

# Local innovations spur RECAP

Air Force recruiting units have added local innovations to the Recruiter/Customer Awareness Program (RECAP) now in its sixth month.

Carrying RECAP a step further, a member of Air Force Recruiting Detachment 506

in their RECAP efforts, according to Captain J. J. Mannion, detachment commander.

First person discussions with more than 150 first term airmen have occurred at Grissom AFB, and Empire Air Force Station Mich. They have taken place in dining halls, offices, snack bars, serv-

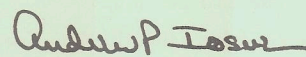
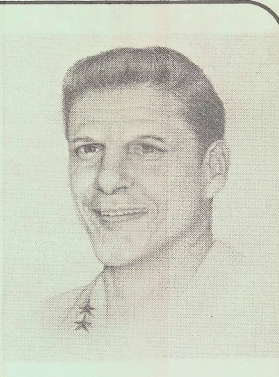
In Det. 607, Senior Master Sergeant Thomas M. Schaecher, operations supervisor, gained a bonus for RECAP when he explained the program to a group of technical training school students assisting with a direct mail campaign.

The airmen were attending the Lowry Technical



## Commander's comment

by

Two hundred years ago General George Washington, whose birthday we observe this month, led his Continental army against a much superior British force. His men were at first untrained, poorly equipped, and far too few. Inflation had skyrocketed and paper money was almost worthless, making it difficult to obtain food and clothing for the regulars. The hardships he and his men faced seemed overwhelming.

Yet, under the leadership of men like Washington, and because of their commitment to the nation and the cause, our freedom was eventually secured.

Today, we are recruiting the leaders—both enlisted and officer—of tomorrow's Air Force. It may be a leaner Air Force, made so by competing priorities and budget reductions, and God willing, it will be a peacetime Air Force. But it will be just as vital to the freedom of America as was Washington's army 200 years ago.

It is important, therefore, that we as recruiters accept only men and women who are willing to make a commitment to the Air Force, who will accept our way of life, and among whose primary reasons for enlisting is service to their country.

We can no longer rely solely on the traditional measures of what makes a good applicant. We must seek, in the people we recruit in 1976, that same patriotic spirit that motivated men like Washington in 1776.

# A note of thanks

(Editor's note: This letter was recently received by Staff Sergeant Carl W. Beall's commander from an airman at Lackland Air Force Base, Tex. The sergeant is a member of Air Force Recruiting Detachment 514, headquartered at Columbus, Ohio.)

I am writing in regards to SSgt. Carl W. Beall, Recruiter USAF, Zanesville, Ohio. Not only is he fair and honest in his job as a recruiter but he is also the kind of friend that every person wishes he had. Sergeant Beall is the type of person who, as the phrase goes, "goes above and beyond the call of duty" just to help you out if you're in need of his help. The basis for backing up this statement is as follows:

November 11—At approximately 8:15 a.m., my wife gave birth to a stillborn infant. I then took emergency leave and we arrived in Ohio at approximately 11:30 p.m. the same day. My mother, whose house we were staying at, notified me that I was to get in touch with Sergeant Beall as soon as possible.

November 12—I arrived at Sergeant Beall's office. He had already cancelled all appointments on his agenda and we immediately proceeded to make funeral arrangements for the infant. Sergeant Beall was a very great help to me. He went with me to the funeral home, the Red Cross, and even went out of his way

to go to the cemetery with me.

November 13—Sergeant Beall even went as far as using his own money in making a down payment on the cemetery plot. He also attended the funeral with his wife and secretary.

November 14—He stood by, ready to assist me in any way possible with any other problems that I ran into concerning my situation. Thankfully, this day turned out to be a well-deserved day of rest because no vital problems arose this day.

He even offered to take my wife and me to the airport in Columbus . . . to see us off on our departure for home, here in San Antonio.

I feel that men like him, who are honest and dedicated in their job as much as Sergeant Beall is to his, are very valuable assets to OUR Air Force and that people ought to have their attention brought to recognize such men because after all, isn't a recruiter's job PEOPLE? In closing, I want to say that I believe SSgt. Carl W. Beall has set a fine example for us all to follow, no matter if we're military or civilian.

If there were more people around who cared like Sergeant Beall does, I think this world might be a better place to live. Thank you for this opportunity to bring this matter to your attention.

Sincerely,  
Name Withheld

## Group looks at AF discipline

WASHINGTON—An Air Force action group has completed a look at Air Force standards and discipline. Pride in being a member of a quality force was the theme of the group's efforts.

It was headed by Brigadier General Chris Mann, deputy director of Personnel Plans for Human Resources Development and former commander of the 3504th Air Force Recruiting Group, Lackland AFB, Tex. She explained the group's charter by saying "spit and polish was not the major thrust of our effort. The group was formed to help build mutual respect, self-discipline, and commitment to the standards and mission of the Air Force."

Air Force Chief of Staff General David C. Jones has said, "high standards and a strong commitment based upon self-discipline and leadership by example have traditionally been marks of a top-notch military organization."

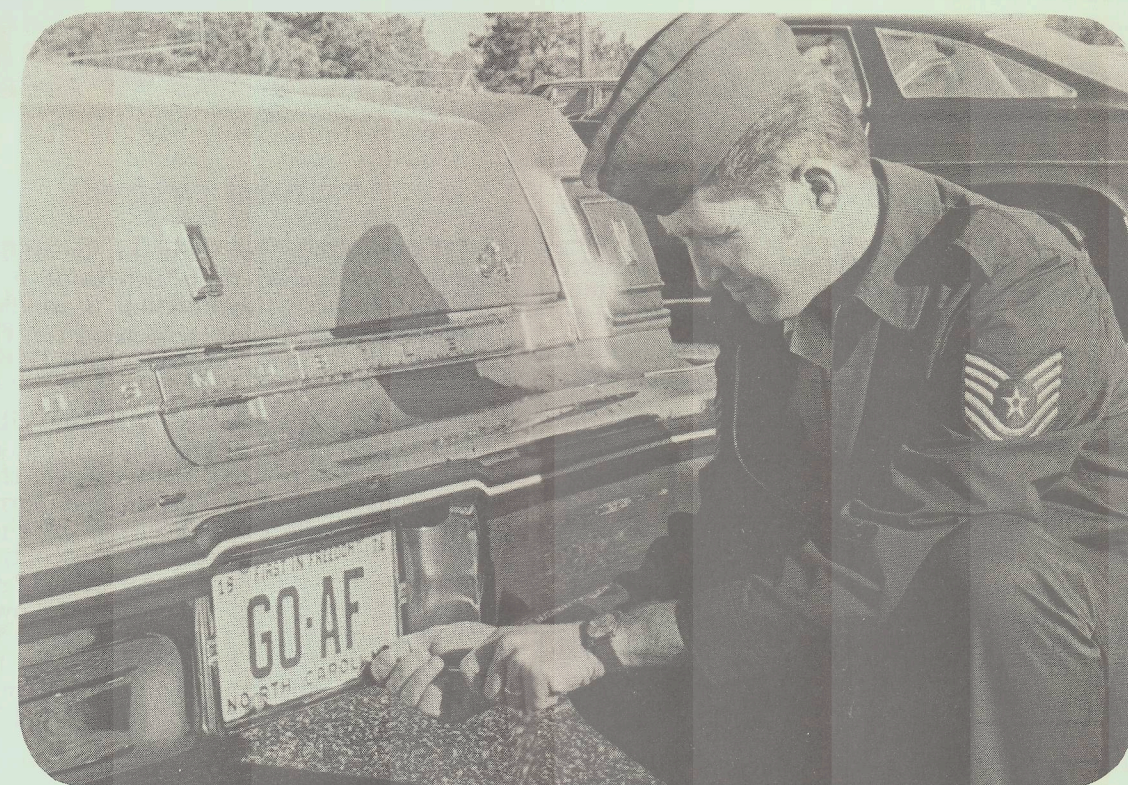
Brig. Gen. Mann said, "by any measure, the quality of our

force is good and the state of discipline and adherence to standards is positive. However, we can, and must, improve."

Brig. Gen. Mann is in charge of applying the ideas surfaced by the study group. She feels that before the Air Force can expect to reach the necessary level of self-discipline and commitment, its people must know what is expected of them. She said leadership by example is being stressed at all levels of the Air Force.

"While all members of the Air Force are affected," Brig. Gen. Mann noted, "the primary focus is on officers and non-commissioned officers. In their daily leadership role, they must establish an atmosphere of pride, commitment and self-discipline throughout the force."

Commanders can expect increasing emphasis in this area. They will be expected to develop and foster in others increasing qualities of selflessness and dedication, Brig. Gen. Mann explained. (AFNS)



ADDING A PERSONAL TOUCH to his Air Force recruiting program, Technical Sergeant Richard R. Kinsland installs a personalized license plate on his private vehicle. "I believe in advertising," said the member of Air Force Recruiting Detachment 307, "and every little bit helps." TSgt. Kinsland is stationed in Goldsboro, N.C. (Air Force Photo by Sergeant Dewey Mitchell)

## CCAF has accreditation reaffirmed by association

The Community College of the Air Force (CCAF) has had its accreditation reaffirmed for five years by the Southern Association of Colleges and Schools' Commission on Occupational Education (SACS/COEI).

The announcement came following the 80th annual meeting of the 11-state organization in Atlanta in December. The CCAF was originally accredited by SACS/COEI in December 1973.

In addition to reaffirming the CCAF for five more years, the Delegate Assembly also announced its decision to accredit five other Air Force schools and accept six more as candidates for accreditation.

"Accreditation is symbolic of confidence in an institution's purposes, resources and performance in meeting SACS/COEI's standards of quality," said Colonel Lyle D. Kaapke,

CCAF president, following the annual meeting.

Those Air Force schools receiving the "accredited" stamp are: the U.S. Air Force Senior Noncommissioned Officer (NCO) Academy, Gunter Air Force Station, Ala.; Air Force Logistics Command NCO Academy and Leadership School, Robins Air Force Base, Ga.; the Strategic Air Command NCO Academy, Barksdale AFB, La.; Air National Guard Professional Military Education Center, Tenn.; and the U.S. Air Force School of Aerospace Medicine, Brooks AFB, Tex.

The Air Force school accepted as a candidate for accreditation is the Air Training Command NCO Academy, Lackland AFB, Tex.

Also, through special arrangements between SACS/COEI and the Western Association of Schools and Colleges, which has the regional responsibility for schools in California and the Pacific, SACS/COEI accepted as

candidates for accreditation five schools in the Western region: the Pacific Air Forces NCO Leadership School, Kadena AFB, Japan; Tactical Air Command NCO Leadership School, George AFB, Calif.; the Fifteenth Air Force NCO Leadership School, March AFB, Calif.; the Twenty-Second Air Force NCO Leadership School, Norton AFB, Calif.; and the Military Airlift Command NCO Academy at Norton AFB, Calif.

Col. Kaapke added that graduates of these schools accepted as candidates for accreditation may now have those courses applied toward their CCAF curriculum requirements and added to their CCAF transcripts. Copies of course completion documents from the schools should be submitted to CCAF with an AF Form 968, CCAF Registration Form. (ATCPS)

## Det. 609 recycles programs

LOS ANGELES—A member of Air Force Recruiting Detachment 609 is recycling old radio public service programs.

Master Sergeant Ray Crouse has been collecting and redistributing the old records for more than two years.

He obtains them from radio stations which are no longer using them, during monthly visits to the stations.

If the records are outdated, no longer serviceable, or do not pertain to the Air Force, he gives them to the Army. The Army recycles them to obtain vinyl.

Air Force programs which are still current and in good condition, are redistributed to radio stations.

MSgt. Crouse has found that many stations are willing to give the Air Force more air time, but unwilling to continue repeating the same program. By using the old programs, they provide the Air Force additional air time and their listeners with more variety, said the sergeant.

## Nurses to hold additional board

A supplemental nurse selection board has been scheduled here next month to consider applications for the Air Force Nurse Corps.

Openings exist for 177 registered nurses to enter active duty during April, May, and June this year.

The board will be convened March 15, according to Lieutenant Colonel Dixie K. Childs, chief of the Nurse Recruiting Branch, Directorate of Recruiting Operations here. To be considered, applications must reach the nurse branch by March 12.

"The purpose of the board is to insure that we meet our fourth quarter fiscal year 1976

goal with top quality applicants," said Lt. Col. Childs.

"Recruiters should place emphasis on seeking applicants who possess bachelor of science or higher degrees and have at least six months' experience," she explained. "Applications from qualified nurses who do not have a bachelor of science degree — those with diplomas or associate degrees — will also be considered. However, they will be competing with applicants who hold the higher degrees."

The colonel emphasized that the additional board will give all recruiters the opportunity to improve their end of year production standings.

## Promotion eligibility amended

Promotion eligibility requirements for men and women enlisting in the Air Force for six years have been revised, according to Air Force Recruiting Service officials here.

The change is scheduled to become effective with applicants entering the regular Air Force on or after Aug. 1 this year. "Enlistees electing the six-year option will no longer be promoted to airman first class (E-3) upon completion of basic military training," said Senior Master Sergeant James Rihn, noncommissioned officer in charge of the Production Control Division, Directorate of Recruiting Operations.

"Enlistees who join beginning Aug. 1, will, if otherwise eligible, sew on their airman (E-2) stripes at the end of basic training," explained SMSgt. Rihn. "After they accumulate six-months time in grade, they may be promoted to airman first class if they meet all other requirements," he concluded.



TECHNICAL SERGEANT Anthony Bellish, describes the instrumentation in an F-111 aircraft cockpit to Frank Shaffer, a senior high school counselor at AltoonaVo-Tech. The Air Force Orientation Group F-111 display van was at the school last month in support of Air Force recruiting. TSgt. Bellish is an Air Force Recruiting Detachment 108 recruiter assigned to Altoona, Pa. (Air Force Photo by Senior Master Sergeant Gerald Orebaugh)

## 'Doing our country's thing'

by General  
Russell E. Dougherty  
Strategic Air Command  
commander

It has become popular in contemporary society to emphasize the importance of "doing your own thing."

