side. Following an introduction there by TSgt. Andy Andrews, she instructed two classes on Jet Engine Theory. She spent part of a day at TSgt. Kowalski's Mt. Clemens recruiting office, answering the questions of potential enlistees.

Another day, the Sergeant, a native of Chicago, Ill., visited two vocational schools in the Pontiac, Mich., area, with TSgt. John Homer. She then accompanied the Sergeant to his Pontiac recruiting office, to talk with interested Air Force applicants.

DEP members attend meetings

by Staff Sergeant
Al Levine

CARLE PLACE, N.Y. — Members of Air Force Recruiting Detachment 104 here have developed a program to help prepare members of the Delayed Enlistment Program (DEP) for basic and technical training.

They call it the "DEP Commander's Call," and it is similar to commander's call programs operated on all Air Force bases, say detachment officials.

Master Sergeant Carlyle D. M. Clark, a sector supervisor in Queens County, explained the program in his area. "The month preceding the shipping date, all the recruiters invite people who are going to leave for basic training. First, I give them a quick rundown on what to expect at Lackland (AFB, Tex.) then we show the 16mm version of 'Basic Training—The

Fastest Six Weeks,'" he said. "Next comes an 'Air Force Now' film and the program ends with a straight forward question and answer period.

"We also ask each invited airman to bring at least two friends with him or her, so the program acts as a source of perpetuation," added MSgt. Clark.

In neighboring Nassau County, MSgt. Jim Battle added another feature to the program.

"We encourage parents to attend," he said. "Mom and dad know that their son or daughter is joining the service, but really don't know what's going to happen to them once in uniform.

"But when commanders' call is finished, the parents are just as motivated as their youngsters," he concluded.

The program helps better inform and prepare both DEP members and their parents for the transition from civilian to airman, say officials, and in many cases it helps recruiters prospect and perpetuate.

Policy change affects overseas assignments

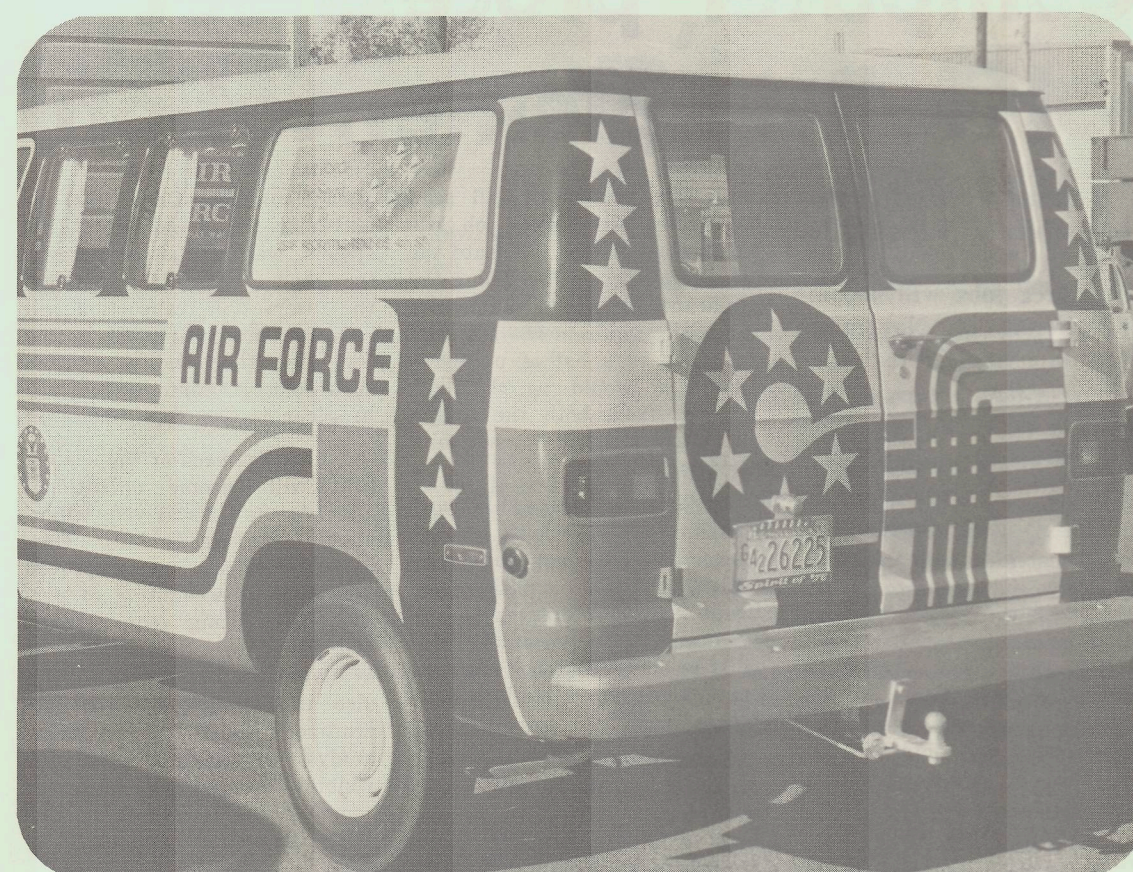
Airmen selected for overseas assignments who do not have enough retainability to complete standard tour lengths will not be sent on that particular tour involuntarily. However, they will become ineligible for promotion or reenlistment, according to officials at the Air Force Military Personnel Center (AFMPC).

Previously policy allowed involuntary tours of shorter length to the same assignment.

Suggested by the short tour study group at AFMPC, the new rule is expected to make better use of people and save permanent change-of-station money.

The change applies to all airmen except first termers. It affects those with assignment selection dates after June 9. Personnel officials say that those deferred will still be eligible for a shorter tour if they have enough retainability, but they will remain ineligible for promotion or reenlistment.

(AFNS)



MEMBERS OF THE 3506th Air Force Recruiting Group have developed several ideas to improve the effectiveness of their advertising and publicity vans. This van is equipped with drapes which, when closed, turn it into a mini-theater. It also has a trailer hitch which can be used to pull the group seat belt demonstrator. In the side rear windows are transit car cards localized with a recruiting office address.

Group provides van guidance

MATHER AFB, Calif. — The 3506th Air Force Recruiting Group here recently provided guidance to help its recruiters obtain maximum benefit from its advertising and publicity vans.

In a letter to detachments, Major Douglas K. McCartney, the group's advertising and publicity chief, suggested several ways to improve the effectiveness of the mobile, outdoor display at parades, fairs, career days, air shows and other major civic events.

For static displays, the seats can be removed and portions of the multi-purpose or hall-wall-window display can be set up inside, according to the major.

Transit car cards can be used on the inside of van windows or around the top of the vehicle. However, they must be removed before the vehicle is driven.

The inside of the van can be turned into a mini-theater to

show Air Force recruiting super-eight films by putting curtains over the windows.

Decals providing the recruiter's name and phone number or a special theme added to the rear side windows can be easily scraped off after the event.

Air Force Recruiting Detachment 610 uses nine-inch magnetic numbers to place the local office phone number in the white area on the side of the van.

Another idea suggested installing a trailer hitch to enable the van to transport the group's seat belt demonstrator or miniature motorized aircraft, to show sites or in parades.

Group officials recommend that the vans not be used for day-to-day transportation, mail runs or delivery of desks, safes or other items.

"This increases the wear and tear on the vehicle and makes it less suitable for display," explained Maj. McCartney.

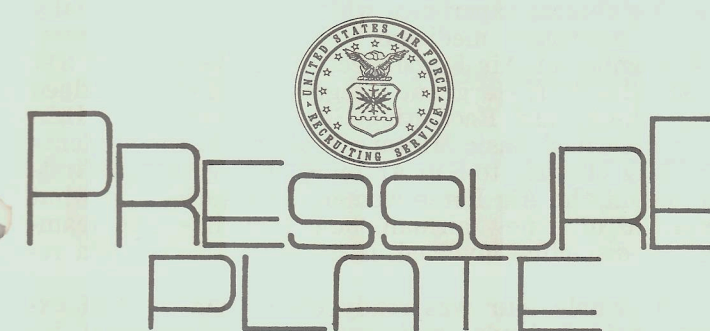
AIR FORCE NEEDS GREAT PEOPLE



SEE YOUR AIR FORCE RECRUITER

THIS IS THE Air Force Recruiting Service billboard scheduled for posting at various locations throughout the United States this month. Carrying the message, "The Air Force needs great people," it will be up during August and September. Featured on the board, are from left,

Airman First Class Kathey Earley, Sergeant George Baldini and Staff Sergeant Gary T. McCoy. They are now Sgt. Earley, SSgt. Baldini and Second Lieutenant McCoy. All were assigned to Randolph Air Force Base when photographed by Jim Drury of the Directorate of Advertising here.



Beauty pagents

Members of Air Force Recruiting Detachment 606, Alameda, Calif., are gaining publicity for the Air Force and Recruiting mission by participating as escorts in local beauty pagents, say detachment officials there.

Not new, but good

Staff Sergeant Michael Wiley has developed a tool to help him perpetuate.

The member of Air Force Recruiting Detachment 108, maintains a mini-billboard in his recruiting office, on which hang tags with the names and addresses of his enlistees. The tags are filled out voluntarily by the new Air Force members.

The billboard is visible to prospective applicants visiting the office.

Hints for retired support

Air Force Recruiting Detachment 307 Commander, Major Winston R. Youngblood, recently spoke to members of the Western North Carolina Chapter of the Retired Officers Association.

The major used the occasion to seek assistance from the retired officers in finding highly qualified men and women for the Air Force.

Back to basics

Master Sergeant Joel A. Kinsman, Sector G supervisor, for Air Force Recruiting Detachment 108, recently helped his and Sector F recruiters get back to basic recruiting techniques.

The sergeant set up a day-long training session with the Bell Telephone Company. The company provided a refresher course on proper telephone technique to aid recruiters in setting up appointments.

New human relations education phase to start

WASHINGTON — Phase III human relations education (HRE) will begin Air Force-wide in September.

HRE training will be mandatory for all enlisted personnel in grades E-4 (sergeant) through E-9, all officers, all civilians who write performance reports on military or civilian employees, and senior airmen and below who write performance reports.

The ten-hour course entitled "Discipline and Human Relations," will cover such subjects as the interrelationships of standards, discipline, and human relations; communications and

supervisory behavior; utilization of Air Force women; and the concept of affirmative actions.

Phase III classes will be conducted by instructors assigned to base-level social actions offices. The block covering standards, discipline, and human relations will be taught by graduates of the Air Force Leadership and Management Development Center.

