

The AIR FORCE RECRUITER

Vol. 22—No. 6 USAF Recruiting Service, Randolph AFB, Texas

June 1976



Helping
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1776



1976



WHERE DO RECRUITERS COME FROM? They come from every shop on every base, as illustrated by the members of Air Force Recruiting Detachment 104 in metropolitan New York. Representing fields from life support to concert band, these men are more than just another group of guys in blue—they're the Air Force in microcosm.

Where do Air Force recruiters come from?

by Captain
Anthony L. Batezel

Where do Air Force recruiters come from?

They come from every career field and walk of life, every segment of the personality spectrum, every lifestyle found in the Air Force.

Take the members of Air Force Recruiting Detachment 104, in New York City and Long Island.

To look at their picture, they're just another group of guys or gals in blue. But what makes them unique is that whenever you put a random half

dozen of them together, you've got a microcosm of the Air Force. Put a random group of men together from another unit and you're likely to find a preponderance in one career field.

Det. 104's sector supervisors are a case in point. Though not exactly a random group, they were selected for their positions only on the basis of their recruiting skills.

The group is as cosmopolitan in makeup as any Air Force group could be. Personnel, administration, life support, inventory management, concert band — all represented in this one team.

A wide range of personality traits is also spanned by this

single group: quiet, hip, intellectual, bold, dynamic — the aggregate description for these men.

Overall, the cosmopolitan quality of recruiting duty distinguishes it from any other Air Force assignment. But this varied composition only adds to the unity recruiting personnel sense among themselves. "We're a pretty tight fraternity — despite our different backgrounds and interests," says one Detachment 104 member.

So where do Air Force recruiters come from? They come from every shop on every base. More than just another group of guys or gals in blue, they're the Air Force in microcosm.

Tomorrow's applicants?

(EDITOR'S NOTE: This is one of many letters received by Air Force recruiters throughout the nation from young men and women looking to their future. This one was received by the 3504th Air Force Recruiting Group and Colonel Edward D. Young, Jr., Group commander, took time to provide an encouraging answer. The way the youth are treated by Air Force people today will affect their attitude toward an Air Force enlistment tomorrow.)

"Dear Sir April 24, 1976

"I'm Jeff . . . , age 12, 6th grade.

"I'm going to join the Air Force when I get older, but for now I was wondering if there was a way that you could send some things about Lackland, and how I could work towards being an officer and a pilot.

"My problem is that I have a hard time with math, for the first three ranking periods my grades were 72, 79, 75, so you can see what I mean. My brother is really smart though, he's skipping the 8th grade and going into high school next year. He said he'd help me if he wasn't working.

"Things about me:

"I was born in Rochester, Minn., Jan. 5, 1964. We moved to Hawaii after 2 years on the mainland, finally we moved here in Maine. We live on a 336 acre farm, but my dad's a doctor and my mother's a nurse so we rent the farmland. 200 acres is woods in which I hike a lot. I jog about 1/2 mile to a mile a day. I'm the second best athlete in our class!

"I've read a book about training at Lackland and Greenville in a book by Henry B. Lent. Towards the end they had some things about Nellis AFB and that's my dream, to fly a fighter or fighter-bomber.

"Thank you for your help, I really glad.

"Sincerely,

"Jeff . . .

"Future A.F. pilot

"P.S. My writings better but the mailman is coming."

"Dear Jeff

"4 May 1976

"Thank you so much for your very fine letter. I hope you realize your dream of becoming a pilot someday.

"While math isn't mandatory, it will be a great help to you in becoming a pilot. Also consider taking classes in physics and other sciences.

"I've enclosed some literature for you to read. One of your best chances to become a pilot is to enter the Air Force Academy or a college ROTC unit. You may ask for Academy information by writing:

"Registrar

U.S. Air Force Academy

Colorado Springs, CO 80840

"Edward D. Young, Jr., Colonel, USAF

"Commander"

'Listen my children and you shall hear...'

by Bob Reed
Air Training Command
Office of Information

"Listen, my children, and you shall hear/Of the midnight ride of Samuel Prescott, William Dawes and Paul Revere . . ."

Meter aside, that's the way our best known patriotic poem should have start-

ed, had Longfellow been as proficient a historian as he was a poet. Prescott would have come first because he was the only one of the three to reach Concord that night of April 18, 1775.

"One, if by land, and two, if by sea;/And I on the opposite shore will be,/Ready to ride and spread the alarm. . ."

Again, not quite. Revere would still be in Boston. He had arranged with the North Church sexton to hang lanterns in the belfry, but that was to warn watching patriots in Charlestown, across the Charles River. Revere would then row over, hop a waiting horse, and head for Lexington, 20 miles north, spreading "the alarm. . ./For the country folk to be up and to arm" along the way. Unsung Dawes would be doing the same on a different route, both men dispatched by the Massachusetts Committee of Safety.

(Revere had ridden to Lexington a few days before, to tell Sam Adams and John Hancock that the British planned to arrest them, but that they would be told when, and from what direction the troops were coming. Then he had hustled on to Concord to warn the Whigs to alert the local militiamen and hide the military stores stashed there.)

Everything went according to plan. Revere arrived in Lexing-

ton about midnight, and when Dawes got there about 1 a.m., they took off for Concord, overtaking Prescott, a young doctor on his way home.

Suddenly, the three ran into a British patrol. Dawes fell to the ground and escaped in the darkness while Prescott wheeled his horse, jumped a stone fence and hightailed it for Concord. The soldiers held Revere until he conned them into believing that the entire countryside would soon be snapping on their posteriors. Then they let him go — but on foot, so he legged it back across the fields to Lexington, arriving just in time to hear the shots "heard around the world," British troops and Minutemen clashing on the green. In the confusion he escaped with a trunkful of Hancock's personal papers.

Revere was quite a guy. A superb silversmith, he was also an artist: His drawing of the "Boston Massacre" fired up the citizenry as much as the act itself. He cast bronze cannon

for the army, furnished copper and brass fittings for "Old Ironsides," learned to make gunpowder and set up a mill to manufacture it, designed the colonies' first official seal — did far too much to discuss in limited space.

Nothing much more is recorded about Dawes, a tanner by trade, except that he died in 1799. Prescott joined the army, was captured at Ticonderoga, and shipped north to a POW camp in Halifax, Nova Scotia, where he died in 1777. Revere died at 83 in 1818, more than four decades after the historic ride.

He always spoke of it as just another exciting incident in the war. But Longfellow changed that forever: "For borne on the night-wide of the Past,/Through all our history, to the last,/In the hour of darkness and peril and need,/The people will waken and listen to hear/Of the hurrying hoof-beats of that steed,/And the midnight message of Paul Revere." (ATC/PS)

System operational

Management data available

Statistical data reflecting where they've been, how they stand and where they're headed is now available to Air Force recruiting detachments, Management Emphasis Program (MEP) officials here recently announced.

The new management system, operational throughout Air Force Recruiting Service, reviews detachment activities in key production areas, and looks at current trends and projected accomplishments six months down the recruiting road.

By gathering this vital data from various existing computer files and providing timely feedback and exchange, officials pointed out, both detachment-level and Recruiting Service-wide perspectives can be attained. More importantly, they said, trends and levels of performance can be analyzed before they develop into problems.

"The goal of the MEP," stated Colonel Donald D. Binford, vice commander of Air Force Recruiting Service, "is to provide timely and valid feedback data to assist in management of areas particularly vital to the Recruiting Service mission. By focusing on these areas, the MEP helps to insure that proper emphasis is given to them.

"The dynamics of our business often demand that different areas be reviewed or given emphasis,"

said Col. Binford. "The MEP is capable of responding to this need, while still providing valuable analytical data."

The program also works in conjunction with other Recruiting Service efforts. It complements the Production Competition System and the Management by Objectives (MBO) Program (a program that allows each manager to participate in setting goals, controlling performance, and applying talents to an objective that he helped set and to which he is committed).

To assist in program management and informational feedback, two major reports will be produced by the Directorate of Marketing and Analysis here. A monthly report, will allow the review of key recruiting areas which directly contribute to recruiting effectiveness. A quarterly compilation will add items which are informational in nature and reflect progress in selected areas within the MBO program.

The monthly report, officials noted, will be divided into two equally important parts — enlistment and projection analysis.

The enlistment analysis will focus on five key areas of enlistment activity which are indicators of sound recruiting management. These key areas include high school graduate rate, a high school program indicator, enlistments in special Air Force jobs, minority enlistment rate and the overall cancellation efficiency rate for the unit.

Projection analysis statistics will tell detachments how they stand numerically compared to a six-months expectation line. This emphasis area is designed to encourage applicant enlistment in the Delayed Enlistment Program and to insure entry on active duty.

The special MEP quarterly report, officials noted, will reflect progress in a number of mission-support objectives. Areas currently being considered for inclusion in the monthly report include percentage of assigned schools scheduled for Armed Services Vocational Aptitude Battery (ASVAB) testing; reportable accidents, complaints and allegations, basic military and technical school discharge percentages, Human Relations Training, special events, speeches, Recruiter-Customer Awareness Program activities, timeliness of decoration submissions, enlistment processing errors and the number of applications for recruiting duty.

"The MEP flags and adds emphasis to key mission areas for Air Force Recruiting Service," said Col. Binford. "Good management is a major ingredient of effective recruiting — and the MEP is one of the tools of good management."

"Nowadays," he added, "it's not enough to look on the wall to see how we stand; we must know what the picture will look like three, four or six months from now and our new analytical capability under the MEP will allow us to do just that."

RS members cited for exceptional job

Members of Air Force Recruiting Service were recently commended by Major General Andrew P. Iosue, Recruiting Service commander, for doing an exceptional job during the March, April, May recruiting period.

In a letter to all Recruiting Service personnel, Maj. Gen. Iosue said, "I salute the production recruiters and sector supervisors who responded to our needs, and to the detachment and group staffs who provided the support and assistance needed. Please accept

my appreciation and recognition for an exceptional job."

The general had asked for a special effort to meet objectives for March, April, and May, traditionally difficult recruiting months.

He pointed out that he was impressed with the direct, immediate response from the recruiting force.

"We are over the hump—we made the critical period, and the outlook for the out-months is good," said the general. He indicated that increased production did not reduce the previous quality level of applicants.

Promotion changes to take effect soon

RANDOLPH AFB, Tex. — Three policy changes for promotion to airman and airman first class will affect the time-in-service (TIS) and time-in-grade (TIG) requirements for these grades. Only airmen entering active duty on or after the changes take effect this month and August will have to meet the new requirements.

The first change extends the minimum TIS requirement for promotion to airman (E-2) from four to six months—the result of a Department of Defense (DoD) —directed change. To help offset some of the impact, an Air Force-initiated second change will decrease the minimum TIG requirement for promotion to airman first class (E-3) from eight to six months.

The two changes, both effective June 1, will have the effect of keeping the minimum promotion point to E-3 at the present 12-month TIS.

Exceptions to the changes include those entering active duty under present waiver authority, such as Civil Air Patrol (CAP) and six-year enlistees. Also, individuals demoted to E-1 or E-2, with a date of rank on or after the effective date, will have to meet the new requirements for promotion.

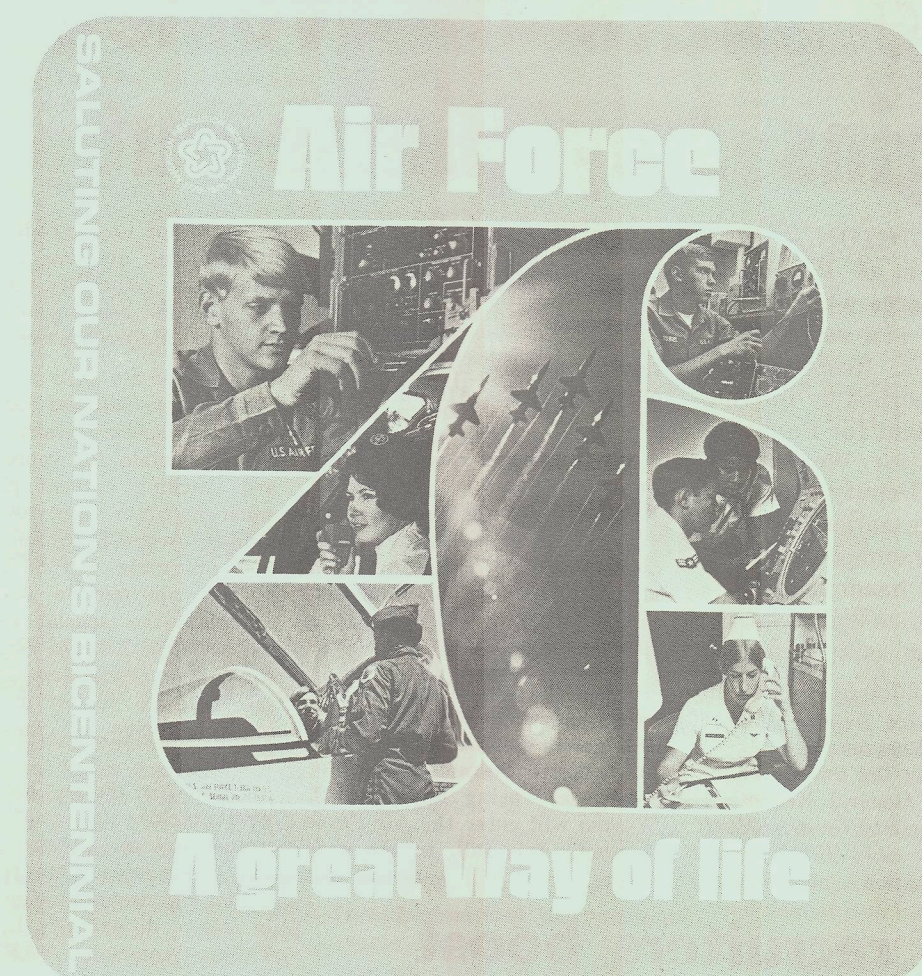
The third change, effective Aug. 1, will reduce the disparity between the four- and six-year enlistee promotion points. Six-year enlistees entering the Air Force Aug. 1 or later will be promoted to E-2 after completing basic training and to E-3 after six months TIG as an E-2. Under present policy, six-year enlistees skip E-2 and are promoted to E-3 after completion of basic training.

A summary of the current and revised phase points shows:

Current Program		Revised Program	
Four Year Enlistee	Six Year Enlistee	Four Year Enlistee	Six Year Enlistee
E-2 4 months		6 months*	1.5 months**
E-3 12 months	1.5 months	12 months	7.5 months

* Effective with recruits entering June 1 or later.

** Effective with six year enlistees entering Aug. 1 or later. (AFNS)



COMING SOON to Air Force recruiters will be copies of this school year's bookcover. The cover, with a bicentennial theme, was printed in three million copies and is scheduled to be distributed to the field during July in accordance with distribution plans provided by each Air Force Recruiting Group. The full-color cover contains a recruiting message on the inner flaps with space for the recruiter's stamp. The bookcover was designed by Chip Salas of the Creative Branch, National Advertising Division, Directorate of Advertising here.

Lt. Col. Ordes to become assistant Academy dean

Lieutenant Colonel Diane E. Ordes, chief, Educational Affairs Division, here, will become the first woman assistant dean at the Air Force Academy, Colorado Springs, Colo., this month.

As one of three assistant deans assigned to the Academy, the 15 year Air Force veteran will assist in the administration of educational affairs and if time permits, teach behavioral science.

At the end of May more than 140 women had accepted appointments to the Air Force Academy for the 1980 graduation class.

Lt. Col. Ordes assumed her duties in the Directorate of Advertising, Air Force Recruiting Service here in December 1974.

She has been responsible for a nationwide educational program in the areas of educator tours, national educator conventions and the center of influence program. She also served as the Air Force representative to the Joint Education Liaison Directors of Recruiting (JELDOR), and as project director for Department of Defense (DoD) sponsored projects which include

Vital Information on Education and Work (VIEW) and the Military Career Awareness Course for Educators (MILACE).

