

Keep the 'road' alive

by Colonel Edward D. Young, Jr. Director of Recruiting **Operations**

process as the Bill of Rights years to come.

speaking of the "recruiting from joining. road" when he addressed his

Since our predecessors opened sons unknown. the recruiting road years ago, It's a fair estimate that 65 ing process at the same time. it has been continually and percent of these last minute no- Please-follow-up. We'll all be consistently filled with dedicated shows could have been prevent- better off.

and committed young men and ed by recruiter follow-up ac-Air Force today.

is to the American dream.

During the closing days of the same token, if follow-Some 80 years ago, "perpetuation and recruiter fol- up actions are taken and the Robert Lewis Stevenson low-up" actions resulted in the applicant is found to be uncomwrote that ". . . Our road loss of quality enlistments. This mitted, the recruiter can immeis not built to last a thou- problem is greatly amplified by diately release the RAN so that sand years—yet in a sense it the daily cancellation average others more interested may join is. When a road is once built, it of 25 enlistments per day—or a immediately. In our present reis strange how it collects traf- three-day total of 126 cancelled cruiting climate, we cannot affic; how every year it goes on requirement actions numbers ford to have uncommitted apand more and more people are (RANs)—which gives us cause plicants on the day of enlistfound to walk thereon; and for concern. Granted, some were ment. When BMT and tech others are raised up to repair found to be medically and mor- school seats go unfilled it costs and perpetuate it, and keep it ally disqualified for enlistment us money we cannot afford to and others suffered from last lose, and we have to go out Granted, Mr. Stevenson wasn't minute hardships that kept them and recruit someone else.

women. These same qualities are tions. Applicant follow-up and evident in youth entering the perpetuation are two key steps of recruiting. They provide a However, it appears we might recruiter with a vehicle to pros-Applicant follow-up and re- have been losing some poten- pect for new applicants, and at cruiter perpetuation are as tially good talent that could the same time prepare the important to the recruiting pave the roads tomorrow and for DEPer for the big transition from a civilian to a military During the closing days of environment.

THE AIR FORCE RECRUITER

With a comprehensive follow-However, more than 30 per- up and perpetuation system, we remarks, but it's amazing how cent of the cancellations result- will be able to ensure that we the two avenues parallel each ed from those who just "failed are not blocking traffic and to enlist" or took off for rea- adding to the cost of training. We can perpetuate the recruit-



Quote

of note

Thoughts for the Season

A little less impatient with those we deem too slow;

A little less of arrogance because of all we know;

A little more humility—seeing our worth is slight;

We are such trivial candles compared to stars at night;

A little more forgiving and swifter

A little more desirous the word of praise to find-

The word of praise to utter and make a heart rejoice.

A little bit more careful to speak with gentle voice;

A little more true eagerness to understand each other;

A little more striving to help a shipwrecked brother;

A little more courage for that which must be done.

These be our resolutions—and God help us every one!

—Anonymous



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Col D E Burggrahe Director of Adv	ertising
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What does it take to survive?

Frank Weatherly

Every day millions of people climb into cars and trucks and accelerate to

Safety

tribution of force.

high speeds. Thousands of tress. Because the concrete bile accidents. these people crash to a halt doesn't give, the deceleration The "second collision" should son could be killed in a crash with broken legs, crushed distance is zero. In a car crash, not happen if you are wearing a at 15 mph if all the force is ribs, and smashed heads. the front end may give as much lap belt and shoulder harness concentrated in one spot — the What does it take to surv- as 30 inches, but you have to properly, according to re- head, for example. be firmly attached to the car to searchers. According to researchers, get the benefit. If you are not, The other factor, distribution

cident. Two important ones are you are stopped — painfully — (mph) crash without injury if hips (NOT THE STOMACH!) deceleration distance and dis- by the steering wheel or wind- the force is distributed over a at about a 45 degree angle; tribution of force. shield. That's called the "second Falling on concrete hurts a collision" and it is the most comis also one of the purposes of the purpose of the lot more than falling on a mat- mon cause of death in automo- of the automobile restraint sys- can fit your fist between the

several factors stands out you will continue at the same of force, means that a person

QUESTION: Your friend has had too much to drink. You should: (Select appropriate response(s)

- a. Try to out-drink him; you don't want him to outdo you.
- b. Give him plenty of coffee and send him on his way.
- c. Do not let him drive; insist on taking him home.
- d. Hide his car keys if you have to.

Answer: c & d.

one small area of the foot. Other factors which influence

Ejection. Being thrown from the car increases fivefold your in your arms. chances of being killed. (Wear- Studies, research, experiments, ing the restraint device will and statistics prove lap-beltkeep you in the car.)

Wearing a lap belt and shoul- in car accidents. der strap. This combination is better than the lap belt alone. a miracle product. It has to be Wearing only a lap belt your worn to be useful. It will do head can whip forward and absolutely no good when it is strike the steering wheel or instrument panel. Be sure the de- YOU have to put it into vice is worn properly: Adjust action! (ATCPS)

by Chief Master Sergeant in surviving an automobile ac- speed the car was going until may survive a 50 mile-per-hour the lap belt snugly around the tem. On the other hand, a per- belt and your chest.

> Brace yourself when you see the collision coming — but not against the back of the seat! Lean forward as far as the belts The difference between step- will allow to get maximum beneping on a brick and a nail il- fit of the front end collapse. lustrates distribution of force. Put your arms up in front of You step down with equal force, you to cushion the blow. Bracbut the nail penetrates because ing against the back of the seat it concentrates all the force on with your arms and legs locked straight could result in them being broken. There is also the survivability in a car crash are: possibility of being speared in the chest with the broken bones

> > shoulder-harness can save lives

But, unfortunately, it is not

PROMIS opens

Nov.-Dec. 1976

Automated system processes 518 enlistees

ton. Mass., 18-year old Vic- cleanest, smoothest and most name of the technical training person-job match" was unavail- operational units during the toria J. Swan became the successful Personnel Data Sys- school he'll be attending and the able under the old system, offi- initial period was a saturation first person to enlist into tems to ever go on line." This class duration time. the Air Force through the is attributed to the fact that it "Our new recruit," the colo- preference and other predictors even better than anticipated. Advanced Personnel Data has been "one of the most thor- nel continued, "can take this of job success played less of a "The average response time System/Procurement Man- oughly tested systems and the card along with him to study role in matching qualified appli- for a person-job-match," he agement Information Sys- people operating it were com- and to inform the family and cants with Air Force specialties, continued, "was 23 seconds. This tem (APDS/PROMIS), of- pletely trained in advance." ficials here have announced. She was one of 518 young people who reserved jobs on the first day of operation.

Recruited by Technical Sergeant Bill Stolte of Air Force Recruiting Detach-

On November 1st, in Bos- officials here as "one of the also provide him or her with the Force requirements. This sized Col. Binford. "Use of the

"There are tremendous ad- he's been selected for. This, in based primarily on aptitude test screen the applicant's record, vantages to the new system," itself, is a major improvement scores and manpower require- review all Air Force jobs which emphasized Colonel Donald D. over the old system and could be ments. Binford, Recruiting Service vice a valuable lead-generating APDS/PROMIS involved the applicant's qualifications, decommander. "The most import- source." ant one is that we improved the Several years in the planning al links (cathode ray tubes) in person, and flash the data back personal touch in personnel pro- and implementation stages, each of the 64 AFEES, five to the applicant. The system cessing and young people get APDS/PROMIS is a modern recruiting group headquar- could not have operated more ment 109, Airman Swan a better selection. For example, computer process that helps ters, the Air Force Military efficiently." decided to work in Aircraft an applicant who accepts a job match qualified applicants with Personnel Center, headquarters Maintenance. Her "booker," or will have it immediately reserv- available Air Force jobs or car- Recuiting Service here, and a maintaining the new PROMIS the man actually responsible for ed for him in the system, and eer areas of enlistment. The new portable desk-top dial-up termi- system," concluded the colonel, obtaining her Air Force job res- a computer-generated job des- system enables job counselors at nal at each of the 32 detachervation at the Armed Forces cription will be printed for him the AFEES to input individual ments. The dial-up detachment EES offices, are thoroughly Examining and Entrance Station —whether he enlists into the applicant selection factors, such terminal will allow operations knowledgeable and are doing an (AFEES), was TSgt. Lester Delayed Enlistment Program as age, education, physical con-personnel at the lowest super-outstanding job. However, the (DEP) or the regular Air Force. dition, aptitude and skill prefer- visory level an instant review of most important ingredient to a Transfer to the automated, It will describe the 'type' of ences into a computer and with- their recruiting status and continued successful operation highly sophisticated electronic work he'll be doing, list his date in seconds provide the applicant standings, officials said.