Now, that phrase "doing your own thing," implies a life-style and a flair that many of us would admire, perhaps even envy. It suggests individualism and a freedom of mind and fancy that is uninhibited and unfettered by more traditional notions of discipline and compliance with established doctrine and procedures.

But, regardless of its superficial attraction, "doing your own thing" can become a subjective life-style that is inconsistent with effective service in the Air Force. In fact, the mission of the United States Air Force requires a constant dedication to "doing our country's thing." And, our Air Force people must accept restraints on "doing their own thing" when

the doing contravenes "our country's thing." That is the commitment each of us acknowledged in taking our oath of office.

I don't think that this abridgment of absolute individual choices should imply that we in the Air Force are out of step with the times—nor that we are arbitrary, doctrinaire, or rigidly authoritarian. No, this military commitment of ours simply recognizes that we in the Air Force have been entrusted by our country with a unique, special responsibility—indeed an awesome responsibility—and that this responsibility requires adherence to the rules and regulations set out for us in the discharge of our duties.

Our basic responsibility, along with the Army, Navy, and Marine Corps, is to contribute in the best possible way to deterrence of war or, stated positively, the preservation of peace with honor. There can be no mission more demanding, but no goal more important.

In charging us with this grave

responsibility, our country has committed to Air Force custody a large share of the precious resources dedicated to national defense, including among other things, most of the nuclear megatonnage of the free world. Having tasked us with this vital mission and provided us with these critical resources it is only natural that our country would expect near perfection from us in discharging our mission responsibility.

Our country does not expect or want us to be unimaginative marionettes, rigid and stereotyped in our thinking. On the contrary, our country and our Air Force expect—and are entitled to—bold, original, and innovative thinking. Legitimate and reasoned questioning of doctrine, strategy, tactics, and procedures are accepted and welcomed, as are well-intentioned recommendations for change. But, we cannot tolerate disobedience, indiscipline, or blind, subjective insistence on one's absolute right to "doing your own thing." The importance of

our mission is too great, our obligations too serious—our oath simply does not permit us to insist on the extremes of uninhibited personal conduct—and we cannot tolerate in our ranks one who does insist on his or her absolute, subjective satisfaction.

The broad concept of "doing our country's thing" translates into a panoply of regulations, policies, and requirements, and permeates Air Force life. Reasoned compliance is fundamental to our pursuit of excellence; our attempt must be to do every task, every job, the best it can be done. Conforming to this concept is, and must continue to be, the cornerstone of our safety and our effectiveness—the standardization, evaluation, and inspection programs are best tests of how well we "do our country's thing." This concept underpins our insistence on compliance with established procedures, for supply and maintenance discipline, for rigorous resource management, for integrity . . . and for much, much more. It is based on needed assurances of discipline—both institutional and individual—and it can be summed up in a word we all esteem, and rightly so, our military "professionalism."

Certainly, we are not without error, and don't pretend to be—because we're human. But, we can't tolerate deliberate destruction of our discipline from within our own ranks, just as we cannot tolerate conscious or deliberate omission or carelessness.

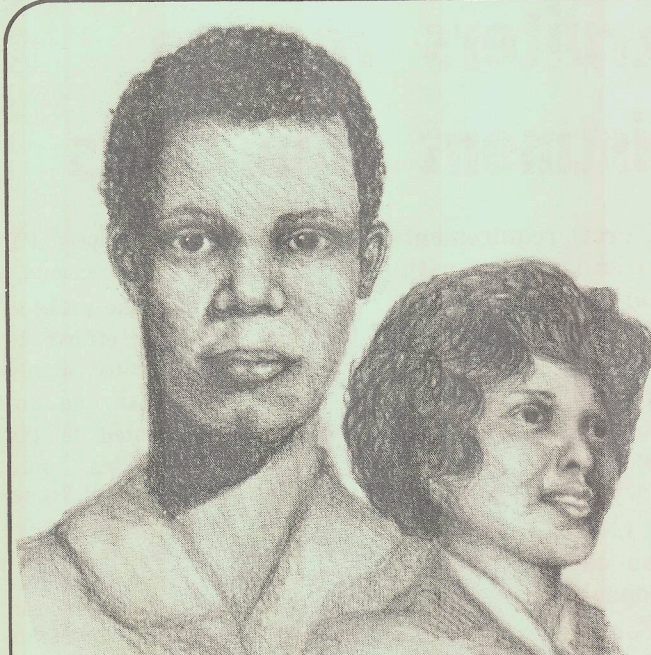
## The AIR FORCE RECRUITER

"There in spirit"

THE AIR FORCE RECRUITER is an official Class II Air Force newspaper published monthly on the 15th day of the month by and for personnel of U.S. Air Force Recruiting Service, Air Training Command with headquarters at Randolph AFB, Texas. Opinions expressed herein do not necessarily represent those of the USAF.

All photos are official Air Force photos unless otherwise indicated.

Maj. Gen. A. P. Iosue	Commander
Lt. Col. D. E. Bursgrave	Director of Advertising
Maj. H. C. Moore	Chief, Publicity
C. J. Chandler	Chief, Media
TSgt. C. V. Majors	NGOIC, Media
TSgt. D. B. Drachlis	Editor
J. M. Richardson	Writer
A1C J. M. Woogard	Art Contributor



February 1976

## 'AMERICA FOR ALL AMERICANS' Black History Month



# dial 3425

## Good Point

COMMENT: We are experiencing a problem here because ATCR 33-2 physical profiles aren't the same as AFR 33-3. Some people who we are putting into DEP under 33-2 aren't eligible for active duty under 33-3. It makes me wonder what's going on.

REPLY: Good point. We contacted your AFEES Liaison NCO who explained that GTEP criteria in Figure 2-1, ATCR 33-2, and Table 3-3, AFR 33-3, differ for a few AFSCs. He was reminded that the Air Force reg applies only to overseas CBPO enlistees, and we use the Air Training Command reg for GTEP qualifications within Recruiting Service. Things should be straightened out now.

## HRS Got a Gotcha

COMMENT: I am calling about the parental-guardian consent, section 4 of the 1966. There is no provision in the new ATCR 33-2 for a commander's waiver like the old reg had. We're losing too many good 17-year-old applicants who only have one parent with the other one gone for an extended period of time.

REPLY: That's a gotcha on us. Chalk up one for you. It appears that a paragraph dropped out when the form was changed and the chapter rewritten. That paragraph will be in the next revision. Thanks, calls like this really make the DIAL program worthwhile.

## They Goofed

COMMENT: I wonder why we can't take reservists and put them in the active duty Air Force right after they come out of training. Recently we had a guy come in here who is a 32830. He left active duty from training in July. I turned him down because of our policies; however, the Marines got a release from the commander of his reserve unit and they enlisted him. It doesn't seem right.

REPLY: It won't happen again. His reserve unit admitted that they goofed and Air Force Reserve headquarters is making sure that there will not be any further cases such as this. The "two-for-one" time commitment for reservists helps stabilize reserve manning and retention. We can't afford to be filling a reserve unit with one hand while depleting it with the other. I am sure you'll agree that this policy makes good sense.

## Better Form

COMMENT: I'd like to suggest that the Air Force come up with a form similar to the 1966 to be called a 3007 or replace the 3007. It should have all the information on one side, and carbons already inserted. Also, I don't understand why the 3007 has to be done in four original copies when the 1966 and the man's contract, the DD Form 4, is done in one original and four copies. I know these things would save me and the other Liaison NCOs a lot of time.

REPLY: Someone had already had the same thought, with the result that Air Force headquarters is currently revising the AF Form 3007. The proposal is to combine the 3007 with 3008 and have a new form reproduced in four copies that will be much easier to use. Concerning your second question, we do not have a requirement to prepare the Form 3007 in four original copies. However, I understand that your group has directed that the initials entered on the form be original on each copy. We're told that this policy was established because the initials were not going through legibly on all copies.

# dial 3425

# dial 3425

## Vermont Verification

COMMENT: In Vermont, in addition to birth certificates, they also issue a Verification of Birth Registration. I wonder why the Verification cannot be used for verification of birth in accordance with ODS 54.

REPLY: We checked with the Vital Records Division in the Office of the Secretary of State in Vermont and learned that the information on the verification form may differ from the corrected copy of the birth certificate. It is therefore not acceptable for Social Security purposes, for securing a U.S. passport, etc., and it logically follows that we shouldn't use it for enlistment in the Air Force. I can't put enough stress on the importance of absolute accuracy and proof in this vital area of establishing qualification for enlistment.

## No Freeze for Minot

COMMENT: I have been in Recruiting more than four years and am coming up for reassignment. I volunteered for Minot AFB, N.D. in my 64550 AFSC but was cancelled because of my overseas freeze zone. I'd sure like to have something worked out so I can go to Minot.

REPLY: Someone didn't have the word. The Air Force has initiated a Voluntary Stabilized Assignment Program which permits people to volunteer for Minot, Grand Forks AFB, N.D., and Laughlin AFB, Tex., for a five-year stabilized tour. Overseas selection date is not a factor in considering these requests. Check with the CBPO at your nearest base for more details—FAST.

## Commander's

# D I A L

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 or Federal Telephone System/commercial (512) 652-3425.

## 99120s at Lackland

COMMENT: I have heard a rumor that 99120s are going to be assigned at Lackland as Classification Counselors. I was just wondering if it's true and how to apply.

REPLY: Recruiting Service, as you know, took over the total classification responsibility at the start of the year. One of our steps to improve the program is to convert the 99138 Student Training Advisor slots presently there to 99120s. The changeover to use proven successful production recruiters will be by attrition as the 99138s leave. We expect to start soliciting volunteer applications from the field in the near future. Appreciate your interest.

## Getting It Together

COMMENT: I'm calling about ASVAB. Since the changeover, I understand we now must abide by US Army Recruiting Command Reg 611-1 and test results are only good for one year. Under our ATCR 33-2, high school tests were good for two years. Also, it changes our retesting.

REPLY: Good point, and an ODS letter (76-02) was in the mail the day you called. It should clarify the issue, and since I'm sure you have the letter, I won't waste time elaborating on the subject. The heart of the issue, however, is to get the services closer together on ASVAB policies.

# dial 3425

# dial 3425

REPLY: Someone didn't have the word. The Air Force has initiated a Voluntary Stabilized Assignment Program which permits people to volunteer for Minot, Grand Forks AFB, N.D., and Laughlin AFB, Tex., for a five-year stabilized tour. Overseas selection date is not a factor in considering these requests. Check with the CBPO at your nearest base for more details—FAST.

## Stuck

COMMENT: I called in November requesting consideration for two cars in a two-man office. You advised me to borrow a car from my detachment. Where I am located, I'm 300 miles from det, 80 miles from my sector supervisor, and 200 miles from the AFEES. Right now my testing site is 20 miles from my office. If my partner is on itinerary, I'm stuck.

REPLY: If you're stuck let det and group work the problem. If they can't solve it, they should forward documentation to Recruiting Service Headquarters so that my staff, in turn, can work with Air Training Command Headquarters. As an interim measure, as you know, we've found you a car so that you can keep up the good work. Thanks for calling.

## Reflections on DRIVER

COMMENT: I would like to know whether or not we can provide articles from Driver Magazine to the local newspapers. I think it would be a real service to the local community and would reflect very favorably on the Air Force.

REPLY: We contacted Mrs. Virginia Hendrix, Managing Editor of Driver, and she said that everything they print is available for reprint. They would appreciate getting credit for the article, and she suggested that if the article comes from a back issue, it would be smart to contact them to make sure it's up-to-date. Driver's autovon at Norton AFB is 876-5675, or commercial, (714) 382-5675.

# dial 3425

# dial 3425

## Still Disqualified

COMMENT: I know that getting nurses with bachelors degrees is top emphasis with nurse recruiters. Therefore, I find it hard to understand why you would not favorably consider a waiver on physical standards for an applicant with a masters degree, near perfect transcripts, a good work record, etc. Just because she has a minor vision deficiency, she is disqualified.

REPLY: We figured out which applicant you called about and had the doctors take another look at the case. They feel that her vision at this time is the best it will ever be. If it were to deteriorate further, she could become a liability to the Air Force. I can sympathize with your feelings in finding a candidate with outstanding attributes but I can't argue against expert medical opinion.

## Who Wouldn't Like Arizona?

COMMENT: I'm coming up on the end of my four-year tour and very much like recruiting. However, I have been led to believe that after a four-year tour chances of going PCS to another group are almost impossible. I'm in the 01st and wonder what my chances would be to go to the Southwest. I've been a top recruiter and would like Arizona.

REPLY: Transfers between groups are not impossible; they're just difficult. This is especially true when we look at the hard-to-man areas, such as parts of the 01st, and then look at our easy-to-man areas in the Southwest. Shortage of PCS money is another factor that makes transfers of the nature you want tough to accommodate. It would be nice to be able to reward good recruiters with a tour in the location of their choice, but the dollars won't allow it. Nevertheless, we are working on revised assignment policies which hopefully will help situations such as yours.

## Supply vs. Demand

COMMENT: I am having problems with the enlisted women program. I recently got down two assignments for women in June requiring scores above 80 in electronics and 50 in mechanical. I don't have applicants with those scores, but I have other women who I've been dealing with for over a year who would be good for admin or general. I can't get jobs for them.

REPLY: I know exactly where you're coming from because this is probably one of the most common complaints I receive during visits in the field and through DIAL. It's the old law of supply and demand working for us or against us, depending on how you view the situation. We need women in the mechanical and electronic jobs and they're hard to find. It's much easier to get women who can qualify for the admin and general jobs, which means that those jobs are hard to get. We recently changed the system for allocating jobs in an effort to be more equitable. The assignments for women are now distributed to each group, and the groups then allocate your goals. We give the field 90 days to commit women for these assignments, and jobs unfilled after that period then become available on a rotational basis. This procedure assures that as we approach the actual procurement month, every effort has been made to fill the entire objective, including mechanical AIs and GTEPs. It's tough, I know, to have qualified applicants and not be able to get the jobs they want, but these are the realities of the situation and there isn't much I can do except ask you to keep plugging away and find women with M and E aptitudes.