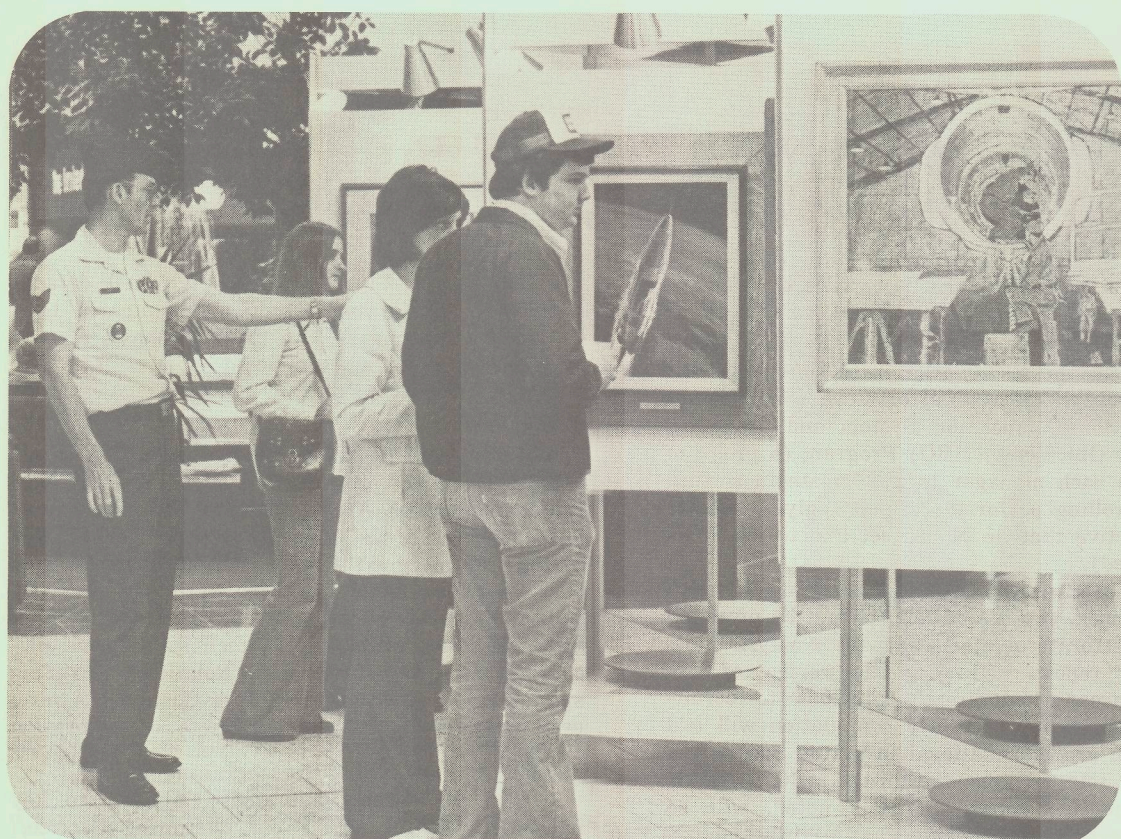
Prior to her assignment here, Lt. Col. Ordes was commander of the 3743rd Basic Military Training School, Lackland AFB, Tex. From August 1971 to August 1972, the former school teacher was a member of the faculty at the DoD Race Relations Institute at Patrick AFB, Fla. She has also served as a personnel officer at Korat Royal Thai Air Force Base, Thailand, and as an instructor at the Officer Training School, Lackland AFB.

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. Burggrabe, Director of Advertising
Maj. H. C. Moore, Chief, Publicity
C. J. Chandler, Chief, Media
TSgt. C. V. Majors, NCIC, Media
TSgt. D. B. Drachis, Editor
J. M. Richardson, Writer
AIC J. M. Woogerd, Artist

Cover by Robert T. Blake, art director, Creative Branch, National Advertising Division, Directorate of Advertising, Air Force Recruiting Service.



TECHNICAL SERGEANT Bernie Smith joins visitors to Jamestown Mall St. Louis, in viewing the Air Force Orientation Group (AFOG) Art Exhibit displayed here recently. TSgt. Smith, an Air Force Recruiting Detachment 405 recruiter worked with AFOG representatives and mall officials to bring the art collection to St. Louis. An estimated 100,000 people visited the display according to detachment officials.

Directorate of Women begins July phase-out

WASHINGTON — The Directorate of Women in the Air Force will begin to phase-out its responsibilities July 1. Responsibility will be absorbed by the Special Assistant for Equal Opportunity for Women, under the Deputy Director, Human Resources Development, Personnel Plans, at Air Force headquarters.

This office will continue to function as special advisor on women's matters to the Air Force Deputy Chief of Staff for Personnel.

In making the announcement, Lieutenant General Kenneth L. Tallman, Deputy Chief of Staff, Personnel, said, "Procurement and utilization of military

women have changed dramatically in the past few years. The number of women entering the Air Force has increased significantly since 1972 and they contribute directly to the accomplishment of the Air Force mission.

"We no longer view women in the military as merely providing a nucleus for force expansion during a crisis. They work alongside of men, performing in almost every job. Consequently, we no longer consider women a separate resource.

"Virtually all barriers to full career advancement have been eliminated, and a number of new utilization programs involving women are being implemented. Women will enter the Air Force Academy this fall. In the near future, they will enter a test

program for undergraduate flying training and one to determine their suitability for security specialist assignments in the Security Police career field," he said.

Lt. Gen. Tallman explained that the special assistant will be responsible for coordinating and tracking current plans to enhance career opportunity for military women. While the actual programs will be handled by the appropriate Air Staff agencies, the special assistant will work with action officers at Air Force headquarters and in the field to insure a smooth implementation of these programs.

"The Air Force has made great strides in insuring that women are an integral part of the total force. Our reorganization represents one more step in that direction," Lt. Gen. Tallman concluded. (AFNS)

AF recruiters boost Reserve recruiting

The Air Force Reserve Recruiting Force, assisted by active duty recruiters, has received the Air Force Organizational Excellence Award in recognition of its outstanding recruiting efforts in fiscal year 1975.

During the award period, the Reserve Recruiting Force was credited with exceeding its FY 75 recruiting goal of 12,068 persons by recruiting a total of 12,107 — an increase of 47 per cent over the previous year.

Active duty recruiters throughout the United States, under the command of Major General Andrew P. Iosue, played a major role in the Reserve's award of excellence by referring more than 5,000 people to the Reserves, of whom 1,920 were enlisted into Reserve elements. This represents 16 per cent of all Reserve enlistments for the year, according to local Reserve liaison officials.

Although the Reserve Recruiting Force maintains overall responsibility for sustaining

its personnel strength levels, active duty recruiters assigned to Air Force Recruiting Service are levied with quarterly Reserve referral goals. During the first three quarters of FY '76, which began July 1, 1975, active duty recruiters referred 4,354 people to the Reserves, of which 2,041 have enlisted. This is approximately 30 per cent of all Reserve enlistments for the same period of time. Ninety-three per cent of the referral enlistments were high school graduates.

Maj. Gen. Earl O. Anderson, Air Force Reserve vice commander, stated that the award was tangible proof of the outstanding job done by Air Force recruiters in FY '75. "As we enter the Bicentennial Year," he commented, "we must demonstrate as we did in 1975 that we can turn our recruiting challenges into recruiting opportunities. We must all work toward our goal — a fully manned and operational Air Force Reserve. This will be one of the finest birthday presents we can give our Nation in the 'Spirit of '76'."



THREE HIGH SCHOOL students from Goldsboro, N.C., interview Thunderbirds left wingman, Captain John Lapointe at Seymour Johnson Air Force Base, S.C. Technical Sergeant Rich Kinsland, a member of Air Force Recruiting Detachment 307, assigned to Goldsboro, arranged for the students to witness the Air Demonstration Team's arrival show and interview team members. From left, are Capt. Lapointe, TSgt. Kinsland, Miss Susan Smiley and George Moore, Eastern Wayne High School, and Roy Roberson, Green Central High School. (Air Force Photo by Master Sergeant Jay Barber)

New advertising contract let

Air Training Command officials at Randolph Air Force Base, Tex., last month announced award of a cost plus fixed fee indefinite quantity contract estimated at \$4,000,000 to D'Arcy-MacManus & Masius, Inc. of 437 Madison Ave., New York for expert and consultant advertising services to support the Air Force recruitment and personnel retention program in fiscal year 1977. This fee is \$66,492 which is 1.69 per cent of the contract amount and will cover the 12-month period beginning Oct. 1, 1976.

Proposals were solicited from 90 firms. Eight advertising agencies responded and competed for the contract. D'Arcy-MacManus & Masius was selected as the competitor which offered the greatest probability of conducting the Air Force Advertising Program on a sound, business-like basis and achieving the desired results in terms of Air Force recruiting requirements.

Selection was made by a contracting officer who determined final ranking on a point basis. The evaluation process was separated into two parts, technical evaluation, and fee evaluation.

The technical evaluation was made by a panel working independently from the contracting officer. It was composed of six

experienced Air Force officers skilled in personnel, audio-visual, information, recruiting operations, communications research, and recruiting advertising areas. Nineteen factors were evaluated from proposals submitted by the competing agencies. A range of zero to one hundred points was established for each factor, and each evaluator assigned his individually determined score to each, however, the contracting officer applied weights to each factor. These weights were not revealed to the technical panel.

The fee evaluations were performed by the contracting officer, and the fee portions of the proposals were also not revealed to the technical panel. The contracting officer then added fee points to the average technical points to arrive at the final standing of each offeror. D'Arcy-MacManus & Masius amassed the highest number of points, and was awarded the contract.

Minimum Government obligation for services and supplies under this contract is \$250,000, and maximum orders are limited to \$4,000,000 including the fixed fee. The contract period is for one year, beginning Oct. 1, 1976. The incumbent contractor may, at the Government's option, be retained for one to four additional years, with such follow-on contracts to be negotiated and awarded prior to the first day of each new fiscal year.

ATC units earn safety citations

Four Air Training Command (ATC) units have been selected to receive Air Force Ground Safety Certificates for ground accident prevention in 1975.

The units are Air Force Recruiting Detachments 101, 103, and 104 of the 3501st Air Force Recruiting Group, headquartered at L. G. Hanscom Air Force Base, Mass., and Det. 1, 3636th Combat Crew Training Wing

(CCTW), Eielson AFB, Alaska. The 3636th CCTW is at Fairchild AFB, Wash.

Det. 101 is headquartered at Pittsburgh, Det. 103 at Syracuse, N.Y., and Det. 104 at Carlisle Place, N.Y.

To be considered for the award a unit must have experienced no reportable accidents during the award year.

In 1975 personnel of the three recruiting detachments drove more than 1.5 million miles. (ATCPS)

Officials announce RS reassignments

Several assignment changes are scheduled to take place in Air Force Recruiting Service this summer.

Colonel John Hanford, commander, 3501st Air Force Recruiting Group, is being assigned as deputy commander for operations, 82nd Flying Training Wing, Williams Air Force Base, Ariz. His replacement is the deputy group commander, Lieutenant Colonel (Col. selectee) Charles Keck. Lt. Col. Pasquale Rossacci, commander of the scheduled to close Air Force Recruiting Detachment 304 will become deputy group commander.

The deputy commander of the 3503rd Group, Lt. Col. Gerald Teeter is being reassigned to Robins AFB, Ga. His replacement has not been announced. Presently at the Pentagon, Col. Edward N. Giddings will take command of the 3505th Group from Col. Phillip L. Rice, whose assignment had not been announced at press time.

Col. Bob Pennington will step in as commander of the 3506th Group. The present commander, Col. James Sandman is retiring.

At Headquarters Recruiting Service Randolph AFB, Lt. Col. Donald W. Ruthrauff, deputy director, Directorate of Operations, will become deputy commander, 3506th Group. He replaces Lt. Col. John Curtis whose assignment has not been announced. Lt. Col. Silver Crim, chief, production control division, will assume the deputy director for operations post. Captain Lannis Larsen, presently operations officer, Det. 104, is slated to take over the Offi-

cer Management Branch within the operations directorate.

Lt. Col. Alan M. Shoemaker, chief, national accounts branch, Directorate of Advertising, is scheduled for an assignment to Secretary of the Air Force, Office of Information in New York.

Maj. Gordon Markham, an instructor at West Point, will join the Marketing and Analysis Directorate. Capt. Charles Cope, recruiting liaison officer, Lackland AFB, will move to Det. 303 as operations officer. His replacement has not been announced.

Other detachment personnel changes include Maj. (Lt. Col. selectee) Charles S. Dellaperuta replacing Maj. Gennaro Palladino as Det. 105 commander. Maj. Palladino is being reassigned to Nellis AFB, Nev. Maj. Charles Caudill will move from 3501st Group operations to command Det. 109, replacing Maj. Pasquale A. Lerro, who will attend the Air Command and Staff College.

Four detachment commanders in the 3504th Group will retire this summer. They are Lt. Cols. Francis Anderson, Det. 401 and Lewis Owen, Det. 405; Maj. Glendon Parrott, Det. 406 and Owen Hitchings, Det. 409. Capt. (Maj. selectee) Alan Forker, presently the Det. 401 operations officer will become 401's detachment commander after Lt. Col. Anderson retires. Maj. Paul H. Paquin, presently in the British Royal Air Force exchange program, will assume duties as Det. 405 commander. Maj. (Lt. Col. selectee) Leonard P. Zych, operations officer, Det. 504, will command Det. 406. Maj. Patrick D. McCaslin, now at the Air Command and Staff College, has

been selected as the new Det. 409 commander. Maj. Charles Jackson, commander of Det. 403, is going to the Armed Forces Examining and Entrance Station (AFEEES) in Omaha, Neb. His vacancy will be filled by Maj. Richard King, 3504th Group operations officer.

Maj. Jerre Maiden, the current Det. 501 commander, will retire this summer. Capt. J. J. Mannion, commander of the soon to close Det. 506, will move to Joliet and assume command of Det. 501. The commander of Det. 505, Maj. Charles E. Jackson, is scheduled to move this summer to the 351st Strat Missile Wing, Whiteman, Mo. Replacing him is Maj. (Lt. Col. selectee) James P. Ulm of the Pentagon.

The commander of Det. 606 and the Air Training Command Recruiting Division Inspector General (IG) have changed places. Lt. Col. James D. Whitford has taken command of Det. 606 and Lt. Col. William Luther, former commander, has moved to Randolph AFB as the Recruiting Division IG. Another new member of Recruiting IG is Maj. Robert Williams, former Det. 610 commander. Maj. Michael Harris, now in Legislative Liaison, Washington, D.C., has been named as the new Det. 610 chief. Assuming command of Det. 609 from Lt. Col. Tullos Franks Jr., is Lt. Col. Roy LaFerriere, Det. 308 commander. At press time a new assignment had not been announced for Lt. Col. Franks.

Far-reaching changes scheduled for WAPS

Three far-reaching changes have been announced in the weighted airman promotion system (WAPS). They will be effective with the fiscal year 1978 promotion schedule. The revisions shift promotion cycles and eligibility requirements for grades E-5 through E-7.

Technical sergeant and master sergeant promotions will convert to annual cycles. This is a move to align these grades with procedures now in effect for E-8/9 ranks.

A second change moves the two cycles for E-5 to Feb. 1 through July 1, and Aug. 1 through Jan. 1. This is a change from the present June 1 through Nov. 1, and Dec. 1 through May 1 timeframes.

A third significant revision increases by 12 months the minimum time-in-grade (TIG) requirements for consideration to grades E-6 through E-9. Airmen no longer will be promotion-eligible by attaining minimum time-in-grade for a particular rank by the end of the respective promotion cycle. They will now have to meet that same TIG requirement by the first day of the month before the first month of the promotion cycle.

Officials at the Air Force Military Personnel Center say the first change in annual cycles will occur in January 1977 when the authorized testing period for E6/7 will be run through March. These promo-

tions will be effective in increments beginning Aug. 1, 1977.

The switch to annual cycles for E-6/7 is aimed at streamlining administration of promotion programs for these grades. It will mean that the numerous events surrounding the two cycles will now be one-time actions. Such things as rescoring of tests for the second cycle of a promotion year will no longer be necessary. Nonselectees will also have more advance notice to prepare for the next cycle.

Most importantly, this change will not reduce promotion opportunity. Rather than selecting six per cent of the eligible population twice yearly, it means choosing 12 per cent annually. It puts the top four enlisted ranks in line for a promotion year beginning Aug. 1. The switch has been considered previously but was not feasible until recently when promotion quotas could be forecasted more accurately.

Realignment of the E-5 cycles will allow consolidated base personnel offices to conduct these promotion cycles during low-peak workload periods. It will also mean that people promoted to E-5 within a particular cycle will all be eligible during a same future cycle for E-6.

The TIG change will insure all individuals have at least one performance report obtained in their current grade before being considered for promotion. Present rules allow some first-time eligibles to compete for promo-

tion without an airman performance report in their current grade.