friends about the type of work and many assignments were means that the system had to

enlistment process from the pre- of enlistment and tell him in with a list of available Air "We were extremely pleased recruiter must follow-up with all viously used manual booking what grade he'll begin his serv- Force jobs which best match with the APDS/PROMIS re- potential enlistees and keep operation has been described by ice tour. If applicable, it will these characteristics with Air sults on opening day," empha-them motivated."

cials noted. Previously, personal test, and the systems responded

were available that matched the installation of computer termin- termine the best 15 jobs for the

> "The people operating and "specifically those in the AFis the production recruiter. Each

Gen. Jones announces AFRAP expansion

EDITOR'S NOTE: In a personal message to the commanders of all major commands, General David C. Jones, Air Force chief of staff, announced Air Force-wide implementation and expansion of the current Air Force Recruiter Assistance Program (AFRAP). The message follows:

"The Air Force has achieved unprecedented success in meeting its all volunteer force requirements with high quality young men and women. In FY 77 we face the biggest challenge to date in maintaining that success. Higher procurement goals, austere funding and a smaller recruiting force have combined to make the job tougher. The growing potential for falling short of our recruiting goals demands that all of us continue to make a concerted effort to meet our requirements.

"Earlier this year John Roberts initiated the Air Force Recruiter Assistance Program (AF-RAP). This program is designed to tap the full potential of the Air Force in support of the

recruiting mission and has my full support. The objective of the program is to have bases involved in referring quality applicants to the local recruiter for follow-on contact. Historically, one out of five serious applicants enlists. Achieving our FY 77 procurement goal of 76,000, therefore, will require the grassroots support of every Air Force man and woman.

"Priority attention is being given to further extension and Air Force-wide implementation of AFRAP in an effort to get commanders more deeply involved in Air Force recruiting. The emphasis will be on more direct involvement of local resources and community-base relations programs. John Roberts will be contacting each of you as details of the expanded program are developed. I expect all wing/base commanders to work with area recruiters to develop and implement programs which fit the needs of the local mission and community. Recruiting must become a fundamental responsibility of every Air Force member. The combined vitality of the Air Force depends on it."

Teams analyze detachment management

"The detachment leader- cedures Analysis Concept Team and Analysis here, a detachment "are from successful detach- "A good example of some of capable and should be able Recruiting detachment.

Recruiting Operations here, representative from the Direc- and a production recruiter. described the findings of the torate of Recruiting Operations "IMPACT field representa-

ship is highly motivated, (IMPACT) visit to an Air Force commander, an advertising and ments and sectors outside the our findings," remarked the

Production needs cue increased COI funding

The Center of Influence sion, here, "are events aimed at prove invaluable as lead-gener-(COI) program has been generating more prospective Air ating sources and provide ex- unit is using market analysis. The IMPAC Team will normexpanded for fiscal year Force applicants. These events cellent avenues of perpetuation data and goal allocations." 1977 to better support non- will be gatherings where the by the production recruiter," the Areas needing added empha- days with the detachment. Prior prior service production, of- benefits of Air Force duty can major said. ficials here have announced. be explained directly to the one The other portion of the COI members, and to insure all are outbrief, make recommendations Funds for the program most involved—the potential en- program will be keyed towards working toward the same end and assist in the development

have doubled to \$400,000. listee." pect of our new program," occasions as pizza parties, and other influential individuals quarters Recruiting Service At press time, two IMPACT explained Major James S. luncheons, social events and and groups who can help the training team will make a fol-visits had been accomplished. Austin, chief of advertis- other simliar gatherings. "We production recruiter in the com- low-up visit within 60 to 90 with others scheduled as needing's Educational Affairs Divi- feel these get-togethers will munity.

educators, civic and business result—the recruitment of top- of a plan to resolve any problem "The most significant as- The events can include such leaders, members of the media quality young people—a head- area that exists.

wealth with others.

"While visiting the unit," exques of the unit, and how the potential."

days, officials said.

publicity representative, and a group being visited, and they colonel, "was the AFEES operto mold the detachment in- IMPACT was organized and detachment operations superin- know from past experience what ations in this particular detachto a highly productive implemented earlier this year to tendent. Also included are from will and will not make the joint ment. We found that the flow assist management personnel in one to three sector supervisors, effort more productive. They of personnel through the facility With those words Lieu- recruiting detachments falling an Armed Forces Examining bring with them experience and needed some improvement, as tenant Colonel Silver C. short of expected production and Entrance Station (AFEES) expertise on top-quality recruit- did their suspense systems and Crim, Deputy Director of standards. The team includes a liaison noncommissioned officer ing and are able to share the timely follow-up on appli-"Typical of our recommenda-

first Internal Management Pro- and Directorate of Marketing tives," Lt. Col. Crim explained, plained Lt. Col. Crim, "we look- tions to the unit," he continued into such items as the phy- ed, "was that better interface sical facilities available, the ap- be established between the repearance, discipline and military cruiter and the AFEES liaison courtesy of the personnel, and personnel, that advertising perthe overall organization and sonnel become more directly inplanning of the detachment. We volved with the needs of the also observed the unit's morale, production recruiter, and that operations of the AFEES, ad- goal allocations coincide more vertising and publicity techni- directly with the local market

ally spend an average of four sis were identified by the team to their departure, they will

ed throughout 1977.



DMMANDER'S INFORMATION ACTION

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.

Graduated rewards

COMMENT: Why don't we offer people with a four-year college degree something more than E-1 upon enlistment, i.e., E-3 possibly? If a guy or girl has four years of college, it just seems like we should give them a little more than the average enlistee. Thanks for your time.

REPLY: A good idea which is constantly being considered. Presently, the number of E-3s with less than one year service is restricted by DoD. Thus, these enlistment incentives have generally been applied only to six-year enlistees. Education levels beyond high school have not proven to be the best predictor of performance and retention in the Air Force. Equal opportunity and upward mobility are also considerations. We agree with the current Air Force policies favoring length of service and demonstrated performance as the basic measures for promotion. Sorry, I know your applicant's four years of college is a great benefit to the USAF and I personally appreciate your

Ability impaired?

COMMENT: An applicant of mine was arrested for driving "while ability impaired" in violation of New York State and Traffic Law Section 1192-1. Although sentenced by court to pay a \$50 fine and have his license suspended for 60 days, he received a conditional discharge by attending a course conducted by the Driver Education and Rehabilitation Program. Now I'm told he isn't qualified for enlistment because he did pay the \$50 fine. New York calls the offense a violation and not a misdemeanor, and I need some guidance. Thank you.

REPLY: Although enlistment standards apply nationwide, we do have geographical jurisdictional differences. Get the waiver request through your Group and we'll take a look at the case.

Marijuana dismissal

COMMENT: It seems hard for me to believe that a young man gets arrested for possession of marijuana, it is dismissed in court, and we still have to run a waiver on him. Another could get arrested for first degree murder, be found not guilty and not need a waiver. Have any attempts been made to change the policy?

REPLY: The policy was established by Headquarters USAF because of the wide variance between jurisdiction in handling marijuana possession cases. The policy is under review, however, current procedures require an okay from here. You can expect approval where the "group bust" is the only factor.

PIR petitions

COMMENT: I think that the new PIR form (1319) stinks! There is no place to record color of hair, color of eyes, religious preference, and other information we need for the 369s, 1966s, etc. Also, the back side of the form leaves a lot to be desired where we are to put our remarks. We think the entire thing is lousy. How about a survey of other recruiters?

COMMENT: The other day I called in about how lousy I felt the new PIR was. Well, I'm beginning to change my mind, but I would like to offer a suggestion. How about letting us file these in a notebook binder, punching holes at the top, and putting in our notes A, B, C, etc. Also, on the flip side of the 1319, if you could print the information upside down, we would be able to flip them from bottom to top, easily making entries on the reverse side. Thank you.

REPLY: Hair and eye color and religious preference were left off the PIR to save your time since they are recorded on the Interview Work Sheet (DD Form 1966). If you want to write them in the remarks section, fine. The PIR form is reviewed each June based on all inputs. And the good ideas in your second call will be a great help.

PROMIS waiting list

COMMENT: Under the new APDS/ PROMIS enlistment system, I would like to recommend that when a girl goes to the AFEES for one-stop processing, and is unable to be given a particular job, all the information be input to the system until the next available job comes up. This will save the AFEES from having to put it every day into the system.