# dial 3425

# dial 3425

## Good Management

COMMENT: I have a prior service man who had low test scores and was in a 702 job so he got out and went to college. After two years of college, he brought his scores up to the point where he now tests out as a Mental Cat II. He is dying to get into the Air Force again, but I can't get him a job. I was just wondering if something could be done to ease up the prior service program.

REPLY: Air Force headquarters agencies consider such factors as year groups, grades, critical specialties and reenlistment objectives in establishing the prior service goal for Recruiting Service. In Fiscal Year 76, our goal is 1,050, primarily to fill shortage skills in the career force. Your applicant does not meet the prerequisites for retraining into one of these skills and we do not have any requirement for prior service administrative specialists within our 1,050 goal. With the restrictions on the size of the career force and number in each grade, I think you'll agree with me that it wouldn't be good management to allow applicants to enlist for retraining and thus produce additional accessions beyond our projected needs.

## ASBAV

COMMENT: Boys and girls who took ASVAB 2 in high school are not allowed to retake ASVAB 5 and 6 for a six-month period. I think we are defeating our purpose because many of these people are forced to take the test in high school; therefore it doesn't give us a valid reading of their potential because they don't take it seriously enough.

COMMENT: My question concerns the new ASVAB 5. For those applicants who have taken ASVAB 3 and did not get a 170 composite or G-45, they are barred from testing on ASVAB 5 for a six-month period. ASVAB 5 is a new test and there is no time limit restriction between ASVAB 2 and ASVAB 3 for retest so why is there a limit between ASVAB 3 and ASVAB 5?

COMMENT: I feel that my integrity is being compromised by your headquarters or powers unknown. We were told that applicants who did not qualify on ASVAB 2 could retest on ASVAB 3, and we were also told that anyone who did not qualify on ASVAB 3 could retest after Jan. 1 on ASVAB 6. Now you tell me they can't. I wish you had to explain it to them. We are trying to tell the truth out here and it gets pretty rough when things are changed like this.

REPLY: The Department of Defense has directed ASVAB 5, 6 or 7, initially administered, will be considered the first test of all the services regardless of the service for which the applicant is testing. Any subsequent testing with the ASVAB series will be considered retests. Along with this directive came the reorganization of testing so that AFEES have single management of the program under the Army Recruiting Command. The new tests, coupled with fresh guidance and the reorganization hit us at about the same time and caused growing pains. In those cases where applicants were already scheduled for retest, we gave detachments one-time special waiver authority. As it presently stands, waivers for retest can be submitted 30 days after the previous test, with approval authority at detachment or group, the primary stipulation being that the approving official must be serving in the grade of major or above. We're working hard to resolve these problems with testing in general and ASVAB in particular. Be assured that the situation has improved and will continue to get better. Thanks for all your calls on this subject.

# dial 3425

# dial 3425

## Earn It

COMMENT: I am wondering how much validity there is to the story in Air Force Times that said pro pay was being cancelled for AFEES liaison personnel.

REPLY: The story was based on misinterpretation of a recent regulation change. You are still entitled — Earn it.

## A Leading Question

COMMENT: Today I received a national lead showing Detachment 704, which was eliminated last July. There has been a big realignment, and it seems like national leads aren't going to the right recruiters. I was wondering if anything could be done to get this situation corrected.

REPLY: The new realignment was put in the computer but then the contractor goofed. Their error was not discovered until some people on my staff here at the headquarters were reviewing some computer tapes in December. The contractor completed corrective action December 29. Thanks for bringing this matter to my attention; it helps us stay on our toes.

## RECAPitulation

COMMENT: I must admit that I don't understand this RECAP program, even after I read all the paperwork on it. It says here that I'm supposed to get eyeball-to-eyeball and ask if I told it like it is, or is he happy or unhappy, and did I tell him the truth about living and working conditions. Well, my goodness, of course I have. None of us have time to gab with people all the time; as much work as we have to do, I think RECAP is kind of silly.

REPLY: RECAP is improving our overall recruiting effort and is paying handsome dividends. The feedback it provides is extremely valuable. You should be talking with first-termers in general, not just the ones you've personally recruited. One objective is to improve your effectiveness through exposure to the common irritants and problems faced by young people in today's Air Force. You can then develop better recruiting techniques and also help your recruits become successful through letting them know what to expect. RECAP lets the first-termers know that Recruiting Service is still interested in them — as we most certainly are. Finally, during your visits to bases, it provides an opportunity to squelch some of the unfair stories about recruiting.

## Amen!

COMMENT: Our detachment works with four different AFEES. One requires a complete set of page 1 of the 1966 plus an extra copy of the worksheet. Another AFEES requires either a complete set of page 1 or two worksheets. The third wants a complete set of page 1. I don't know what the other AFEES demands, but I think I have a basis for wondering why we can't get things like this standardized.

REPLY: Amen! We have contacted the Air Force Military Personnel Center and Hq., U.S. Army Recruiting Command (USAREC) to request assistance. USAREC has published a new reg (USAREC Regulation 611-1 dated Dec. 24, 1975) that should be in the field by now and ought to be a big step forward in standardization. If it doesn't help, call again, and this time give me more specifics such as the locations of the AFEES, and we shall overcome!

# dial 3425

# dial 3425



# Mascot stars in television spot

LACKLAND AFB, Tex. — "Orville A. Force," mascot of the 3504th Air Force Recruiting Group is starring in a television public service announcement about the Community College of the Air Force.

The advertisement is in color and is now available to detachments on video tape. Soon it will also be released on 16mm film.

"It fills two needs in our advertising program," said Major Frank Benton, group ad-

vertising and publicity officer. "It will provide recruiters with a television advertisement about the Community College of the Air Force, and it is only 30-seconds long."

The animated film required more than 700 exposures. Each frame was drawn, adjusted and exposed on 35mm film. Then it was transferred to video tape and will later be made into the 16mm films.

The public service announcement was produced for the

group by a San Antonio based firm. Technical advisors on the project were Technical Sergeant Jessie Pope Jr., a group illustrator and TSgt. Hal Huggins, an advertising and publicity noncommissioned officer.

"Orville's" voice was supplied by Staff Sergeant Tim Dannelly, an instructor at the Department of Recruiter and Instructor Training, here, and the music is from the group's Community College song included on the new Recruiting Service Production Music Album.



# Participants compliment recruiting educator tours

"I learned more about the Air Force recruitment program, its technical aspects, and its teaching of young men and women to make something of themselves than I could ever believe."

This comment, by a Maine high school counselor, is typical of those expressed by educators who participate in Air Force Recruiting Service educator tours, according to Directorate of Advertising officials here.

During this fiscal year, some 150 high school counselors, administrators, and teachers are scheduled to participate in one of six tours of Randolph and Lackland Air Force Bases, Tex., and a selected Air Training Command (ATC) technical training center.

Fifteen tours are scheduled between July 1, 1976 and Sept. 30, 1977 according to Directorate of Advertising officials.

The educators learn about the functions of ATC, basic training, the Community College of the Air Force, and the training provided by a technical training center. Most return home favorably impressed, and through their daily contact with other educators and students support the Air Force Recruiting mission.

"The key to the success of these tours lies in part with the sponsoring Air Force recruiting detachments," said Lieutenant Colonel Diane E. Ordes,

chief of the Educational Affairs Division, Directorate of Advertising.

"It is most important," she said, "that the educators are made aware of what to expect on the tour and come prepared."

"Participants should understand that tour schedules are tight, and there is little time for unscheduled stops or changes in itinerary," explained Lt. Col. Ordes. "Therefore guests should be encouraged to bring with them all items they think they will need. These might include extra film, flash bulbs, aspirin, or other medication."

The educators should also be told that they will be unable to use the base exchange or commissary during the trip.

Lt. Col. Ordes recommended that sponsoring detachment personnel become familiar with Air Training Command Regulation 190-13 paragraph 21, which covers tour expenses. The tour guests must pay for all meals except inflight meals and the final dinner at Randolph AFB. They must also pay for lodging and incidental expenses.

"To accommodate the guests most comfortably, detachments should make every effort to determine special guest requirements," said the colonel. "For example, with prior knowledge, non-smokers can be billeted together. Guests should be encouraged to put any special needs in their biographies."

"The educator tours are a very effective means of telling the Air Force story to an influential audience," concluded Lt. Col. Ordes. "The smoothness with which they flow and the impressions left with the participants are the result in part of how well the sponsoring detachments prepare the guests before they leave on the tour."

# Organization change emphasizes readiness

WASHINGTON — Lieutenant General John W. Pauly, deputy chief of staff for Plans and Operations, has announced a recent change in his organization.

To emphasize an increased orientation towards the overall readiness of Air Force combat units, the former Directorate of Operations has been renamed as the Directorate of Operations and Readiness.

Headed by Major General Billy J. Ellis, the directorate's responsibilities will be

COORDINATING MOVEMENT in a new animated film promoting the Community College of the Air Force, is Technical Sergeant Jessie Pope Jr., an illustrator assigned to the 3504th Air Force Recruiting Group. Star of the television announcement is the Group's mascot, "Orville A. Force."

expanded to insure that maximum effectiveness of Air Force fighting units is maintained.

Additionally, Lt. Gen. Pauly announced that Colonel Louis C. Buckman, a brigadier general selectee, has been designated as the deputy director for Readiness Initiatives within the Directorate of Operations and Readiness. This deputate will act as the Air Force focal point on all matters involving readiness.

All functional Air Staff agencies will be represented in the

office. Lt. Gen. Pauly has indicated that in addition to normal staff monitoring, his people will conduct field trips to get firsthand knowledge of system readiness. He feels these trips will provide a valuable tool in evaluating and monitoring the status of the Air Force operational forces to fight.

Lt. Gen. Pauly explained these changes are but part of a continuing program to insure that the combat capabilities of the Air Force are kept at the peak of readiness. (AFNS)

# Sergeant promotes both safety, recruiting

CHANUTE AFB, Ill. — What does a safety noncommissioned officer do at a recruiting group headquarters?

At the 3505th Air Force Recruiting Group here, in addition to promoting safety among group members, he is tying safety into direct support of the recruiting mission.

Staff Sergeant Clifford Givens, the safety noncommissioned officer in charge, was instrumental in obtaining a seatbelt demonstrator for the unit. The device is now being used throughout the group's territory as a recruiting tool.

The demonstrator was designed and built by Resource

Management Branch, Air Force School of Applied Aerospace Sciences, here.

It is a real crowd pleaser and has appeared at the Wisconsin Governors Conference on Highway Safety in Madison, the Wisconsin Farm Bureau Federation Conference, held in Madison, and numerous high schools in the Chicago area, according to group officials.

SSgt. Givens believes the demonstrator has been successful because it is a device that permits audience participation. "People can climb on it, get a short ride and a little thrill, and still learn something about using their seatbelts," he said.

# Officials release new promotions

One hundred and one members of Air Force Recruiting Service have been selected for promotion to master sergeant and technical sergeant.

Technical Sergeants Harry L. Gordon Jr., and Ralph E. Gross are the master sergeant selectees from Headquarters Air Force Recruiting Service.

Those identified from the 3501st Air Force Recruiting Group for master sergeant are TSgt. William Beighley, Det. 103; Barry K. Becker, Allen B. Bowden, Stanley A. Staples, Richard K. Weaver and Barry V. Wigton, Det. 106; Jimmie W. Attaway, Det. 108; Raymond A. Barrett, Walter B. Prescott and Rudolph A. Wiechert Jr., Det. 109.

New technical sergeants from the 3501st USAFRG are Richard I. Crane Jr., and Wilbert S. Talton Jr., Det. 101; Serge Belanger, George A. Goff, Det. 103; Richard A. Golden, Joseph A. Petrotto, Robert C. Sharps, Eugene P. Turner, Det. 104; Andrew J. Aldrich Jr., and Raymond Saccoccio Jr., Det. 106; Robert E. Jacques, Raymond G. Pelletier, Kenneth S. Willey, and Allen M. Williamson, Det. 109.

In the 3503rd USAFRG master sergeant stripes go to Fred C. Ragan, 03rd Gp; William H. Cessna, John T. Curtis, Det. 301; John H. Keen, Det. 303; Thomas R. Williams, Det. 305; Roger O. Church, Det. 307 and Willie H. Thompson, Det. 310.

Selected for Technical Sergeant in the 3503rd Group are Jimmy D. Tice, Det. 301; Roland R. Wilson, Det. 303; Charles M. Adams, Det. 304; Barry W. Floyd, Orville V. Miller, Raybert A. Howell and Edward Torrence, Det. 305; Samuel M. Lowry, Det. 308; Noland Broussard and Walter C. Baird, Det. 309; Jessie C. Farr Jr., Det. 310; Clyde W. Kerr, Det. 311.

Eighteen members of the 3504th USAFRG chosen for master sergeant are Lyle V. Anderson, Thomas J. Houlihan, Det. 403; Fred S. McNeal, Bobbie R. Orr, James N. Putnam, Hubert J. Scoggins, Bernard M. Gebala and Frank E. Sepaugh, Det. 404; Larry J. Buff, James J. Clements, James P. Dewalt, Gerald M. Exman, Gerald R. Rice, Det. 405; William H. Conrad, Robert J. Cain, Jasper L. Gates, Loraine J. Roark and Gilbert Garcia, Det. 406.

Technical sergeant selectees in the 04th Gp are James R. Presson, Det. 401; John A. Risher, Det. 403; Jerry D. Andrews, Kenneth E. Gifford, Fred W. Schlie, Robert E. Thompson and Lyle P. Toland, Det. 404; Walter C. Mitchell, Det. 406.

Soon-to-be master sergeants in the 3505th USAFRG are Charles W. Johnson, 05th Gp; Ronald F. Zukoski, Det. 500; Morrison Conner, Det. 501; Ronald B. McCarthy, Det. 504; James E. Helms and Jackie D. Endicott, Det. 514.

Staff Sergeants John C. Krilech, Det. 500; Stanley Jordan, Det. 501; Charles G. Carroll, Det. 506; James A. Kinn, Det. 513 and Michael D. McGrail are the new technical sergeants identified in the 05th Gp.