As in the past, personnel attending Phase III will have the month and year of attendance entered in their personnel records. This will preclude rescheduling in case of a permanent change of station during the 14-month duration of Phase III training. (AFNS)



STUDENT LEADERS and high school counselors from Westminster, Md. visit the 1st Helicopter Squadron, Andrews Air Force Base, Md. during a tour of the base facilities. They were the guests of Air Force Recruiting Detachment 305, recruiter Staff Sergeant Charles G. Hosier. (Air Force Photo by SSgt. Joseph Geraci)



DURING A TOUR of the USAF School of Aerospace Medicine, Tammy Driver demonstrates how the Boerne chair affects a pilot's equilibrium while in flight.



STAFF SERGEANT Gregory Brotherton, a member of Air Force Recruiting Detachment 311, Nashville, helped Mrs. Tecia LaVerne Finch of McGavock High School escort 32 health profession students on their recent tour of Brooks and Lackland Air Force Bases and Community College of the Air Force at Randolph AFB.

Candy, lamps pave way for students' tour

by Joyce Richardson

Twenty-five hundred dollars earned through a school project paved the way for a 930 mile bus trip for thirty-two health profession students to learn more about the "chair" and aerospace medicine.

Sheets of rain drenched the McGavock High School youths as they hurried into a building housing "the chair" as they called it at the Air Force's School of Aerospace Medicine, near San Antonio.

Tabbed the Boerne chair, it demonstrates the effects of spatial disorientation that pilots experience while in flight.

"It's really fascinating," a wet Yolanda Blakely said as she watched some of her classmates try the chair out.

Why did these young people work so hard selling candy and lamps and washing cars in Grand Ole Opry Land to visit Brooks Air Force Base, the home of aerospace medicine?

Mrs. Tecia La Verne Finch, registered nurse and class instructor, explained, "The students can learn more by gaining clinical experience which comes from actually observing aerospace medicine."

A member of Air Force Recruiting Detachment 311 in Nashville, Staff Sergeant Gregory Brotherton, helped arrange the special Recruiting Service tour. SSgt. Brotherton described Basic Military Training to the students on the long bus trip to San Antonio. "But getting a first-hand look at the Air Force women dormitories and what is expected of a new airman, how they live, the teamwork and discipline involved, is impressive," Yolanda related.

"The whole tour was really more than we had expected," said Yolanda, recipient of the Vocational Industrial Clubs of America Olympic Gold Skills Medal, for her expertise in the dental hygiene field, "our main interest was in seeing the advanced medical techniques practiced at Brooks. As it turned out we got to observe and learn a lot more," she added.

While at Lackland, the Gateway to the Air Force, the group toured Wilford Hall Medical Center, the largest Air Force hospital. "It was really heavy," exclaimed Yolanda, talking about the center's eye bank, open heart surgery, education, dental and clinical medicine capabilities.

McGavock High School is a prototype school for sophomores through seniors. Some 132 teachers instruct everything from astronomy, computer training to aircraft mechanics on the 13-acre covered campus.

"Students in health careers receive training in nursing, physical therapy, cardiac emergency care, pharmacy, medical librarianship, veterinarian assistance and spend one day a week actually working in a hospital," Mrs. Finch stated. "Upon graduation, they have enough training to go right to work and be productive."

"Whatever path these young people take, whether it is going right into the civilian job market, going to college or joining the Air Force, they will be a mature and motivated asset," Mrs. Finch concluded.

Included in the three-day itinerary was a visit to the Community College of the Air Force at Randolph AFB. During their free time, the group visited various sites of interest in San Antonio.

Air Force
Photos by
Jim Drury

STUDENTS FROM Nashville's McGavock High School listen attentively as a military training instructor (TI) at Lackland Air Force Base, Tex., describes the dormitory where new women enlistees live while in six weeks of Air Force basic military training.

Programs spur more enlistments

MILFORD, Conn. — Enlisting more people with fewer cancellations is the objective of two new programs initiated in Air Force Recruiting Detachment 106. And they are working, according to Major William J. Gates, commander.

They are Delayed Enlistment Program (DEP) Reserve Meetings and a 15-day DEP Reporting Program.

The programs are successful in reducing cancellations and in helping members of the DEP transition to Air Force life, according to the major.

"The DEP Reserve Meetings have turned out to be perpetua-

tion with a plus," said Master Sergeant Thomas Jay, sector supervisor in New Haven, Conn. "We have a monthly meeting with the people in the DEP, talk to them, show an Air Force Now film, answer their questions, then ask for their help."

"Each person is given six mailback cards," MSgt. Jay continued. "They are asked to fill in three of them with the names of someone who isn't interested in joining the Air Force. Someone in their graduating class perhaps, but, someone who they think would make a good airman. The other three cards are to take with them to complete later and send to their recruiter," he said.

"The program works," MSgt. Jay concluded, "it keeps DEP members informed and it creates a deck of names of potential applicants that the recruiter can work."

MSgt. Joseph Leger, sector supervisor in Hartford, Conn., reports that the 15-day DEP Reporting Program used by his recruiters not only helps the person in the DEP transition to Air Force life but is also one of the best ways a recruiter has of meeting his recruiting objectives.

"Too many times a person enlists in the DEP and isn't seen again until he leaves for basic," said MSgt. Leger. "With a 15-day scheduled report, either by telephone or preferably in person, the recruiter can keep close contact with his enlistees."

"Maintaining that contact pays big dividends for the recruiters," MSgt. Leger continued. "Not only do the people in the DEP become more involved with the Air Force, the perpetuation is also assured through the enlistees' constant influence in the community."



DEPUTY SECRETARY of Defense William P. Clements Jr. signs the official Air Force visitor's log during a recent visit to the armed forces recruiting booth at New York's Times Square. Staff Sergeant Joe Rivas, is the Air Force recruiter assigned to the booth. He is a member of Air Force Recruiting Detachment 104.

Three in RS receive Commendation Medals

A member of the 3501st Air Force Recruiting Group and two members of the 3503rd Group recently received Air Force Commendation Medals.

Captain Angela T. Rynieski, nurse recruitment officer for Air Force Recruiting Detachment 108 was awarded the medal for her contributions to the mission of the Dover Air Force Base, Del.,

hospital where she was assigned as an operating room nurse.

Technical Sergeant Buddy C. Ward, operations support non-commissioned officer (NCO), Det. 303, earned the Commendation Medal for meritorious service while assigned as a recruiter and later as advertising and publicity NCO at Det. 303.

In Det. 307, Master Sergeant Lonnie H. Howard was awarded the fourth oak leaf cluster to the Commendation Medal. He earned the award for outstanding achievement as an Air Force recruiter.

Air Force tightening belt on overweight officers

WASHINGTON — Air Force is tightening the belt on overweight officers. A recent policy change says that failure to meet set standards of dress, personal appearance, or military deportment may constitute substandard duty performance and warrant involuntary separation.

The result of this change is that when an officer fails to comply with established standards — involving dress, appearance, weight, decorum, etc., discharge action may be appropriate.

For some time, commanders have expressed a need for a more direct separation authority to discharge officers who fail to attain or maintain the required weight standards. Separation action is normally invoked only after other administrative sanctions such as supervised diet, mandatory physical conditioning and weigh-ins, control roster and performance report remarks have been unsuccessful in getting an individual within weight limits.

Air Force Regulation 35-10 establishes that high standards of personal appearance are required of all personnel. It says that individuals who do not comply with weight requirements

and are obese violate these standards.

Regulations say weight standards apply to all personnel. It further states that if overweight personnel do not meet prescribed weight limits within the allotted time, they face various administrative actions, including involuntary separation.

Separation of officers and airmen will only be appropriate after required participation in the weight control program has not produced compliance with weight standards. In addition, prescribed weight standards may be waived in individual cases when supported by medical reasons. (AFNS)



MEMBERS OF the Air Force Band of the East perform at Oswego State College, Oswego, N.Y., on behalf of Staff Sergeant Robert Dow, a member of Air Force Recruiting Detachment 103 there. The band was so well received that it was called upon to play three encore numbers, according to detachment officials. (Air Force Photo by Staff Sergeant Fred A. Miner)

Keep trying

COMMENT: I want to complain about all the notations that have to go on the back of the PIR card. You know, we are running out of room for all these things, like annotating that we've shown certain films. Why not revise the form so that all we have to do is check off or initial it? This is getting ridiculous; I can't believe you guys are loading us down with so much paper work . . . (cut off) I can't even get started talking in one minute. How about changing this thing so that we can say more before we get cut off? Also what happened about my suggestion for a cross-reference between the various films and AFSCs. How do I know what A&P materials are available unless I call somebody and ask? So far, I haven't seen any of my suggestions in the newspaper. I don't think you guys have considered any of them, but I'm going to keep trying, and that's more than I can say about you guys.

REPLY: "Us guys" usually answer by telephone within a few days after a DIAL is received. However, anonymous callers can only be answered via our monthly paper, and that means a delay of 30 to 60 days, depending on when the call was received during the paper's production cycle. The only exception is the Hawk; we answer him fast because we know who he is (I think). A revised PIR is already in the Publications Distribution System, and includes space on the front side to annotate special requirements. However, it won't be issued until stocks of the old form are exhausted. Your DIAL about the film index was published in the July edition — the index was printed in the December Advertising Newsletter distributed to sector supervisors, and will be included in the ATCR 33-16, which should be on the streets soon. So you see we act positively on good ideas. As far as I'm concerned, "us guys" refers to all members of this command, and we'll all keep trying. Thanks for calling . . . and calling . . . and calling . . . "you guys".

In whose footsteps?

COMMENT: I am calling in regard to your DIAL comment about public intoxication in last month's paper. I have a young man whose father is a police officer and he wants to follow in his father's footsteps. However, my applicant has been charged with public intoxication. I would like to know if there is any possibility of a waiver for this man to enter the security police field.

REPLY: Applicants for a GTEP job must meet all criteria for that job or select another. We do not have authority to waive these criteria. If your applicant enlists as an AI he might after further screening be considered for an 811/812 job at Lackland. However, he must understand that this is an "iffy" and "maybe" situation, and there is absolutely no guarantee that a police job will be available or that he will qualify for it.

Garbage?

COMMENT: Regarding applicant processing where the person takes the test and the whole applicant-thing is made out, and then they go to the AFEES and are found disqualified. That means I have wasted all that time for paper work and everything. It would be better to DEP them, work on a 3007, page 1 to the 1966 and the 941. Then we could fill out all this other garbage because the applicant will be waiting around for six month in the DEP anyway.

REPLY: Perhaps if we called it the Delayed Active Duty Program rather than the Delayed Enlistment Program, this requirement would make more sense. You must remember that DEP involves enlistment in the Air Force Reserve, and this requires that essential paperwork be completed. Completion of all paperwork allows the AFEES liaison people an opportunity to thoroughly review it with the applicant, thus reducing potential fraudulent enlistments and also insuring that the applicant thoroughly understands what's going on. It's also an important quality control step — if there are errors, we have time to correct them before the applicant gets to Lackland where mistakes in paperwork may result in setbacks or casual status after completion of Basic Military Training. Garbage is defined as any worthless, unnecessary or offensive matter. While you may consider the paperwork to be offensive, it's absolutely necessary and therefore worth the effort to get it correct — it's not garbage! Be nice.