REPLY: Your suggestion has already been incorporated into the new system with the "QUEUE" function of APDS/PROMIS. However, use of the function will not begin until an equitable system for controlling the procedure has been worked out. Thanks for the call and suggestion.

Why analyze work?

COMMENT: The Daily Flow Analysis Chart is not new to the recruiting concept. My question is why does HRS have to start tracking our every move? If we throw out every program that does not have a direct effect on production, such as RECAP and APDS, and return to the motto "Production of Quality Applicants is the Name of the Game," we would not need an analysis tracking system.

REPLY: You are right that Daily Flow Analysis is not new, but every organization must use some type of tracking system if it is to be successful. "Production of Quality Applicants" remains the name of the game. This works hand-in-hand with teamwork and "working smarter—not harder," especially true in today's tight market and management environment. This is where flow analysis pays off. It allows supervisors to see problem trends before they develop into big problems, and gives them the chance to help recruiters. With PROMIS, the AFEES has a greater responsibility, too. Individual recruiters can know ahead of time the directon they are going, if they will make production, and how they will make it. Remember, "Success is the achievement of a predetermined goal," but you must be able to measure milestones on the way to

Reserve compliment

COMMENT: I would like to thank Detachment 305 for recognizing the referrals to the Maryland Air National Guard that the local recruiters have made. Det. began this program of listing National Guard referrals and publishing a weekly report by applicant's name and recruiter. To my knowledge there are no competition points awarded but at least, the detachment is recognizing my efforts to make referrals to Maryland's Air Guard. I feel this program is the result of a call I made to DIAL and I want to thank you for the program. I think it is

REPLY: I appreciate your call, it adds emphasis to the old saying, "we're all playing in the same band." Thanks, and have

Recruiter's PROMIS

COMMENT: In reference to the new 1371 and ODS 76-46 guidance, I believe it would be more helpful if the recruiter would fill out everything he can on the 1371, not just the name and social security number. It is only six or seven blocks that he would need to complete and it could save a lot of time in the new PROMIS system during processing. Thank you.

REPLY: Your suggestion is being adopted as an alternative procedure to be used by recruiters in our final operational procedures. ODS 76-46 was to familiarize the recruiting force with the APDS/PROMIS and was not meant to be directive. Thanks and have a

ODS Facelifted

COMMENT: Please-let's get the ODS system straightened out. We receive a letter one week telling us to dispose of previous letters and the following week we receive another telling us we should keep some of them-too late! Also, some of the ODS letters have incorrect information, such as 76-44 which says change "1986" to "1976." There just ain't no such thing in the paragraph 1-18h2d.

REPLY: We have modified the ODS. Operations Information Letter (OIL) dated 4 Oct. 76 describes the new system. If you receive an OIL, read and heed. If it's an ICL—Interim Change Letter—post it to your 33-2. We "data fax" the letters to our contractor who retypes, produces, and distributes them. A typo resulted in the case you mentioned. You also cited the wrong paragraph, which proves your point. I guess nobody is perfect. If you have a problem we can solve it a lot quicker by a direct call back. We would appreciate all callers to leave their names to bring credibility to our mutual professional goals and efforts. If you do not want the name printed, just say so and it will not be mentioned. Anonymous calls are acted on, but, not with the same in-depth effort as a serious question or suggestion.

New info for NPS

COMMENT: How about updating ATC Form 1302 as many of the paragraphs are obsolete and no longer reflect current information?

REPLY: The new one is in distribution as announced in ATC Pubs Bulletin 37.

Band aids

COMMENT: Why is it funds are appropriated for Air Force bands to tour the country at a time when band members aren't in great demand for the Air Force, but we can't get a dog team due to lack of or no funds at a time when we need more security

REPLY: First, Recruiting Service does not determine how much money these units receive for TDY. Each unit sends TDY requests up through its own channels and funds are allocated back down the same chain. Either the dog teams don't request sufficient funds or parent units allocate funds in such a way as to leave only a small amount for this activity. Since community relations activities are not a normal part of the dog team mission it is very likely that this area has a low funding priority. Bands, on the other hand, have a specific mission of community relations and recruiting support. Their performances are intended to create a general awareness and acceptance of the Air Force, not to recruit band members. If properly worked by recruiters and A&P personnel these performances can help all recruiting programs. You could even get a security specialist.

No attachments needed

COMMENT: How about some clarification on what is to be filed with a PIR, the ATC Form 1319, when an individual goes into the Air Force. Also, what is supposed to be filed with the PIR should an applicant no longer be interested in joining?

REPLY: The PIR requires no attachments. Should a person become disqualified or fail to enlist, a Privacy Act Statement (AF Form 883) must be attached to the completed action PIR. (ATCR 33-2 para

DIAL of the month

Controllers praised

COMMENT: With APDS/PROMIS coming on-line, I would just like to pay some thanks to those great guys in the Accession Control Center for the tremendous support. encouragement, and help they have given to the Liaison NCOs and here. Once again, a great job done when a need was met and accomplished.

REPLY: Thanks so much for a rose among so many thorns. ACC appreciates the compliment. According to SMSgt. Darrell Meek, NCOIC, "It is our function in the recruiting scheme to support the central bookers, and as team members, we try to do the best possible job. Thanks for the kind words."

Linguistic lop

COMMENT: Change 3 to 33-2 failed to list 20330, Linguist Interrogator. Was it a mistake or not? We have checked the computer and the job description is not on file. Just wanted to check and make sure.

REPLY: ODS 76-19 changed AFSC 20330 to 20830, and this was confirmed in Change 3 to 33-2. Thanks for calling and have a good

Stake your claim

Charlie sector largest?

Costa, representing Detach- Det. 103, proudly posts several three different sectors and four ment 608's Charlie Sector claims—the only recruiter to sector supervisors within a 16-Montana "Chargers," has win three consecutive years as month period—without changing laid claim to having the recruiter to put 44 nonprior ser-

size of Mississippi, Minne- youngest supervisor at age 28. sota, Maryland and Connecticut combined, MSgt. DeCosta's sector totals 147,138 square miles and covers 56 counties.

lowstone National Park, Charlie by the way, when it comes time Petty Officer Harry Penny of Sector's area is aptly known as to donate blood, how about let- the U.S. Navy, Jack's programs the Treasure State—commonly ting me know where you gave— are thirty minutes in length and referred to as "Montana."

Claim jumpers will have to some of yours. er's" claim.

Master Sergeant Al De- from the great Northeast of claims he has been assigned to top detachment recruiter; only offices. biggest sector in the U.S.A. vice enlistees into the Air Force Taped out at about the in a single month; and the The youngest sector super-

visor and 44 NPS recruiter in a single month is quite a claim Staff Sergeant Jack Campbell, —only time will tell if that's from Det. 610, lays claim to the record. We'll know for sure having the only joint-service Home of the Pondersosa Pine, if the claim is beat in the next radio programs over two local western meadowlarks and Yel- issue of the RECRUITER. And stations. Partnered with Chief if I need a transfusion, I'd like entitled the "Happy Harry and

search some to top the "Charg- Technical Sergeant Grady is it the 'Smiling Harry and Smith, hailing from the land of Happy Jack Show?"

by TSgt. Charles V. Majors Master Sergeant Robert E. Miller's Cave in Waycross, Ga., Jacques, "F" Sector supervisor and representing Det. 303, also

> TSgt. Smith says he was caught up in Recruiting Service reorganization and realignment actions during this period.

From the great Gold Coast, Smiling Jack Radio Show." Or

812X0 conversion

COMMENT: Why did you have to change 81230 to 81132? The difference between 811 and 812 has always been a problem in making sure the applicant understood the job relationship before arriving at tech school. Now, with both jobs using the same first three numbers, 811, I am sure this will lead to more problems in the long run. How about giving us a break and leave well enough

REPLY: The new AFSC designation 81132 enables the Air Force to move people from one AFSC to the other via lateral training rather than through a formal training program. You might have some problems explaining the two AFSCs. Recruiters and bookers should be careful with their definitions and descriptions of the new 81131 and 81132 AFSCs to avoid any misunderstanding by the applicant. But, the benefits in dollars will outweigh the trouble the bookers may run into.

DIAL a group

COMMENT: Would you please seriously consider putting a DIAL line in each group headquarters? This would allow us to make our gripes known to a lower level than HRS, and would eliminate many calls that are needlessly coming your way. Thank you.

REPLY: A very good question with significant implications. DIAL was never intended to circumvent normal chain of command procedures. I hope that the lines of communication between recruiting office, sector, detachment and group are clear and direct, and that problems that can be resolved at a lower level are resolved.