To don master sergeant stripes in the 3506th USAFRG are Eddie L. Barrow, Det. 606; Wister Lide Jr., Marvin L. Rogers and John E. Turner, Det. 607; James R. Davis, Dale E. Krick, and Marion B. Knight, Det. 608.

Moving up to E-6 in the 3506th Gp. are Edward H. Morales and Gilford Palmer Jr., 06th Gp; Vickie M. Graham, Gerald E. Johnson, and Thomas J. Latta Jr., Det. 601; William T. Harris, Edward J. Kelly Jr., and Norman A. Vance, Det. 606; Linwood E. Green, Det. 607; John D. Ferlaak, and William E. Grayson, Det. 608 and Willard E. Henry, Det. 610.

# Units contribute to low command accident record

Fewer Air Training Command (ATC) personnel were killed in accidents during 1975 than in any previous year, according to command ground safety officials.

Contributing to the record were several Air Force Recruiting units.

Thirty persons assigned to ATC died of injuries received in accidents. Private motor vehicle related accidents claimed the largest number of lives. Nine driv-

ers, nine passengers, three motorcycles and two pedestrians lost their lives. Four persons were also killed in private aircraft accidents, two persons drowned and one person died of smoke inhalation.

Six ATC bases and several separate reporting activities experienced no fatalities during 1975. Among them was Headquarters, Air Force Recruiting Service and four of its recruiting groups: 3501st Air Force Recruiting Group, L. G. Hanscomb Air Force Base, Mass.; 3503rd Group, Robins AFB, Ga;

3504th, Lackland AFB; and 3505th, Chanute AFB, Ill.

Also on the fatality free list were Craig AFB, Ala.; Mather AFB, Calif.; Vance AFB, Okla.; and Randolph, Reese and Webb Air Force Bases in Texas. The 80th Flying Training Wing, Sheppard AFB, Tex.; 3636th Combat Crew Training Wing, Fairchild AFB, Wash.; and Officer Training School, Lackland AFB Tex., also reported no fatalities in 1975.

The previous record low was in 1961 when the command experienced 40 fatalities. (AFNS)

# Doors open to 'Bank of A&P'

WASHINGTON, D.C. — "The First National Bank of Advertising and Publicity" recently opened its doors at Air Force Recruiting Detachment 305, here. And all detachment recruiters were issued "checkbooks".

The "bank" and the "checkbooks" comprise a new system which recruiters may use to request Air Force advertising.

In an effort to standardize requests for paid advertising within Detachment 305 and to help ease the drudgery of filling out forms, Staff Sergeant Bill Madden, an administrative noncommissioned officer assigned to the detachment's Advertising and Publicity Branch, came up with the idea.

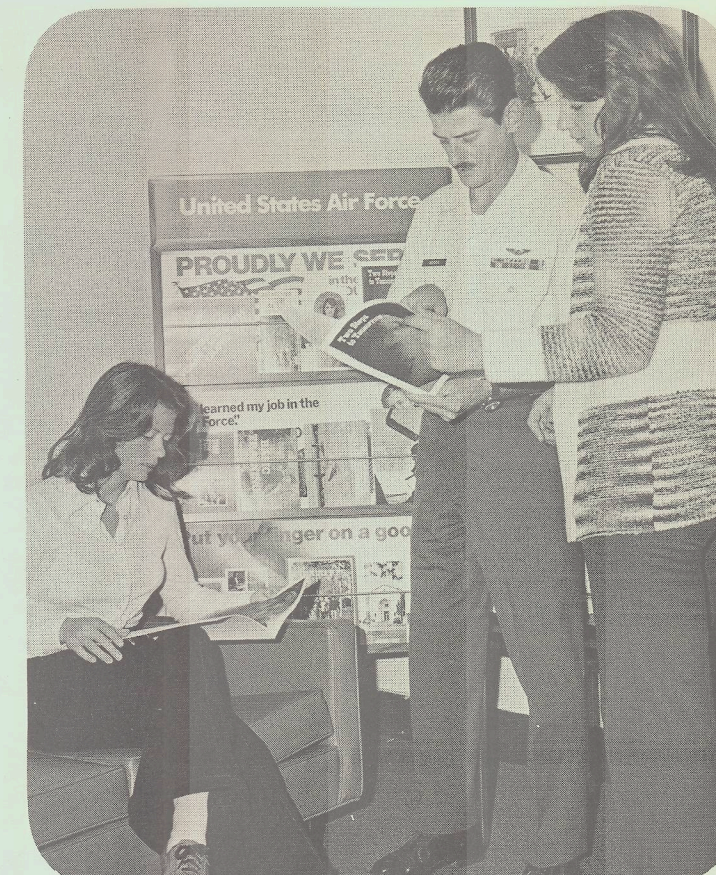
Each check is numbered. When a recruiter wants to place an advertisement, he completes the

check with appropriate information, detaches it from the stub (which he maintains for his own records) and forwards it through his sector supervisor to the detachment.

Upon receipt by the detachment Advertising and Publicity Branch, the check's number is recorded in a ledger, and, if approved, it is transmitted to the local advertising agency for placement.

When the ad has been placed, the check is cancelled with a stamp indicating the ad status.

"The system is working fine," said Staff Sergeant Joe Geraci, noncommissioned officer in charge of the Advertising and Publicity Branch. "By using the numbered checks we can easily determine if an ad request has been lost in the mail."



THE AIR FORCE is a great way of life, says recruiter, Technical Sergeant Ted Morris, as he points to the stylish uniform worn by women in the Air Force. Listening attentively are Penny Sarres (left) and Starra Wood residents of the Ocala, Florida area. TSgt. Morris is a member of Air Force Recruiting Detachment 303. (Air Force Photo by TSgt. Buddy C. Ward)

# Expo visitors view AF display

MILFORD, Conn.—Some of the more than 50,000 visitors to the annual Black Expo and Bazaar in New Haven, Conn., recently, got the chance to learn about opportunities offered by the Air Force.

Members of Air Force Recruiting Detachment 106, headquartered here, set up a display at the three day event which each year provides visitors a look at the job opportunities in the community.

Master Sergeant Thomas Jay, a detachment sector supervisor, responsible for recruiting in the New Haven area worked with Jimmy Jones, Black Expo director, to obtain display space.

The Air Force exhibit included a table-model flight simulator

and pictures of Air Force people on the job. A 12-foot red, white and blue scale model of an Air Force F-111 aircraft was parked near the Expo entrance to attract attention.

Second Lieutenant Everett L. Hysten, 3501st Air Force Recruiting Group minority recruitment officer, attended the event and spoke with hundreds of businessmen, civic leaders, and interested parents about the Air Force.

Noting the interest in the display, 2nd Lt. Hysten said, "It has to be one of the most effective methods of reaching a large group of people and presenting the Air Force message."

The detachment has been included in next year's event plans, and MSgt. Jay is working on a display he hopes will bring the Air Force even closer to the community.

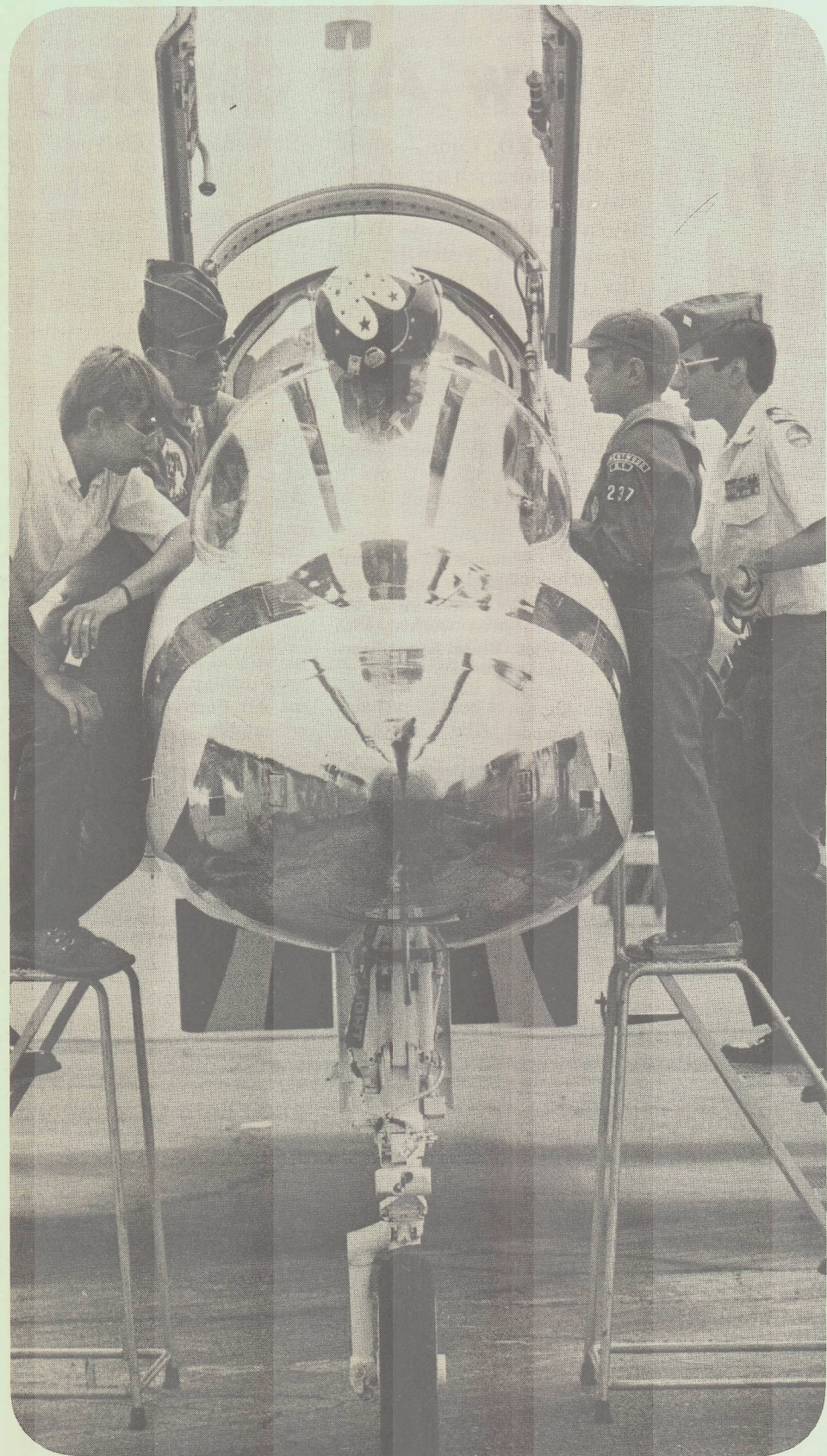


ADDING THE FINISHING TOUCHES to the art work for Air Force Recruiting Detachment 305's new "checkbooks," is Staff Sergeant Bill Madden. The Advertising and Publicity Branch designed the checkbook system to help recruiters keep track of their ad requests and also to help improve documentation procedures.



THE AIR FORCE BAND and Singing Sergeants receive a standing ovation from 2,600 St. Louis residents who listened to the two hour concert presented in Powell Symphony Hall, St. Louis. The concert supported recruiting in Air Force Recruiting Detachment 405. (Air Force Photo by Captain Thomas L. Sack)





CAPTAIN DOUG ROACH, a pilot assigned to The Thunderbirds last year, discusses the cockpit of a T-38 Talon aircraft, with visitors to the display at Farmingdale, N.Y. The team has performed more than 1,900 shows since it was formed.

THE THUNDERBIRDS performed 90 shows during 1975. Two of the largest were in New York, one at Coney Island and the other over Jones Beach. Both shows were sponsored by Air Force Recruiting Service, and attracted some 1,585,000 spectators.



A MAD RIVER Junior High School student interviews Captain Gil Mook, left wingman for The Thunderbirds last year during an airshow at Wright-Patterson Air Force Base, Ohio.

Team supports recruiting

# Thunderbirds set schedule

The Air Force Air Demonstration Squadron, The Thunderbirds, is scheduled to perform 107 shows this year.

The 1976 season schedule, announced recently, contains 95 sites in the United States and two in Canada.

Support of Air Force recruiting and retention programs is one of the foremost objectives of The Thunderbirds. Therefore, recruiters must work closely with civilian and military show sponsors to ensure maximum recruiting participation in the events, according to Recruiting Service officials here.

Guidance for planning, coordinating and reporting recruiting participation in 1976 Thunderbird's events is now being finalized. It will be available soon.

During the new season which begins next month at Davis-Monthan Air Force Base, Ariz., The Thunderbirds will perform with an additional aircraft. A second solo plan has been added to the show, bringing the number of aircraft participating to six.

The team expects to fly its 2,000th performance in 1976.