Weighty matters

COMMENT: I am calling about weight standards for male NPS applicants. They are not realistic. As an example, take an athlete who is overweight as far as the Air Force is concerned but not for his frame-work. If he loses weight, he would actually look abnormal. Take an 18-year-old, 70-inches tall. He must weigh a maximum of 186 pounds for us but another service will take him at 214 pounds, 28 pounds difference.

COMMENT: I think the Air Force is going overboard on weight. I have an applicant who is a college football player, mentally qualified, but I can't even send him to physical because he's overweight by Air Force standards. He is solid muscle and probably in better shape than most Air Force members today. He can lift 170 pounds with his legs and 250 pounds with his arms. Is there any special provision for college football players?

REPLY: Air Force weight standards have been developed by the Air Force Surgeon General's office and apply to everyone, who wears the blue suit, not just applicants. When we used enlistment tables in Army Regulation 40-501, we had problems because recruits had to start losing weight when they came on active duty. We are authorized to enlist BWQ applicants who exceed our Air Force Manual 160-1 standards as long as they do not exceed those in AR 40-501. However, this is tightly controlled and may be approved or denied depending on the needs of the Air Force. When the medical officer at the AFEES feels that an exception to standards should be made, he makes his recommendation to the AFEES Liaison NCO who forwards it to the Air Training Command Surgeon General's office for evaluation. Each case will be judged separately on its own merits, and the waiver request will be submitted only if recommended by the AFEES medical officer. We're not trying to discriminate against brawny athletes but we are enforcing the weight standards that our applicants must meet if they come on active duty.

Form 1419 in Florida

COMMENT: I have one question. We have been directed by the AFEES in Jacksonville, Fla., that if a person admits to us a minor non-traffic violation, we must have an ATC Form 1419 in their file prior to DEP. On the other hand, ATCR 33-2 says we only need one of those if the person admits to parole, probation or some type of supervision. This is more work load on field recruiters, and it's really ridiculous.

REPLY: Courts in the Sunshine State may suspend a sentence with a probationary period and the understanding that charges will be dismissed if there is no further trouble during the period of probation. Therefore your detachment implemented a policy to use the form on such cases, particularly for juvenile offenders for whom "no final disposition" is shown on the DD Form 369. The state requires the individual's signature and a statement authorizing release of information before inquiries will be honored, and the Form 1419 satisfies this requirement. Rules 7 and 8, Table 1-1, ATCR 33-2, render applicants ineligible when charges have been filed or are pending or when some form of restraint has been imposed. No recruiter wants to waste time and government money processing a person who is ineligible, and the system within your det appears to be a most effective way of checking eligibility and protecting you, the recruiter, from allegations that could develop after enlistment. Keep charging.

Marijuana—hard to swallow

COMMENT: I have an applicant who was picked up on charges of possession of marijuana, but the charges were dismissed. Why must I run a waiver? This is very difficult for me to swallow and even harder to explain to the parents.

REPLY: Can you imagine what ATCR 33-2 would look like if we tried to print a table listing policy for each state and municipality? That's what we'd have to do because of the widely divergent local laws and procedures regarding marijuana in particular and drugs in general. Regardless of the disposition of the case, we must remember that at the time the individual was apprehended, police authorities believed that they had grounds for their action. Rather than deny enlistment on the basis of an arrest record, we allow the applicant to explain the circumstances. When there is no problem, the waiver will normally be approved. Basically what I'm saying is that what they label as "charges dropped", "case not prosecuted", etc., in some jurisdiction doesn't mean that an offense wasn't committed, and in our quest for quality Air Force members, we can't afford to take chances.

Congratulations!

COMMENT: My group headquarters has directed that we work on Saturdays from 9 a.m. to 5 p.m. to fill July, August and September enlistments. I'm already ATB for the quarter, and even though I'm willing to exceed my goals, it seems like a form of punishment to have these extended duty hours.

REPLY: Congratulations on being ATB! If the other 253 recruiters in your group were in the same category, there'd be no need for Saturday work. However, it's like any other team effort, when the team's goal is in jeopardy, everyone must pitch in and that applies double for the star players. As you know by now, your group backed off a little bit so that you can close down at 1:30 p.m. on Saturdays, unless your detachment commander rules otherwise. I sincerely hope that Saturday work schedules won't have to become a way of life because I think that they can become counterproductive over an extended period of time. However, right now it's necessary. Through your efforts you can help change it back to a five-day schedule, so keep charging—who knows, maybe the other guys in your group will catch fire.

Keep suggesting

COMMENT: I'd like to suggest that people going on leave after basic or tech school have some sort of locator card mailed to their recruiter. We could contact them and they'd be of real assistance in recruiting. Also, I'd like to suggest an annual yearbook for all the recruiters, with a little picture and biographical sketch on each person. It would help develop esprit de corps and we could also keep track of who's where.

REPLY: I can't buy either suggestion, both for the same reason. Manhours and cost would be prohibitive for both projects. In the case of people home on leave, I have asked you to keep in touch with them—when they hit town, you should be one of the folks they contact. The year book would add one more project to the more than 280 already in the works for the A&P specialists at the headquarters. Considering that most of these projects are hard core mission support, I can't support one that would be nice to have; especially when we consider the number of man hours that would be required to assemble the material, design the book, lay it out, set the type, proof read and work through procurement to get it printed. Both of your ideas are basically sound, but in the current tight-budget and declining-manpower environment, neither can be implemented. Keep suggesting, and keep charging!

"Things to remember"

COMMENT: Hi. I have some comments about this "Things to Remember" brochure. Why, at the initial interview, do we give the applicant literature asking if he or she is unsure about the Air Force, and to bring along a buddy or friend? If the applicant is unsure at the beginning, what's going to happen at Basic or Tech Training? It says to have parents or an attorney check things out, but at what point is the individual mature enough to make decisions on his own? The brochure also tells the applicant that there's literature that includes details and qualifications about jobs in each specialty area. I have to go over a dozen pamphlets . . . (cut off).

REPLY: A mature decision should be made after careful deliberation. We believe the Air Force is a great way of life, but, it isn't a Camelot and we want to make sure that applicants make this decision with full foreknowledge of the realities they will face. After all, they aren't buying cars or stereos, we're talking about four or six years of their lives, or perhaps 20 or 30 years. The mature person will appreciate our honesty and, after the questions are answered, will be more committed. False expectations are like a malignancy, just waiting to be crushed and expand into a state of mind that often results in an airman turning sour. We're contributing to a more productive Air Force right from the individual's first contact. We also help establish your credibility, which should overcome some of the public misconceptions of recruiters. We think enough people will be impressed by our approach that the brochure can aid in perpetuation and get more applicants through the door. Finally, in response to your comment about jobs, ATCR 33-2's listing of qualifications is a good place to start, and you should soon have a supply of the special off-prints from "The Recruiter" Newspaper that may help. I hope you understand some of the rationale behind "Things to Remember;" in the long run, it can do us a lot of good.

Put it in the boiler room

COMMENT: After seeing a picture in "The Recruiter" Newspaper showing a bill board on an AFRO wall, my partner and I decided to put one up. We were ordered by the building superintendent to take it down. We appealed to det headquarters but they didn't support us because, they said, we can't have anything taped or nailed on the wall in space that's leased by GSA. I thought the Air Force was paying rent for these offices, and therefore we ought to have some control on what we can put on the walls.

REPLY: Sounds like a situation Schneider would create on "One Day at a Time." Actually it's like having a pet in an apartment; some managers will let you and some won't, but it's normally spelled out in the lease. The same applies to contracts GSA negotiates with building owners. Rules are rules, but with the can-do ingenuity that characterizes recruiters, I'm confident that you'll find a way to display your posters without incurring the wrath of the folks from the boiler room.

Thanks, C Sector

COMMENT: I noticed in the "Recruiter" Newspaper that you got in trouble because they showed a picture of you with the wrong kind of name tag. Then I noticed in the "Here n' There" column that they referred to you as Major Iosue. We were wondering if there's any connection, and if so, can we expect an ODS letter changing your signature block? Thank you major, or is it general? Seriously, we enjoy reading your column. This is from the group in C Sector.

REPLY: If we don't make production goals during '7T, you may be calling me Captain Iosue. I appreciate all your efforts including your support of the paper's proof readers. They told me that they allow a few errors in each edition just to keep you on your toes. The newspaper staff asked me to tell you, "thanks a lot." We'll get better, and so will C Sector.

Police checks

COMMENT: Reference ATCR 33-2, Chapter 10, paragraph 5-11b(2) which says we should send police checks to an address in San Diego. I have gotten my police checks back or actually gotten the envelopes back, stating that they have no such address. Where do I send them? What do I do?

REPLY: Each detachment is charged with the responsibility of informing the Directorate of Operations here at the headquarters whenever a change is necessary in ATCR 33-2. We'll go ahead and make the change to include information that police checks or court records in California are not released except to the applicant and then only for a fee. Thanks for bringing this matter to my attention, and Change 3 to the reg will indicate that DD Forms 369 presently are not honored in California.

DIAL of the month

COMMENT: I opened a new recruiting office last October. Even though I received most of the films I was supposed to have, I didn't get a copy of the basic training film. I know that my Detachment Advertising and Publicity people have requested it twice but it's apparently not available. Also, I am not receiving ODS letters through distribution. The operations people at Detachment say that they've forwarded a request to put me on distribution but I am still not getting them. I checked today and found that I'm missing three, but I don't think I should have to check every day to see if there's something new that I don't know about. I think DIAL is a very good program and I appreciate your time.

REPLY: I think it's a good program too, especially in cases like this when a recruiter doesn't have the tools needed to get the job done. You should have the film by now and also be getting the ODS letters. For what it's worth, we checked with the Aerospace Audiovisual Service and they claimed that they've never received a request for the film. So, all A&P folks, take pencil in hand and check this address: AAVS/LGHLD, Norton AFB, Calif., 92409. If it's not right in your directory, fix it. Regarding the ODS letters, we depend on information from detachments and groups to update our files. So, all operations folks, make a mental note to be sure all the paperwork gets done. Thanks for bringing this matter to my attention. DIAL works, and in situations like this, it works fast. (By the time this is printed, I'll bet you have six prints of the film and are receiving three copies of each ODS letter . . .)



COMMANDER'S
DIAL 3425
DIRECT
INFORMATION
ACTION
LINE

Commanders DIAL (Direct Information Action Line) is designed to provide Air Force Recruiting Service personnel with a direct line to the commander. If you have a question, suggestion, comment or complaint, call Autovon 487-3425, Federal Telephone System, (512) 748-3425 or commercial (512) 652-3425.