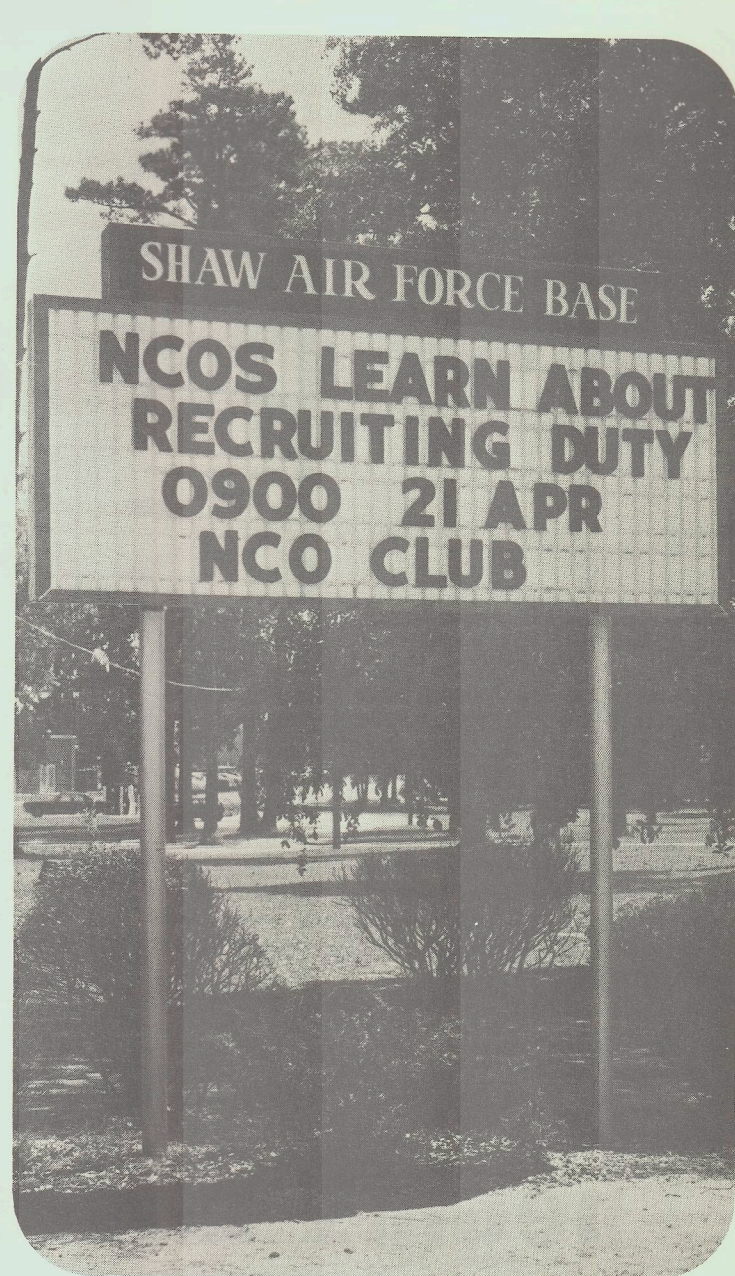
Based on an analysis of average TIG of promotion selectees, the proposed changes to TIG and annual E-6/7 cycles will still provide ample opportunity for "fast burners" to be promoted ahead of their peers and allow multiple promotion consideration to each grade for the average noncommissioned officer. (AFNS)

GI Bill benefits continue

WASHINGTON — There is confusion over who is entitled to receive GI Bill educational benefits. The Department of Defense (DoD) has been asked to clarify the eligibility rules. DoD officials said that under a bill passed by the House, educational benefits would not be available to persons entering military service after Dec. 31, 1975.

However, the Senate has not acted on this legislation. Officials do not expect the Senate to pass a bill that would deny benefits to persons in military service at the time legislative action is completed.

GI Bill benefits will continue for all qualified servicemen until Congress acts to end them. (AFNS)



THIS SIGN AT Shaw Air Force Base, S.C., promotes Air Force Recruiting Detachment 304's Recruit-the-Recruiter program. Senior Master Sergeant Dick Norris, Det. 304 operations superintendent, and SMSgt. Pat Williams, operations supervisor, recently addressed 30 Shaw AFB noncommissioned officers (NCOs) about Air Force recruiting duty opportunities. After the session, seven NCOs contacted the base personnel representative about application procedures.



AN APPLICANT FOR the Air Force law enforcement career field, gets a first hand look at the duties of an Air Force security policeman during a visit to Carswell Air Force Base, Tex. Master Sergeant Dean Naylor, an Air Force Recruiting Detachment 404 recruiter, from left, and Todd Thomas, observe Staff Sergeant Sylvester Wilkins demonstrate a radar speed gun. Thomas is a high school wrestler and powerlifter.

Fact folder explains what to ask recruiter

Beginning this month, Air Force applicants will be provided additional insight as to what type information they should seek from their recruiter before signing on the dotted line, officials have announced.

To assist those considering joining the Air Force, Recruiting Service officials have assembled an eight-page informational fact folder, scheduled for distribution to all recruiting activities this month. The fact folder, titled "Things to Remember," contains such helpful hints as to what should be expected during the initial visit to the recruiting office, entry qualifications, a brief explanation of the enlistment contract, and a series of questions that should be asked of the recruiter.

It also describes job assignment agreements, the Guar-

anteed Training Enlistment Program, and what newcomers should expect once they have made the decision to enlist.

"It is our aim to portray Air Force life as it really is to our newcomers," said Major General Andrew P. Iosue, Recruiting Service commander. "We want them to become a part of our organization highly motivated, qualified and sure about their decisions."

As Maj. Gen. Iosue points out in the brochure, "There is nothing easy about the Air Force. Not easy to get into. No easy training. No easy work. But it can be most challenging and rewarding. Think it through. Make sure your decision is right for you!"

Air Force Recruiters are to make sure that all serious applicants receive a copy of the "Things to Remember" fact folder, and the "SPIRIT of '76" fact folder (GS 76-43) according to Recruiting Service officials.

AF Specialty Code changes effective

Officer and airman Air Force specialty code (AFSC) changes, to better reflect the duties performed in each specialty and allow better use of manpower, became effective April 30.

The changes are in the officer (AFM 36-1) and airman (AFM 39-1) classification manuals.

Air Force Military Personnel Center (AFMPC) officials said the update, which involves many individual specialties, reflects changing needs and the addition of new equipment.

There are two major officer changes. The first combines motor vehicle management officer (AFSC 6024) and transportation officer (AFSC 6044) into a single specialty — transportation officer (AFSC 6054). The second establishes a new emergency physician specialty (AFSC 9396), a job with responsibility for examining, diagnosing and treating the initial phase of illness and injuries.

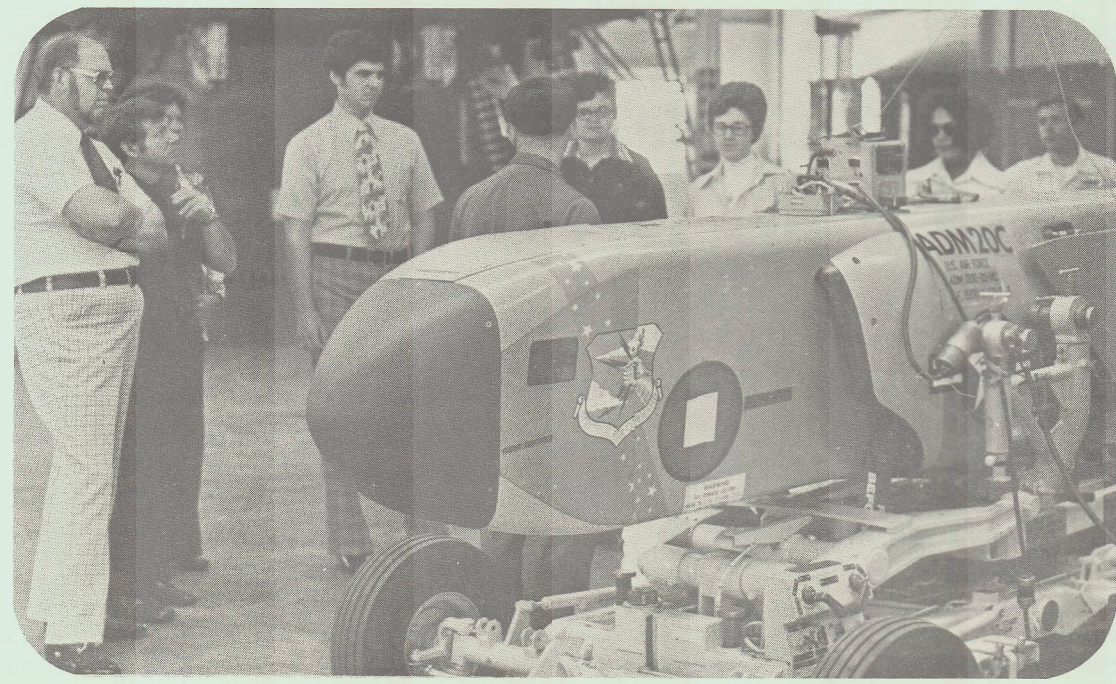
Other officer changes were made in maintenance, civil engineering, cartography, transportation, supply, medical, bio-

medical sciences, aircraft control, and special investigations and counterintelligence. Also, four new special experience identifiers (SEIs) were added.

Airman changes include a new helper-level AFSC for each career field ladder. It will enable activities to identify and track an airman from basic training into the specific career field ladder for which he is selected and will be trained. Formerly, a helper level was authorized for each career field, but not each ladder in the field.

Other affected career airman areas include radio communications analysis/security, voice processing, training devices, office machine and tabulating equipment repair (deleted), logistics plans (newly established), band (USAF Band and USAF Academy Band), avionics, aerospace ground equipment, aircraft systems maintenance, fuels, supply, weather, communications-electronics systems, intricate equipment maintenance, aircraft maintenance, transportation, printing, dental, and medical.

Six new SEIs for airmen are also incorporated in the change. (AFNS)



EDUCATORS FROM MISSOURI and Illinois listen to a briefing about the activities of the 97th Munitions Maintenance Squadron during a tour of Blytheville Air Force Base, Ark. It was planned by Technical Sergeant Jim DaWalt, Air Force recruiter in Cape Girardeau, Mo.

New airman rank begins this month

WASHINGTON — The senior airman rank started June 1. This is the top step in the apprentice trainee tier (E-1 through E-4 senior airman) of the new enlisted force organization.

Enlisted grades are being placed into three tiers to better define roles and responsibility for each grade.

The three tiers include: apprentice/trainee (E-1 through E-4/senior airman); technician/supervisor (E-4) sergeant through E-6); and supervisor/manager (E-7 through E-9).

When promoted to E-4, an individual is designated a senior airman. All existing E-4 pay and entitlements will be given but individuals will be addressed as "senior airman" or "airman."

Upon reaching 12 months' time-in-grade and completion of a noncommissioned officer (NCO) orientation training course, airmen having a good record and recommendations by their reporting official and unit commander receive an appointment to NCO status and may be called sergeant.

To visually distinguish senior airmen and below from E-4/senior

airman and above, a new insignia has been developed. The basic design is the same as the current E-4 insignia, except airmen (senior airmen and below) will wear a blue star. NCOs will continue to wear the current insignia with the silver star.

While there is no change to the time-in-service or time-in-grade for promotion to E-5, an E-4 must have attained NCO status before he may be promoted to E-5.

The changes will apply only to those airmen promoted to grade E-4 on or after the June 1 implementation date. Those already in grade E-4 at that time will remain NCOs and wear current E-4 stripes.

Personnel in grades E-2 and E-3 will not have to change stripes until their next promotion.

The present criteria for promotion to E-4 will remain the same. A person must have a 5-skill level and eight months' time-in-grade as an E-3.

Airmen who demonstrate exceptional abilities can be promoted to E-4 (senior airman) up to six months earlier under the new below-the-zone (BTZ) program.

Officials say the 12 months' time-in-grade criteria cannot be waived. This time allows senior

airman counselors from his recruiting area a first hand look at the types of jobs performed by Air Force personnel on the base. The tour of the wing, part of Strategic Air Command, included a mission briefing and the guests toured a B-52 and KC-135 aircraft, visited the Munitions Maintenance Squadron, Wing Command Post, and other base activities.

Seven educators tour Blytheville AFB, Ark.

CAPE GIRARDEAU, Mo. — Technical Sergeants Jim DaWalt, Air Force recruiter here, and Don Herren, Air Force Recruiting Detachment 405 in St. Louis, escorted seven educators during a recent tour of the 97th Bomb Wing at Blytheville Air Force Base, Ark.

It was organized by TSgt. DaWalt to give guid-

Commission reports on study

WASHINGTON — The Defense Manpower Commission created by Congress in 1973 to study defense manpower requirements recently released a report of its two-year study.

The report addressed critical areas of manpower, personnel, benefits, and readiness. Air Force officials are not certain what impact the report will have on "people programs," but believe some members of Congress may be influenced by the recommendations.

Major report findings included a conclusion that the Air Force expansion to 26 wings is sound and justified. The report favors maintaining the units at existing bases or even reducing the number of bases and looking at double-wing basing.

In another area, the report cited the high but costly level of support given Air Force Reserve and Guard units to maintain high readiness levels in contrast to units of other services. The report also doubted the readiness of many Guard and Reserve units and their ability to support the total force policy.

The report also recommended that the military services should contract for more support services, headquarters staff reductions should continue, and that the military services should continue to recruit principally from the middle class without regard to quotas based on race, sex, ethnic background, or national origin. The report said the military services did a remarkable job of transitioning to the all volunteer force. Commissioners found the education level and mental category had increased, but the quality of Reserve component forces had decreased.

With a recommended view of the civilian-military mix, the report indicates that Air Force

support units seem overly manned in military personnel.

Education programs were also discussed in the report. The Commission said the Government should not have facilities to teach skills available from civilian schools. The report stated that except for scientific and technical areas, a baccalaureate degree was enough education for up to four-star rank. Professional military education (PME) should be more directly linked to promotion. The report encouraged better PME for Reserve forces and NCOs.

The report further asserted that the Department of Defense cannot afford to relax its drive to provide equal opportunity.

Findings indicate the proposed Defense officer personnel management system (DOPMS) is not the complete answer to officer career force management. However, the Commission recommended Congress accept DOPMS as an interim measure.

The report questioned "up-or-out" promotion. It recommended people be selected into the career force at 10 years rather than managed out through nonselection for promotion.

The Retirement Modernization Act in its present form was not supported. The report favored compiling retired pay on the highest three consecutive years of basic pay. It also said normal voluntary retirement should be at 30 years, except in certain physically demanding skills. The retirement system should remain non-contributory and be vested for those serving beyond 10 years.

The principle of competitive rather than comparable compensation was endorsed by the Com-

mission. They recommended an independent Federal compensation board be set up. It would have jurisdiction over compensation for active, Reserve, general schedule and Federal wage system personnel. Also recommended is a uniform military pay table with bonuses and special pay to support the varying recruiting and retention needs at the least cost. The report expressed approval of a single taxable salary that would include base pay, basic allowance for subsistence, basic allowance for quarters, and the present tax advantage. Differences in pay based on marital status should be eliminated.

Also favored is a "Bill of Rights" listing military benefits. It would permit changing or ending benefits only for persons not already in the military service.

Commissaries, exchanges, and medical care were deemed essential and should be maintained, said the report.

Social security offset for retired persons was not recommended. The Commission said social security coverage should be extended to Federal civil service employees and at the same time make their pension system noncontributory.

The standby draft system should be revived and be prepared to begin drafting within 30 days, if needed.

They felt military unionization is unacceptable and the consequences place a great demand on national leadership to avoid giving grounds for belief that union representation is needed.

Officials point out that the report is just that — a report to the President and Congress, and does not compel any agency to implement its recommendations. (AFNS)

New desk memo pads enroute to AF recruiters

New desk memo pads, for the 1976-1977 school year, are enroute to Air Force recruiters worldwide.

The pads, created by the Directorate of Advertising, Headquarters Air Force Recruiting Service here, were shipped by the Publications Distribution Center in May and should be in recruiters' hands this month, say recruiting officials.

The two-color project, GS 76-1, is being distributed in accordance with instructions provided by Air Force Recruiting Groups and Detachments. Most of the 250,000 pads are going directly to recruiting offices.

The new pads, similar to this year's, are printed in red and blue on a white paper stock. They run from August 1976 to July 1977. Artwork on pages through the end of the year support the Bicentennial.