The following is the 1976 schedule:

Date	Site	Responsible Detachment
March		
13-14	Davis-Monthan AFB, Ariz.	610
20	Langley AFB, Va.	310
21	Robins AFB, Ga.	301
28	Holloman AFB, N.M.	607
April		
3	Greenville, Tex.	404
4	Hattiesburg, Miss.	309
10	Fresno ANGB, Calif.	603
11	Mather AFB, Calif.	603
17	Rock Hill, S.C.	307
18	Mobile, Ala.	309
24	Seymour Johnson AFB, N.C.	307
25	Westover, Mass. (AFRES)	106
May		
1	Little Rock AFB, Ark.	405
2	Barksdale AFB, La.	406
8	Mountain Home AFB, Idaho	608
9	Kingsley Field, Ore.	601
15	Kelly AFB, Tex.	404
16	Keesler AFB, Miss.	309
17	Maxwell AFB, Ala.	301
20	Altus AFB, Okla.	409

22	Griffiss AFB, N.Y.	103
23	Lansing, Mich.	504
29	Rickenbach AFB, Ohio	514
30	Binghamton, N.Y.	103
31	McGuire AFB, N.J.	105

June		
2	Air Force Academy, Colo.	607
4	Kincheloe AFB, Mich.	504
5	Louisville ANGB, Ky.	308
6	Charlottesville, Va.	310
8-9	Kennedy Space Center, Fla.	303
12	Myrtle Beach AFB, S.C.	307
13	Youngstown ANGB, Ohio	513
19	Springfield, Mo.	401
20	Richards Gebaur AFB, Mo.	401
26	South Lake Tahoe, Calif.	603
27	Vandenberg AFB, Calif.	609

July		
2	Pease AFB, N.H.	109
3-4	Andrews AFB, Md.	305
5	Bridgeport, Conn.	106
10-11	Calgary, Canada	
17-18	Everett, Wash.	601
23	International Falls, Minn.	412
24	Rockford, Ill.	501
25	Mason City, Iowa	411
28	F.E. Warren AFB, Wyo.	607
30	Springfield, Ill.	500
31	Ottumwa, Iowa	411

August		
1	Lincoln ANGB, Neb.	403
5	Laughlin AFB, Tex.	404
7	Bergstrom AFB, Tex.	404
8	Tinker AFB, Okla.	409
10	Syracuse ANGB, N.Y.	103
12	Wurtsmith AFB, Mich.	504
14-15	Chicago, (Lakefront)	501
20	Minot AFB, N.D.	403
21	Ogden, Utah	608
22	Ellsworth AFB, S.D.	403
24	Eielson AFB, Alaska	
25	Elmendorf AFB, Alaska	
26	Ketchikan, Alaska	
28	West Mifflin, Pa.	101
29	Scott AFB, Ill.	405
30	Columbus AFB, Miss.	309

September		
1-2	Kennedy Space Center, Fla.	303
4-5	Nashville, Tenn.	311
6	Toronto, Canada	
11	Norton AFB, Calif.	610
12	Edwards AFB, Calif.	609
17	Murphysboro, Ill.	405
18	Sheppard AFB, Tex.	409
19	Cannon AFB, N.M.	607
25	Paso Robles, Calif.	606
26	Travis AFB, Calif.	603

October		
1	Fort Ord, Calif.	606
2	March AFB, Calif.	610
3	Castle AFB, Calif.	603

9	Carswell AFB, Tex.	404
10	Randolph AFB, Tex.	404
11	Reese AFB, Tex.	409
16	Charleston AFB, S.C.	304
17	Pope AFB, N.C.	307
18	Raleigh, N.C.	307
20	Goodfellow AFB, Tex.	404
23	Hot Springs, Ark.	405
24	Tyndall AFB, Fla.	301
25	England AFB, La.	406
30	Charleston, W. Va.	308
31	Shaw AFB, S.C.	304

November		
6	Luke AFB, Ariz.	610
7	George AFB, Calif.	610
13-14	Kissimmee, Fla.	303
18	NAS Key West, Fla.	303
20	Eglin AFB, Fla.	309
21	Moody AFB, Ga.	301
27	Homestead AFB, Fla.	303
28	MacDill AFB, Fla.	303

December		
4	Nellis AFB, Nev.	610



MEMBERS OF THE Air Force Air Demonstration Squadron discuss the opportunities for young men and women in the Air Force with Connie Boussin, hostess of the Philadelphia television program, "Dialing For Dollars." The Thunderbirds are from left, Staff Sergeant J. M. Burton, a fuel systems specialist, and Capt. Gil Mook, last year's left wing pilot. The unit made more than 250 public appearances in direct support of Air Force recruiting last season.



SPECTATORS crowd around The Thunderbirds seeking an opportunity to talk with the pilots and collect autographs. During 1975, the Air Force Air demonstration squadron performed before an estimated 5,570,000 spectators. Since its establishment it has thrilled more than 18-million people in various countries throughout the world.



by Master Sergeant  
John Mahony

BOISE, Idaho—"It isn't mandatory, of course, that an Air Force recruiting supervisor know how to fly, but in my case, it sure helps to get the job done."

Master Sergeant James G. Hebert, Air Force Recruiting Detachment 608's sector supervisor for Southern Idaho, was merely understating a case for piloting his own personal aircraft in visiting his five recruiting offices. The offices, located at Idaho Falls, Pocatello, Twin Falls, and Boise, Idaho; and Ontario, Ore., are strung along Interstate Highways 15 and 80 for 315 miles.

The Boise-based supervisor flies his light, 4-place high-wing type aircraft on business to save that most valuable asset: time. "Take, for example, a road trip from Boise to Idaho Falls, a distance of 257 miles," the 20-year Air Force veteran said. "You are talking about a good six-hour drive to Idaho Falls doing the speed limit. By comparison, I can fly there easily in about one and three-quarter hours."

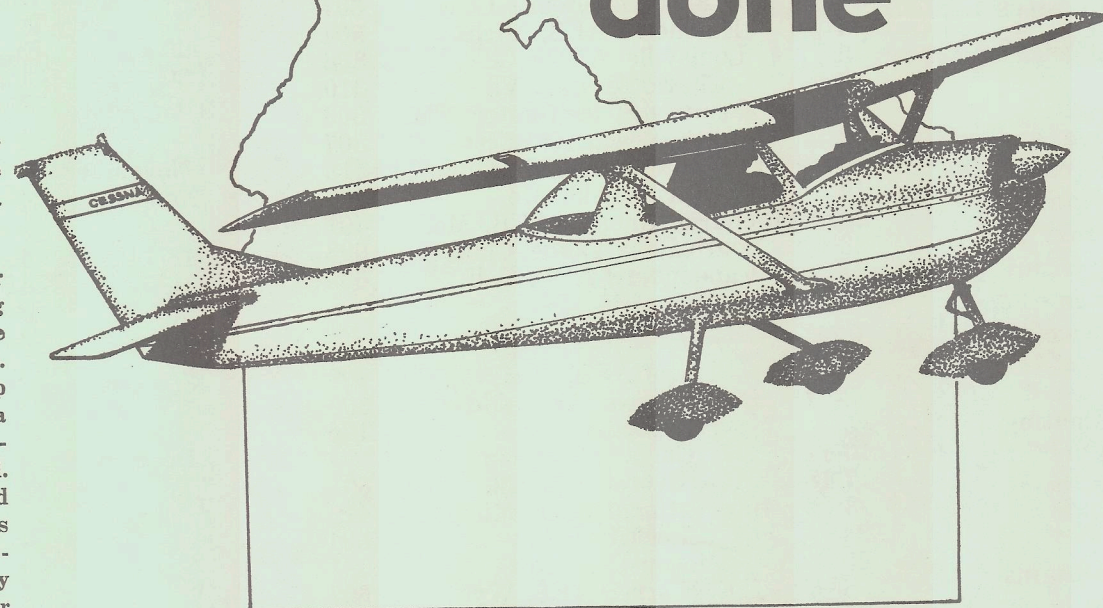
MSgt. Hebert's aircraft gets about 17 miles per gallon, cruises about 150 miles an hour, and carries enough fuel for about five hours flying time, depending upon wind direction.

"By flying instead of driving to the various offices, I'm able to spend more time doing what the Air Force pays me to do: work with the recruiters," the sergeant continued. "And by get-

ting to and from my destination the same day, overnight visits are kept to a minimum, so the taxpayer doesn't have to put me up, too. Besides, I personally gain by keeping proficient as a pilot."

That proficiency includes being on his toes concerning flying safety. "Weather is my primary concern," MSgt. Hebert continued. "This plane does not have anti-icing equipment, so I

## Getting the job done



restrict my flying from about the end of March through mid October. And when I do fly, I check not only the daily weather, but the long-range outlook so I won't get stuck at my destination.

"Then, of course, I never depart without filing a flight plan detailing my route and stops," he stated. "Finally, the plane itself is inspected and FAA certified once a year as being

airworthy. Naturally, I inspect it before every takeoff."

A native of Emmett, Idaho, MSgt. Hebert wears the Air Force's command crew member wings, signifying at least 15 years in continuous flying status. His days in aviation began in 1953 when he began a three-year tour with Idaho's Air National Guard as a flight-line crew chief servicing P-51 and F-80 fighter planes.

Soon after he entered the Air Force in 1955 he became a refueling boom operator on SAC's KC-97's and KC-135's, acquiring more than 12,000 military flying hours world-wide before going into Recruiting Service in 1971. For the next three years in Spokane and then Boise, he demonstrated himself to be an outstanding recruiter before being promoted to sector supervisor in July 1974.

Primarily through aero clubs at various air bases, MSgt. Hebert learned to fly. Now he holds a multi-engine rating as a commercial pilot with 2,600 civilian flying hours to his credit.

MSgt. Hebert is co-owner of the plane with four other Boiseans. "This not only splits the cost of the plane — about \$12,000 — but on maintenance, as one of our partners has his airplane powerplant license," MSgt. Hebert pointed out. "We charge ourselves a flat \$8 an hour plus fuel to fly it. The Air Force gives me seven cents a mile for official road travel, which I apply towards the plane."

The sergeant recently flew his plane to a detachment training meeting at Salt Lake City, 350 miles from Boise. There he received a Mark of Excellence Award for having just completed a highly successful year in recruiting.

On the way back he stopped in Pocatello, Idaho Falls, and Twin Falls on business. By flying his own plane instead of going commercial airliner, he saved the Air Force about \$100, once again demonstrating that in the case of MSgt. Jim Hebert, "flying . . . it sure gets the job done."

## Detachment hits million mile mark

by Master Sergeant  
Thomas Crowley

ST. PAUL, Minn. — Under the watchful eyes of the Minnesota State Patrol, Staff Sergeant Darrell Moyer recently "piloted" an Air Force van cautiously around the Ft. Snelling Federal Building here to mark Air Force Recruiting Detachment 412's symbolic one-millionth consecutive mile of reportable accident free driving.

Minnesota State Trooper Deney Adrian escorted SSgt. Moyer with his police cruiser on the historic mile by paving the way in front of the red, white and blue van through tangled snarls of metropolitan traffic to insure that the millionth mile was truly accident free.

Colonel Edward D. Young, Jr., 3504th Air Force Recruiting Group commander, presented the Commander's Safety Award to Major Robert W. Provines, Det. 412 commander.

During the period of accident free driving, up to 42 vehicles were on the road at a time, covering more than 144,000 square miles of North Dakota, Minnesota and Western Wisconsin.

In congratulatory remarks Trooper Adrian, on behalf of the Minnesota State Patrol, praised the "accident free efforts of all the Air Force recruiters attempting to make the highways of this state a safer place to drive."

## Bumper not only place to put bumper sticker

MILFORD, Conn. — The rear bumper of an automobile isn't the only effective place to put an Air Force bumper sticker, according to a member of Air Force Recruiting Detachment 106.

And he is proving it.

Master Sergeant Bruce B. Lidback, a sector supervisor, assigned to Waterbury, Conn., has found several suitable sites for this form of Air Force advertising.

When parking his car recently in a commercial lot, the sergeant realized that everyone entering the parking lot must look at the ticket dispensing machine. MSgt. Lidback checked with the attendant and now a "Super Jobs" bumper sticker greets all patrons from just above the ticket slot.

While taking his car through a local car wash, the sergeant found another place for his bumper stickers. The entrance

to the facility was marked with barrels placed several feet apart. Now cars entering the car wash, line up with barrels marked, "Happiness is the U.S. Air Force."

"It isn't hard to find ways to advertise," said MSgt. Lidback. "All you have to do is keep your eyes open during your daily routine. With money as tight as it is, we need to take advantage of all the advertising we can get," he concluded.

## AF produces 'biggest' country music program

by Master Sergeant Paul R. Pitzer

NASHVILLE, Tenn. — For more than 50 years this central Tennessee city has been known as "the home of the Grand Ole Op'ry."

A much lesser known fact, but far more important to Air Force recruiters, is that Nashville is also the "home" of the world's most widely syndicated country and western music program—"Country Music Time."

The show is a series of 15-minute segments, recorded "live" here in one of the city's many recording studios.

The Air Force sends copies of the public service programs to more than 2,000 radio stations throughout the nation.

Master Sergeant Harvey Hollister, who is assigned to the Directorate of Advertising, Air Force Recruiting Service headquarters, Randolph Air Force Base, Tex., hosts the shows, which feature top country and western recording artists.

During an interview at the studio MSgt. Hollister said, "Doing the show is really a gas. These guys (the musicians, singers and technicians who 'back up' the stars) are truly professionals."

"See that man over there at the organ? That's Charlie McCoy. Charlie's a star in his own right. But there he sits, playing background music for other artists."

The announcer is very vocal in his praise of his "regulars."

Three of them—Marvin Hughes, pianist and floor director, rhythm guitarist Ray Edenton and drummer Buddy Harmon—have recorded for the Air Force since it first started producing country and western shows.

The other musicians are: "Lightnin'" Chance, bass; Pete Wade, lead guitar; Hal Rugg, steel guitar; Buddy Spicher, violin; and, of course, Charlie McCoy at the organ, xylophone, piano, harmonica or whatever else is needed.

"If Charlie had more hands, we wouldn't need anyone else," jokes MSgt. Hollister. "He can play almost any instrument in the studio."

The Jordanares vocal group "does the doo-wahs" in the background.

Watching one of the recording sessions provides an excellent example of the professional competence of the musicians and singers.

A typical "gig" begins shortly after the guest artist arrives. Usually the soloist brings a recording of the songs he or she intends to sing, but some bring a guitar and 'run through' it one time.

Either way, the members of the band and leader of the Jordanares listen to the song played once through, and scrawl a series of numbers, dashes and other squiggly little marks on any piece of paper that is handy—a note pad, an envelope . . . even a laundry ticket!

That one, brief listen is all the "rehearsal" they need. They're ready to "cut it."

The red lights go on outside the studio doors. Marvin Hughes raises his hands for silence, and every eye in the studio focuses on him.

Lowering one hand, he points with the other to Ray Edenton.

Ray slowly picks out a three notes introduction on his guitar.

On the fourth beat the guest star, the band and the Jordanares join in, and the recording is underway.

In the control room "Scotty" Moore, the sound engineer, somehow manages to monitor a panel of what appear to be 40 or 50 dials with quivering needles and a couple hundred switches.

Back inside the studio the singer hits and holds the last note. An appreciative group of bandmen and supporting singers applauds the performance.

"Thank you," the vocalist says. "And now, here's Air Force Sergeant Harv Hollister with some good words about the United States Air Force."