Please call

COMMENT: In regard to ODS letter 76-35, Drug Abuse, instead of using AF Form 2030, is it possible to use DD Form 1966, items 37 a, b and c? This would save Air Force costs in reprinting the 2030 as we already have the 1966 in service.

REPLY: I am told that the other services use the items you cited. However, they do not have the same policy as the Air Force on drug abuse and we therefore have to use our own form. Your concern about cost is appreciated. However, in summary, a form directed toward our precise drug abuse policy helps avoid confusion, and we cannot modify the DoD form because the other services use it. If you have any more ideas for saving money, please call—we need all the help we can get in this area.

Strong, really strong

COMMENT: We had a case where two guys enlisted in the DEP under the buddy system. One got sick and couldn't go, so the other one backed out. I suggest a clause in the contract so that it will still be binding if one of them can't make it. We could be very strong and say, "Hey, you have made a commitment, you can't back out now, and you have to go." Sure would appreciate it if you'd take a look at it.

REPLY: The buddy program is good, but having recruits who are satisfied with the treatment they've received from the Air Force is better. It's the old thing about hammering a square peg into a round hole. No matter how "strong" you get, the result isn't likely to be what you want. Applicant motivation should be with carrots; not sticks.

What you should know

COMMENT: We are limited in the number of GS 75-4 which is really too bad because it's the best brochure I have seen in my four-and-one-half years in recruiting. I have other projects that seem like a waste of money in comparison. How about some more GS 75-4?

REPLY: It's certainly a relief to know that we're doing something right, even though we apparently didn't go far enough. The advertising folks plan to distribute additional copies of the "What You Should Know About the Air Force" in October. It seems like everyone likes it as much as you do, and our supplies have been used up faster than anticipated. In the meantime, you might try NPS 75-1, which has the same basic information.

DIAL 3425

DIRECT
INFORMATION
ACTION
LINE



Hands behind the recruiting badge

Story and Air Force Photos
by Master Sergeant
Hartwell E. Edwards

COLUMBUS, Ohio — Behind the warm, sincere, friendly grip of the Air Force recruiter are dozens of pairs of hands—supporting hands.

Callused, some lift and move desks, cabinets and other office equipment, requisition, sort and distribute supplies.

Agile fingers dart over type-writer keyboards, clattering out communications to recruiters, headquarters and the civilian community.

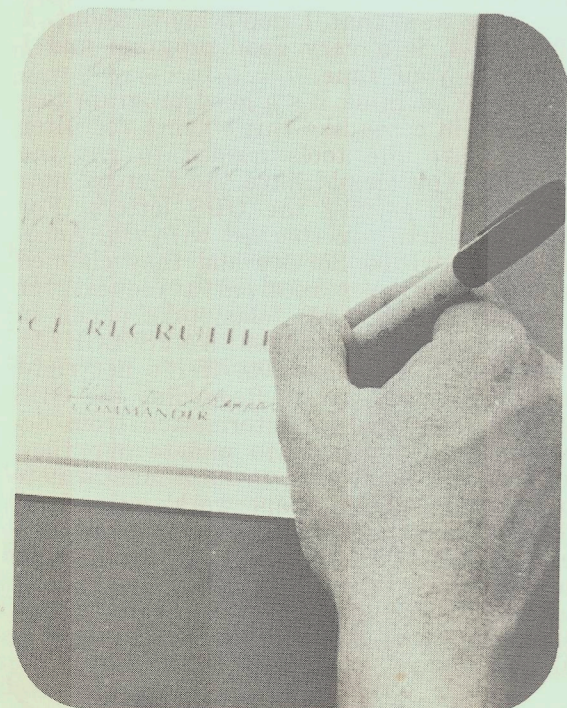
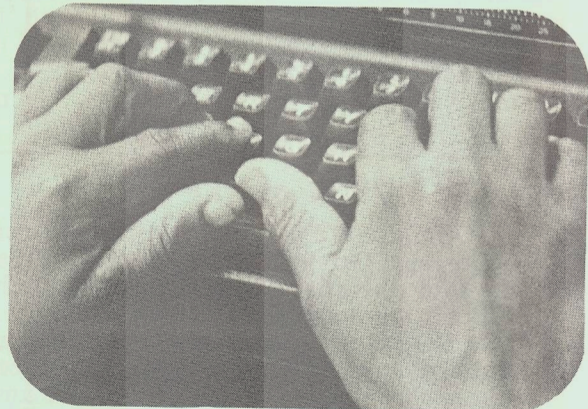
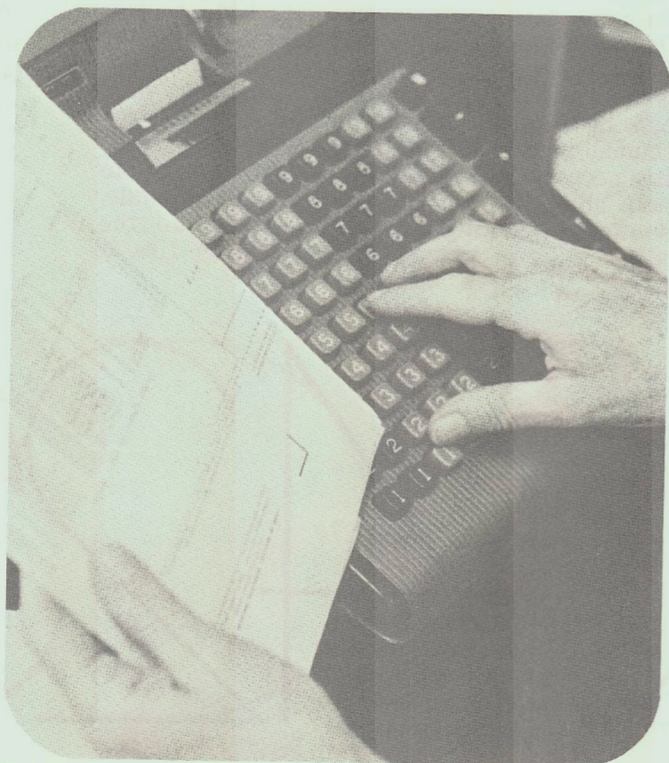
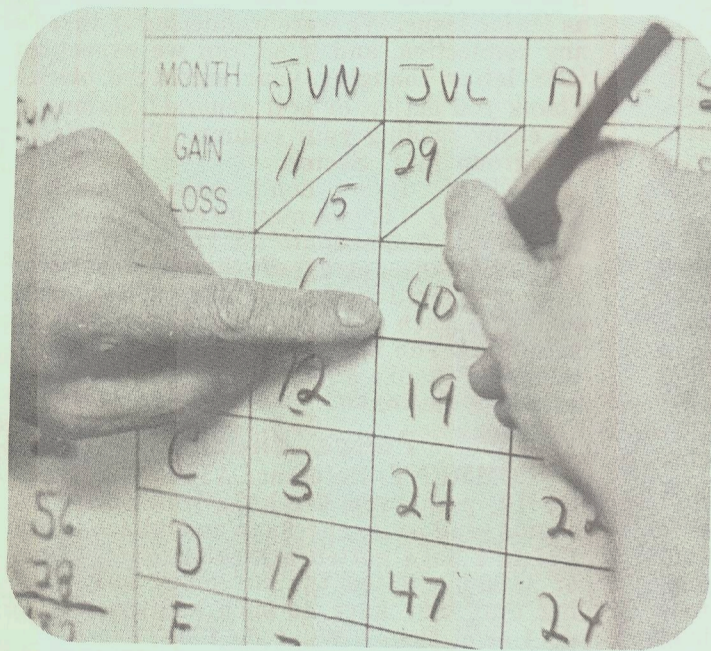
Others assemble displays, operate direct mail machines, stuff envelopes, and order literature.

Fingers trace long columns of production figures, punch calculators, and dial telephones.

Then there are the hands that grip pencils and type forms to keep personnel records current.

Together, they form a symphony in support, conducted by the rhythmic baton of command.

These are the hands behind the Air Force Recruiting badge.



'04th program to assist recruiters

LACKLAND AFB, Tex. — The 3504th Air Force Recruiting Group is formalizing a cost-free recruiter assistance program primarily for its San Antonio area recruiters.

The program will enable them to have selected first-term airmen accompany them and "tell it like it is" about Air Force life to interested students during high school visits. The airmen will also be made available to help recruiters at convention booths.

Volunteers will aid recruiters on a one-day loan basis, according to Major Frank Benton, 3504th Group advertising and publicity chief.

Maj. Benton put together a recruiter assistance package including photographs and a brief biographical sketch on the selected first termers from Lackland Air Force Base, Tex., who volunteer to assist recruiters.

To obtain these volunteers, the major placed an article in the base newspaper, The Tale-spinner. He interviewed the volunteers, selecting about 20 for the program.

The package will be updated periodically, he said. "Although we have already provided the packages to recruiters, we anticipate most will incorporate the program in their fall semester high school efforts," he concluded.

The volunteer program is based on the belief that Air Force members who recently completed basic and technical training can best communicate what Air Force life is like.

All recruiting units are encouraged to take advantage of volunteers at nearby bases, say Recruiting Service officials.



STAFF SERGEANT Larry N. Wilson, an Air Force recruiter at Baltimore, Md., discusses opportunities available to women in the Air Force with a potential applicant near his recruiting display at Reisterstown Road Plaza Shopping Mall, Baltimore. The sergeant is a member of Air Force Recruiting Detachment 305. (Air Force Photo by SSgt. Joe N. Geraci)

Navy town has AF supporter

RIDGECREST, Calif. — What do you do if you're an Air Force supporter in a Navy town?

Mike Molner has an answer. He operates the only two theaters here and shows the 35mm versions of Air Force advertising films, like "Who Has Touched the Sky," every night. And he has done so for the past two years.

Situated in the Mojave Desert, Ridgecrest is the home of the

Navy's China Lake Weapons Test Center and the Air Force recruiter is miles away in Lancaster, Calif.

In addition to showing the films, Mr. Molner, has placed a light box display and take one box—filled with Air Force recruiting literature — in his lobby.

Mr. Molner makes sure the residents of Ridgecrest know the Air Force is around.

Display, performers draw local residents

PORT RICHEY, Fla. — An aircraft display, jazz and rock ensemble, and several drill teams, drew hundreds of local residents to the grand opening of an Air Force recruiting office here.

Master Sergeant Marion W. Averette, a recruiter assigned to Air Force Recruiting Detachment 303, planned the grand opening to coincide with the

appearance of an Air Force Orientation Group F-104 exhibit at the shopping center where the office is situated.

The 581st Air Force Band from Robins Air Force Base, Ga., supplied the ensemble, and local Air Force Junior Reserve Officer Training Corps drill teams performed throughout the day.