An area on the right side of each page is set aside for notes and is perforated so it can be torn from the pad.

The top of each page features the "Air Force—A Great Way of Life" theme, and a recruiting message similar to this year's project.

The memo pads are designed primarily for use by school counselors, and are being distributed early to arrive in time for the fall semester, according to recruiting officials.



EXPLAINING AIR FORCE nursing careers and distributing literature at the Ohio State Nurse's Convention are Technical Sergeant Frank Feltner, left, and Captain Juanita M. Willis. Both are members of Air Force Recruiting Detachment 514, Columbus, Ohio. More than 500 student nurses attended the convention. (Air Force Photo by Master Sergeant Hartwell E. Edwards)



Checklist

The 3506th Air Force Recruiting Group has created a checklist to aid recruiters preparing for an Air Force Orientation Group (AFOG) Thrill of Flight Van exhibit.

It provides a timetable for and lists the actions a recruiter must accomplish when preparing for the Thrill of Flight Van. The two page checklist, which is in letter form, also provides an evaluation section. After the event, the recruiter evaluates the exhibit, signs and returns the letter to his detachment Advertising and Publicity Branch through his sector supervisor.

Reason to visit

Air Force Recruiting Detachment 404 is providing its recruiters with an additional reason to visit radio stations. The detachment prepares a new package of public service radio announcements every 60-to 90-days. Recruiters are provided with a copy of the package, containing three to four spots, for each radio station in their area.

The announcements are written so they may be localized with the recruiter's name, address and phone number, or are left with a general "call your recruiter" ending.

These spots are often accepted by stations who will not use other forms of Air Force advertising, report detachment officials.

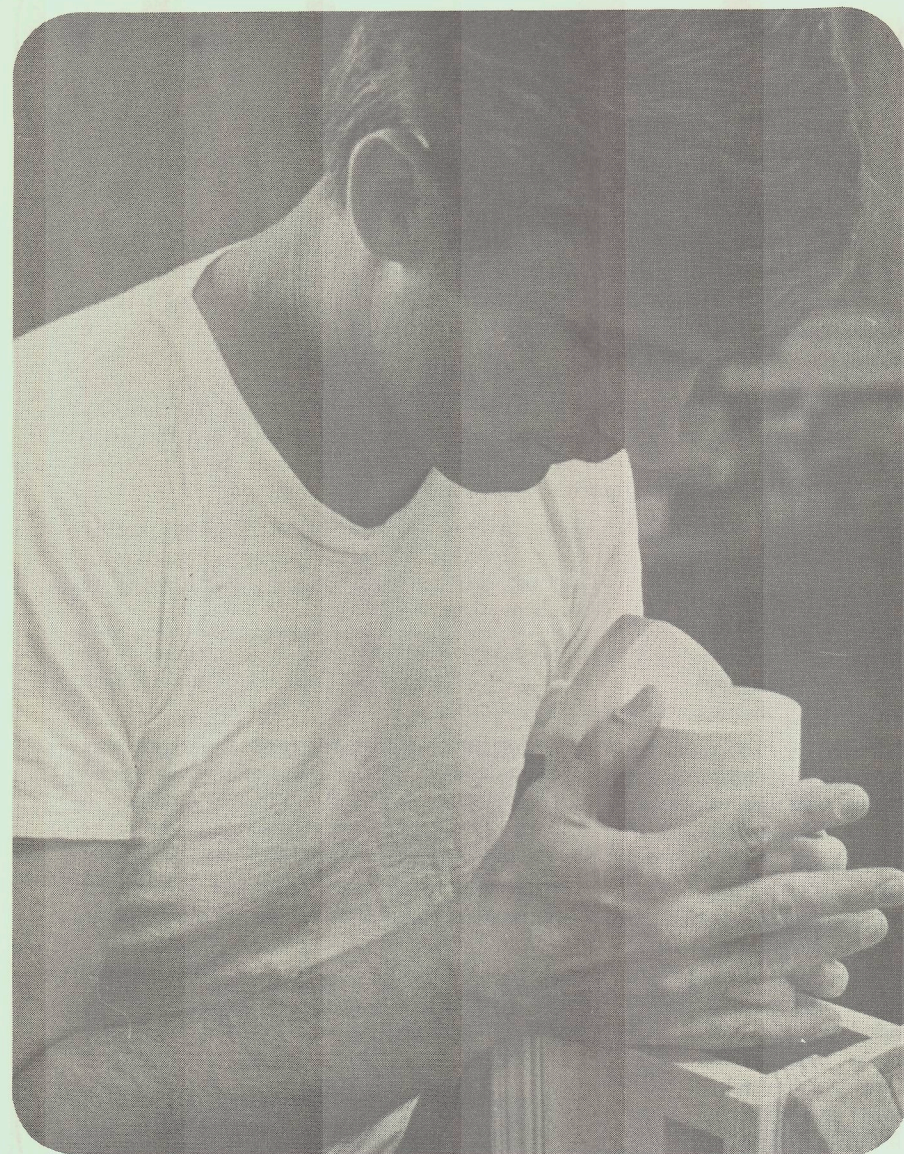
Getting off the ground

Master Sergeant Bill Mills, an Air Force Recruiting Detachment 504 sector supervisor, has come up with an idea to help get a new recruiter or supervisor's advertising and publicity program off the ground.

When he assumed his present duties, he introduced himself by letter to all newspaper editors in his area. He included a news release on a current recruiting program which many papers published. The sergeant then visited all radio stations in his sector (with the responsible recruiter). He also sent a letter, with several pieces of advertising literature to librarians in the sector, and offered to place them on a mailing list for current Air Force recruiting literature.

Pooling it

By working with their recruiting counterparts and pooling resources, Air Force Recruiting Detachment 610 arranged a joint exhibit booth at the recent California Personnel and Guidance Convention in San Diego. The exhibit, consisting of a Hall, Wall and Window display and a Air Force Orientation Group multipurpose display, was manned by personnel from the Air Force Academy and Reserve Officer Training Corps liaison offices in San Diego and Air Force recruiters. A traveling message unit on top of the multipurpose display helped draw attention to the booth. According to Det. 610 officials, this is one of the largest education conventions in Southern California. The joint exhibit enabled the recruiters to answer in detail questions about several Air Force programs.



THOUSANDS OF DOLLARS ANNUALLY are saved by industrious Air Force members taking advantage of on-base wood hobby shops around the world, where creative products are shaped, molded and finished at minimum cost. Many Air Force bases also house auto hobby shops and arts and crafts centers for its military members.

Recreation—part of AF life

by Technical Sergeant
Charles V. Majors

Each year some 75,000 of the Nation's finest young men and women willingly dedicate themselves to the service of their country in the United States Air Force.

Some are enticed by the advanced educational opportunities offered, and others seek technical training in a chosen vocation. Advancement, security, job satisfaction and a desire to serve are also strong motivational factors for those seeking enlistment.

Whatever their reasons, men and women in the Air Force share a popular commodity when their duty day ends—excellent recreational facilities and activities at their fingertips. Air Force bases around the world offer a wide spectrum of recreational activities for newcomers and established residents alike.

Activities common to most Air Force bases include archery, aero

clubs, basketball, baseball, billiards, boating, and bowling. Also, cycling, fishing, golf, gymnastics, handball, judo, paddleball, skeet shooting, squash, tennis and sauna baths.

Other activities designed to cater to the recreation-minded include weightlifting, horseback riding, softball, woodworking, ceramics, model crafts, photo, auto and electronic hobby shops and at some overseas bases, studios for tape recordings.

Recreational supply centers, at most Air Force bases, offer military members a complete line of camping, fishing, boating, hunting or picnicking equipment for nominal rental fees. Some units also maintain off-base recreational areas, usually collocated with popular civilian resorts, exclusively for military members and their families.

Most major Air Force installations come equipped with two or more swimming pools, nine or 18-hole golf courses, and the ever popular aero clubs where members can earn their private and commercial pilot licenses.

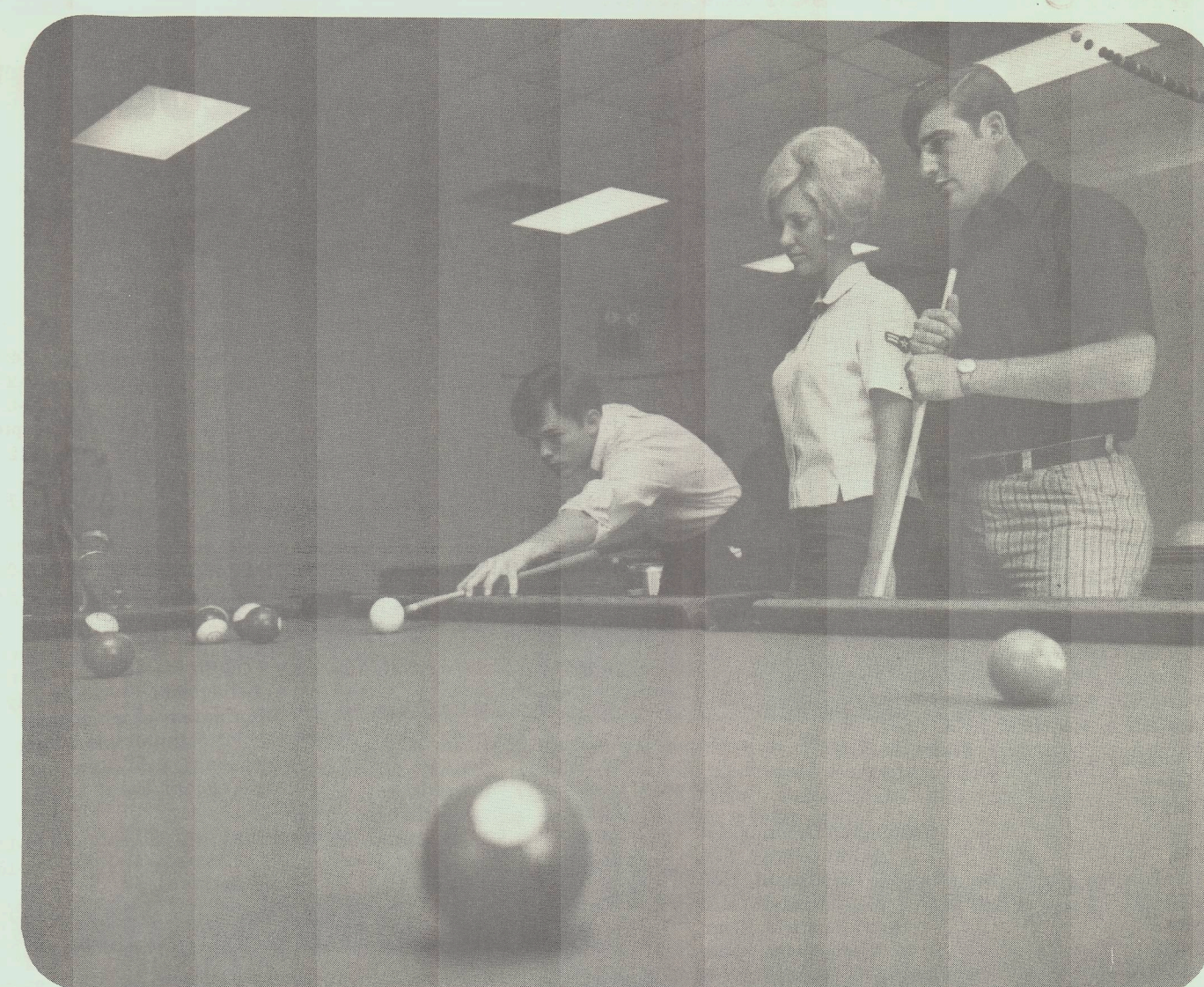
Intramural sporting activities, open to single and married airmen, include baseball, basketball, softball and other team events, while inter-service competition pits the best base athletes against those from other commands or military branches.

Several enlistees during years past have used Air Force recreational activities as a springboard for Olympic competition. This being the case with gold medalist Captain Micki King, diving champion, archer hopeful Airman Dennis Pace, and many others.

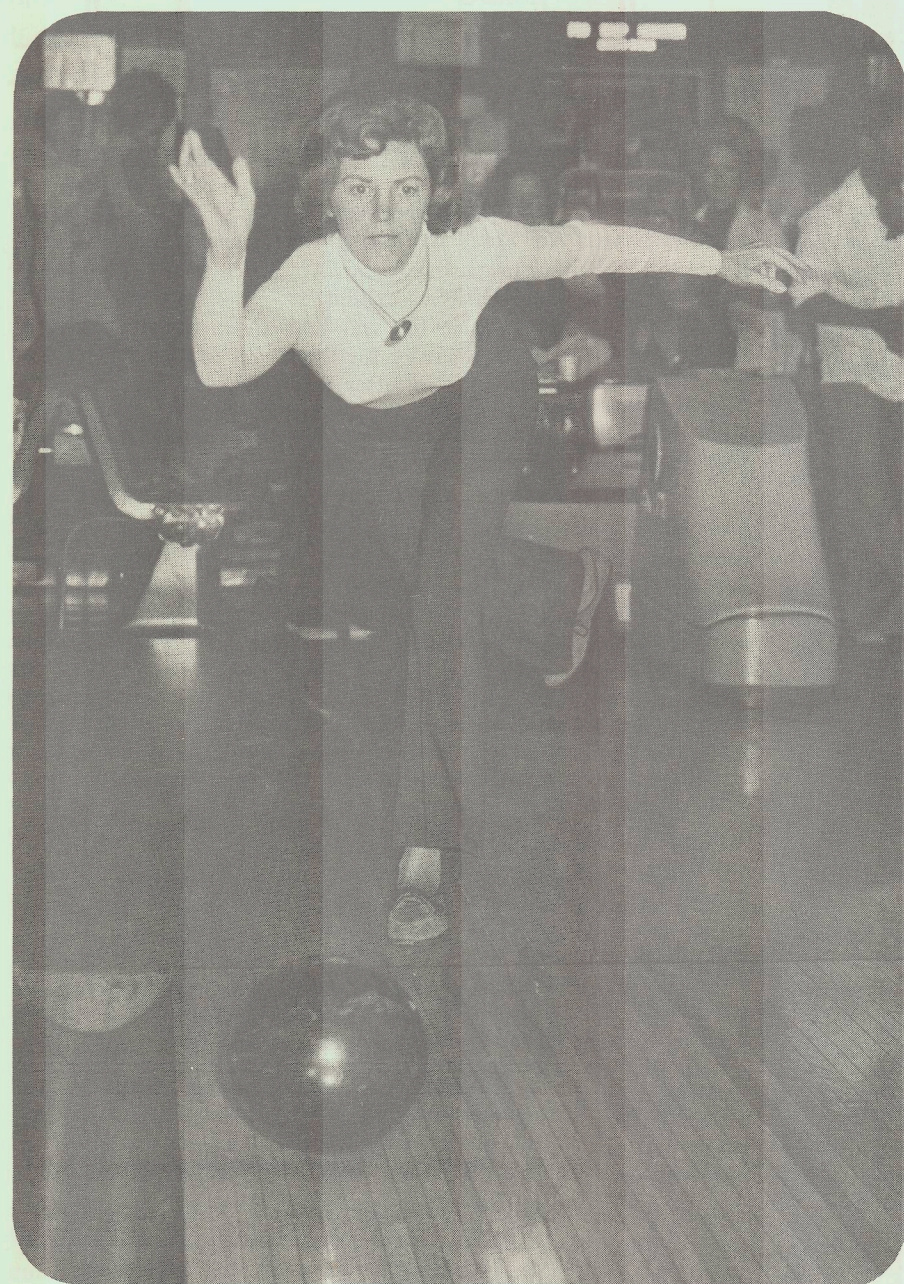
Noted writer Cervantes, in his classic "Don Quixote," said "the bow cannot always stand bent, nor can human frailty subsist, without some lawful recreation."

A chance to unwind, to compete, to get and remain physically fit, is an easy string to pull in the U.S. Air Force—with its recreational outlets.

And with them, dedication to and service of the country blends well into a most rewarding and satisfying Air Force career for the Nation's youth today—and military leaders of tomorrow.