Referral refused

COMMENT: I made a recent Reserve referral and was told he did not qualify. He is an NPS, high school grad, has scores of M40, A20, G35, E40 and an AFQT of 50. According to 33-2 he qualifies. What

REPLY: Sounds like he does, but we can't check it out without specifics. Please contact our Reserve Advisor here, Lt. Col. Matthews, on autovon 487-5437, or commercial (512) 652-5437. He will assist you with the problem.

Prior service eligibility

COMMENT: Why can't a letter from the Air Force Reserve Personnel Center be used to verify a prior serviceman's reenlistment eligibility and AFQT scores? Our Det.'s interpretation of 33-2 is that it must be on the DD 214; and personnel at the Reserve Center tell us that it cannot be placed on the 214. How about some guidance?

REPLY: Thanks for bringing this to our attention. Any official document from either the National Personnel Records Center in St. Louis or the Air Reserve Personnel Center in Denver may now be used as an official verefication of prior service data. The policy will be clarified in the next formal change to ATCR 33-2.

Classification process

COMMENT: We recently enlisted a fouryear college grad with a G95, who was placed into a G40 job at Lackland. I couldn't believe it. What exactly takes place during classification consultations at Lackland?

REPLY: The applicants are tested on certain basic skills required to enter the specialty. In this case, he desired to enter the Radio-TV Broadcasting specialty and failed to pass the required voice announcing test. He asked for 90630, 90330 and 92230 from the skills available within his aptitude area. He received Aircrew Life Support Specialist (92230) based on current Air Force requirements. Qualification, Air Force needs, and personal preferences are still the important considerations in the classification process, but in this case all could not be accommodated The Classification Squadron has some of the highest qualified people in the Air Force and you would appreciate the effort they go to in trying to meet all objectives to the individual's satisfaction. Do stop by there if you ever get the opportunity. They are always looking for top quality replacements who are willing to help.

Bases host 'career day' tests

eer day" tests were con-Force installations by base and Recruiting Service personnel. Part of the Air Force Recruiter Assistance Det. 607 recruiters, 500 of the Program (AFRAP), the ter indicating they wanted a student orientations were metric converter and more indeclared a success in supporting Air Force recruit- vided positive exposure for the ing objectives according to Air Force and cleared up many both base and Recruiting Service officials.

At Lowry Air Force Base, the large turnout of students Colo., Detachment 607 recruiters worked closely ticipation," said Major Ted 275 firm applications in with base planners in setting up their weekday student program. Lowry Technical support AFRAP and that our Training Center Commander, recruiting efforts will be en-Brigadier General Warren C. hanced by Lowry's career day." officer. Moore, sent invitations to high school superintendents, and fol- Travis AFB, Calif., was deemed low-up calls were made to insure a good student turnout.

Recruiters also met with local Det. 606 commander. high school principals and stualternatives a tour of Lowry the program was held during AFB would disclose.

Det. 607 arranged for transporting some 600 students to the base, where they were met and escorted by male and female airmen and noncommissioned officer volunteers.

According to participating visiting students signed a rosformation about the Air Force. The recruiters said the day promisconceptions the students had about Air Force life.

"I am extremely pleased with and with the efforts our recruiters made to insure student par-Whitaker, Det. 607 commander. "I certainly feel that the base made an outstanding effort to

The second test, conducted at similarly successful by Lieutenant Colonel James D. Whitford,

dents to discuss what career day at Lowry AFB, however, plication process," he said. the weekend in conjunction with Force Military Personnel Center the base of personnel in any Offutt, Neb.; Peterson Field, a base open house and Air Force and Recruiting Service Head- one Air Force specialty or or- Lowry, and the Air Force Aca-Thunderbirds aerial demonstra- quarters personnel seek high- ganization." tion. "Only one high school par- ly qualified, motivated noncomticipated," Det. officials ex- missioned officers (NCOs) for production recruiters reaches a Charleston, S.C.; McGuire, N.J.; plained, "because of the diffi- assignment to recruiting duty 100 percent forecast, officials Dover, Del.; Ellsworth, S.D.; culty area schools encountered at selected locations. Frequent- point out, team actions will de- Eglin and Hurlbert Field. Fla.: in organizing a student function ly, they are also augmented by crease. However, efforts will be Little Rock, Ark.; Barksdale, The students were welcomed for the weekend." The students field recruiting personnel.

High School senior "car- viewed an "Air Force Now" shops and training facilities, ate recruiter, three Air Force pros- the career day test program film at the base theater and in the dining hall and met with pects were identified for pos- saying, "I am pleased with both observed a military parade. Af- the members of the Thunder- sible enlistment.

THE AIR FORCE RECRUITER

ducted recently at two Air ter lunch at the airman dining birds. In addition, they saw all In a letter to Lieutenant Gen- This test," he added, "unqueshall, they toured the airman airshow activities. As a result eral John W. Roberts, comman-tionably established the fact dormitory facilities and techni- of the tour, according to Staff der, Air Training Command, that this idea has real potential Sergeant Bill Morrin, Det. 606 Brig. Gen. Moore summed up value to the Air Force."

Recruit-the-Recruiter

Teams interview 1000+

the-Recruiter teams have interviewed more than 1,000 potential recruiters and have generated some their first four months of operation, according to Captain James W. Pfefferkorn, Recruiting Service project

tions processed during the ice to cut almost 90 days off Air Force bases visited by the team's visits, accompanying publicity and interest after the teams leave have stimulated Unlike the mid-week career others through the normal ap-

end of December," the captain applications. added. The teams normally trav- "The key to our long-term and depart on Friday.

veiw, select and make on-the- base career advisor and our spot assignment reservations for nearest recruiters. Through muqualified base personnel for re- tual involvement of these two cruiter vacancies in certain elements, normal flow applicaareas. This system, officials ex- tions should be sufficient to "In addition to applica- plain, enables Recruiting Serv- sustain 100 percent manning." the normal application and selection process.

look very closely at the base manning situation," he continu- Patterson, Ohio; Plattsburgh The teams, consisting of Air ed, "simply to avoid draining and Griffis, N.Y.; Tinker, Okla.;

added to the overseas returnee La.; Travis and Beale, Calif.; by Brig. Gen. Moore, briefed on participating in the tour receiv- "We have averaged more than program, and the various re- and Fairchild and McChord, the technical training school, ed special briefings, toured one base visit per week since cruiting groups are being tasked Wash.

Special Air Force Recruit. the program began in mid-July, to interface with Air Force base and will seek volunteers at two personnel offices to help mainbases per week through the tain the normal flow of quality

> el to an installation on Sunday success in recruiter manning," remarked Capt. Pfefferkorn, "is Team members brief, inter- a viable interface between each

team through mid-December will include, Bergstrom, Lackland, "As a part of the process, we Sheppard and Kelly, Tex.; Chanute, Ill.; Grissom, Ind.; Wrightganization." demy, Colo.; Seymour-Johnson, Once the manning strength of N.C.; Shaw, S.C.; Moody, Ga.;

Roll honors October Achievers

Air Force Recruiting Service recently launched a special honor roll recognizing outstanding Air Force recruiters and sectors.

The honor roll, effective with September 1976 production results, was published for the first time in the October "Air Force Recruiter" newspaper and will be carried in each forthcoming issue. The asterisk denotes consecutive achieve-

The following is the honor roll for the month of October.

Ten or More Club for October

This category honors recruiters who placed 10 or more nonprior service (NPS) men on active duty during the previous month.