VIRGINIA STATE Attorney General, Andrew Miller, addresses a group of 35 Virginians who enlisted into the Air Force together recently. Major Roy L. Costley, center, left, former Air Force Recruiting Detachment 305 commander administered the oath of enlistment; also present for the ceremony was Lieutenant Colonel John A. Langford Jr., right, the new detachment commander. (Air Force Photo by Staff Sergeant Joe Geraci)

Slide presentation

'The kids like it'

by Sergeant
Douglas J. Gillert

WHITEMORE, Mich. — "The kids like it. It gives them a chance to see how people live in other countries or other states in this country. Their teachers find it to be a valuable learning aid."

"It" is a color slide presentation that Master Sergeant Bud Lauria, an Air Force recruiter, shows to high school students learning about government.

MSgt. Lauria, a member of Air Force Recruiting Detachment 504, has served with the Air Force in several countries as well as many bases in the United States. Everywhere he's traveled, the amiable and effervescent sergeant has filled another

tray with slides, and memories to be shared.

"I really enjoy showing my slides to the students, sharing with them the people I've met and the places I've seen. Heck, I just get a kick out of being with young people."

The Bay City-based recruiter recently visited Whitemore-Prentiss High School in rural Michigan, to make his presentation to a class of young men and women studying U.S. Government.

By showing the students his slides, he says, hopefully they will better appreciate the fact that there is no better place to live than the United States. If they do, adds MSgt. Lauria, maybe they'll want to serve their country in a greater capacity.

He is talking, of course, about service in the Air Force. But, not once during any presentation will he try to convince his audience to join the Air Force. He doesn't have to.

Thirty-five Virginians begin training together

WASHINGTON, D.C. — Thirty-five young Virginia men recently chose to celebrate the Bicentennial by joining the Air Force together as a flight.

Called the "Pride of Virginia Flight" the group was sworn in by Major Roy L. Costley, former commander of Air Force Recruiting Detachment 305. The ceremony took place on the steps of the state capitol July 9th before family, friends, and guests.

Virginia State Attorney General Andrew Miller, later ad-

ressed the group encouraging them to take pride in their country, their state, and in themselves.

The group departed Richmond that afternoon aboard an Eastern Airlines jet — also specially designated with the call sign "Pride of Virginia Flight" — for six weeks of Basic Military Training at Lackland Air Force Base, Tex.

Members of the flight represented the counties of: Albemarle, Greene, Culpepper, Nelson, Augusta, Chester, Henrico, Stafford, Frederick, Shenandoah, and Berkeley, W. Va.

'Spirit of '76 Volunteers' join AF on July 4th

ROME, Ga. — Twenty-nine young men from Northwest Georgia officially became members of the "Northwest Georgia Spirit of '76 Volunteers" in Air Force enlistment ceremonies at the Rome Civic Center July 4th.

The idea for the special enlistment group, originated with the recruiters in the Rome recruiting office, and received the recognition of the Rome Bicentennial Committee and the Georgia Commission for the National Bicentennial Celebration.

Master Sergeant Bobby Edwards was credited with recruiting most of the "volunteers", by local recruiting officials.

Posting of the colors and a flag ceremony by the 55 member Rome Boys' Club Choir began the holiday ceremony, which included performances by the choir and the Air Force Reserve Band Ensemble from Robins Air Force Base, Ga. The "volunteers" took the enlistment oath at the conclusion of the ceremony.

Afterward, they departed together for six weeks basic training at Lackland AFB, Tex.



STAFF SERGEANT Dan Farrell, a recruiter with Air Force Recruiting Detachment 501, works on his collection of old guns at his home in Shabbona, Ill. (Air Force Photo by SSgt. Jesse Chavez, Jr.)

AF recruiter collects, builds unusual weapons

by Staff Sergeant A. A. Burrell

ELWOOD, Ill. — When Staff Sergeant Dan Farrell isn't recruiting for the Air Force, the 32-year-old member of Air Force Recruiting Detachment 501 is collecting or building unusual weapons.

"I make black-powder, muzzle-loaders from both scratch, and kits," said the recruiter at DeKalb, Ill., however, "I prefer to make them from scratch."

SSgt. Farrell's weapons are all functional. "If they don't fire, I don't keep them," he said.

He now owns three pistols, several rifles, and a double-barrelled — outside-hammered — shotgun approximately 100 years old.

He also has a .36 caliber cap-and-ball confederate revolver, and an eight pound flintlock dueling-pistol. The sergeant made them both by hand.

"I began collecting guns at age 14. I bought my first 22 rifle for \$5 but didn't start

making guns until six or seven years ago." SSgt. Farrell's latest creation is a muzzle-loading shotgun styled after the original Kentucky Rifle.

He began making guns while a hydraulics instructor at Chanute Air Force Base, Ill. And as he finishes one, he begins another. "It takes approximately 60 hours to make a stock.

When asked if he favors black-powder weaponry, SSgt. Farrell said "Yes, definitely; black-powder is now becoming

a big sport and various clubs are popping up everywhere. It's more of a challenge to hunt with black-powder and it isn't easy to properly load and then hit your target." He is a member of the National Muzzle-Loaders' Association.

SSgt. Farrell hopes to become a licensed gunsmith and perpetuate his interest as a hobby. Although he doesn't directly participate in gun shows, he usually goes in "to look through the good buys".

'Base locator' draws attention

MADISON, Tenn.—Technical Sergeant Ray McCammon has his own "base locator" in the window of his Air Force recruiter office.

A display established by the Air Force Recruiting Detachment 311 recruiter,

it tells young men and women in Madison where many of their friends are and what they are doing—in the Air Force.

The main feature of the board is a collection of clippings from newspapers in his zone, about young men and women who found their "great way of life" in the Air Force, according to detachment officials.

Although the sergeant does not subscribe to all papers in his zone, members of the Delayed Enlistment Program keep him supplied with many of the clippings. This keeps many of them involved and he stays in contact with them, according to the sergeant.

The recruiter says he wouldn't trade the board for anything. "First of all, it's an eye-catcher." People passing his office can't miss it. "Here are 30 to 40 other young people some of whom they know, who chose the Air Force. It makes them think," he said.

TSgt. McCammon constructed the display using part of the hall, wall, window display.

Tours keep COIs up on AF changes

by Mrs. Eldora Criswell
Educational Affairs
Division

"When I was in the Air Corps . . ."

Air Force recruiters throughout the country are familiar with the stories, about military life in the forties and fifties, that began that way.

And all too often that is where the stories end—without the "... but, things are different today . . ." part.

Potential Air Force recruiting centers of influence rarely omit this part on purpose. Usually, it is because they just don't know what modern Air Force life is like.

This is where the Headquarters Air Force Recruiting Service sponsored tours and the local base tour programs can help.

A tour gives the participant a look at today's Air Force in action, how it's members live, how they are trained, and how they work. It also gives the centers of influence a better understanding of the Air Force mission.

Visitors learn first hand of the dedicated, hard-working professional men and women who make up the Air Force's most valuable resource, its people.

The centers of influence bring back to their communities knowledge of the opportunities now available to young people in the Air Force.

Sound, well thought-out planning and flexibility are key elements in a successful local or national tour.

Such details as confirmation of transportation — aircraft, bus or automobile — and itinerary, are vital. Experience has shown that recruiters should always have an alternate plan. Guest lists, for example, may appear firm, but, at the last

minute there are often cancellations. A good alternate guest list solves the problem.

An important point to remember for national educator tours, is that requests for airlift support must be in to the Educational Affairs Division, Directorate of Advertising, 60 days prior to the tour month.

Also, it is important that one-third of the educators be from schools that do not currently offer the Armed Services Vocational Aptitude Battery test to their senior students.

Yes, things in the Air Force are different today, and local and national programs can help make your centers of influence aware of the Air Force's great way of life and make valuable contributions to the recruiting mission.

Officials release tour schedule

The four-day Distinguished Educator Tour schedule for September 1976 through September 1977, was recently announced by Air Force Recruiting Service headquarters officials here.

Fifteen tours are planned for the coming season. During the tours, participants will receive briefings on Air Training Command, Air Force Recruiting Service, and the Community College of the Air Force. They will visit the Air Force Military Training Center, Lackland Air Force Base, Tex., and a selected Technical Training Center (TTC).

The following is a breakout of the schedule by unit, tour dates and TTC:

Sponsoring detachment	Tour dates	Technical training center
	1976	
309	Sept. 20-23	Sheppard AFB, Tex.
311	Oct. 4-7	Keesler AFB, Miss.
504	Oct. 18-21	Chanute AFB, Ill.
601	Nov. 8-11	Lowry AFB, Colo.
305	Nov. 15-18	Keesler AFB
	1977	
103	Jan. 10-13	Chanute AFB
606	Jan. 24-27	Sheppard AFB
108	Feb. 7-10	Keesler AFB
401	Feb. 28-March 3	Sheppard AFB
514	March 14-17	Chanute AFB
607	March 28-31	Sheppard AFB
505	April 25-28	Keesler AFB
403	May 9-12	Sheppard AFB
412	May 23-26	Chanute AFB
101	Sept. 12-15	Chanute AFB



WITH A "BASE LOCATOR" in his office window, Technical Sergeant Ray McCammon keeps passers-by and prospective applicants informed of where their friends, who joined the Air Force are and what they are doing. The sergeant is a member of Air Force Recruiting Detachment 311.

Det. 101 wives stay informed

HANSCOM AFB, Mass. —An Air Force Recruiting Detachment 101 sector supervisor is helping keep recruiters wives informed and involved in their husband's work.

Master Sergeant John L. Giles, sector supervisor, Buffalo, N.Y., recently included the wives in a portion of a sector training meeting.

The primary objective was to insure that the women were aware of their importance to the recruiting effort, according to detachment officials.

MSgt. Giles welcomed the wives by presenting each with a corsage. Lieutenant Colonel Kenneth T. Stehli, Det. 101 commander gave a slide brief-

ing on the detachment and recruiting mission. The many challenges facing their husbands daily were discussed. The women also got a look at a variety of recruiting advertising materials and viewed several films.

MSgt. Francis J. Schneider, sector supervisor, discussed the recruiting process and quality recruiting. This segment of the training meeting was followed by a question and answer session. Then the women joined their husbands for dinner.

"The underlying theme in the wives program was their importance to their husbands in supporting his efforts to get the job done," said Lt. Col. Stehli. The colonel sent letters to each of the wives attending, thanking them for their participation and encouraging ideas and comments for future programs.

Recruiting class graduates told

LACKLAND AFB, Tex. Eight officers recently graduated from the three week Air Force recruiting officer course here.

Graduates were Major Robert S. Shackleford, operations officer, Air Force Recruiting Detachment 305, Bolling Air Force Base, D.C.; First Lieutenant William A. McHail, medical recruiting officer, Det. 307, Raleigh, N.C.; 1st Lt. Wil-

liam B. Kleefisch, Det. 409, Oklahoma City; Captain Robert L. Jordan, operations officer, and 1st Lt. Thomas R. Kuykendall, advertising and publicity officer, Det. 501, Elwood, Ill.