"Cut! That's a wrap!" With these words, one more song goes "in the can."

It takes a lot of songs to complete a session. Each 15-minute show contains about four songs, and every three months the group cuts 12 or 14 shows.

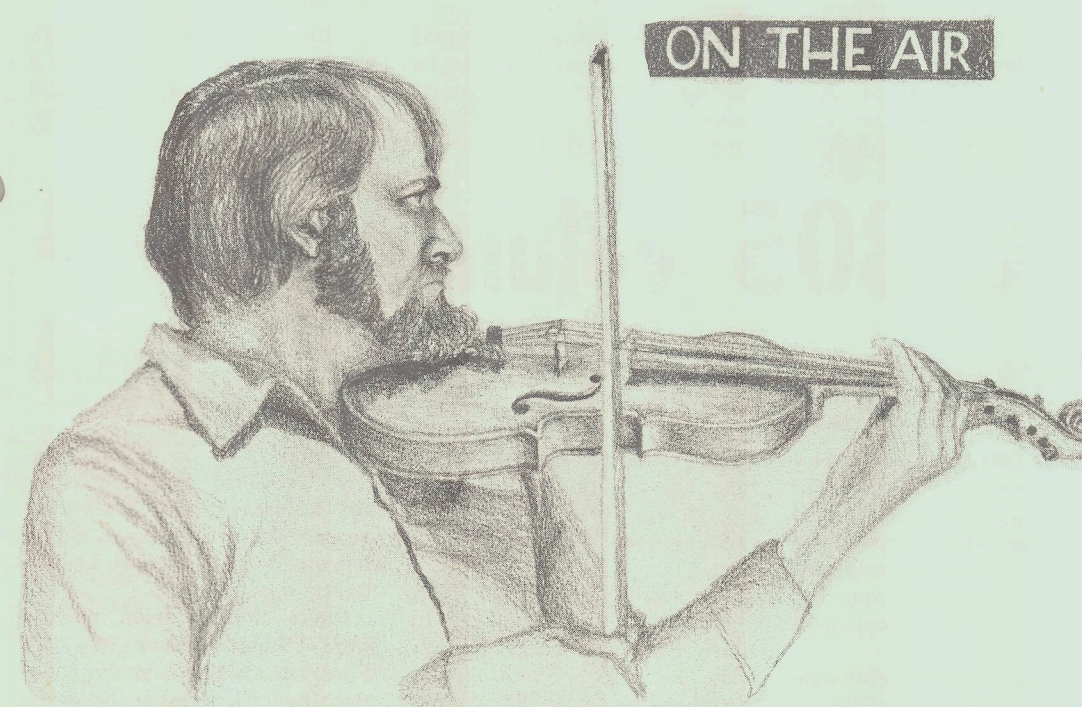
That adds up to 48 or 56 tunes each session. All in only two days!



STANDING BY with a message about the Air Force is the program's host, Master Sergeant Harvey Hollister, who is assigned to the Directorate of Advertising, Headquarters, Air Force Recruiting Service.



BUDDY SPICHER on violin and Hal Rugg, steel guitar, accompany the guest artist during a recording session for Country Music Time, the Air Force Recruiting Service public service radio program. The two are among eight musicians and the Jordanares vocal group who are regulars on the program.



1776 BICENTENNIAL 1976  
MENU

Today's Specials:



OUR FOREFATHERS  
PIONEERED THIS  
GREAT COUNTRY  
200 YEARS AGO  
— TO BE A PART  
OF TODAY'S  
AEROSPACE PIONEERS  
SEE YOUR  
AIR FORCE RECRUITER

USAFRG-GS 9

COMMEMORATING THE BICENTENNIAL, this menu was designed by the 3503rd Air Force Recruiting Group for recruiters to place in restaurants in their zones. It depicts a colonial milliaman stirring an Air Force benefit stew. It also features a place for the recruiter to stamp his name and address. During the past year, the group's recruiters have placed more than 200,000 menus in restaurants throughout their areas.



## 'Operation Homecoming' participant

# Experiences help recruiting

by Captain Ted Guest

ATLANTA—Visit the Atlanta office of Captain Mikelene Mantel, Air Force Recruiting Detachment 304 nurse recruitment officer, and you're bound to end up talking about "Operation Homecoming."

As a flight nurse she flew eight missions in various phases of the operation that brought American Prisoners of War (POWs) home from Southeast Asia during 1973, including a flight from Hanoi.

"There's a photo taken as we landed at Clark (Air Base, Republic of the Philippines)," she said pointing to one of several related pictures on her office wall.

A 50-page scrapbook lies open on a coffee table. It contains photos, autographs, news clippings and other mementoes of her participation in "Operation Homecoming." On the wall is a small American flag presented to her by one of the POWs.

"All the nurses I talk with about the Air Force want to hear of my personal experiences and what they can expect as an Air Force nurse," explains Captain Mantel. "We always spend a lot of time talking about 'Operation Homecoming,' but I don't skim over the long hours or hectic conditions under which we worked," she emphasized....

Capt. Mantel is a "tell it like it is" recruiter. Perhaps that modern approach is her key to success. "I always promote the positive, but never forget to

cover the possibility of remote assignments, shift work, or other inconveniences," she stressed.

Capt. Mantel pulled a manifest out of her scrapbook.

"Colonel Quincy Collins was on this flight," she recalled. "He's retired and living in Atlanta now. In fact he's an Honorary Air Force Recruiter," she explained with pride. "That's an

interesting story in itself," she began.

She first met Col. Collins two and one-half years ago. "He was on one of the flights I made between Hickam and

Travis," she recalled. It was Feb. 16, 1973, to be exact. "We (flight nurses) were busy and among all the excitement, I don't recall exactly what we talked about that day," she admits. Recently, though, they've discussed the Air Force recruiting program.

Col. Collins, a POW for seven years retired last year and now works as a public relations representative for a firm in Metropolitan Atlanta.

"We (recruiters) have been working individually with the various schools and hospitals in this area talking about Air Force opportunities," explained Capt. Mantel. "When we made plans to host a dinner for the 'leaders' in these institutions, I wanted to have a special speaker — one who could give credibility to the Air Force and our fine nursing and medical programs yet not gloss over the real life hardships we occasionally face," she continued. A reunion with Col. Collins found him to be agreeable to the idea. "It was the most successful community relations dinner we've arranged," she claims.

He recalled his experiences as a POW for the audience. His personal reflections on the treatment he received in Air Force medical facilities following his return to the United States, gave credence to the advertising that promotes modern equipment and a challenging job for Air Force doctors and nurses.

Yes, "Operation Homecoming" means a lot to Capt. Mantel, but so do all her Air Force experiences. And that's evident by her work.



OPERATION HOMECOMING participant Captain Mikelene Mantel, a nurse recruitment officer, reviews a scrap book with Colonel James Quincy Collins (Air Force retired). The colonel was one of eight flights Capt. Mantel made as a flight nurse in support of the operation which brought American prisoners of war home from Southeast Asia. The colonel was recently made an Honorary Air Force Recruiter by Air Force Recruiting Detachment 304. (Air Force Photo by Staff Sergeant Carl Jones)

## Detachment conducts plane building contest

RIVERSIDE, Calif. — Air Force Recruiting Detachment 610 recently conducted a model airplane building contest here.

The contest drew 38 entries which were displayed at the Air Force recruiting booth during the March Air Force Base Open House.

Two members of the Air Force Thunderbirds aerial demonstration team served as judges to select the five best models.

"It was used at another of our Open House functions, so we thought we would try it here in California," said Technical Sergeant Robert Spivacke a detachment member.

Flyers promoting the contest were printed and distributed by the Riverside Bicentennial Commission and entrants were instructed to bring their aircraft

• • •

The second Air Force prototype B-1 strategic bomber was rolled out Jan. 16 at Palmdale, Calif. This is the first B-1 to have a complete offensive avionics system, including an offensive operator's station. When it enters flight testing in the spring, the aircraft will be used to evaluate the B-1's offensive capability. (AFNS)

to the Riverside Air Force Recruiting Office.

"The program was very successful," said Major Bob Williams, Det. 610 commander, "and we will probably do the same thing again next year."

## Police learn about AF at luncheon

BOULDER, Colo.—A member of Air Force Recruiting Detachment 607 here recently conducted a luncheon to inform civilian police about the Air Force security police career field.

Technical Sergeant Pat Archuleta held the center of influence luncheon for Boulder County police officials.

Guest speaker for the event was Major Vernon Reed, operations officer for the 3415th Security Police Squadron, Lowry Air Force Base, Colo. The major told the group about the various aspects of the Air Force security police field and how they applied to Lowry AFB and the Denver area.

Closing the meeting, TSgt. Archuleta briefly covered enlistment requirements for the field and discussed current openings.

## 'Message units' display AF ad

SYRACUSE, N.Y. — An Air Force recruiter assigned to Geneva, N.Y. has 10 new "traveling message units" displaying Air Force advertising throughout his zone.

They are taxi cabs, belonging to a company which serves the city of 16,000 people.

Staff Sergeant Joseph R. Eicher, a member of Air Force Recruiting Detachment 103 arranged for the

cabs to carry an Air Force message with a bicentennial theme.

"I talked with Ronald Bogart and Donald Starr owners of the company," said SSgt. Eicher. "They said if we supplied stick on decals they would be glad to use them."

The sergeant obtained the 17 by 34-inch decals through their detachment Advertising and Publicity section and they were

placed on both front doors of each taxi. The decals are similar to the Bicentennial billboard posted by the Air Force last year.

The advertising will remain on the vehicles throughout the nation's Bicentennial year.

The company owners were recently presented a certificate of appreciation for their support of the recruiting mission.

## Det. 305 volunteers umpire charity ball game

BALTIMORE — A charity softball game between the Jackson Five, singing group, and personalities from two local radio stations was recently umpired by volunteers from Air Force Recruiting Detachment 305.

The event raised several hundred dollars for the John F. Kennedy Memorial Institute. The organization aids mentally and physically handicapped children in the Baltimore area.

Thousands of Jackson Five fans cheered their idols to a 6-3 victory over members of radio stations WSID and WLPL here.

Participation by the Air Force recruiters was organized by Staff Sergeant Larry Wilson, host of the Air Force Sunday Morning Gentleman Show, aired on WSID. He and SSgt. Harold Childress participated as members of the radio stations' team.

Master Sergeant Bobby Murphy, Technical Sergeant Richard Kanapaux, and Staff Sergeants William R. Payne, Ralph Lawton Jr., and Robert L. Van Buren were umpires.

Radio Station team players wore "Super Jobs in the Air Force" tee shirts and the Jackson Five were made honorary Air Force Recruiters.

Highlights of the game were broadcast on local television news shows.

## Master sergeant collects 'time'

CARLE PLACE, N.Y.—Time is valuable to the good Air Force recruiter. To Master Sergeant Donald MacDonald, a member of Air Force Recruiting Detachment 104, it is especially valuable.

He collects it.

The Air Force recruiter assigned to Bayshore, N.Y., restores antique clocks. His collection of 46 timepieces dates as far back as the early 1800s.

A huge grandfather clock stands in the sergeant's living room and other types are huddled on mantles, desk tops and coffee tables. They include "banjo," "gingerbread," and "beehive" models in either running condition or in the process of being restored.

MSgt. MacDonald believes that his clocks will become even greater collectors' items now

that digital timepieces are becoming popular.

"The first digitals were precision instruments," said the sergeant, "but now that they are in demand, the manufacturers will start mass producing them."

MSgt. MacDonald says recruiting in New York is both challenging and interesting. He doesn't feel that New York is a large impersonal metropolis. "The city is really a great place," he said.

The 35-year-old native of Norwich, Conn., recently completed a 48-month tour as Det. 104's logistics support non-commissioned officer.

Asked why he switched from support to production, the sergeant said, "I liked the idea of meeting people and helping put the best qualified folks in the Air Force. Besides, I felt it was TIME for a change."



WITH A LITTLE TIME on his hands after work, Master Sergeant Donald MacDonald works on restoring an old clock. The sergeant, who collects antique time pieces, is a recruiter assigned to Air Force Recruiting Detachment 104. He is stationed in Bayshore, N.Y. (Air Force Photo by Staff Sergeant Al Levine)

## Recruiter helps develop children's talent shows

ATLANTA, Ga. — An Air Force recruiter in Athens, Ga., is using the experience he gained in Air Force talent contests to help develop talent shows for children in the community.

"Many children don't realize they have talent until they're encouraged to 'get their act together,'" explained Staff Sergeant David Sullivan, a member of Air Force Recruiting Detachment 304. "The short term results are enjoyable for both the parent and child, and the

long range effect can be most rewarding for the youngster."

SSgt. Sullivan volunteered his own time to coordinate a talent show for children in the Athens Day Care Centers recently. This was the first such exposure for most of the 100 youngsters who participated. The idea came about when the sergeant was talking about the Air Force Reserve with William Ayers, director of the Day Care Centers.

"We were hashing over military experiences and my participation in Air Force talent shows 'came up,'" recalled SSgt. Sullivan. Most recently, he was a member of The Epics, a male vocal group. The group of five won first place in the "All

Talent" category in base and regional competition while SSgt. Sullivan was assigned to Udon Royal Thai Air Force Base, Thailand. The Epics went on to earn second place honors in the 1974 13th Air Force Talent Contest.

There were more than a dozen acts in the children's first talent show, including singing, dancing, and comedy routines.

Plans are now being made by SSgt. Sullivan and Mr. Ayers for a second show for the children. This one is expected to have at least 20 acts and will be presented city-wide. Proceeds will be used to buy additional recreational equipment for the Athens Day Care Centers.

## Det. 501 members assist with hospital radiothon

ELWOOD, Ill. — An administrative specialist and 17 other members of Air Force Recruiting Detachment 501 here recently voluntarily helped with a radiothon supporting the St. Jude Research Hospital.

Staff Sergeant Jesse "Chico" Chavez Jr., and the 17 recruiters donated 108 man hours to answer telephones during Chicago radio station WCFL's 36-hour Danny Thomas St. Jude's Research Hospital Radiothon.