Name NPS	-M Enlistments	Detachment/Sector
TSgt. Eugene Edwards	17	504C
TSgt. Wayne M. Barfield	15	305D
MSgt. William R. Cessna	14	301A
TSgt. Willard J. Shockley	14	311C
TSgt. Robert Williams	14	501C
SSgt. Glenn Hanselman	13*	303E
TSgt. Daniel B. Kiefer, Jr.	13	305C
TSgt. Ryle P. Toland	13	404B
TSgt. John W. Martin	13	610A
TSgt. Dennis Fitzpatrick	12	106E
SSgt. William Leamy	12	109B
TSgt. Daniel Webster	12	303F
SSgt. Michael C. Kimberlain	12	405C
TSgt. Thomas P. McBride	12	409C
SSgt. Fred Davis	12	504B
SSgt. Patrick Braden	12	609F
TSgt. Tommy Blevens	11	101C
SSgt. Kenneth Hunter	11	101D
SSgt. Gregory Linnick	11*	103B
TSgt. Carlton Cypher, Jr.	11*	104E
SSgt. Donald Truesdell	11	104F
SSgt. Earl Cunningham	11	105C
TSgt. Homer Davis	11	106E
MSgt. Alvin Millett	11	109H
MSgt. Charles E. Viands	11	303D
SSgt. Thomas W. Howell	11	404E
SSgt. Ronald N. Carothers	11	404D
SSgt. Alix McIntire, Jr.	11	514A
SSgt. Ronald Moore	11	514A
TSgt. Marty Snow	11	513A
SSgt. Al Schiff	11*	513C
MSgt. Lawrence J. Hamilton	11	504B

Name	NPS-M Enlistments	Detachment/Sector
SSgt. Michael Gilley	11*	505A
TSgt. Edward Cooper	11	607E
SSgt. Terry Bookwalter	10	101A
SSgt. James Rowan	10	101E
SSgt. Robert Dowd	10	103D
TSgt. Lee Jarmon	10	105E
SSgt. Nicholas McCrary	10	105A
TSgt. Joseph Dewitt, Ja	r. 10*	106C
SSgt. Dennis O'Rourke	10	108F
SSgt. Frank H. Klump	10	303B
TSgt. James R. Johnson	10	303E
TSgt. Edward C. Spang	eler 10	305G
MSgt. Lyle V. Anderson	1 10	403A
TSgt. William H. Staffe	ord 10	404B
TSgt. Jerry D. Andrews	10	404A
TSgt. John S. Stephens	10	404A
MSgt. Billy L. Lee	10	406B
TSgt. Ferdinand Gonzal	ez 10	406E
SSgt. Dominick Colange	elo, Jr. 10	514C
TSgt. Dale A. Fritz	10*	514D
SSgt. Ray Davis	10	513B
TSgt. Roger Keck	10*	504F
MSgt. Clifton Lamb	10	504F
TSgt. Thomas G. Kjesb	0 10	500C
TSgt. David Mann	10*	609F
TSgt. Ivan V. Johnson	10	610D
TSgt. Harold M. Thoma	as 10	610B
TSgt. James V. Lawson	10	610A

150 Percent Sector Club for October

The 150 Percent Sector Club recognizes sectors and their supervisors placing on active duty 150 percent or more of their NPS male goal during the preceding month.

		Per Cent De	tachment/
Supervisor	Goal/Accessions	of Goal	Sector
MSgt. Jack A. Massa	28/58	207	404B
MSgt. Barney H. Mash	burn 13/26	200	305D
SMSgt. James P. Simm	nons 27/48	177	406E
MSgt. Hayward D. Dot	y 28/47	168	404C
MSgt. Leslie Van Horn	26/42	161	105C
MSgt. Hubert J. Scogg	ins 25/40	160	404A
MSgt. Ernest Blackman	n 20/32	160	405B
MSgt. Ernesto D. Saiz	22/35	159	607E
SMSgt. Robert G. Jone	s 19/29	153	405D
MSgt. Paul J. Stigliand	21/32	152	404D
MSgt. Charles Counsel	30/45	150	303D
MSgt. James F. Cox	26/39	150	106C
MSgt. Edward Gagnon	42/63	150	106E

Recruiter assistance emphasis shifts

The Air Force Recruiter Assistance Program (AFRAP) is in full swing, and primary emphasis has shifted from Headquarters Recruiting Service to field recruiting unit level.

Nov.-Dec. 1976

Recruiting personnel throughout the United States were asked to contact all Air Force bases by mid-November, to work out specific local plans and proposals to attain increased recruiting support. In a letter forwarding detailed information about AFRAP's 16 initiatives to all Recruiting Group commanders, Recruiting Service Vice Commander, Colonel Donald D. Binford, said, "It is only with everyone's immediate response that AFRAP can be translated from a concept into specific actions to support recruiting."

The program was implemented by Headquarters Recruiting Service and Air Training Command in the Fall of 1976. It is designed to accomplish two major objectives: to heighten awareness throughout the Air Force of recruiting needs and to obtain assistance from the entire Air Force family in meeting those needs, primarily through referring high quality potential Air Force members to recruiters.

Actions included in AFRAP range from news releases and advertisements with mail-back lead referral coupons, to letters to all Major Command commanders, asking for their support. "Response has been extremely favorable," according to Col. Edward D. Young Jr., Director of Recruiting Operations here. "All Major Command commanders have pledged their support, and many suggested specific ways in which they could assist," he said.

Typical of the responses received was a letter from General Russell E. Dougherty, Commander in Chief, Strategic Air Command (SAC), which noted that recruitment of high quality volunteers is one of SAC's priority projects Air Force-wide. "I assure you that we will give full support to your efforts. Accordingly, I have dispatched a letter to my wing commanders advising them to give their personal attention to . . . the local Air Force Recruiter Assistance Pro-

News stories about AFRAP and lead-referral advertisements have appeared in AIR FORCE TIMES, in the Air Force News Service for republication in base newspapers, and have been released to other internal media. An article appeared in the November Commander's Call Topics, a letter published by the Secretary of the Air Force Office of Information (SAF/OI).

In another letter to major command information officers, Brigadier General Harry J. Dalton Jr., Director, SAF/OI, stated, "If the Air Force is to maintain the edge in securing quality people for a quality force second to none, Information Officers are going to have to continue their involvement and support of the Air Force recruiting efforts . . . I ask each command to reassess its activities conducted in collaboration with Recruiting Service on the national and local level . . . assume the initiative and go out into the communities where recruiters are located and visit with them, get to know who they are, and what their needs are."

Letters to all Air Force Chief Master Sergeants asked their support of AFRAP and included mail-back lead referral cards. A direct mail letter is being distributed to some 65,000 first-term airmen with 6-to-18 months total service, asking for lead referrals via mail-back

In other AFRAP actions, all Consolidated Base Personnel Offices at Air Force installations in the Continental U.S., Alaska, and Hawaii were asked to identify outstanding, well-motivated, career-minded first-term airmen who volunteer to support recruiting. These volunteers are now accompanying recruiters to such events as high school visits, career day programs, fairs, displays, and other community occasions for candid discussions with youngsters about Air Force oppor-

Two high school senior career day programs have been tested (see story on page six of this RECRUITER newspaper) with a view toward Air Force-wide implementation, and a proposal is being studied for increased Thunderbirds involvement in recruiting.

In organizational AFRAP actions, contact has been established with Air Force Association and Air Force Sergeants Association officials and their assistance of recruiting has been pledged. More specific recruiting support measures are in various stages of planning, consideration, and implementation.

Some 184,000 "Air Force—A Great Way of Life" bumper stickers have been forwarded to 98 CONUS Air Force CBPOs for distribution to active duty, retired, and reserve personnel, and civilian employees, and 200,000 additional bumper stickers are expected to be distributed in January 1977. Consideration was also being given at press time to including recruiting lead referral messages on all Air Force military Leave and Earning Statements (LESs), and assistance of retired Air Force personnel was being sought through "The Retiree Newsletter," published by the Air Force Military Personnel Center.

Colonel Young said, "AFRAP should be a substantial help to our quality recruiting efforts. The groundwork has been laid by Recruiting Service Headquarters-it's now up to our field units to carry through with specifications to use the program to best advantage."

Bonus points top list of MEP changes

prior service (NPS) men, listments in special Air Force Air Force Recruiting Service officials have announced ciency rate for the unit. each month and may signi- active duty. standings, officials said.