Other graduates were Capt. Ronald L. Pierre, support officer, Det. 601, Bellevue, Wash.; Capt. Karen K. Harrington, Det. 608, Salt Lake City, Utah; and Maj. Robert E. Frost, executive operations officer, 3507 Airman Classification Squadron, Lackland AFB, Tex.

Eight AF recruiters finish NCO Academy

LACKLAND AFB, Tex. — Eight Air Force Recruiting Service noncommissioned officers (NCOs) were among 114 recent graduates from the Air Training Command NCO Academy here.

Master Sergeant Richard K. Weaver, Air Force Recruiting Detachment 106

was one of 12 Distinguished Graduates from the class.

Other graduates from the five and one-half week-course were Technical Sergeant Everett N. Joy, Det. 106; MSgts. Bobby D. Fairchild, Det. 303; Richard R. Harvey, Det. 411, and John E. Gadzowski, Det. 504. Also, TSgts. William A. Agnew, Det. 506; Clinton E. Yokley, Det. 514 and Michael D. Lundberg, Det. 601, were graduated.

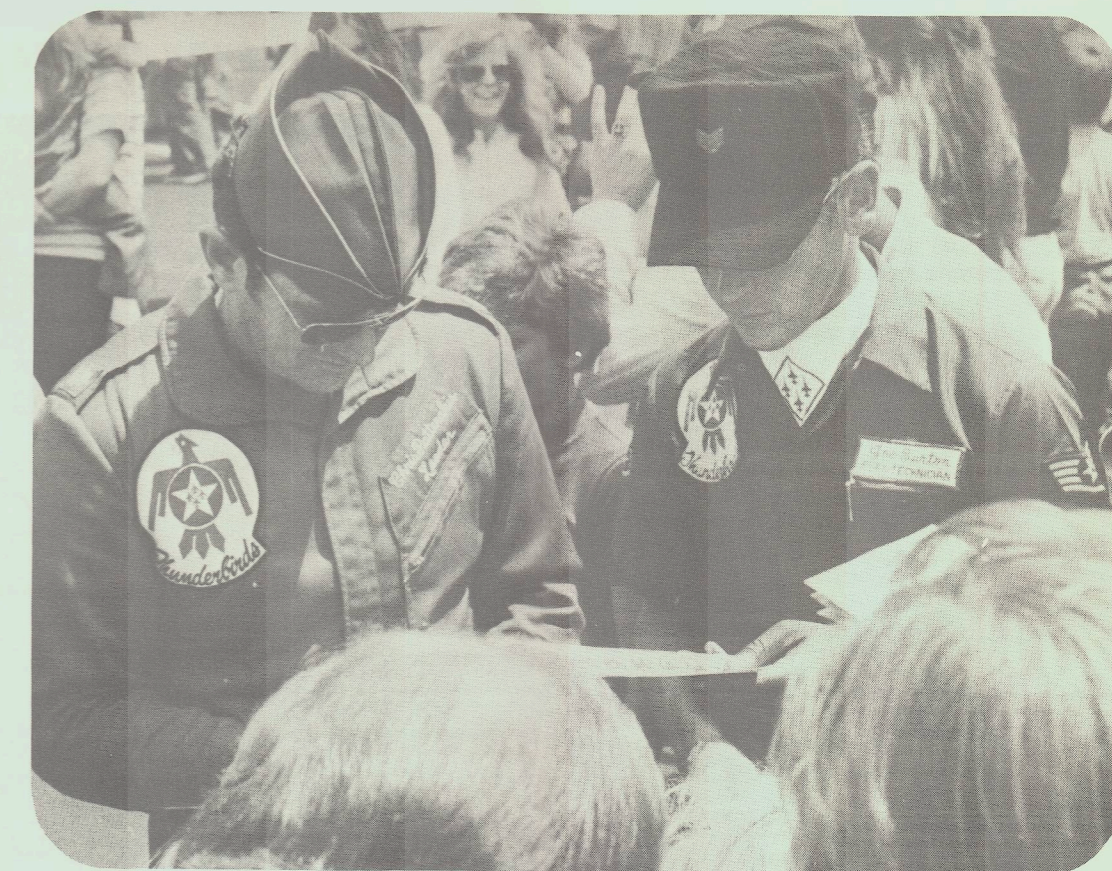
Forty-three end recruiter course

LACKLAND AFB, Tex. — Forty-three noncommissioned officers recently graduated from the six-week recruiting course here prior to being assigned to recruiting units across the country.

Staff Sergeant Dale A. Lamphere, Air Force Recruiting Detachment 608, Salt Lake City, Utah was named as the Distinguished Honor Graduate. Honor graduates from the class were Sergeant David E. Calhoun, Detachment 513, Cleveland; Technical Sergeant James D. Nettell, Det. 412, St. Paul, Minn.; and SSgt. Archie L. Bost, Det. 607, Lowry Air Force Base, Colo.

Going to the 3501st Air Force Recruiting Group are TSgts. David P. Hepler, Det. 101, Pittsburgh; and Kenneth R. Shelley Jr., Det. 104, Carle Place, N.Y.; SSgts. John T. Daws and Porter L. Poynter, Det. 105, McGuire AFB, N.J.; TSgt. Joseph F. Quinlan, Det. 106, Milford, Conn.; Sgt. Michael E. Cox and SSgts. Edward D. DeHart and Phillip B. Henry III, Det. 108, New Cumberland, Pa.; SSgt. David W. Kurau, Det. 109, Bedford, Mass.

The 3503rd Group will gain four new recruiters. They are TSgt. Russell C. Barnes and SSgt. Roy L. Travis, Det. 309, New Orleans; Sgts. Robert B. Poe and Roger D. Reed, Det. 311, Nashville, Tenn.



SIGNING AUTOGRAPHS after an air show at the recent Rickenbacker Air Force Base, Ohio, Open House, are Air Force Air Demonstration Squadron, "Thunderbirds," Commander Leader, Major Chris Patterakis and Fuel Technician, Staff Sergeant Joe Burton. Air Force Recruiting Detachment 514 members set up a mini-theater at the open house where more than 1,200 of the 65,000 persons attending viewed "Thunderbirds—A Salute to America." (Air Force photo by Master Sergeant Hartwell E. Edwards)

College program helps AF members obtain degrees

The mobility of military life no longer has as much detrimental impact of service members seeking college degrees because of a program called Servicemen's Opportunity Colleges (SOC).

Transferring from one duty station to another, schools in the new location not accepting credits, and residency requirements often hindered military members in furthering their education.

The SOC concept is designed to permit a continuation of college work even though a service member is transferred from the immediate area of the school. More than 350 public and private institutions, ranging from two-year colleges to universities, have joined the SOC program.

A SOC bases its admission policies on present ability, recognizes General Education Development (GED) tests' equiv-

alency diplomas for high school graduation and other measures of proficiency and aptitude, and allows individual consideration for exceptional cases.

SOCs also: offer course work at times and places convenient to service members;

permit new students to pick up classes immediately and arrange for departing students to take an early examination or continue their studies by correspondence or independent study;

arrange ways for students who must interrupt studies for temporary duty assignments to keep up or catch up with classmates;

provide academic assistance, advisement, and counseling and give general recognition to the learning value of military experience;

minimize credit loss through transfer by accepting equivalent course work from other accred-

ited institutions eliminating unnecessary residency requirements, and validate or conditionally accept marginal credits;

permit flexible times for completion of necessary residency requirements, count off- as well as on-campus work for credits under their own sponsorship as resident work.

In addition, many SOC institutions offer a "contract for degree" option to military students. This works like a regular transfer, but in reverse.

Under the "contract" option, a student plans to receive a degree from a college selected early in his or her academic career. Credits earned elsewhere are transferred back to the selected college, which grants a degree when the required number of credits are earned. The selected college or university serves as a repository for all academic records, wherever earned, and awards the appropriate degree or certificate when the "contract" is fulfilled.

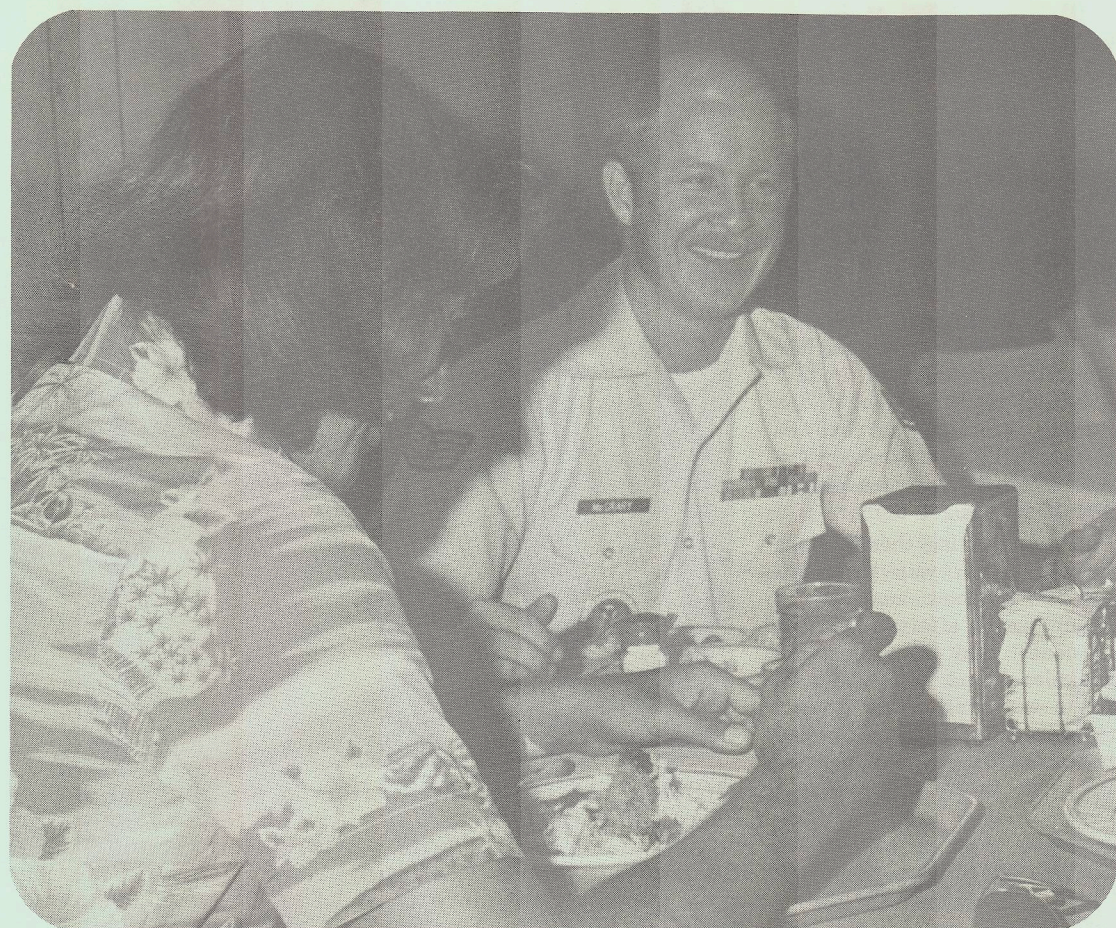
Air Force members may contact, by mail, the colleges of their choice or the base Education Office for further information about the SOC program. (ATCPS)

New WAPS study list coming soon

Weighted Airman Promotion System (WAPS) test study materials for all Air Force specialty codes will be listed in a new publication available to airmen in September.