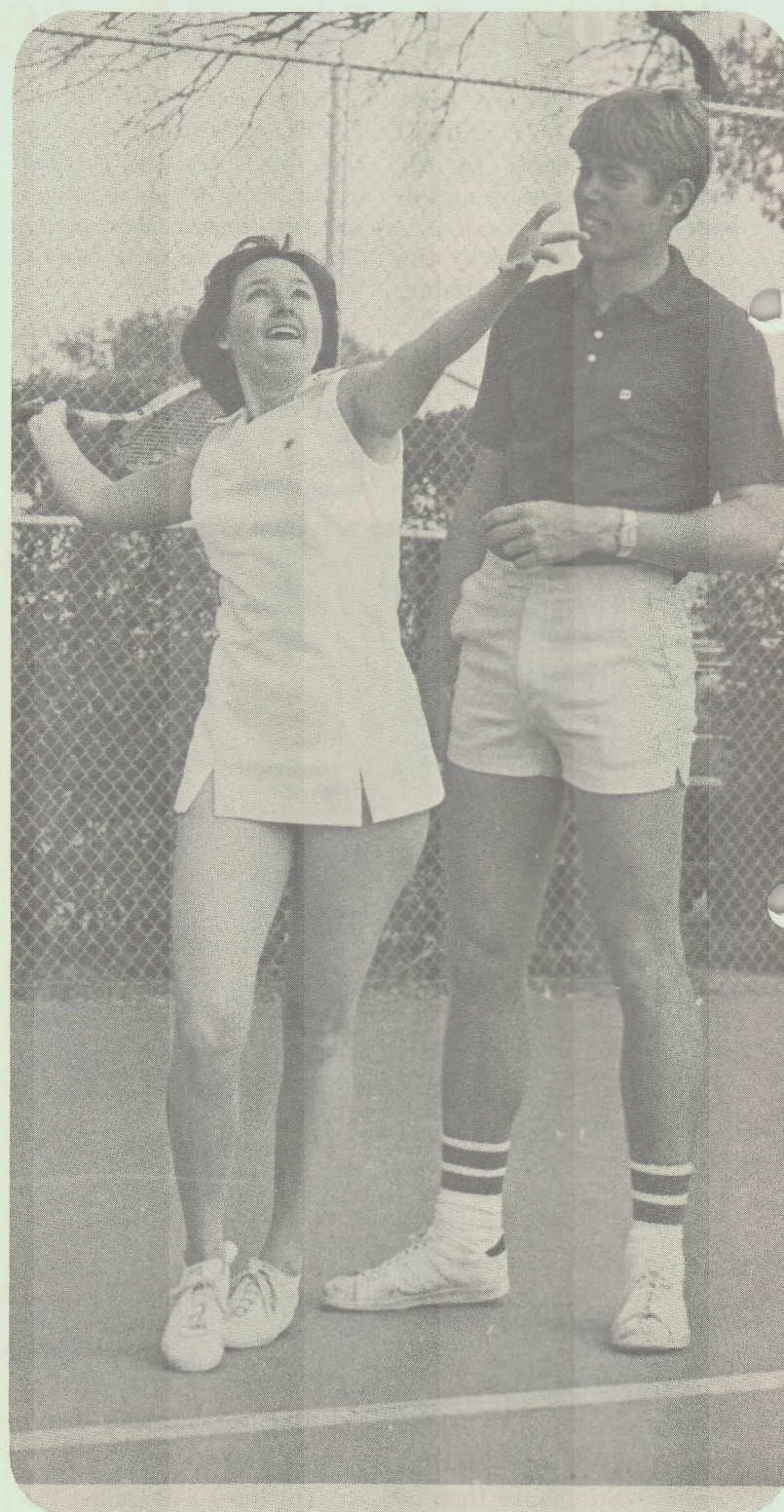


WHILING AWAY THE OFF-DUTY HOURS at the on-base recreation center is a pastime enjoyed by hundreds of young men and women in the Air Force. Most recreation center activities also include special event dances, amusement machines and stereo music rooms.



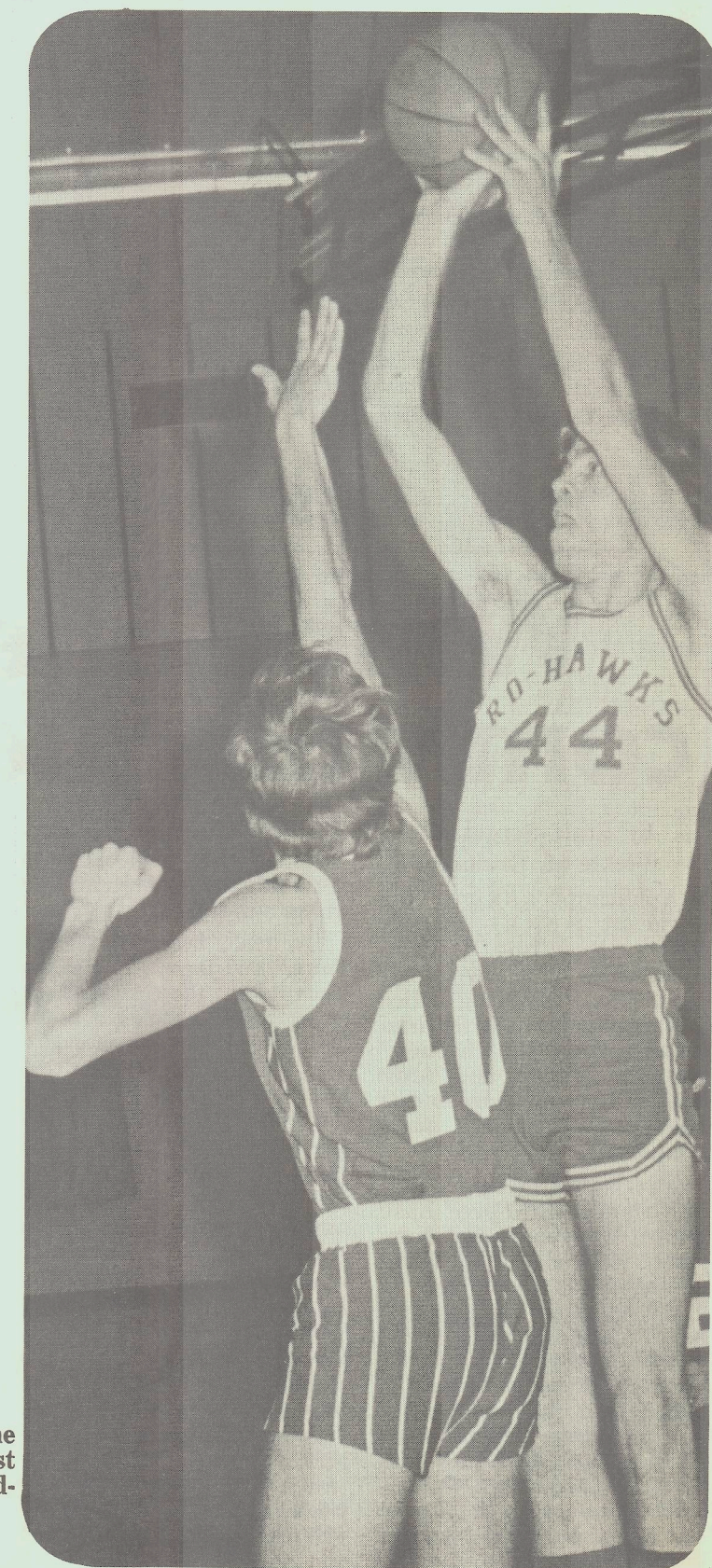
BOWLING COMPETITION remains a forerunner in Air Force family-oriented athletics. Most base bowling alleys have tournaments in intramural, mixed doubles, special events, and youth activities leagues.

TENNIS INSTRUCTIONS FROM a local "pro" at no cost to the student, provides many hours of summer fun in the sun at Air Force bases around the world.



HORSEBACK RIDING is becoming more and more popular at Air Force bases around the globe. Some bases, in addition to having riding stables, also offer on-base boarding facilities and programmed "trail rides" to nearby historic sights.

INTRAMURAL BASKETBALL CONTINUES to be one of the most popular Air Force athletic events at most bases. Other gym facilities include weightlifting, handball, paddleball, and a fully-equipped sauna.



Bicentennial Caravans

Vans continue cross-country swing

Department of Defense officials have announced the three month schedule for the four Bicentennial Caravans, beginning July 1, 1976.

The Air Force, Army, Navy and Marine Corps caravans are on the downward swing of their 18-month journey across the country to help commemorate the nation's 200th birthday.

The theme of the caravans, operated by the Air Force Orientation Group (AFOG), Wright-Patterson Air Force Base, Ohio, is "The History of the American Armed Forces, and their contributions to the Nation." The Air Force van has a mini-theater where visitors see more than 1000 slides depicting the Air Force role in the development of aviation. Five different screens are used during the slide presentation.

While active recruiting is prohibited at the caravan sites, recruiters may be on hand to answer any questions sightseers may have.

The following is the schedule for Operating Locations (OL) 1, Bolling AFB, D.C.; OL 2 Wright-Patterson AFB, Ohio; OL 3, Tinker AFB, Okla.; and OL 4, McClellan AFB, Calif.

Operating Location 1	Site
Date	
July	
3-5	Washington Crossing, Pa.
8-9	Orangeburg, N.Y.
10-11	Peekskill, N.Y.
13-14	Newburgh, N.Y.
15-16	New Fairfield, Conn.
17-18	West Haven, Conn.
21-22	Hamden, Conn.
24-25	Meriden, Conn.
26-27	Norwich, Conn.
29-30	Westerly, R.I.
31	Newport, R.I.
August	
1	Newport, R.I.
5-6	Little Compton, R.I.
7-8	Woonsocket, R.I.
11-12	Watertown, Mass.
14-15	Melrose, Mass.
17-18	Lowell, Mass.
21-22	Shrewsbury, Mass.
24-25	Oxford, Mass.
27-28	Springfield, Mass.
September	
1-15	Refurbishment at Wright-Patterson Air Force Base, Ohio
18	Boalsburg, Pa.
19	Bloomsburg, Pa.
21-22	Scranton, Pa.
23	Coaldale, Pa.
25-26	Lancaster, Pa.
29-30	Fredericksburg, Va.
Operating Location 2	
Date	
July	
2	Maryville, Mo.
3-4	St. Joseph, Mo.

'Which one?' is common question

by Staff Sergeant Vickie M. Graham

Applicants asking for Sergeant Shake at Air Force Recruiting Detachment 601's downtown Portland, Ore., recruiting office will probably be surprised when asked, "Which one?" But for Dave and Amy Shake, the question is one they pose to callers quite frequently.

Ever since the couple met at Orlando Air Force Base almost 10 years ago, they have worked in identical career fields. Amy, now a staff sergeant was appointed to sponsor Dave, now a technical sergeant, prior to his arrival at the Florida base in 1966. Both worked as data services specialists, and later as computer operators. Their unit moved to Charleston AFB, S.C., in 1968, and the couple married enroute to their new duty station.

During a subsequent assignment to McChord AFB, Wash., they seriously considered duty as recruiters.

"We really believe in the Air Force," said Dave, "... I barely made it past the first weekend of recruiting school, but somehow, Amy helped me through." That was a remarkable feat considering she had laryngitis for the first few weeks. But she graduated first in her class and Dave followed in second place. That was two years ago.

Now they both work in the same office.

As usual, some people wonder how a husband-wife team can be together nearly 24 hours a day and still maintain a cordial relationship, but for Amy and Dave it's not cause for concern. They worked together two years before they were married. "We have good communications—we talk to each other and we work well together. We always have," said Amy.

They feel that, by working in the same office, they will come to know each other's applicants and their desires, resulting in increased customer satisfaction and recruiter integrity. "Our aim is to put the best qualified people in the Air Force and together, I think we have the capability to do just that," commented Dave.

Will Amy take care of all the secretarial chores, paperwork and case files? "Definitely not!" said Dave. But they do help each other in polishing their recruiting techniques and in putting their recruiting aide to good use.

By knowing the problems and frustrations of the job, as well as the rewards and satisfactions, the two assert that they can better understand each other when problems do surface. They can sympathize with each other, be proud of each other, and best of all, they can work with each other as an integral team to get the job done.

Fifteen complete supervisor class

LACKLAND AFB, Tex. —Eleven sector supervisors and those soon to become supervisors, and four officers from Air Force Recruiting Service are recent graduates from the three week special supervisory course here.

The honor graduate from the course was Master Sergeant William A. Cullen, 3504th Air Force Recruiting Group.

Graduates are MSgt. Joseph R. Ciullo, Air Force Recruiting Detachment 103; Technical Sergeant Woodrow R. McGee, Det. 108; MSgt. Charles A. Sullivan, Det. 109. Also graduated, were Captains David C. Ward, Det. 301, James Graham III, Det. 308 and Frank A. Pickart, Det. 309. All are support officers.

Other graduates are TSgt. Patrick D. O'Brian, 3504th Group; Major Richard E. King, operations officer, 3504th Group; MSgt. Floyd E. Sunn, 3505th

Group; MSgts. James W. Randall, Det. 501, Howard W. Parry Jr., Det. 514, Ruben E. Grady, Det. 607, James L. Nolan, Det. 608; and Senior Master Sergeant Raymond E. Cox, Det. 610.

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

New Lead Fulfillment System coming

A new Air Force National Lead Fulfillment System is scheduled to become operational July 1, officials here recently announced.

Complete details will be included in the July issue of THE AIR FORCE RECRUITER Newspaper.

6-7	Trenton, Mo.	6	Lewistown, Mont.
8	Brookfield, Mo.	7-8	Billings, Mont.
9	Kirkville, Mo.	10	Sheridan, Wyo.
10-11	Palmyra, Mo.	11	Buffalo, Wyo.
13	Huntsville, Mo.	12	Gillette, Wyo.
14	Lexington, Mo.	14	Lusk, Wyo.
15-16	Independence, Mo.	15	New Castle, Wyo.
17-18	Kansas City, Mo.	17	Casper, Wyo.
20-21	Sedalia, Mo.	20-21	Colorado Springs, Colo.
22	Columbia, Mo.	24-25	Durango, Colo.
23-25	Jefferson City, Mo.	29-31	Refurbishment at McClellan AFB, Calif.
27	Rolla, Mo.	September	
28-29	Springfield, Mo.	1-12	Refurbishment at McClellan AFB, Calif.
30	Carthage, Mo.	16	Montrose, Colo.
August		17-18	Grand Junction, Colo.
2	Cape Girardeau, Mo.	21	Garden City, Kan.
3	Hillsboro, Mo.	22	Kinsley, Kan.
4	Arnold, Mo. (Mastodon Park)	24-26	Hutchinson, Kan. (State Fair)
5	Webster Groves, Mo.	27-28	Wichita, Kan.
6	Des Peres, Mo.	30	Lindsborg, Kan.
7-8	St. Louis		
10-11	Granite City (Tri-Cities) Ill.	Operating Location 4	
12-13	Effingham, Ill.	Date	Site
14-15	Springfield, Ill.	July	
17-18	Decatur, Ill.	1	El Cerrito, Calif.
19-20	Bloomington, Ill.	2-3	Pittsburg, Calif.
21-22	Peoria, Ill.	4	Pleasant Hill, Calif.
24-25	Galesburg, Ill.	5	Vallejo, Calif.
26-27	Moline (Quad-Cities) Ill.	8-9	Tiburon, Calif.
28-29	Freeport, Ill.	10-11	Navato, Calif.
31	Rockford, Ill.	14-15	Eureka, Calif.
September		16	Arcata, Calif.
1	Rockford, Ill.	18-19	Klamath Falls, Ore.
2-3	Waukegan, Ill.	23	McMinnville, Ore.
4-5	Glenview, Ill.	24	St. Helens, Ore.
7-9	Chicago	25-26	Vancouver, Wash.
10	Evergreen Park, Ill.	28-29	Longview, Wash.
11-12	Joliet, Ill.	30	Chehalis, Wash.
13	Danville, Ill.	31	Seattle
15	Dayton, Ohio (University of Dayton)	August	
16-30	Refurbishment at WPAFB, Ohio	1-2	Seattle
Operating Location 3		4	Poulsbo, Wash.
Date	Site	5	Mount Vernon, Wash.
July		6-7	Bellingham, Wash.
1	Chamberlain, S.D.	8-9	Everett, Wash.
3-4	Pierre, S.D.	12	Ellensburg, Wash.
6-7	Rapid City, S.D.	14	Cheney, Wash.
9	Hot Springs, S.D.	15-16	Coeur d'Alene, Idaho
11	Sturgis, S.D.	19-21	Spokane, Wash.
13	Mobridge, S.D.	22	Chewelas, Wash.
15	Eureka, S.D.	23-24	Pullman, Wash.
17	La Moure, N.D.	25	Moscow, Idaho
18	Jamestown, N.D.	27-28	Walla Walla, Wash.
20	Harvey, N.D.	30	Pasco, Wash.
22	Bismark, N.D.	31	Kennewick, Wash.
23	Hazen, N.D.	September	
25	Dickinson, N.D.	1-2	Richland, Wash.
27	Glenview, Mont.	4	Union Gap, Wash.
28	Miles City, Mont.	7	Chico, Calif.
31	Great Falls, Mont.	8-9	Marysville-Yuba City, Calif.
August		12-13	Santa Rosa, Calif.
1-2	Great Falls, Mont.	14	Sebastopol, Calif.
4	Helena, Mont.	16-30	Refurbishment at McClellan AFB, Calif.