The bonus points will be goal) during the MEP month.

other areas could receive this detachment management.

awarded each month in rate" categories have been tive was the booker in matching go dry, as more is being taken reasons and are reflections of areas of specific impor- placed under a new section, Air Force needs with applicant from the bank than is being present day recruiting needs tance. For November and "efficiency analysis." According desires. "Efficiency rate" will placed in it. December, extra points will to officials, these changes came MEP score is tallied for this Advanced Personnel Data Sysperiod, explained officials, bonus tem / Procurement Management points will be awarded based on Information System (APDS/ the percentage of NPS men PROMIS) does not lessen the overproduction (enlistments vs. importance of booker skill and For example, the November experience, they said, it does MEP will pay bonus points to alter the way special jobs will ter sergeants and MSgt. se. you want to be a supervisor or ship and the desire to satisfy those who exceed 100 percent be assigned. Secondly, "effi- lectees were recently asked manager, and are you available certain unfulfilled personal of their November NPS male ciency rate" has been moved to by the Commander of Remeet the needs of Recruiting coming the challenge of being

jobs, minority enlistment rate and the overall cancellation effi-

points, several other changes to answered: how well was the recruiter should reserve more phasis and ways of doing busithe MEP have been initiated.

areas — enlistment and projec- category.

on the recruitment of non- old high school graduates, en- time the PROMIS computer of a group or detachment in jective is to build the enlistment

the establishment of bonus Projection analysis statistics processing cycle, emphasizing a will consider both men and woproduction points as part of revealed to groups and detach- detachment's team (recruiter/ men prospects and enlistees. a revised format for the ments how they stood numeri- booker) effort. It will take a The final new portion of the Management Emphasis Pro- cally compared to a six-months gram (MEP). The bonus to encourage applicant enlistpoints will be awarded ment in the Delayed Enlistment the booker, it was explained. groups and detachments Program and ensure entry on Under the sub-heading, "aver-

In future months, they said, align it with related aspects of

Another change establishes The MEP was established by 17-18 year old high school grad-Recruiting Service to provide uates as "current high school tachments on key quality and uates.) Officials said this change dier General Melvin G. sector supervisor, detachment, production objectives. It shows will more accurately reflect an current trends and projected ac- organization's effectiveness in Bowling in his letter. "Our primcomplishments six months down working its high school pro- ary input into the recruiting the recruiting road, officials grams. Enlistees entering the force at this time is staff and Initially, the monthly MEP 15 months of high school gradreport was divided into two uation will be credited in this

tion analysis. Enlistment analyThe current year graduate visory and management posi"I know there are many pacebetter serve your needs—and sis focused on five areas: high ranking will be implemented in tions."

Placing current emphasis school graduate rate, 17-18 year the April 1977 MEP, at which continue to measure the success "The Recruiting Service obformation on each individual, of shippers vs. cancellations.

> look at applicant preparation MEP, "net reservation gain perand commitment through recruiter efforts and a positive duction numbers and considers sales technique on the part of NPS men only. It shows the

age reservation value," said of- actually booked. ficantly change overall In addition to the bonus ficials, two questions will be Each group, detachment, and flecting current areas of emprospect prepared for the Air jobs during a month than they ness," Lt. Col. Tillman stated. Force (as opposed to expecting enlist, officials said. If not, they "The changes in the new MEP "Special jobs" and "efficiency a specific job), and how effec- added, the PROMIS bank will came about for precisely these

"Efficiency analysis" will be

centage," directly addresses propercent of a detachment's monthly male enlistments that are

bank will have acquired that in- this area, based on the number bank to about 65 percent of sixmonth's requirements." said Lieutenant Colonel John B. Till-The new, "efficiency analy- cumulative beginning with No- man, Director, Marketing and sis" category will spotlight the vember data, officials said. It Analysis for Recruiting Service. "To do so," he said, "our net reservation gain needs to be equal to at least 115 percent of the cumulative monthly goal for NPS men. A figure of 115 percent or above reflects that a unit is doing its part to replenish the enlistment bank.

> "The MEP is a flexible and dynamic management tool, re-

be given for NPS male overproduction. Before the final Advanced Personnel Date Systheir career desires

cruiting Service for their Service?" career progression desires.

our most important and cri- senior NCO recruiters in exam-Air Force within a maximum technical sergeants, and we have fewer senior NCOs . . . than ever before to fill certain super-

"People like yourself are over the next few months for group and headquarters positions, General Bowling said, "Only our best-qualified, experienced and most senior NCOs will be called upon to accept such added responsibilities."

setting, seasoned recruiters who those of Recruiting Service."

Recruiters who are mas- The letter asked each, "Do have both the talent of leadera supervisor or manager, some Citing programmed vacancies

Recruiting Service by voluntary relocation," he said, "if the information to groups and de- graduates" (calendar year grad- tical resource," said Briga- ining and entrance station, for personal and professional advancement."

Providing them the questionnaire, Brig. Gen. Bowling told the NCOs, "I need your help. I believe that by knowing your professional career ambitions and personal aspirations, I can

Seventeen members of

sional Performer award.



(AFNS)

Secretary takes B-1 flight

Secretary of the Air Force Thomas C. Reed flew aboard the Air Force's new B-1 bomber recently as part of his intensive, personal review of the B-1 program before a final production decision is made.

The secretary stated his confidence in the new bomber's Medal for outstanding Group were selected for the recruiters, TSgt. Edward L. capabilities during an informal meeting with local newsmen following the flight. "I really have no doubt that this aircraft Air Force Recruiting Group T. Jones, support NCO, Det. Scott, earned the award. A secis in fact capable of performing the mission for which it was are Technical Sergeant John L. 500; SSgts. Michael J. Gilley, tor supervisor, SMSgt. Arnold designed," he said. "We are about ready to proceed with the production decision as soon as we can negotiate the contract with headquarters; TSgt. Francis J. ers, Det. 505; TSgt. Roger H. Quevedo, recruiter, Det. 610,

Tactical Aircraft Europe-bound

Air Force officials announced that the new F-15 Eagle will be sent to the Federal Republic of Germany while a second wing of F-111 tactical fighters will move to the United Kingdom from the United States.

Seventy-two F-15s will be assigned to Bitburg Air Base, Germany. The F-111s, which will come from Mountain Home Air Force Base, Idaho, will be based at RAF Lakenheath. Mountain Home AFB will re-equip with F-111As from Nellis AFB, Nev.

Officials said the deployments are in keeping with a con- Council, sector supervisor; gressional mandate to increase U.S. combat capability in Europe. Charles E. Viands, recruiter;

Customers underestimate savings

Most commissary shoppers underestimate their savings by about 10 percent, according to survey results announced by Air Force Commissary Service (AFCOMS) officials.

An Air Force quality-of-life survey conducted earlier this year shows most people surveyed believed commissary savings Meritorious Service Medal. were less than 15 percent. Very few of the military personnel surveyed considered commissary savings as high as the 22 to 24 percent figure quoted by AFCOMS.

According to AFCOMS officials, these figures represent the TSgt. George E. Anderson, peraverage savings for people who do all their grocery shopping in sonnel NCO, group headquar- Detachment 104; Thomas D. Jack G. Verveer, Det. 505; the commissary. Officials said commissary prices are compared ters; TSgt. Hugh C. Ogle, deto supermarket price lists at three-year intervals. The base com- tachment support NCO, Det. Kerlin, 3507th Airman Classi- MSgt. Ira E. Stanley, Det. 607; mander appoints a survey team to visit two major supermarkets 301; SSgt. David L. Jackson, fication Squadron, were selected TSgt. William H. Donnelly, Det. within a reasonable distance of the base to conduct a market- recruiter, Det. 305, and SSgt. as Distinguished Graduates. 608; TSgt. Dennis J. Buedel, basket survey. On a few items, downtown stores may be equal Darrel L. Akers, Det. 311, re- TSgt. James C. Musgrove, Det. 610; TSgt. Lynden Wilor lower, but overall, the commissary averages much lower prices, cruiter.

THE AIR FORCE RECRUITER

officers. Scheduled to receive the recruiter, Det. 411. achievement in the 3501st Eggleston Jr., recruiter, Det. 106; Senior Master Sergeant superintendent, Master Sergeants James J. Bondarek Jr. Norman B. Lomas, operations

J. Bisson, recruiter, Det. 109. In Det. 301, TSgt. James C. Musgrove, recruiter, earned the AFCM. MSgts. Charles F. TSgt. Roland R. Wilson, recruiter, and SSgt. Glenn L. Hanselman, recruiter, were selected to receive the AFCM. Chief Master Sergeant Elbert S. Herrington, operations superintendent, Det. 303, will be presented the

Thirty-four earn Air Force medals

medals for outstanding will go to MSgt. Arnold G. operations superintendent; achievement and meritori- Berry, sector supervisor, and MSgt. Henry F. Smith, sector ous service were recently TSgt. Ryle P. Toland, recruiter, supervisor, and SSgt. Candace approved for presentation Det. 404; MSgt. Boyd W. Logan, G. Hattabaugh, recruiter, Det. to Air Force Recruiting support NCO, and TSgt. Jimmy 514. Service noncommissioned R. Howie, recruiter, Det. 406, TSgt. Edward H. Morales,

104; Staff Sergeant Edgar H. Alvin S. Schiff, recruiter, Det. medal.

sector supervisor, and Evariste

Group, earned the AFCM for fairs and management. meritorious service. They are:

and SSgt. Oliver B. Caldwell, support NCO, 3506th Group

headquarters, will be presented Air Force Commendation Eight members of the 3505th the AFCM. In Det. 607, two AFCM. They are: MSgt. Donald Cooper and SSgt. Roger J. Hayward, support NCO, group and James M. Bryant, recruit- J. Chihak, and TSgt. Ernest G. Kenny, recruiter, Detachment Keck, recruiter, Det. 504; SSgt. were selected to receive the

academy graduates recruiters

-Twenty Air Force non- T. Kent, Det. 309. commissioned officers (NCOs) were among the Academy located here.