Testing officials at the Air Force Military Personnel Center say the pamphlet, AFP 39-3, will be updated each September and March.

They explain the new reference list will replace the current reference list source and consolidate the references into one package.



Welcome home

Tennessee Governor Ray Blanton officially welcomed Senior Master Sergeant Carl W. Groves, Air Force Recruiting Detachment 311, home to Tennessee upon his retirement after more than a quarter of a century of military service. The governor recently cited SMSgt. Groves for his "patriotism and dedication . . ." since enlisting in the Air Force in 1949. The native Tennessean began his recruiting career more than 20 years ago and spent approximately 12 years on recruiting duty in his home state.

Hail and farewell

Major Jimmie N. Murphy is the new chief of the national accounts branch, National Advertising Division, Directorate of Advertising. Before coming to Randolph, Maj. Murphy was the advertising and publicity officer and later was assigned as operations officer at Air Force Recruiting Detachment 311, Nashville, Tenn. He replaces Lieutenant Colonel Alan M. Shoemaker who has been reassigned as chief of the Secretary of the Air Force's, Office of Information in New York City.

Honorary recruiter

As a token of thanks the Marine Corps recently made Staff Sergeant Steven Johnston, Air Force Recruiting Detachment 108 recruiter, an honorary USMC recruiter. SSgt. Johnston, refers prospective applicants who do not qualify for enlistment in the Air Force to other services, which includes the Marine Corps office in Montclair, N.J., according to Det. 108 officials.

Office display

James Poffenbarger, a Delayed Enlistment Program (DEP) enlistee, built a model of a B-52 with spark plugs for engines and loaned it to the recruiting office in Burlington, Iowa as a display. He got the idea while discussing the Air Force with Staff Sergeant Oliver Caldwell, a recruiter in Air Force Recruiting Detachment 411. The 17-year old DEP member built the seven pound model from a solid steel shaft as a class project at the Burlington Community High School.

Recruiter sets world record

Technical Sergeant Bill Holden, a member of Air Force Recruiting Detachment 609 recently set a world record when he played racquetball for 40 hours and 19 minutes, according to detachment officials. The previous record was 38 hours 6 minutes. He entered the marathon at Cal State, Los Angeles Racquetball Club to help raise funds for the Garfield High School Band. The recruiter played 124 games against 64 opponents, losing only eight games and scoring 2604 points to his opponents 650, and raised almost \$1100.00 for the band. TSgt. Holden is submitting his feat to the Guinness Book of World Records.

Liaison superintendent

Chief Master Sergeant James O. Rogers has been assigned as recruiting liaison superintendent, Recruiting Service Liaison Office, Lackland Air Force Base, Tex. A native of McAlester, Okla., CMSgt. Rogers was operations superintendent at Air Force Recruiting Detachment 409 before assuming his new position.

Honors

Master Sergeant Lawrence N. King, operations supervisor, Air Force Recruiting Detachment 505, recently graduated from the Air Force Communications Service Noncommissioned Officer Academy with top honors. He was presented the Commandant's Award in addition to being named as a Distinguished Graduate from the course.

STAFF SERGEANT Rick McCrary, Air Force Recruiting Detachment 303, shares a few dinner comments with a prospective applicant during a recent orientation visit to Patrick Air Force Base, Fla. The Ft. Pierce, Fla. based recruiter frequently takes advantage of the nearby base to give applicants a first hand look at Air Force life. The tour included a visit to the base's dining hall.

Earns degree

Technical Sergeant Fidel Lopez, a member of Air Force Recruiting Detachment 603 recently received congratulations from his commander, Captain William J. Boyland. TSgt. Fidel graduated from Chapman College, Orange, Calif., with a bachelor of arts degree in Social Sciences.

Honored

Mr. James Carlin, guidance counselor at East High School, Lincoln, Neb., was honored at a recent educators dinner for his assistance in arranging for 170 students to take the Armed Services Vocational Aptitude Battery exam. According to Air Force Recruiting Detachment 403 officials, this represents the greatest number of students ever tested in one school in the Lincoln public school system.

Bus cards

A recruiter in Air Force Recruiting Detachment 610 came up with an "eye catching" way to make bus cards work for him at a recent air show in Tucson, Ariz. Technical Sergeant Lynn Combs, from the Tucson recruiting office, circled the top of the "super" van with several bus cards to help draw attention of show visitors.

Assists recruiter

Airman Olie L. Runyon, of Rupert, Idaho, came home on leave recently and assisted his recruiter, Staff Sergeant Ray LaFon, Air Force Recruiting Detachment 608, in telling other young people of the opportunities in the Air Force. Airman Runyon visited local high schools and colleges, made several radio spots and was interviewed by a local newspaper during his leave.

CCAF catalog

Air Force Recruiters throughout the country should now be receiving the new Community College of the Air Force (CCAF) catalog. Sufficient copies are being provided to give each "bag carrying" recruiter 12 and each detachment 200 to meet additional requirements. Initially, 12 copies are being sent directly to each recruiting office. The remaining catalogs are going to detachments for redistribution. Groups are also receiving 200 copies.

Degrees

Nine members of Air Force Recruiting Detachment 404 are recent recipients of Associate of Arts degrees from Columbia College, Columbia, Mo. The diplomas were presented in ceremonies at detachment headquarters to Senior Master Sergeants Robert E. Reflogal and Donald E. Prince; Master Sergeants Donald Roberts, Morris R. Price and Jack A. Massa; Technical Sergeants Chester Thomas and Donald Freire; and Staff Sergeants Kenneth Smith and Jerry Andrews. College credits were earned from evaluation of Air Force technical school work experience and off-duty classes.

Second place

"The Air Force Recruiter" took second place in its class in the 1975 Air Force Worldwide Newspaper contest. The award, a plaque, was presented to the newspaper staff by Major General L. M. Killpack, vice commander, Air Training Command during ceremonies held here.

530-USAF

Master Sergeant Robert E. Baggett just may have one of the most unique recruiting offices in Air Force Recruiting Detachment 610, and in Recruiting Service. The telephone in his Garden Grove, Calif., office is red, white and blue. The telephone number is 530-USAF.

(Continued on Page 15)

Officials announce promotions

One hundred thirty-seven technical sergeants and staff sergeants have been selected for promotion, Air Force Recruiting Service officials have recently announced. Eighty-three technical sergeants and 54 staff sergeants to don new stripes and their unit of assignments are: TSgt. William D. Walker will put on master sergeant stripes and SSgt. Luis G. Guzman will don technical sergeant stripes in Headquarters Air Force Recruiting Service.

Members of the 3501st Air Force Recruiting Group selected for promotion to master sergeant are Frederick H. Fagan and Robert Hopewell, group headquarters; William E. Crane, Michael G. Rohaly, Robert C. Klotz, Det. 101; C. B. Ashley, Det. 104; David C. Cobb, Herbert B. Osborne, and Robert Summerhill, Det. 105; John F. Bialecki and James F. Bickel, Det. 106; Robert J. Saunders and Sherman J. Allen Jr., Det. 109.

New technical sergeants in the '0st Group are Raymond V. Joseph Jr., Minor E. Eck, and Henry L. Wood Jr., Det. 103; Howard L. Davis, Det. 104; Douglas E. Walton and Oletta I. Faupel, Det. 105; Nathan A. Stairs, Leonard J. Lasczak, Gerald D. Knauf, Andrew J. Phillips, Earl B. Mullins and Thomas J. Mull, Det. 109.

To don E-7 chevrons in the 3503rd Group are Tony M. Fulbright, group headquarters; Christopher Glover, Det. 301; Larry R. Ober, James R. Garwood, Charles E. Viands, and Louie Harris Jr., Det. 303; James P. Shaver, Det. 305; James W. Hooper, Det. 307; Carlton L. Lemond, and Jerry L. Coner, Det. 309; Ruben L. Davis, Det. 310; John H. Ford Jr., John W. Hege, Charles R. Norman, Jimmy W. Collins and Gerald M. McKinney, Det. 311.

Thirteen members of the '03rd slated to become E-6's are Gerald F. Burns and Johnnie Jackson Jr., group headquarters; Charles Wildzunas, Joe W. Cribb, Patsy L. Holter, Det. 301; Donald J. Riek, Det. 305; Oklus C. Sublett II, Det. 307; Wayne E. Unwin, Donald Johnson, Rudy D. Hernandez and Elsnare J. Guidry, Det. 309; Dennis L. Winburn and Lawrence R. Hammett, Det. 311.

Selected for upgrading to master sergeant in the 3504th Group are David W. Gray and Charles H. Rude, Det. 401; William D. Jeffares, Det. 403; John W. Horn, Charles F. Meador and Jerry D. Parks, Det. 404; Charles E. Baxter, Det. 405; Richard A. Bambara, Det. 406; William G. Coston and Tarrel K. Callaway, Det. 409; James D. Nettell, Det. 412.

Moving up to technical sergeant in the '04th are William G. Goodman, group headquarters; Walter L. Webb, Det. 404; Richard H. Casteel, Richard M. Brewer, Michael E. Perks, and Samuel L. Carrier, Det. 405; Dennis W. Fisher, Det. 406; and James D. Whittaker, Det. 412.

Those identified for promotion to E-7 in the 3505th Group are Ronald D. Packwood, group headquarters; Charles H. Johnson, Det. 500; Edward Grazier Jr., Walter C. Walkowski, William N. Baker, Marziano P. Ragnone, Clarence Butterworth, Theodore J. Scruggs, John P. Grillo and Lawrence Hamilton, Det. 504; Glenn B. Knight and Lester C. Larson, Det. 505; Charles A. Felix, Francis S. Robowski, and Frank Claudman, Det. 513; Donald L. Beech, William E. Eads, William Studebaker and Jack T. Patrick, Det. 514.

New E-6's in the group will be Wade D. Hoffman, Philip C. Hilton, Det. 500; Nathaniel Henderson and Erik R. Johnson, Det. 501; Eugene Edwards, Det. 504; Dan Christoffersen, Det. 505; Jerry E. Hyatt, Daniel L. Beamer and Joseph A. Bello, Det. 513; Danny G. Kennedy, Det. 514.