IG recognizes professionals

Eight members of four Air Force Recruiting Detachments have been identified as "Professional Performers" by the Air Training Command (ATC) Inspector General.

They were selected for the award, which was created recently to recognize individuals who excel in their jobs, during Management Effectiveness Inspections of Det. 305, 307, 500, and 504.

Receiving awards in Det. 305, Bolling Air Force Base, D.C., are Captain Judith Wolfard, nurse recruitment officer; Technical Sergeant Richard L. Kana-paux and Staff Sergeant Robert Devore, both recruiters.

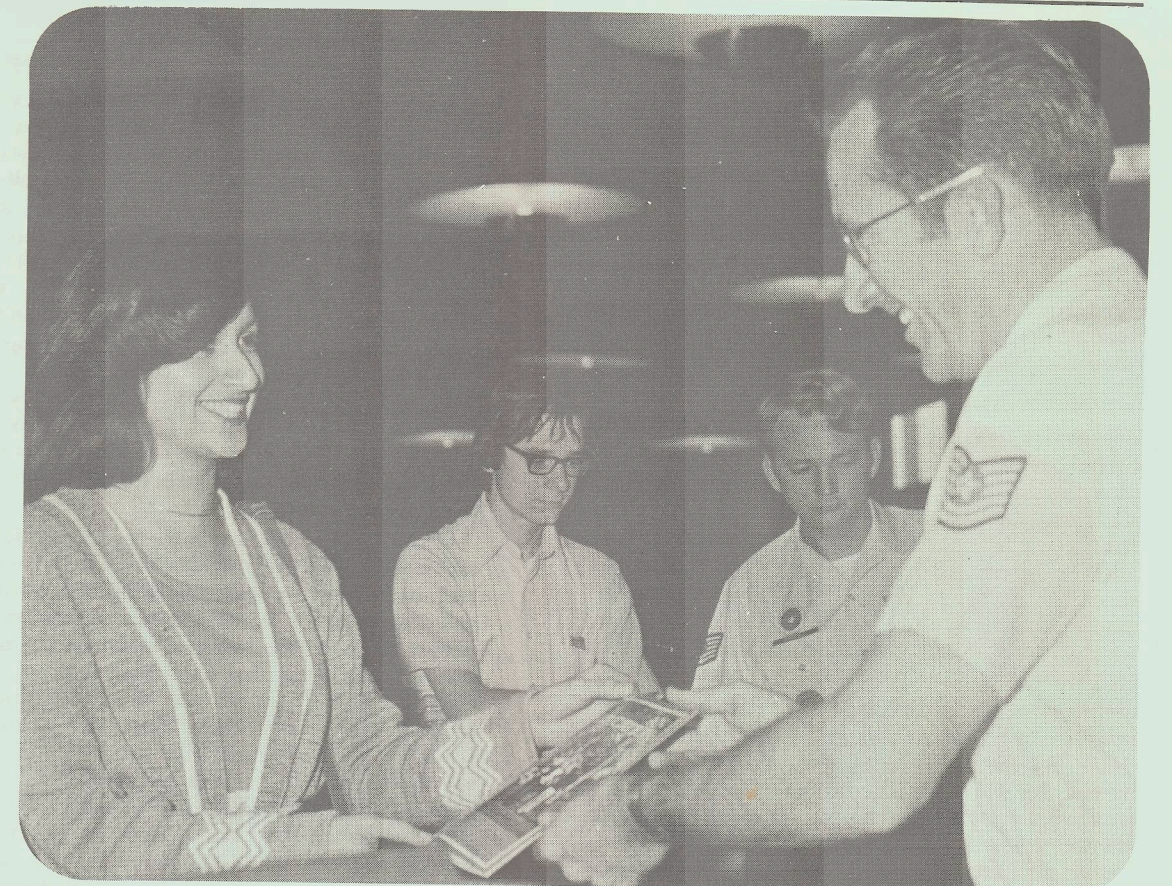
Master Sergeant Bobby O. Reynolds, senior liaison non-

commissioned officer (NCO) was named a "Professional Performer" in Det. 307, Raleigh, N.C.

In Det. 500, Indianapolis, MSgt. Donald T. Jones, administrative NCO and MSgt. Vor-rus L. Stumborg, sector supervisor, were named for the award.

MSgt. David Brunais, NCO-in-charge of the Advertising and Publicity Branch and TSgt. William N. Baker, personnel NCO, will receive the award at Det. 504, Selfridge Air National Guard Base, Mich.

A certificate, signed by the ATC commander, and Inspector General will be presented to the eight along with a letter signed by the Air Force Recruiting Service commander.



PROVIDING AIR FORCE career information to Miss Katherine Velasquez, a senior at Travis High School, Austin, Tex., is Technical Sergeant Errol Sylvester. TSgt. Sylvester, a member of Air Force Recruiting Detachment 404, and other Austin area recruiters attended a recent city-wide career day.

Recruiting members cited for contributions

The following members of the 3501st and 3503rd Air Force Recruiting Groups have been recognized as making significant contributions to the recruiting mission during the third quarter of fiscal year 1976.

3501st
In Air Force Recruiting Detachment 101, Master Sergeant John L. Giles, Sector E, Buffalo, N.Y. is Top Sector Supervisor of the Quarter. Recruiter of the Quarter is Technical Sergeant Freddie Brown, also assigned to Buffalo.

The Top Sector Supervisor of the Quarter for Det. 103 is MSgt. Arnold R. Davis, Sector A, out of Elmira, N.Y. Staff Sergeant Lloyd L. Cheney assigned to the Albany, N.Y., office is the Top Recruiter for the Quarter and SSgt. Terrance A. Nichols from the Greece, N.Y., office is runner-up.

Top Recruiter for the Quarter for Det. 105 is SSgt. Peter G. Tompkins, of the Atlantic City, N.J., recruiting office. Top Sector Supervisor is MSgt. Paul S. Strencejewski, Sector E, Wilmington, Del.

In Det. 106, MSgt. Edward Gagnon from Springfield, Mass.,

took the Top Sector Supervisor award with TSgt. Homer Davis, also from Springfield, winning the Top Recruiter award for Sector E and the detachment.

In Det. 108 TSgt. Niram L. Renoe, the State College, Pa., recruiter, is the Top Recruiter for the Quarter. The Top Sector Supervisor for Det. 108 is MSgt. Michael P. Andras Jr., of B Sector which is in the Wilkes-Barre, Pa., area. The Top Recruiter for Det. 109 is MSgt. Everett Bisson from the Portland, Maine, office while the Top Sector Supervisor is Senior Master Sergeant Rod Levesque of the same office.

3503rd
Detachment award winners within the 3503rd Group for the Third Quarter are:
In Det. 301 TSgt. James Musgrove captured Top Recruiter honors while SMSgt. Raymond E. Williams, was the Top Sector Supervisor and TSgt. Jack Jenkins was named Top Support Noncommissioned Officer (NCO).

Winners in Det. 303 were SSgt. Glenn L. Hanselman, Top Recruiter, and MSgt. Charles F. Council, Top Sector Supervisor.

Det. 304's Top Sector Supervisor was MSgt. Aimar E. White and their Top Recruiter was SSgt. Chuck Adams.

MSgt. Bobby L. Murphy was Det. 305's Top Sector Supervisor and TSgt. Richard L. Kana-paux was Top Recruiter while SSgt. Edward Torrence was named the detachment's Outstanding Support Person.

The Top Sector Supervisor for Det. 307 was MSgt. Franklin D. Peters and MSgt. Tony Busquets was the Top Recruiter. TSgt. Del Harris was named the detachment's Outstanding NCO for the quarter.

MSgt. William O. Smith was the Top Recruiter for Det. 308 while MSgt. John C. Raney was the Top Sector Supervisor.

Det. 309 recruiters were led by TSgt. Adolph Martin and MSgt. James Thomas was the Top Sector Supervisor. SSgt. Walter Baird was Det. 309's Top Support NCO (99120) and TSgt. Timothy Keely was the Top Support NCO (non 99120).

Det. 310's TSgt. Walter Thomas was the Top Recruiter and MSgt. Thomas C. Groomes was the detachment's Top Sector Supervisor.

Top Recruiter for Det. 311 was TSgt. Harold D. Daniels while SMSgt. Charles W. Eldridge was named Top Sector Supervisor.

Det. 304's Top Sector Supervisor was MSgt. Aimar E. White and their Top Recruiter was SSgt. Chuck Adams.

MSgt. Bobby L. Murphy was Det. 305's Top Sector Supervisor and TSgt. Richard L. Kana-paux was Top Recruiter while SSgt. Edward Torrence was named the detachment's Outstanding Support Person.

High schoolers tour flight van

ALAMEDA, Calif. — More than 7,000 high school students recently toured the Thrill of Flight Van during its 27-day swing through the San Francisco Bay area. The van is operated by the Air Force Orientation Group headquartered at Wright-Patterson Air Force Base, Ohio.

"Careful planning and a maximum advertising effort through high school newspapers, radio and TV outlets was partially responsible for the successes," noted Technical Sergeant Bill Curran, Air Force

recruiter at Salinas, Calif. "My high schools even had their printing classes localize the two color posters provided for the show," TSgt. Curran continued, "which saved me a lot of time."

Staff Sergeant Joe Kelly, Air Force recruiter in Hayward, Calif., said he coordinated through his school's student union for poster placement and placed a news release and stock photograph in the high school newspaper. "The school news editor and photographer even took publicity photos for their paper," SSgt. Kelly added.

Reference book to aid counselors

A reference book designed to aid high school and college counselors discuss Air Force career opportunities with their students is being distributed to recruiters across the nation.

The Counselor's Reference Book contains information on all Air Force recruiting programs and many benefits of a career, according

to Air Force Recruiting Service officials here.

Produced by the advertising directorate, it discusses the Armed Services Vocational Aptitude Battery and Air Force enlisted and officer programs. Information is provided on enlistment requirements, technical training, educational opportunities, salaries, the job spectrum, various commissioning programs, and the Air National Guard and Air Force Reserve.

Some 30,000 copies of the blue, loose-leaf notebook are being sent to Air Force Recruiting Groups and Detachments this month for further distribution to recruiters.

"We are providing the notebooks to the recruiters so they can hand carry and explain their use to counselors as part of their fall school recruiting programs," explained Lieutenant Colonel John D. Williams, chief of the National Advertising Division.

"Recruiters may also want to retain a copy of the reference book for use as a recruiting aid when talking with applicants. In its loose-leaf form the book can easily be updated or modified into a personal recruiting aid," he concluded.

Group develops method to create local posters

MATHER AFB, Calif. — The 3506th Air Force Recruiting Group here has developed a method for creating posters to directly support recruiter's local events.

Using the method and available materials, recruiters can prepare graphics to support fairs, conventions, air shows and other activities, according to group officials.

To create the display, a large Air Force lithograph is attached to a cardboard backing which is fastened to two (outdated)

window cards for support. The face of the litho can then be lettered with an appropriate message, using press-on or glue-on letters.

"It allows the individual to say the personal thing such as 'Welcome San Jose Counselors,' or plug the right event," said Major Douglas K. McCartney, chief of the group Advertising and Publicity Division.

Many recruiters in the '06th Group use the graphics with the Hall-Wall-Window Display or for table-top display, say officials.



THIS IS A poster created by the 3506th Air Force Recruiting Group to support a Thunderbirds air show. The group developed a method for making graphics to support local recruiting events.

Things will get better

COMMENT: Something has got to be done about our detachment. Production may be down, granted, but this is not because of any lack of dedication and hard work by recruiters. It is because of self-imposed Air Force and Department of Defense standards which exclude many people who want to enlist, attacks by congressmen and the press on the military way of life, the reduction in benefits, increased scholarship and grant-aid by colleges, and an upward swing in the economy, among other things. Now our detachment has directed 12-hour work days with 10 hours on Saturdays. I need time for rest and relaxation; without it I can't see any sense in even trying. The harder the detachment leans on me, the less they'll get out of me, even if it means being fired from recruiting.

COMMENT: My husband is a recruiter in Detachment (same as previous call). I have supported recruiting in every way, including office work, mail-outs, preparation of DD 369s, and answering the phone. I am withdrawing my support in protest of the working hours that have been imposed. We have been doing the best we can under difficult circumstances and I think these hours are a kick in the teeth to the recruiters and their families. I don't see how you can expect recruiters to have any morale, and their families to support them in their jobs, when all the brass does is see how much harder you can make things.

REPLY: I hope this situation hasn't deteriorated to the point of no return because I think the forthcoming reorganization and the new goal allocation system should help improve things in your detachment area. At the time you called, five of the thirty recruiters in your det. had achieved across the board production goals for the year, and only seven were ATB for the quarter. Your detachment commander felt an extra effort was justified and necessary, and since he's closer to the situation than I am, I trust his judgment. I know it's tough, because the same "brass" you're cussing have been consistently outspoken in representing your case. Budget cuts get closer and closer to the bone, not only for Recruiting Service but throughout the Air Force. Management actions to alleviate the load should not be taken impetuously or emotionally, but with due deliberation I think we are moving in the right direction. In other words, relief is on the way, and I hope you'll hang in there during this period of change and see if things don't get better. I appreciate your calls and sincerely wish that there could be a magic solution to the problems, but right now it's a case of harsh reality without easy solutions. All I can assure you is that we are doing the best we can to achieve our mission without imposing undue hardship on the people who are vital to its success. To you, and all the recruiters and members of the recruiting family, I express my honest gratitude—and I hope the frustrations of the moment never negate the feelings of satisfaction that come from tackling a big, tough, important job. Hang in there. You are doing a great job for our Air Force.

Aren't you glad

COMMENT: Other recruiters in my area receive their ASVAB rosters one to two weeks before I do. It just happened again with a local high school; the Army has had the roster for eight days and the Navy for four, and I still don't have it. If we're going to get the top quality people, we need the tools.

REPLY: Right on! Your detachment staff knows now that the rosters are to be forwarded to the field recruiters within 24 hours of receipt. Aren't you glad you used DIAL?

Cracked crystal ball

COMMENT: My detachment has been successful in supporting Reserve recruiting through the referral program. I've heard that Recruiting Service will take total responsibility for this function, thus negating the need for Reserve recruiters. Is this correct?

REPLY: Sounds like someone has been gazing into a cracked crystal ball. I can't say absolutely that it'll never ever happen, but I can say that we don't have any plans or intentions to absorb the Reserve recruiting mission at this time, and I don't anticipate any changes. Keep those Reserve referrals flowing!

Whoops

COMMENT: I recently heard from one of my applicants and in his letter he said that the classification people at Lackland told him he could go into electronics. That doesn't seem right, because he is color blind. I would like some further information about this case.

REPLY: You're right, that's exactly what the interviewer told him. We investigated the case and discovered that the Form 1966 was incorrectly coded at the AFEEs indicating normal color vision. In your applicant's case, he remained in his original Administrative Aptitude Area, but it all points up the vital necessity for accuracy on all the forms used in enlistment processing.

It's good, but . . .

COMMENT: My suggestion concerns the ASVAB list. If you left two spaces between each name we could use this space for refinement instead of using the ATC Form 1340. Then we'd use the 1340 strictly for people who aren't ASVABed.

REPLY: Like many ideas that initially look good, research uncovered some factors that veto adoption. The Vocational Testing Group can list 16 names on each page using present procedures. Double spacing would allow 12 names. However, the result would be an increase in the number of cases of paper used each year from 300 to 400 cases. Raw cost is more than \$1,500, and does not consider such factors as cost for increased print time on the computer, handling by computer operators, handling by personnel at the Vocational Testing Group, mailing costs, etc. In other words, it's a good idea but we can't afford it.

It's vital

COMMENT: We are wasting a lot of money out here when applicants are sent home from the AFEEs because they don't have a high school diploma or birth certificate when they come to go into the DEP. Rather than have the applicant return, the recruiter could mail the documents to us for verification after we've already gone ahead and enlisted the person in the DEP, or the kid could bring them with him when he returns to go on active duty.