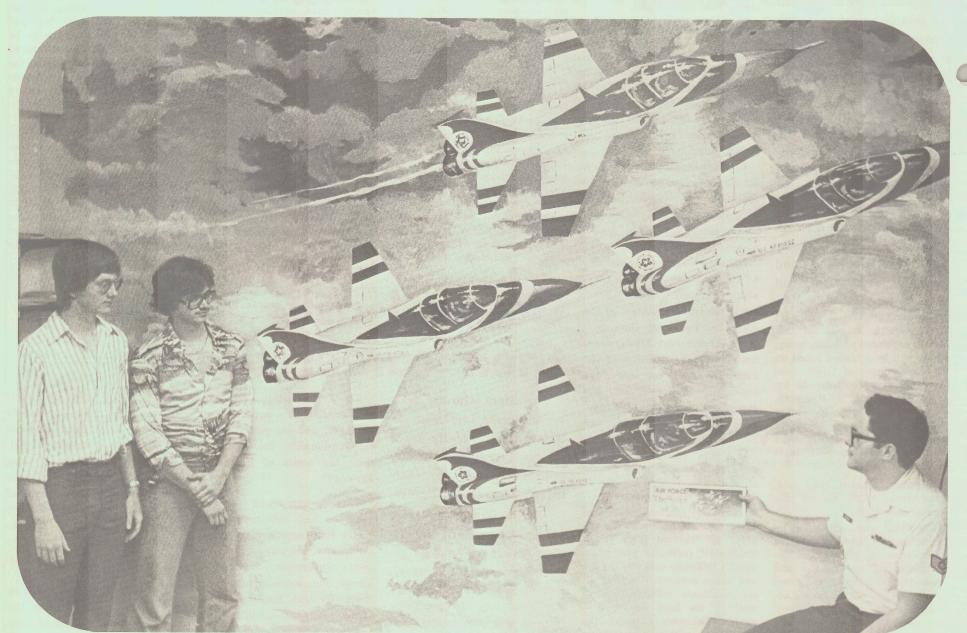
week course covers communication skills, military stu-Four members of the 3503rd dies, leadership, world af-

Technical Sergeants John H. Connoy, Det. 412. Boyden, Air Force Recruiting Also graduating were TSgt. Bieser, Det. 405, and Wayne W. MSgt. Paul F. Butler, Det. 514; The AFCM for outstanding Commandants Award was earn- Hawaii.

LACKLAND AFB, Tex. ed by Master Sergeant Bobbie

Other graduates and their units of assignment were TSgts. Francis J. Kenney, Det. 104; 135 graduates from the Air James R. Cameron, Det. 106; Training Command NCO Walter V. Miceli, Det. 109; Allen M. Williamson, Det. 109; The five and one-half MSgt. Robert D. Hill, Det. 301; TSgt. Robert L. Kleeman, Det. 309; MSgt. Jerry G. Siegel, Det. 406; TSgt. Johnie W. Jennings, Det. 409, and TSgt. John E.

301 won the Speech Award. The stead, Operating Location,



BUTLER HIGH SCHOOL seniors Jeff Tack, left, and Randy Huselton view their completed handiwork, a multicolored mural they painted on the wall of the Air Force recruiting office in Butler, Pa. Recruiter, Staff Sergeant Ray Rossman, displays the small counter billboard they used as a guide. It took them about six weeks—roughly

50 hours—to do the mural. For their volunteer efforts, the students were presented Certificates of Appreciation by Lieutenant Colonel Kenneth T. Stehli, Air Force Recruiting Detachment 101 commander. (Photo courtesy of the "Butler Eagle")

Quizzes enliven Performance cited safety messages

said he often grew tired of "some of the dull subject matter contained in the constant safety briefings" he received. While realizing their importance, he thought "there ought to be a better way of putting the safety message across."

Now the operations officer at Air Force Recruiting Detachment 106, Milford, Conn., said he's found that "better way." The result is Capt. Witte's periodic "Safety

"I began sending the quiz to tive Nov. 1, 1976. Det. 106 personnel about six months ago." Response to the witty, often funny and always factual quizzes "has been great,"

As an Air Force pilot, information of benefit to all re-Force Recruiter" will publish Service Group's were reone question and answer from cently identified to receive them in each issue. The first the Air Training Command safety question is on page two Inspection General Profesof this issue.

3501st Group commander earns 'eagle' promotion

Colonel Charles H. Keck, commander of the 3501st mander of the 3501st Group for Air Force Recruiting Group almost a year before becoming "Minutemen" was promoted commander in June 1976. to his present rank, effec-

tain valuable safety tips and some 246 recruiting offices. flying time.

Col. Keck was deputy com-

As commander, Col. Keck sion through the Aviation Cadet

Seventeen Captain Jerome M. Witte cruiter personnel. "The Air three Air Force Recruiting on demonstrated profession- officer. alism in their attitudes and

> Headquarters, Detachments 311, 601 and 610. Master Sergeant Lawrence ing and Entrance Station (AF-EES) liaison noncommissioned officer (NCO), Louisville, was selected as the professional performer in Det. 311.

Management Effectiveness In-

spections (MEI's) in the 3504th

Air Force Recruiting Group

Seven individuals were chosen for the award in the 3504th istrative NCO. Group headquarters. They are A native of Fairmont, Minn., Cedervall, and Technical Ser- was named as a professional duction control; MSgt. Robert MEI. is responsible for Air Force Program in September 1955. G. Cummings and TSgt. Harold Certificates signed by the Recruiting in the Northeast. His Air Force career has been H. Hudgins, advertising and ATC commander and Inspector ern part of the United States. spent in a variety of operational publicity branch; TSgt. William General, were presented to the Under his command are seven positions. He has a master navi- K. Orner, logistics analyst; selectees accompanied by a let-Capt. Witte's quizzes do condetachments, 46 sectors and gator rating with 4300 hours of MSgt. Donald W. Meredith, adter from the Air Force Recruitministrative branch and Mrs. ing Service commander.

In Det. 601, TSgt. Jesse Hur-

job performance during tado, logistics NCO, Sing M. Lee, medical recruiter, and Staff Sergeant Gary C. Collins, recruiter, were presented the

Receiving awards in Det. 610 Walls, Armed Forces Examin- were MSgt. Edgar J. Grump, logistics NCO: TSgts. Marion J. McLain and Ernest G. Quevedo, recruiters. Also, SSgts. Stephen P. Tucker, administrative NCO and Charles E. Wolf, advertising and publicity admin-

SMSgt. William S. Myers, Senior Master Sergeant Carl H. Det. 609, AFEES Liaison NCO Col. Keck received his commis- geant Patrick D. O'Brian, pro- performer during the Det. 610

Officials note personal entitlement changes

Air Force officials reviewed the entitlements picture recently and, in a message to major commands, summarized 1976 congressional measures and Air Force changes affecting entitlements to military members. A brief look at the summary follows:

Pay raise

Basic pay was increased 3.62 per cent Oct. 1, basic allowance for subsistence (BAS) increased 4.83 per cent and basic allowance for quarters (BAQ) increased 10 through 16 per cent, depending on pay grade.

Previous pay raises were spread equally across the board, but 1976 legislation now allows the President to allocate up to 25 percent of a projected raise in basic pay to BAQ or BAS. The act also allows a partial BAQ payment to bachelors living in government quarters.

Commissary subsidy

Congress rejected proposals to phase out appropriated fund support for commissaries beginning in 1977. The lawmakers provided full funding support and called for management improvements and operating efficiencies to ultimately reduce the present subsidy levels.

Survivor benefit plan

Congress passed a law to end deductions from retired pay when there is no surviving beneficiary, and to reduce from two years to one year the marriage requirement for a new spouse to be eligible for benefits. Pending signature by the President at presstime, the new law will also increase the minimum survivor payment from \$1,400 to \$2,100, and clarify provisions to permit survivor benefits for dependent children even when there is a surviving spouse.

Moving expenses

The 94th Congress enacted legislation to permanently exempt military personnel from having to report the government costs associated with a permanent-change-of-station (PCS) move as income. Of particular interest is the fact that service members will not be required to pay taxes on the government costs associated with moves of less than 35 miles or moves within a 39-week period (basic training or schools such as Armed Forces Staff College), and, in some cases, the cost of storing household goods and moving dependents.