Scheduled for master sergeant in the 3506th Group are William H. Cain, Robert L. Rogers, Bruce W. Lease and Pete G. Sandoval, Det. 601; James R. Arner, William G. Kaufman, Manuel Mongaraz, William O. Moore, Erwin B. Perry, Iver A. Olsen Jr., and Fidel Lopez, Det. 606; Gary A. Kiesow, Det. 607; Steven L. H. Watson, Det. 608; Terrance R. Koepke, Jerry P. Young, Leroy T. K. W. Sui, Det. 609; Robert Villa, Guy E. Sann, Jerry R. Anders, James A. Warner and Marion J. McLain, Det. 610.

Selected for E-6 are Roy E. Evans, group headquarters; Larry L. Johnson, Det. 601; Dorris M. Anderson, Det. 606; Joseph Burgett and Terry Brown, Det. 607; Stuart M. Sibitzky, Det. 608; Frank Scarpati, John H. Richardson and William Alexander, Det. 610.

Selected for master sergeant in the 3507th Airman Classification Squadron are Lynden R. Resberg, James L. Beath and Jose M. Trevino Jr.

Here n' there

(Continued from Page 14)

First prize

Getting involved in a community project recently garnered first place in the area recreation parade for Technical Sergeant Glenn Smith, a member of Air Force Recruiting Detachment 304. As manager of a local youth baseball team, the personnel noncommissioned officer and his family built a bicentennial float bearing the theme "200 years and Still Flying Free." TSgt. Smith's wife portrayed Betsy Ross sewing the original Stars and Stripes; Eric Gibbons, a ball player, depicted a boy churning butter and Staff Sergeant Carl Jones, Det. 304 advertising and publicity NCO, was George Washington.

Pass the word

A Delayed Enlistment Program enlistee, Paul W. Suprono, made a traveling message unit for Staff Sergeant Kenneth Thompson, a recruiter in Air Force Recruiting Detachment 106 recently. Wearing an Air Force "Super-Jobs" T-shirt, Suprono was a contestant in a two mile track meet at Trumbull High School which drew athletes from several area schools.

Three colleagues

Master Sergeant Carlyle Clark has recruited hundreds of people during his six years in Air Force Recruiting Service. Among them were three of his present colleagues. The Air Force Recruiting Detachment 104 recruiter in Queens, N.Y., recruited Staff Sergeants Donald Truesdell, and Stephen White and Sergeant Wilfred Jackson. Now all are recruiters in New York. SSgt. White is MSgt. Clark's office partner.

Retires

Chief Master Sergeant Thomas H. Foulds, operations superintendent, Directorate of Recruiting Operations here, recently retired from active duty after 30 years of Air Force service. During retirement ceremonies in his office, Major General Andrew P. Iosue, commander, Air Force Recruiting Service, presented the Meritorious Service Medal to CMSgt. Foulds.

Tour

The Base Information Office at Loring Air Force Base, Maine and Air Force Recruiting Detachment 109 recently conducted a tour of the base for several local high school students. Master Sergeant Ernest Gallant, a recruiter in Aroostook County escorted the students to briefings on the Air Force as a way of life and on the tour of base facilities.

Big Bird

Staff Sergeant Frank Miccolos, a recruiter in Air Force Recruiting Detachment 106 recently played "Big Bird" in a Sesame Street play at the Orchard Hill Elementary School in Milford, Conn. SSgt. Miccolos and thirty second and third graders performed to an audience of over one hundred parents, faculty and students.

Recruiter gains publicity bonus

CONROE, Tex. — An Air Force recruiter here got a bonus when he auditioned and enlisted a local resident for training as a radio television broadcast specialist. The bonus—publicity.

Master Sergeant Billy Lee, a member of Air Force Recruiting Detachment 406 was processing Miss Patricia L. Needles for enlistment when he learned that the broadcast spe-

cialist, 791X1 career field was being offered under the Guaranteed Training Enlistee Program (GTEP).

"Pat told me she was ready to join the Air Force but didn't know what career area she wanted," said MSgt. Lee. "After hearing her talk I thought she would be ideal for the 791X1 Air Force specialty."

The sergeant went to local Radio Station, KNRO, to record an audition tape.

After hearing her, "the station manager tried to hire her on the spot," said MSgt. Lee. "But, Pat wanted to go in the Air Force."

The tape got Miss Needles the first 791X1 job available under the GTEP, job offers from three Conroe area stations, and MSgt. Lee gained free Air Force advertising on five radio stations in his zone, say detachment officials.



WINNING ROCKET—Technical Sergeant Ronald E. Kingsley, right, stops the winning rocket while Staff Sergeant Larry W. Richardson, left, holds up three fingers to signify the winner. The two recruiters, members of Air Force Recruiting Detachment 103 recently served as judges for the Cub Scout Pack 9 Model Rocket Contest held at Hardy School in Elmira, N.Y.

Air Guard to get recruiting assist

Air Force Recruiting Service is planning to assist the Air National Guard meet its personnel procurement objectives.

Recruiting Service was recently asked by the Guard to contribute to its recruiting program, according to officials here.

In a letter to all Air Force Recruiting Group commanders, Major General Andrew P. Iosue, Recruiting Service commander, asked them to establish an assistance plan incorporating three guidelines.

- Guard recruiters should be encouraged to attend and participate in detachment and sector management meetings.

- Air Force recruiters should

provide referrals to their Guard counterparts based on local Guard requirements.

- And the program should provide a "two-way street" through which the recruiters assist each other. Guard recruiters may be able to assist with referring people interested in an active duty commitment and by introducing recruiters to centers of influence in the community. Active force recruiters may assist by identifying and referring qualified prospects to the Guard.

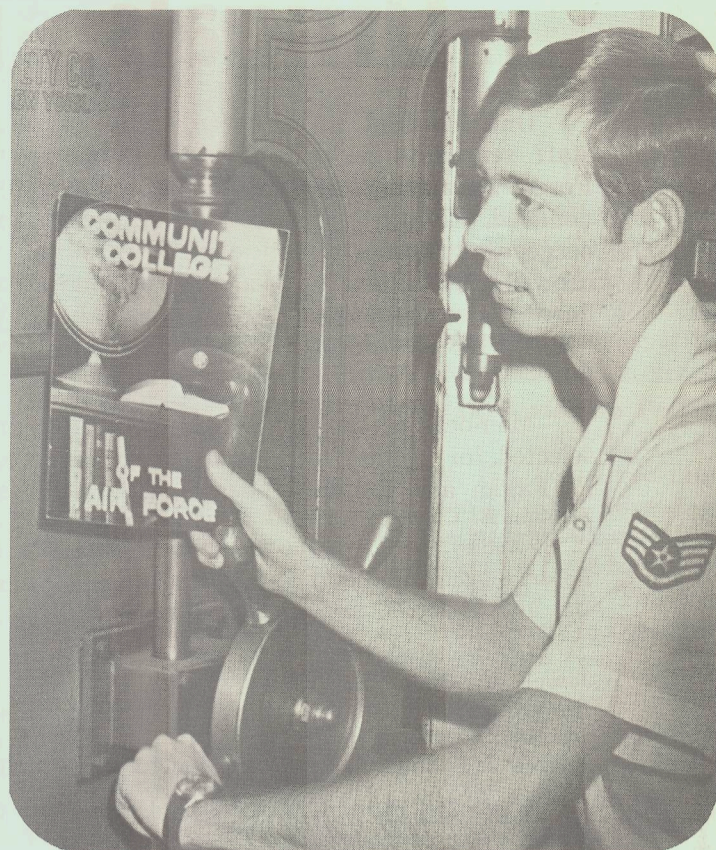
The Air National Guard is projecting more than 15,000 openings during fiscal year 1977.

Throughout the history of our nation the citizen soldier has

played a major role in augmenting the regular military forces in times of war and peace," said Maj. Gen. Iosue. "Today our Reserve Forces are assuming an even greater role in the nation's total military posture.

"Our Air Guard and Air Force Reserve are, more than ever before, well-trained and well-equipped forces structured to provide the primary backup strength for our regular forces.

"In this era of increasing responsibilities and decreasing resources, the Reserves must be fully manned with highly-qualified personnel. This is where we can do our part for our Guard and Reserve Forces," he said.



AIR FORCE RECRUITER Staff Sergeant Ed Kaylor takes some literature from a vault in the Gainesville, Ga., recruiting office. The office occupies a part of an old bank and is used as a storage area for advertising and publicity (A&P) materials. SSgt. Kaylor, no doubt, places a high value on A&P (Air Force photo by Capt. Ted Guest)

Sparsely populated areas not 'gray' or 'remote'

Sparsely populated areas throughout the United States traditionally referred to by Air Force Recruiting Service as "remote" or "gray" areas and thereby exempt from active recruiting requirements are no longer designated as such, officials here recently announced.

Deletion of the designation follows an extensive market reevaluation by the Directorate of Marketing and Analysis, Headquarters Air Force Recruiting Service, and places additional requirements on certain Air Force recruiting detachments. The analysis, which considers the number of recruiters assigned to a given area and the number of qualified persons available for the mili-

tary, slightly increased some detachments' annual goals, while a number of other detachments received objective decreases.

Detachments affected by the exemption removal and reevaluation include 403 Omaha, Neb.; 412, St. Paul, Minn.; 504, Selfridge, Mich.; 505, Milwaukee, Wisc.; 601, Bellevue, Wash.; 606, Alameda, Calif.; 607, Lowry Air Force Base, Colo.; 608, Salt Lake City, Utah; and 610, San Bernardino, Calif. Hawaii and Alaska, numerically referred to as Detachment 600, are also affected. Market analysis officials point out further goal changes may be made as data is further refined.

"The overall objective increase caused by the elimination of remote area exemptions re-

presents only approximately 150 additional personnel to be recruited annually," said Major General Andrew P. Iosue, Air Force Recruiting Service commander.

"We realize that budget reductions, recruiter manpower ceilings, jurisdictional realignments and an improved economy have added to recruiting difficulty. However, it is just as clear that no part of the market should be arbitrarily eliminated or written off as non-productive," he concluded.

To assist units in recruiting in the low density, widely spread out areas, an ad hoc committee of operations, advertising, analysis and field personnel is being formed to develop special recruiting policies and procedures for those areas.

Typing ability desirable for recruiter applicants

Typing experience is desirable for noncommissioned officers applying for recruiting duty, according to Air Force Recruiting Service officials here.

While processing applicants for the Air Force, recruiters are required to type certain forms and documents. The ability to type is also helpful when corresponding with prospective applicants and community leaders, they say.

Recruiting duty applicants without typing experience should be encouraged to attend a base level typing course before assignment to Recruiter School. This recommendation is scheduled to be included in a future change to the Airman Assignment Manual, AFR 39-11, say officials.

Recruiters engaged in Recruit the Recruiter programs should be aware of this when briefing prospective recruiter duty applicants, emphasize officials.