REPLY: I think that at least one DIAL answer in each edition of THE RECRUITER Newspaper since we started the program in September has reaffirmed the absolute and vital necessity for determining and double-checking eligibility before we enter any contract with an applicant. What you're actually doing is pointing the finger at individual recruiters who aren't doing their jobs properly. I see no necessity to modify the system to accommodate carelessness and inefficiency. Anyone can make a mistake once, but repeat offenders should be identified to detachment commanders and sector supervisors so that action can be taken.

TV time

COMMENT: I have a TV show and would like to get some sort of Air Force news on a monthly basis—something that would make it an Air Force news show. Do you suppose we could obtain something like that?

REPLY: A special monthly or bimonthly package of this nature is one of the projects currently under consideration here. In the meantime, an excellent source is base newspapers from installations in your area. Most information officers would be more than happy to cooperate or provide assistance in such a project. You might also check your detachment A&P shop for Air Force News Service. Lots of good info in there!

Spleen ventor

COMMENT: This is sergeant . . . well, what's the difference? Anyhow, I want to compliment you on the use of this line. I think it's a wonderful idea. Gives a guy a chance to vent his spleen and I'd like to vent mine right now about this crazy X factor. I just had a young lady disqualified for a specific job because she's a shy type, and when the doctor asked her, "can you lift 100 pounds?", she said, "well, I don't think so." She could lift 70 pounds. So he gave her an X-factor of 2 and she didn't get the job. I think it's wrong.

REPLY: Dear Sergeant "What's the Difference", if you had identified yourself, we could have checked out the specific case—which applicant, what AFSC, which AFEEs, which doctor—and possibly provided some real assistance. As it stands, less than one percent of GTEP enlistees are losing their jobs due to changes in X ratings after arriving at Lackland. Therefore I have to assume that the system is working fairly well. This probably isn't a satisfactory answer but, at least you've had an opportunity for catharsis, and as you said, DIAL has therefore served a purpose.

Explanation for explanations

COMMENT: Why does an applicant have to write a detailed description of every law violation, in addition to the offense for which the moral waiver is being requested? Certainly we are more intelligent than to have to sit here and read a detailed resume on a jaywalking offense that occurred several years before the drunk driving conviction that requires the waiver.

REPLY: The question that logically follows is why bother to process moral waivers? Think about it. What we're trying to do is carefully evaluate an otherwise disqualified applicant to determine whether or not he or she has behavior patterns that may cause problems after enlistment. We have learned through experience that the applicant's written explanation of each offense, no matter how inconsequential it may appear, provides valuable insights for the reviewing authority in making the decision. The applicant's explanations of circumstances leading up to each offense are sometimes more important in this regard than the official charges and the punishment. Some things have to be done.

No sanctuary

COMMENT: I would like to know why we have master sergeants assigned to support functions in recruiting. When there is work to be done, like in the logistics area, the master sergeants just sit around and do nothing. When a man is promoted to master sergeant he should be transferred to another detachment or go back to his old job in the Air Force, because he really doesn't do us any good.

REPLY: Promotion to higher ranks doesn't give anyone a "sanctuary" from work. Rising to the challenge often means getting out of the chair, pitching in and helping do whatever needs to be done. If there is anyone in today's Air Force who isn't prepared to go at mach one, contributing a 100 per cent effort, regardless of past accomplishment and current rank, it's time for them to look elsewhere. We don't need them in Recruiting Service—nor anywhere in the Air Force. You didn't identify yourself, are you a master sergeant assigned to a support function?

GTEP suggestions

COMMENT: I have a suggestion about guaranteed jobs. We should reduce them and expand into a broader AI-type category. For example, the individual would enlist for the 90 career field AI, and that would be strictly for medical associated jobs. Or rather than enlist in the general technical area, he could go for the 32 career areas for avionics systems. Then when he gets to Lackland, the job selection would be from that section of jobs in the 32 AFSCs.

REPLY: I appreciate suggestions but can't buy this one. At the time you called, 62 per cent of enlistees for this fiscal year had entered through the Guaranteed Training Enlistee Program. We think it provides a viable incentive for recruiters to use—I can't see changing when it appears that we have a winning horse in the race. Also, your suggestion would generate additional cost and effort to insure that the applicants meet the mandatory prerequisites for all AFSCs within a career area, not too wise considering our manpower and budget cuts.

MEPCOM can't

COMMENT: I am one of the testers now, an all-services tester, and am wondering whether I can still wear the badge. Air Force Manual 35-10 is kind of vague. I'd like to wear it because I'm proud of the Air Force Recruiting Service.

REPLY: I appreciate your pride but the fact of the matter is that you're now assigned to another command and it would therefore be inappropriate to wear the Air Force recruiting badge. Air Training Command Regulation 35-1 restricts wear of the recruiting badge to personnel assigned to the Air Force Recruiting Service, instructors at Recruiting School and recruiting inspectors on the ATC Inspector General Team. This includes AFEEs Liaison NCOs, but not testers or others assigned to the Military Enlistment Processing Command.

Take some leave, Hawk

COMMENT: I was just looking at your picture in Airman Magazine and noticed that you and I apparently have the same fellow making our name tags. However, my operations officer told me that mine doesn't conform with AFR 35-10 and made me get another one. When are you going to get a plastic name tag?

REPLY: I bought mine from a shop in Thailand six years ago. And I bought a new one at the Randolph BX after you called. I appreciate your interest in keeping me straight, Hawk, but there are times when I wish you'd take about 365 days of leave.

ASVAB literature

COMMENT: When are we going to get some literature on the new ASVABs 5, 6 and 7? Several high school counselors have asked me about it.

REPLY: The only literature available right now is 10-2A, "Time for Decision." According to the folks at the Vocational Testing Group, printing new literature has been held up due to a lag in research contracts validating the test. They hope to have it available at PDC by July 1. We will press them.

Maybe he wasn't born . . .

COMMENT: I have an applicant who was born on Guam, and we can't come up with any sort of birth certificate. So we finally contacted the Foreign Service and they said to send a Form 372 or 373, or something like that, to Guam. There is no procedure in ATCR 33-2 and I think we need clarification.

REPLY: I wish you had identified yourself so that we could have provided an immediate answer. The "372" you referred to is DD Form 372, Application for Verification of Birth. If you check Paragraphs 1-16 and 10-6 in ATCR 33-2, you'll see that this form, when sent to the Bureau of Vital Statistics of any state or jurisdictional government will provide acceptable proof of birth data.

Two-for-one

COMMENT: My state's national guard has two units. One counts all time served when computing the two-for-one requirement; the other only counts time after completion of basic and tech training. Also, I have to refer prospective applicants to the Reserve recruiters but they apparently aren't doing the same when they find a person who is interested in full-time service. Also, I feel we should get referral credit for those enlisting in the Air National Guard even though the Guard does not fall under the Department of Defense.

REPLY: Where are you? Italy? It's true that the Air Guard units in the United States have a dual mission — a state mission as well as Federal, but don't ever forget that they are vital to the United States Department of Defense total force structure. In response to your specific questions: (1) AFR 33-3, para 4-5b reads in part, "To be eligible for enlistment in the Regular component, Reservists must have participated in an Active Reserve status for twice the time spent in BMT and tech training." In other words, a Reservist who spends seven months at basic and tech training must serve 14 months in a Reserve unit after completing the training. (2) In view of the increasing importance of the Reserve components, if a Reserve recruiter finds a sharp applicant who enlists for six years, that's good for the Reserve and good for the Air Force. We aren't competing with our own Reserve components for recruits. On the other hand, if the Reserve recruiter comes across a qualified applicant exclusively interested in full-time service, I would hope that the rapport you've established is good enough so that the applicant will be sent to your office. (3) If we give credit for Guard referrals, it logically follows that we should have a Guard referral goal. Do you want another goal? If these answers aren't satisfactory, or if you have additional questions, contact my Reserve Affairs Advisor, Major Emmett V. Matthews (Autovon 487-5437).

It's serious

COMMENT: I would like to call your attention to Air Training Command Regulation 33-2, Chapter 2, page 2-22, reference AFSC 81130, the note regarding alcohol abuse. Many young men have been picked up at one time or another in their lives for public intoxication. It is usually a non-minor misdemeanor, maximum 50 dollar fine with the normal fine more like 10 or 12 dollars. Do you think we should do something about that note?

REPLY: Hope you're wrong—about many young men and public intoxication. One arrest may not indicate a serious drinking problem. However, why take a chance, especially when it pertains to a person who will have tremendous responsibility in the performance of duties? People entering the Security Police field, like policemen everywhere, should have their heads put together exceptionally well—we should stick with this policy.

DIAL of the month

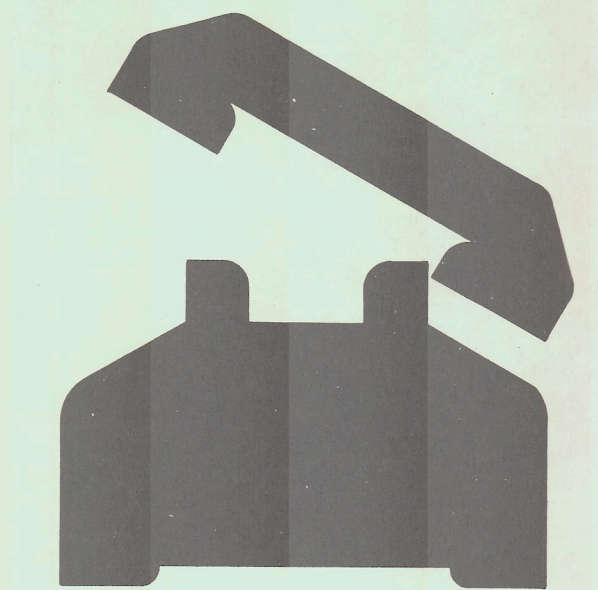
COMMENT: I am calling concerning the ATC Form 1289, Market Survey. At present we are required to fill it out with an update on February 1, every year. Why not do it October 1 to align with the new fiscal year change and give us a better reading on our high school seniors for the coming year?

REPLY: You deserve a pat-on-the-back for a well-timed suggestion. My staff was in the midst of reaccomplishing the governing regulation, ATCR 33-11, when your call was received. It makes good sense and the procedure will be changed. DIAL works!

Call for Colonel Young

COMMENT: I am calling DIAL mainly to praise the innovative ideas of one of your group commanders, Colonel Ed Young. We recently had a meeting for all of the nurse recruiters in his group and it was excellent. We had a forum for grievances but, more importantly, were able to share ideas to improve our program. I know that DIAL is usually for complaints but I would like to take this opportunity to praise Col. Young for the support he provides to the nurse recruitment program.

REPLY: I'm glad you recognize DIAL's multifaceted communications potential. Even though it sounded like Col. Young's voice when I listened to the tape, I still think he's a nice guy. By the way, Col. Hanford called in from the 01st with the same praise.



COMMANDER'S
DIAL 3425
DIRECT
INFORMATION
ACTION
LINE

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

An ODS DIAL

COMMENT: About ODS letter 76-04, paragraph 3e. I wonder why we need to attach a notarized statement of parental consent from one parent when a block is provided on page 6 of Department of Defense Form 1966 which calls for verification of signature of single consent. I was wondering why we don't just use that block rather than going through the hassle of getting a notarized statement.

REPLY: You're partially right. The block you referred to can be used when the reason is clear-cut. For example you might use an entry such as "father deceased, 10 Oct. 68", or "Parents divorced with custody given to mother who has signed above. Divorce decree attached." When both parents are alive but not residing with each other, and custody has not clearly been given to the parent signing the document, the notarized statement is accomplished to legally protect the applicant and the recruiter. Thanks for calling.

Follow the rules

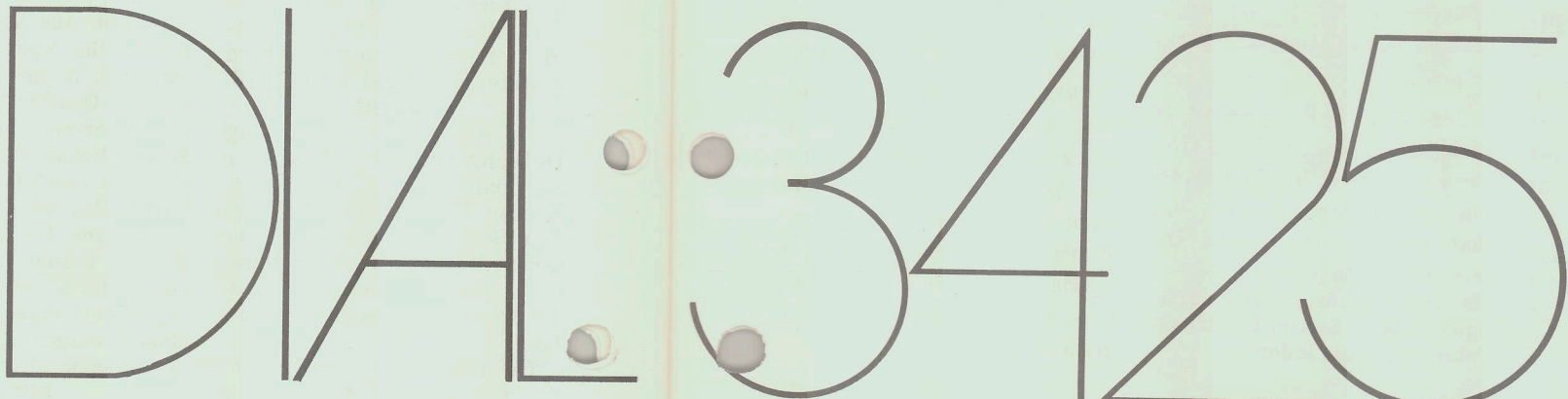
COMMENT: I feel that DIAL is a very positive way to go and it's doing a lot of good. I would like to know why our group's Annual Supervisor Management Training Conference excluded sector supervisors. ATC Regulation 50-16, Table 2, says it's mandatory for all sector supervisors to attend.

REPLY: Thanks for the call. I appreciate the compliment and also the fact that the answer is easy. We checked it out and learned that the meeting was a Group Commander's Management Conference, optional, covered in Table 2, Rule 4. The mandatory meeting you're concerned about is covered by Rule 3. Keep charging and follow the rules.

Que pasa?

COMMENT: Why is a prior service E-5 who has to retrain into the Security Police AFSC more acceptable than an E-4 who already has an 811?

REPLY: Our Prior Service enlistees must fit into the TOPCAP Year Group profile. This takes into account not only shortages in the AFSC per se, but also grade shortages within that AFSC. In this regard, our emphasis is to recruit fully qualified 811XOs in grades E-5 or higher. If we can't meet that objective, the fall back position, to meet year group and grade requirements for Security Police NCOs, is to find prior service members who held grade E-5 or higher and retrain them. Que pasa?



DIRECT
INFORMATION
ACTION
LINE

'Base commander' may be youngest

by Captain

Anthony L. Batezel

CARLE PLACE, N.Y. — At 27, Captain Joe Bellabona may be the youngest "base commander" in the Air Force. And for a man who has just begun his second assignment after flight school, that's fast career progression.

"Especially if your last job was as a 'Tweet' instructor," says Capt. Bellabona, a former T-37 instructor pilot whose formal title now reads "chief, administrative and logistics branch" for Air Force Recruiting Detachment 104 in metropolitan New York.

But formal titles seldom tell the "whole story" about a job in the Recruiting Service. In Bellabona's case, the job means doing everything a base commander does at an Air Force base — and then some. "I'm the finance officer, personnel offi-

cer, communications officer, transportation officer — you name it," says Capt. Bellabona. I can be the only person present at one of my staff meetings and still have everyone there."

Bellabona's "base" extends over some 2,000 square miles in New York City and Long Island. The real estate at the detachments 32 offices (heart of day-to-day recruiting activity), the interconnecting communications and transportation links (some 12 dozen telephones, 63 vehicles, the detachment's administrative and personnel actions — all make up the captain's territory.

Helping him cover this territory are six personnel, logistics and administrative specialists. "We're a pretty tight team — we've got to know what each other is thinking all the time," says Capt. Bellabona. "Teamwork is as crucial a factor in this job as it is in any flying assignment."

Overall, the job is a brand new world for a man right out of the cockpit, according to the captain. Now a member of the rated supplement, he says the job as "base commander" has "opened his eyes" about how Air Force installations actually work, even though he is geographically separated from a real base (the closest, McGuire AFB, N.J., is 100 miles away). "Almost everything a base does, we do in Det. 104 as well."