SSgt. Chavez and the recruiters collected more than \$5,000 in pledges. The total raised by the weekend effort was \$36,800.

This was the third time SSgt. Chavez has helped the station

conduct its annual fund-raising event.

"Last year I manned the telephones for 30- of the 36-hours," said the sergeant. This year he was at the phones during the entire radiothon.

Members of Det. 501 also donated \$265 to the hospital which does research on treatment for such diseases as leukemia, Hodgkins disease and Wilms' tumor.

Recruiters assisting SSgt. Chavez were Master Sergeant James McCarthy, Technical Sergeants Charley Hetterson and James Williams; SSgts. Michael Kozar, Benjamin Atkins, Dwight

James, John Trichinotis, Ronald Cheney, Randy Sharp, Robert Taub, Terrence Coit, William Durham, Anthony Peluso, Alan Burrell, and John Farrell; and Sergeants John Page, and W. Renee Winston.

• • •

WASHINGTON—The Government will soon convert to a new fiscal year calendar—Oct. 1 to Sept. 30.

This may cause some confusion in leave balancing.

Officials explain that leave balancing will be required June 30, 1976, and again on Sept. 30, 1977, but not at the end of the three-month transition period (Sept. 30, 1976). (AFNS)

## Mannequins, not 'dummies'

WASHINGTON D.C. — Two "members" of Air Force Recruiting Detachment 305 have put in many hours helping recruiters with their advertising and publicity programs.

Larry and Moe, both "captains," were assigned to Det. 305 in 1974 after being declared overages by their old detachment. Today they travel throughout the detachment area assisting with Air Force Orientation Group (AFOG) exhibits, window displays and other advertising and publicity projects.

Wherever they are, they seem to attract a lot of attention, according to detachment officials. Recently, Moe, dressed in flight gear, created quite a stir by simply telling visitors to an AFOG T-37 aircraft display about the aircraft and the Air Force — both "captains" are mannequins.

Moe had a walkie talkie hidden in his flight suit.



## Units recognize people's efforts

Many Air Force Recruiting Group and Detachment members were recently recognized for their contribution to the Air Force recruiting mission last quarter.

In the 3501st Recruiting Group, taking awards in Det. 101 are Sector "F" Supervisor Senior Master Sergeant Kenneth M. Roundy Jr., Top Sector Supervisor; and Top Detachment Recruiter Technical Sergeant Gary L. Seeley from the Oil City, Pa., recruiting office.

Top Sector Supervisor of the Quarter for Det. 103 is Master Sergeant Arnold R. Davis from Elmira, N.Y. Top Recruiter of the Quarter is TSgt. Darwin L. Hill of the Syracuse, N.Y., recruiting office.

Det. 104 named Staff Sergeant Felix G. Cruz of the Jamaica, N.Y., office as Top Recruiter of the Quarter. Top Sector Supervisor of the Quarter is MSgt. Carlyle D. M. Clark, Sector "D". MSgt. Clark took the award for the second consecutive quarter.

Top Recruiter for Det. 105 is TSgt. Robert Tomlinson who recruits out of the East Brunswick, N.Y., office. SMSgt. Donald Whiting of Sector "A" was named as Top Sector Supervisor. The Top Advertising and Publicity Noncommissioned Officer for the Quarter is SSgt. Thomas Bradley of the Vineland, N.J., office.

Those identified as new members of the Detachment Super Bee (120 per cent) Club are: MSgt. Leslie Van Horn of the Catman Ave., recruiting office, Philadelphia; TSgt. Lee Jarman from Wilmington, Del., and SSgt. Morton Hodge from Newark, Del.

In Det. 106 MSgt. Edward C. Gagnon, Sector "E", is the Top Sector Supervisor of the Quarter and TSgt. Homer R. Davis of the Springfield, Mass., office

is Top Recruiter of the Quarter. Both earned the awards for the second consecutive quarter.

In Det. 108 MSgt. Michael P. Andras Jr., Sector "B", took Top Sector Supervisor of the Quarter honors. The Top Detachment Recruiter is TSgt. Frederick E. Gyke of the Scranton, Pa., office.

In Det. 109 SMSgt. Roderick L. Levesque was named Top Sector Supervisor of the Quarter and MSgt. Leslie Nichols of the New Bedford, Mass., recruiting office was named Top Recruiter of the Quarter.

The following detachment award recipients are named for the 3505th Recruiting Group as making the most significant contributions to the Recruiting Service mission in their assigned area during the Second Quarter, fiscal year 1976.

At Det. 500 MSgt. Vorrus L. Stumborg was named outstanding supervisor, and SSgt. Jack L. Ellis, outstanding recruiter.

MSgt. LeRoy Holloway was named outstanding supervisor, and TSgt. Pat Pownall, outstanding recruiter for Det. 501.

In Det. 504 MSgt. Jackson D. White was named outstanding supervisor, and TSgt. Lucius Green, outstanding recruiter.

At Det. 505 SMSgt. George J. Knipfel was named outstanding supervisor, SSgt. James M. Bryant, outstanding recruiter.

MSgt. Billy F. Hennings was named outstanding supervisor, and SSgt. Nathaniel M. Henderson, outstanding recruiter for Det. 506.

At Detachment 513 MSgt. Daniel Reed was named outstanding supervisor, and SSgt. Alvin S. Schiff, outstanding recruiter.

MSgt. Henry F. Smith was named outstanding supervisor, and Sergeant Candace G. Hattabaugh, outstanding recruiter in Det. 514.



**DISCUSSING THE** Armed Services Vocational Aptitude Battery (ASVAB) program with Dr. Edward Poole, assistant principal at Columbus North Senior High School, Columbus, Ind., is Captain Eddie Barnes Jr. Capt. Barnes is Air Force Recruiting Detachment 500's operations officer. The Armed Forces Vocational Testing Group has administered the ASVAB to 1,075,381 students between July 1975 and Jan. 1976 at 13,582 schools throughout the country. (Air Force Photo by Master Sergeant George L. Guthrie)

## Thirteen receive Air Force awards

Air Force awards were recently presented to thirteen members of four Air Force Recruiting Detachments.

Three members of Det. 307 were recognized. Master Sergeant Frank J. Mears, assigned to Raleigh, N.C., received the Joint Service Commendation Medal, first oak leaf cluster. Chief Master Sergeant Verlon R. Keys, detachment operations superintendent, and Senior Master Sergeant Charles E. Stone, a sector supervisor, received the second and first oak leaf clusters respectively to the Air Force Commendation Medal.

The presentations were made by Major Winston R. Young-

blood, detachment commander.

In Det. 412, SMSgt. Robert F. Clatt, a sector supervisor, was awarded the Bronze Star Medal for meritorious service while at Da Nang Air Base, Vietnam. Maj. Robert W. Provines, detachment commander, received the first oak leaf cluster to the Meritorious Service Medal. Captain William L. Haynes and MSgt. Thomas P. Crowley received the second oak leaf cluster to the Air Force Commendation Medal, and MSgts. David D. Brill and Luke J. Sonstalla and Technical Sergeant William T. Conroy received the first oak leaf cluster to the medal.

MSgts. Lee Wulf, nurse recruiter, and William Deboe, advertising and publicity noncommissioned officer, both assigned to Det. 506, received the first and second oak leaf clusters, respectively, to the Air Force Commendation Medal.

Maj. William D. Sheppard, Det. 514 commander, was awarded the first oak leaf cluster to the Meritorious Service Medal for outstanding performance as executive support staff officer to the Air Force vice chief of staff. Colonel Phillip R. Rice, 3505th Air Force Recruiting Group commander, made the presentation.

## Here 'n there

### Nurse Week

The Mayor of Lansing, Mich., Gerald W. Graves recently proclaimed "Air Force Nurse Week" in this Southern Michigan town. The mayor, during his inaugural ceremony, presented the proclamation to Major Theodore R. Miller, commander, Air Force Recruiting Detachment 504. As thanks for the city's support of the Air Force recruiting mission, Maj. Miller presented Mayor Graves with an Honorary Recruiter certificate. During the week members of Det. 504 set up a hospitality suite in a local hotel and discussed the Air Force Nurse Corps with interested prospects.

### Fantastic support

Radio station WTTI in Dalton, Ga., is providing local Air Force recruiter Technical Sergeant Charles L. Caldwell, "fantastic support." Station manager Ron Arnold distributes recruiting materials for the Det. 311 recruiter to shopping centers, sporting events and other public gathering places. Topping it off was the recent "High Flight Day", sponsored by the station whereby each person who called the station and requested a copy of the poem received one. "With friends like Mr. Arnold," said TSgt. Caldwell, "I don't see how I can be anything but successful."

### Controllers of the Month

Sergeant John R. Braud and Airman First Class Gregory A. Naworol were selected as Controllers of the Month by the Accession Control Center. Sgt. Braud is a native of St. Amant, La. The 24-year-old personnel specialist was previously assigned to Offutt Air Force Base, Neb. AIC Naworol is an administrative specialist from Seward, Pa. He has been assigned to Randolph AFB since entering the Air Force in September 1973.

### Bicentennial

Some 100 hours of work has resulted in a conversation piece, transportation, and an Air Force advertisement for Master Sergeant Gene Massengale. A recruiter assigned to Air Force Recruiting Detachment 404, he recently restored his 1951 pick-up truck. As a final touch, MSgt. Massengale painted it red, white and blue, with a galaxy of stars, a "76" logo and "Go Air Force" lettering. Assigned to Denton, Tex., he uses the vehicle on high school visits and in parades.

### Five hundred plus

Recruiters in the 3503rd Air Force Recruiting Group presented 522 awards during the first half of fiscal year 1976 to civilians in recognition of their support to the Recruiting Service mission.

## Expo '75 draws 3,000 prospects

**ELWOOD, Ill.** — Air Force Recruiting Detachment 501 recruiters greeted more than 3,000 potential applicants at the recent PUSH Expo '75 (People United to Save Humanity) in Chicago.

PUSH Expo '75 is the largest annual event for Blacks in America according to officials. More than 400 exhibits from 48 states were viewed by almost a million people during the four-day event.

Top entertainers, Roberta Flack and Richard Pryor were joined by Don Cornelius' "Soul Train," Dick Clark's "American

Bandstand," and the Air Force's own Wolfman Jack hosting his "Midnight Special Show."

Master Sergeant James McCarthy, sector "C" supervisor, commented that "PUSH Expo is undoubtedly the 'number one' single event in our sector throughout the year. All of my recruiters look forward to the event as they believe it provides them terrific exposure to the civilian community."

PUSH Expo is a business and cultural trade exposition that was founded by the Reverend Jesse L. Jackson in order to showcase Black manufactured

products and services and to educate the Black consumer about these products and services and their relationship to the general market.

"This is what we are attempting to do," explained Technical Sergeant James Williams. "We wanted to educate and inform the Black members of our community on the educational and vocational training benefits available to them as members of the Air Force."

### Capt. Sconyers appointed to AFA committee

Captain Ronald Sconyers, operations officer, Air Force Recruiting Detachment 607, has been appointed to the Air Force Association's (AFA) National Juniors Officer Advisory Council Executive Committee.

The council, made up of junior officers from major air commands and separate operating agencies, advises the AFA president on matters of concern to junior officers and participates in projects of Air Force-wide significance.

Capt. Sconyers also received the Colorado AFA's Meritorious Service Award for 1975.

The Air Force Association is an independent non-profit national association recognized as the professional society of Air Force men and women. There are nearly 150,000 active members.

### Mike Douglas

Mike Douglas, host of his own television show was made Honorary Air Force Recruiter for his contributions to the recruiting mission. A member of Air Force Recruiting Detachment presented the certificate recently between filming for a show Seaworld in San Diego.

### Never too old

You never get too old to play football and Staff Sergeant Robert Jacques, Air Force Recruiting Detachment 109 recruiter, proves it every other Thursday night. While playing on the ultry team against students of Westport High School, Fall River, Mass., he stays in shape and builds valuable centers of influence. Last year 42 per cent of the senior class enlisted in the Air Force.

### Thanks

As a way of saying thanks to community members in Sturville, Ohio for their help and cooperation, recruiters from Force Recruiting Detachment 101, Pittsburgh set up an "Air Force Holiday Dance" in their honor recently. High school students made the posters and a local disc jockey helped to promote the dance. Approximately 300 young people attended including four recent graduates of basic military training who were home on leave.

### More physicians

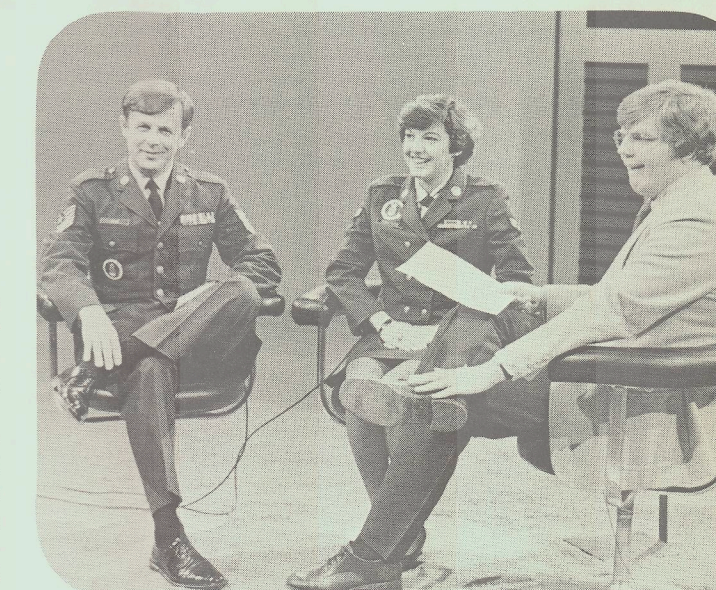
Two physicians from one family were recruited and subsequently commissioned as majors in the Air Force by First Lieutenant Richard Yates, Air Force Recruiting Detachment 109 medical recruiting team chief. The man and wife team, Doctors Villamor Parilla and Rosalinda M. Fuentes-Parilla will work in the hospital at Luke Air Force Base, Ariz.