Capt. Bellabona's experience points up how recruiting duty is no radical departure from Air Force life. "I'd urge anyone interested in seeing how the Air Force really ticks to consider a recruiting assignment," says Capt. Bellabona. "For career broadening, you can't beat it."

There are some 38 "base commander" type jobs at detachment level throughout Recruiting Service.



IF TITLES MEAN ANYTHING, they mean EVERYTHING for Captain Joe Bellabona. His formal title is "chief, administrative and logistics branch" for the Air Force Recruiting Service's Detachment 104 in metropolitan New York. Informally, he's known as the "base commander" since his job spans the responsibilities of a typical installation commander, from personnel actions to communication services. Name it, says Capt. Bellabona, and he does it.

Some go that extra mile

by Master Sergeant
John Mahony

The enlistment process is over, the departing warm handshakes are made, and the newest Air Force member is on his way to Texas.

And the recruiter? Well, he goes on to tell about that "great way of life" to other young people, but that's not the end of it.

While all recruiters are encouraged to stay in touch with those whom they've recruited, some go that extra mile. One went 2,000 miles.

There's Staff Sergeant Guy Watson who took a week's leave from his work as a recruiter in Billings, Mont., to be at the commissioning ceremonies of an Officer Training School applicant he recruited several weeks before.

True, Joel M. Peterson, 24, of Livingston, Mont., was the first person recruited by SSgt. Watson for officers training, but that was not the reason the sergeant drove his own car at his own expense nearly 2,000 miles to be at Second Lieutenant Peterson's commissioning.

"If you are sincerely interested in the young people who come into your office, you can't help but make friends," SSgt. Watson said in his Billings office. "That was my situation with Joel and Cindy Peterson."

"When I met them the Petersons were newly wed, happy, eager, optimistic and ready for our 'great way of life.' Who could resist sharing their joy? That's why I drove down to Lackland Air Force Base, Tex. I just wanted to be at the graduation."

Minority recruiting getting 'old college try'

ROBINS AFB, Ga.—Air Force Recruiting Detachment 301 recruiters are literally giving their minority recruiting program in Alabama the "old college try," according to First Lieutenant Nate Johnson.

Johnson, the 3503rd Air Force Recruiting Group minority recruiting officer, commended Det. 301 recruiters after accompanying them on visits to four Alabama colleges and universities during a recent week.

Early in the week, the lieutenant met with the placement director at Alabama State University. Then, he and Staff Sergeant Howard D. Golden, Anniston, Ala., spoke with students at Talladega College.

Later in the week, 1st Lt. Johnson accompanied SSgt. Lawrence R. Hammett of Huntsville, Ala., to Alabama A&M University. And Master Sergeant Leonard L. Madderra and Technical Sergeant Patrick A. Rohling, recruiters in Montgomery, Ala., went with the lieutenant to Miles College at Bessemer.

During his visit, 1st Lt. Johnson also stopped at radio and television stations in the detachment area with local recruiters to record public service announcements as well as tape a 30-minute interview at WSFA-TV in Montgomery.

His visit was coordinated by SSgt. Jim McClung, detachment

minority recruiting noncommissioned officer.

"Everyone contacted in the black community was very receptive to our presence and seemed disposed to working with us to help provide the quality of minority applicants desired by the Air Force," said the lieutenant.

Association conducts education convention

COLUMBUS, Ohio — The annual convention of the National Community Education Association, was conducted in Cincinnati recently. It afforded Air Force Recruiting Detachment 514 members the opportunity to talk with educators from throughout the country.

During the three-day event an estimated 1,000 persons sought information and literature on Air Force educational programs.

Dr. Ralph S. Kaplan, former educational affairs coordinator, Directorate of Advertising, represented Recruiting Service headquarters.

Representing the detachment at the booth were Master Sergeant Hartwell E. Edwards, Technical Sergeant Leonard J. Dantzier, Staff Sergeant William P. Goodman, and Sergeant Anthony C. Smith.

Medal

Master Sergeant Gene L. Hilger, Air Force Recruiting Detachment 411, operations supervisor, is a recent recipient of the Air Force Commendation Medal for his outstanding managerial ability. Major Andrew P. Iosue, commander, Air Force Recruiting Service made the presentation to MSgt. Hilger during a visit to the detachment.

Police praise

Iowa Highway Patrol trooper Neil Longseth was recently honored by Air Force Recruiting Detachment 411 in Des Moines, Iowa. Major Louis R. Chierici, det. commander, presented him with an honorary recruiter certificate for his help in making their recruiting effort accident free. Trooper Longseth is assigned to the Traffic Safety Education Department of the Iowa Patrol.

Air Force opportunities

Air Force Recruiting Detachment 405 members recently participated in two KMOX-TV, St. Louis public affairs programs. Appearing on "St. Louis Illustrated" to discuss Air Force opportunities were Technical Sergeant Bernard L. Smith, recruiter, and Chief Master Sergeant John Lindsey, Det. 405 operations superintendent. The following week, Ronn Nichols, host of "Eye on St. Louis" interviewed CMSgt. Lindsey, along with Captain Helen Seele, nurse recruitment officer, and Staff Sergeant Kay Dunne, Armed Forces Examining and Entrance Station, on jobs for women in the Air Force.

Capitol flag

A flag which once flew over the nation's capitol was raised by four members of Air Force Recruiting Detachment 311 at the Nashville Speedway's season opener, recently. Tennessee Congressman Clifford Allen and Jim Clary, Nashville Tax Assessor, presented the flag to Major Bernard M. Stein Det. 311 commander, Master Sergeant Douglas Gibbons and Staff Sergeant Gregory Brotherton of the Nashville recruiting office and SSgt. Richard Pierce, located in Murfreesboro, Tenn., assisted Maj. Stein in raising the colors.

Home safe

Each quarter the Air Training Command (ATC) Inspector General Safety Directorate here publishes an "honor roll" of ATC technical training centers, wings, and other units listing ground accident free periods for each. Of the five categories, military fatalities, military injuries, Air Force motor vehicle accidents, civilian injuries and private motor vehicle accidents, the five Air Force Recruiting Groups have not reported a civilian injury for 158 months and the 3505th Group has not had a military fatality in 86 months.

Retired

Master Sergeant Franklin D. Peters, Sector C supervisor in Goldsboro, N.C., was recently presented the Air Force Commendation Medal for meritorious service at his retirement ceremony. Major Winston R. Youngblood, commander, Air Force Recruiting Detachment 307, made the presentation to the 22-year Air Force veteran. The Goldsboro sector was tops in Det. 307 during the two quarters MSgt. Peters was supervisor.

AFA Award

Technical Sergeant Larry W. Redmond, Air Force Recruiting Detachment 310, was recognized as a Top Recruiter by the Richmond, Va., Chapter of the Air Force Association recently. The sergeant, who has been on production for nine months, was presented a plaque by Virginia Adjutant General, Major General William J. McCaddin. According to detachment officials, TSgt. Redmond is the number two recruiter in Det. 310 and has met 150 per cent of his goal in all programs with top quality young people.

Academy graduate

Senior Master Sergeant Rolf C. McDonough, Plans Branch, Directorate of Operations here, recently graduated from the Air Force Senior Noncommissioned Officer Academy, Gunter Air Force Station, Ala. The nine week course, conducted by Air University, covers communicative skills, military environment and management.



RACHEL QUICK, Minonk, Ill., one of the first women to volunteer for a Security Specialist job, and her recruiter, Staff Sergeant Edward Kennedy, Peoria, Ill., review THE AIR FORCE RECRUITER newspaper. Miss Quick learned about the limited openings for women security specialists in her hometown newspaper. The story, similar to one which appeared in THE RECRUITER, was released by Air Force Recruiting Detachment 500, Advertising and Publicity branch officials to news media in the detachment area.

Thanks

Master Sergeant Richard Stanoff, Air Force Recruiting Detachment 610, received two letters of thanks for his contributions to the San Diego Veterans Administration (VA) hospital Bicentennial program, recently. In a letter to the Air Force Recruiting Service commander, Mr. Robert W. Brawley, M.D., VA hospital director, said "Our recent Bicentennial program honoring hospital volunteers was a huge success due in part to the excellent Drill of Arms demonstration by the military members of George Air Force Base. MSgt. Stanoff was the key person involved in the planning and coordination with our hospital staff and in arranging the long round trip from Victorville, Calif., to our hospital facility." In his letter of appreciation, Recruiting Service Commander, Major General Andrew P. Iosue cited MSgt. Stanoff for a job well done.

T-Bird pilot talks

At a recent pre-show briefing, Captain John Lapointe, a Thunderbirds pilot, explained to Reserve Officer Training Corps and Civil Air Patrol students from the Greensboro, N.C. area, aircraft maneuvers performed during their demonstration. Some 20,000 people saw the Thunderbirds perform at the special Open House at Seymour Johnson Air Force Base, N.C., according to Technical Sergeant Richard Kinsland, a recruiter at Goldsboro, N.C.

Full house

The Tactical Air Command Band, Langley Air Force Base, Va., rock group "Thrust" played to a capacity crowd at the T. A. Edison High School recently, according to Master Sergeant Joseph James, a recruiter assigned to the Alexandria, Va. recruiting office. The 15 member group was on a tour of Air Force Recruiting Detachment 305's area.

'Class of '76'

Ten per cent of the combined total senior class population of Diman Regional Vocational Technical High School, Fall River, and Seekonk High School, Seekonk, Mass., recently enlisted in the Air Force. The 23 students were presented enlistment certificates by their recruiter, Staff Sergeant Robert E. Jacques, Air Force Recruiting Detachment 109.

Dinner for counselors

Technical Sergeant Winston D. Cooke, a member of Air Force Recruiting Detachment 307 and his wife Linda recently hosted a center of influence dinner attended by Senior High School counselors in Rockingham, N.C. According to detachment officials, TSgt. Cooke has consistently exceeded his goal in the nonprior service program and credits his working relationship with the high school guidance counselors as one reason for his success. The other contributing factor is the help from his wife in the recruiting office.

Career Day

Two first term airmen recently assisted Technical Sergeant Bernard Smith, a member of Air Force Recruiting Detachment 405 during a career day at Florissant Valley Community College, Ferguson, Mo. Sergeant Dolan Heard, 375th Security Police Squadron and Airman First Class Karla Voisin, Air Force Medical Center, Scott Air Force Base, Ill., helped the Det. 405 recruiter explain job opportunities and other advantages of Air Force life to the college students. TSgt. Smith attributed five leads resulting in four enlistments to the career day.

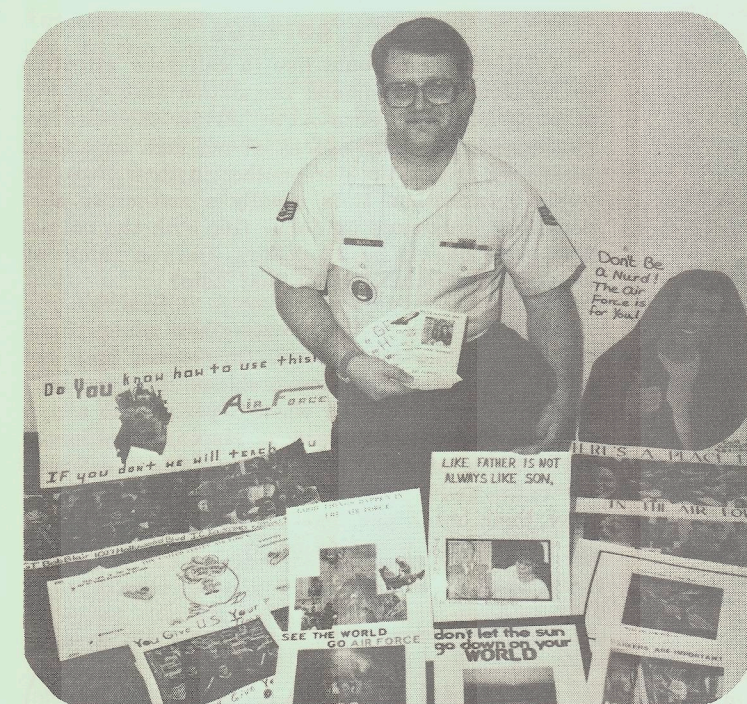
Controller of the Month

Airman First Class Paula A. Leos was recently selected Controller of the Month by the Accession Control Center here. The 20-year old native Nebraskan, a personnel specialist was previously assigned to Offutt Air Force Base, Neb. Her favorite pastimes are reading and working out at the base gym.

AFA recognition

Master Sergeant David B. Carew, recruiter at Monterey, Calif., and Staff Sergeant William A. Laton, Air Force Recruiting Detachment 606 Logistics, were recently honored at the annual Sunnyvale California Chapter, Air Force Association awards banquet. According to Det. 606 officials, MSgt. Carew was recognized for his excellence in every phase of recruiting. SSgt. Laton received recognition for being the outstanding noncommissioned officer in the 3506th Air Force Recruiting Group for the second quarter of fiscal year 1976.

Here n' there



AIR FORCE RECRUITER Staff Sergeant Bob Blair sits amid Air Force ads presented to him by the Mass Media class of Washington High School, Washington, Iowa, recently. The students created the ads as a class project. (Air Force Photo by Master Sergeant Von Blunt)

Recruiter helps with ad project

DES MOINES, Iowa—An Air Force Recruiting Detachment 411 recruiter helped several high school students with a class project and presented an Air Force recruiting message at the same time.

Staff Sergeant Bob Blair, a recruiter at Iowa City, Iowa, helped the Mass Media Class at Washington Iowa, develop an Air Force advertising campaign.

The sergeant assisted with the class exercise by briefing the 40 students on the Air Force and its appeal to young men and women. He also showed examples of Air Force advertising

projects. The students then created bus cards, window posters, and newspaper ads which they felt would make the Air Force appealing to their age group.

Mrs. Marscia Meskiel, mass media and journalism instructor, asked for SSgt. Blair's help to give the students practical experience in the production of advertising.

"I wanted them to appreciate and understand how to conduct an advertising campaign that would be accepted by a client," she explained.

The results were displayed in the school's journalism center.



This year's celebration of the 4th of July is more than a national holiday. John Adams, writing 200 years ago, described the approach we should take to this great event in our nation's history.

He wrote, "I am well aware of the toil and blood and treasure it will cost us to maintain this Declaration. Yet through all the gloom I see rays of ravishing light and glory. This is our day of deliverance. With solemn acts of devotion we ought to commemorate it. With pomp and show, games, sports, guns, bells, bonfires and illuminations from one end of this continent to the other from this time forth forever."

Those words aren't quaint rhetoric, any more than the language used to describe the "self-evident truths" in the Declaration of Independence. The Declaration was, and remains, one of the most revolutionary documents ever devised by man; it had profound effect, not only on our nation but for the whole world. The comparatively voluminous writings of men like Lenin and Mao cannot come close to the influence that one handwritten page has had on mankind.

That the concepts outlined in our Declaration of Independence are as alive today as they were in 1776 is due in large part to the blood, sacrifice and dedication of generations of Americans who've served in the armed forces.

Through their service, they formed a shield protecting the nation, and helped extend this concept of freedom to oppressed people throughout the world. If you think about it, that's a pretty good description of our job today.

"We act not just for ourselves, but for all mankind," said

the signers of the Declaration of Independence. No hollow rhetoric here, but a reflection on selfless service to country that is, and must remain, the hallmark of the United States Armed Forces.

Now we are starting our third century as a nation. Scan the front page of a major newspaper, or watch the evening news on television, and you'll know that the world is a turbulent place, and that we as a nation still face great challenges and problems.

It was that way in 1776, 1876, and will probably be that way in 2076. But as long as we retain our faith in the grand and inherent goodness of the United States, we can always look to the future with confidence, meeting our challenges and overcoming our problems.

July 4, 1976, must, therefore, be more than a day of commemoration. It is a time for rededication to eternal human values.

In this regard, our efforts to make a great Air Force better through quality recruiting are an insurance policy on the life of our country and an investment in world peace. Those who want to enjoy the benefits of peace and freedom must pay the cost for it—in our case, through long hours of hard work and complete dedication to the cause we serve.

This July 4th, stand a little prouder, and do it on the 5th, 6th, 7th and every day thereafter. Be strong and keep faith in the knowledge that we've had a good thing going in this country for 200 years and through our efforts we can help it continue to grow and be even better in the years to come.

Andrew P. Isner

Commander,
Air Force Recruiting Service

A Great Way of Life