### Letters

While looking for different ways to reach more potential applicants, the 3503rd Air Force Recruiting Group Commander Colonel Edward G. Bulka, sent a letter to schools with minority enrollments pointing out Air Force opportunities. In his letter, he also suggested that First Lieutenant Nathaniel J. Reson, group minority recruitment officer, visit their schools to discuss the Air Force way of life with them. Out of the 40 letters mailed out, 10 positive responses have been received according to 3503rd officials.

### Captain Micki King visits

Three local area Air Force Academy applicants recently first hand information from Captain Micki King when she visited Air Force Recruiting Detachment 500. Capt. King, physical education instructor and coach of the cadet diving team, discussed the Academy.



**MASTER SERGEANT CARY LAINE** (from left) Sergeant Carol DiBattiste, field questions from host, Fair, during a recent taping of KYW-TV's weekly "Cliffed" series. The recruiters, members of Air Force Recruiting Detachment 105 discussed qualifications entering the Air Force and current Air Force being on the program aired on the Philadelphia station.

## AF suggestion earns \$615 for RS member

The elimination of an initial clothing item issued to women entering the Air Force has earned \$615 for a member of Air Force Recruiting Service here.

Lieutenant Colonel Diane E. Ordes, chief, educational affairs division, Directorate of Advertising, submitted a suggestion to delete the white nylon scarf as an issue item for Air Force women.

"When I was commander of the 3743 Basic Military Training Squadron at Lackland Air Force Base, the scarfs were being provided to new arrivals but were not being used during basic military training. I decided to submit the idea of dropping the scarfs from the initial clothing

issue and authorizing for optional wear," Lt. Ordes said.

Her suggestion through the Air Force Suggestion Program will result in a saving of \$12,563.52 yearly to the Air Force.

### SMSgt. Laurick finishes academy

Senior Master Sergeant J. E. Laurick, from the Directorate of Advertising's Educational Affairs Division, was recently graduated from the Senior commissioned Officer Academy at Gunter Air Force Base,

## Band performs in New York

**SYRACUSE, N.Y.**—The MACPAK recently performed at colleges, high schools and a shopping center, in Central New York, on behalf of Air Force Recruiting Detachment 103 recruiters.

The nine-piece rock band is part of the Air Force Band of the East, McGuire Air Force Base, N.J.

"The band is great with the high school students and college students because they play rock music," said Staff Sergeant Robert J. Dow, a recruiter at Oswego, N.Y. "They appeared last year at Oswego State College and the students wanted them back again."

This year, in addition to their return engagement at Oswego State College, the MACPAK performed at LeMoyne College, Syracuse University, four high schools, and the Fayetteville, N.Y. Mall. More than 300 shoppers attended the concert at the mall.



Members of the "MACPAK" perform at the Fayetteville, N.Y. Mall in support of Air Force recruiting in Central New York. (Air Force Photo by Technical Sergeant Ronald J. Belenski)

## Sector supervisors end recruiting course

**LACKLAND AFB, Tex.**—Twenty-four Air Force Recruiting Service sector supervisors or those soon to become sector supervisors recently graduated from the three week special supervisory course here.

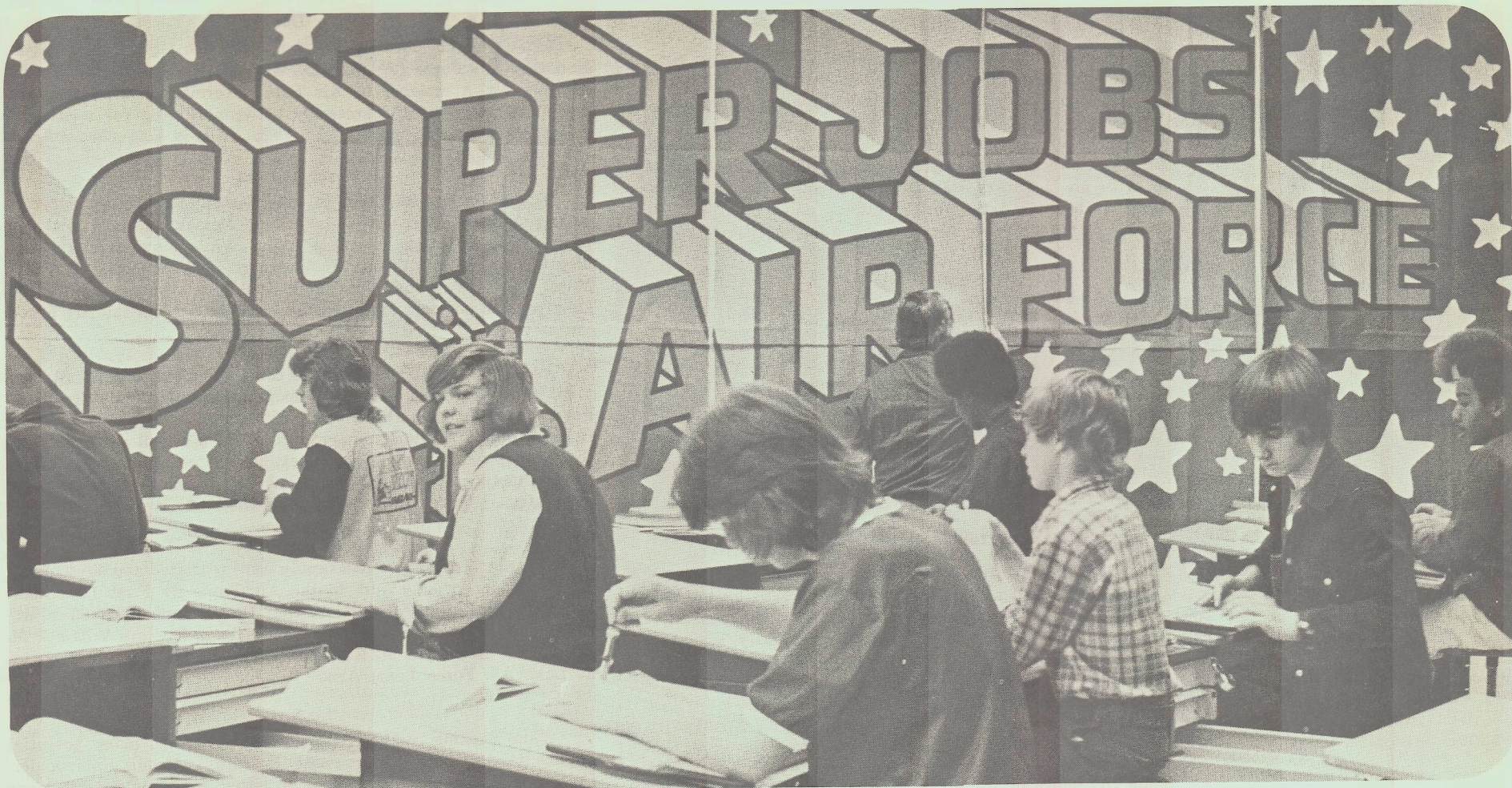
The course, designed to provide for the maximum exchange of information and ideas, including sales management and training.

Graduates were Master Sergeant James Waddell, Air Force Recruiting Detachment 101; Technical Sergeant William T. Beighly, Det. 103; MSgts. Paul S. Strencejewski, Det. 105; Thomas W. Jay, Det. 106; and Daniel R. J. Fortier, Det. 109.

Also graduating were Senior Master Sergeants George B. Herring, Det. 311 and Robert G. Jones, Det. 401; MSgts. Real R. J. Vaehon, Det. 303; Bobby L. Murphy, Det. 305; Thomas C. Groomes, Det. 310; Donald R. Roberts, Det. 404; Richard A. Burgess Jr., Det. 406; James A. Smith, Det. 409 and Denny R. Vincent, Det. 412.

Other graduates were MSgt. Joseph H. Devore Jr., Det. 500; SMSgt. Sherman C. Holmes, Det. 506; MSgt. David E. Lupton, Det. 513; MSgts. Donald E. Berry and Albert T. Phillips, Det. 514; MSgt. Louis Vukich, Det. 601; MSgt. Edward A. McKowne, Det. 603; MSgt. Sanders E. Dyson, Det. 606; SMSgt. Lenville Carter, Det. 607 and MSgt. James G. Hebert Jr., Det. 608.





JAY NOLLEY, director of Aero-Space Studies at Muncie Central High School, Muncie, Ind., conducts classes against the background of a full sized billboard which serves as a daily reminder to the students that there are "Super Jobs In The Air Force" following graduation. Staff Sergeant Jimmy Brown, the Air Force recruiter assigned to Muncie helped arrange for the billboard's "posting." He is a member of Air Force Recruiting Detachment 500. (Air Force Photo by Master Sergeant George L. Guthrie)

## Enlistees get better look at job openings

Basic trainees who enlisted in one of the Air Force's four aptitude areas are now getting a better look at the jobs available to them before expressing their job preferences.

Time allotted for preclassification job orientation by the 3507th Airman Classification Squadron, Lackland Air Force Base, Tex., was almost doubled beginning last month. It was expanded from two-and-one-half to four-and-one-half-hours to allow for an in-depth slide briefing explaining each Air

Force Specialty Code (AFSC) that might be open.

Ten to 15 slides depicting first term airmen at work, are shown on each job and are accompanied by approximately a three-minute description. Previously only one or two slides were shown with a 20- to 30-second narration.

"We asked 10 major commands and seven Air Training Command bases for actual on the job photographs," said Colonel Donald B. Wren, director of student resources here. "The slides and briefing depict both

favorable and unfavorable aspects of each AFSC.

"The presentation is made on the fourth day of training," Col. Wren continued. "On the sixth day the enlistee indicates his or her five job preferences. The job counselor then tries to match the airman's desires with Air Force requirements.

"By matching the right person with the right job, we hope to increase the airman's job satisfaction. The ultimate purpose is to provide the Air Force with a happier and more productive airman," he concluded.

## RECAP goes international

Air Force Recruiting Service's Recruiter/Customer Awareness Program (RECAP) took on an international flavor recently during a visit to Air Force units in Europe by Colonel John O. Hanford, 3501st Air Force Recruiting Group commander.

In addition to conducting other recruiting business, the colonel presented the "Recruiting for Quality" briefing to members of 13 organizations in Germany, Spain and the United Kingdom.

Audiences averaged from 30 to 40 people each, and were composed primarily of wing commanders, their staffs, squadron commanders, first sergeants, and other senior noncommissioned officers. The briefing was also given to the vice commanders of the Third and Sixteenth Air Forces.

The meetings generated considerable feedback, according to Col. Hanford. "Better than 50 per cent of the commanders and first sergeants stated that the quality of airmen they are now receiving is better than ever before," he said.

The colonel observed that many senior supervisors do not know about the quality screening process, pointing up the necessity for RECAP.

"Overall, I was impressed with the enthusiastic response to the information I presented," said Col. Hanford. "I feel every avenue of communications between recruiting and the rest of the Air Force should be sought and used to the fullest," he concluded.

During the first three months of RECAP, Recruiting Service personnel have met face-to-face with 14,581 members of the Air Force. They have conducted 512 sessions with 6,418 first term airmen to detect and correct problems in recruiting methods.

Additionally, they have given 162 briefings to 8,019 Air Force managers and supervisors about recruiting and the checks and balances used to insure enlistment of top quality airmen.

Forty-nine sessions have been conducted for 447 potential recruiters to motivate qualified noncommissioned officers to apply for recruiting duty.

## Secretary Reed to look at 'whole AF operation'

(Continued from Page 1)  
you just can't make changes very quickly. So I think the low production rates are going to pose difficulties," he concluded.

Mr. Reed indicated that as the new Secretary of the Air Force, he is currently taking a fresh look at the whole operation of the Air Force.

He said that you first look at where the money goes. In the Air Force, 56 per cent of the dollar goes into people. Then you look at what is the longest leadtime item. It takes 25 years to produce a chief master sergeant who is going to be overseeing the maintenance of equipment that the scientific community hasn't even invented yet.

"Therefore, I conclude that most fundamental to the long term well being of the Air Force is to see to it that its personnel business is run well," he explained.

"... One cannot look at our

current posture . . . without being concerned about the need for force modernization. I certainly intend to look very closely at what we are doing and make sure that we do it carefully and right. But that we do in fact proceed with force modernization."

Secretary Reed said the U.S. Armed Forces, and particularly the Air Force, have not fallen behind the Soviets in the area of technology, but he also pointed out that starting in 1970 the Soviets began spending more than the United States on national defense in equivalent purchasing power. "This year the Soviets are outspending us by 30 per cent in their defense budget and since they spend only a quarter of their budget on personnel costs, that means they have almost half their defense budget which they can spend on research and development and acquisition of weapons systems," the Secretary stated.

"That means," Secretary Reed continued, "when you get right down to it, for instance, on strategic nuclear forces, the Soviets are outspending us by a factor of 60 per cent."

To balance the situation and to maintain stability, the challenge is for the armed forces of the United States to be "twice as smart and twice as good managers as the Soviets in the present spending situation," Secretary Reed declared. He added "the question is not are we smarter than the competition; I think we are, but one or two per cent isn't good enough; we've got to be twice as smart."

In the area of reductions in force Secretary Reed emphasized that the size of the Air Force is very much in the hands of Congress as well as being the results of events of the world, but added "I would very much like to avoid further reductions in Air Force manning."

## First-termers quick to praise recruiters

(Continued from Page 1)

Members of Det. 105, McGuire AFB, N.J. spoke with 327 base personnel at unit commander's calls and have conducted 16 candid discussions with first term airmen on the base.

According to Major Gennaro Palladino, detachment commander, the first term airmen have been quick to praise their recruiters as well as candidly discuss their enlistment experience. They were also mature in their criticisms, he said.

At McGuire, as at many other installations in the U.S., recruiters found that airmen were impressed with the fact that they did not take a hard sell approach, "told it like it is," appeared interested in them as individuals, and many were pleased that recruiters were interested enough to follow up and contact them and their families after their enlistment.

Areas of concern among some airmen were that their recruiters failed to present the entire story and that recruiters were unable to instruct applicants on what to expect in day-to-day Air Force life.