GI Bill

A new GI Bill will allow personnel on active duty to retain educational GI benefits until 10 years after separation or Dec. 31, 1989, whichever comes earlier. Basic educational assistance will be extended from 36 to 45 months and the monthly allowance will be increased eight percent.

The new law ends the current program for people who enter active duty after Dec. 31, but it covers those in the delayed enlistment program on that date. The act contains major changes for members (other than those in the delayed enlistment program) who enter active duty after Dec. 31.

The most significant change is the requirement for those who participate to deposit \$50-\$75 per month with the Veterans Administration (limited to \$2,700 total) which the government will match later on a two for one basis in an approved educational program.

Leave

The fiscal year 1976 appropriations bill limited sellback of leave to 60 days over a career, beginning Feb. 10. The House passed a Department of Defense proposal to include full BAS and BAQ in terminal leave payments, but the Senate rejected the proposal as being an incentive for members to accumulate rather than use

The compromise proposal agreed to by the Congress will not include BAQ or BAS in lump sum payments for leave accrued after Aug. 31. A member's Aug. 31 leave balance is the "save pay" balance for including BAQ and BAS in the leave payments. If a member's leave balance falls below the Aug. 31 level, the reduced amount becomes the new "save pay" ceiling.

Enlisted meal rates

Congress has said personnel on BAS who eat in the dining hall should pay a rate equal to the food cost, rather than the BAS rate. The new meal rates were effective Oct. 1. and resulted in an increase of 10 cents for lunch and 10 cents for dinner, but no change for breakfast.

The new policy provides an exception for members who eat in the dining hall because of duty requirements. The amount they will be charged for each meal will equal the pro rata part of the BAS as in the past.

PCS baggage allowance

Since Aug. 1, single and unaccompanied personnel, E-4 with over two years in service and higher, have had the option of shipping existing unaccompanied baggage allowance by air, or shipping by surface transportation with an increased entitlement of 10 percent of their full PCS weight allowance. The current law prohibits this allowance for airmen with under two years

State income tax

Congress has passed legislation to require mandatory withholding of state income taxes from military pay. Taxes may be withheld as early as January 1977 and will be based upon the member's legal residence, provided the states concerned enter into a formal agreement with the Secretary of the Treasury.

Fair market rental

A recent DoD study recommended converting the present military housing program to a fair market rental (FMR) system where military housing would be appraised for rental value and the occupants would pay a rent equal to the appraised value. The FMR proposal was rejected by Congress, but DoD was directed to look at other alternatives and report findings by Jan.

Soldiers' and Airmen's Home To offset operating expenses, Congress has

authorized the Army and Air Force to collect a user's fee of up to 25 percent of the Federal retired pay of United States soldiers' and airmen's home residents. In addition, Congress authorized an increased monthly deduction from the pay of enlisted members and warrant officers of from 25 cents to a maximum of 50 cents. The deductions may be varied according to grade, time in service, or both.

One percent kicker

Congress eliminated the one percent kicker from future cost of living increases for retired military and civil service personnel. A new law provides for cost of living increases every six months based upon increases in the consumer price index (CPI), but without the one percent kicker. The first increase under the new system (approximately five percent) will occur on March 1, 1977, and will be based on the change in the CPI between Dec. 31, 1975, and Dec. 31, 1976.

MIA tax relief

Congress has passed an Air Force proposal to extend certain tax advantages for military and civilian personnel missing in action or hospitalized as the result of the Vietnam conflict. Upon the President's signature, the new law will extend the hospitalization period during which wounded Vietnam veterans may exclude military pay from gross income.

The law will also extend the period in which the death of a missing member results in the forgiveness of income taxes. The spouse of a missing member will be allowed to file a joint income tax return, and will be allowed an extended period to file returns and pay taxes.

Per diem rates

The military per diem rate in the United States was increased June 1 from \$25 to \$35 per day, except for certain high cost areas where up to \$50 is allowed for actual expenses. The new \$35 rate includes \$13.50 for subsistence, \$2.50 for incidental expense's and up to \$19 per day for

Enlisted crew status

Enlisted crewmembers are now guaranteed 120 days flight pay when the requirement to fly is withdrawn suddenly and members do not have sufficient flight time built up to qualify for the full 120 days pay.

Medical officers pay

Congress extended the variable incentive pay program for physicians one year through Sept. 30, 1977. Under the program, a physician may be paid up to \$13,500 for each year he or she remains on active duty beyond the service expiration date.

Health scholarships

Congress has extended the tax moratorium through 1979 for students participating in the Armed Forces Health Professions Scholarship Program in calendar year 1976. The Air Force is continuing efforts to gain permanent tax relief on the \$40 monthly stipend and the value of the scholarship. (AFNS)

Sergeants honor Lt. Gen. Roberts

Lieutenant General John W. Roberts, Air Training Command (ATC) commander, was honored here Nov. 12 by command noncommissioned officers (NCOs) for his accomplishments on behalf of the Air Force community and the NCO corps.

Lt. Gen. Roberts was inducted into the ATC Order of the Sword, the highest award that NCOs of the command can bestow. The Order was formed as a means of

"recognizing individuals, both military and civilian, for conspicuous and significant contributions to the welfare and prestige of the NCO corps and military establishment."

The nomination letter described Lt. Gen. Roberts as a creative and decisive leader whose accomplishments have had a great effect on Air Force personnel. ". . . General Roberts has demonstrated a keen sense of the Air Force's responsibilities to its individual members and to the society at large; he has substantially improved the opportunities for minorities and wom-

en in the Air Force mission and

NCO professional development."

person to be honored by com- Elliott Jr., (USAF-Ret.), former of the Sword. U.S. Represent- Center, Chanute AFB, Ill., were ative F. Edward Hebert, D-La., previously honored. Madsen (USAF-Ret.), former tary service.



Lt. Gen. Roberts

has provided the catalyst for ATC vice commander and deputy chief of staff for Technical Lt. Gen. Roberts is the sixth Training; Maj. Gen. Frank W. mand NCOs through the Order commander, Technical Training

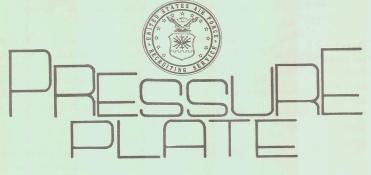
former chairman of the House The ATC Order of the Sword, Armed Services Committee; estalished in 1971, is similar to Major General Jerry D. Page an honor dating back to the age (USAF-Ret.), former Sheppard of chivalry in Europe in the AFB, Tex., Technical Training Middle Ages. The military order center commander; the late Gen. of the sword was established in George B. Simler, former ATC 1522 by Gustavus Vasa of sor to the Air Force Re- cruiting Detachment 606 from commander; Maj. Gen. Frank M. Sweden in recognition of mili-cruiting Service command-December 1967 to November

General area career film to reach recruiters soon

high-flow job films, (GS cruiters soon.

The 19-minute film will show qualified applicants the jobs they are most likely to get if they enlist on an open general con- electronics aptitude area is not tract. The nine jobs featured planned because of the limited are: Security Specialist (811X0), number of high-flow jobs in Law Enforcement Specialist that area.

The last in a series of (812X0), Fire Protection Speter Specialist (291X0), and Service. Materiel Facilities Specialist (647X0).



A Letter Idea

The 3503rd Air Force Recruiting Group has begun plains Major Paul B. Vann, a program to better recognize persons now selected for Officer Training School (OTS).

Upon the individual's selection, a letter is sent to BMT preparation/perpetuathe president of the university or college from which tion letter to each member of he graduated, pointing out that OTS is an "excellent the Delayed Enlistment Progcompetitive program and only applicants of esteemed quality are selected." The letter, with an attached in- to the individuals entering active dent. formation sheet on the OTS selectee, asks the univer- duty." sity president to release the information to the school

"The original idea for the program came from the Officer Procurement Specialist with Air Force Recruiting Detachment 305, Bolling Air Force Base, D.C., Master Sergeant Gary Thomas," said First Lieutenant Nate actually two-fold; to better ing within the scope of their sonal liability incurred while Johnson, 3503rd minority recruitment officer.

Direct mail campaign addresses 1.5 million

Direct mail campaigns aimed at approximately 1.5 million potential enlistees term airmen with from six to various engineering programs. have been initiated by Dir- 18 months' active service time "To allow Air Force recruitectorate of Advertising officials here.

THE AIR FORCE RECRUITER

During November, more school seniors received di- Force service. The leads will in the Publications Distribution rect mail letters which pro- also be routed through AFOC, Center (PDC). The letters, aimvided information on Air Force officials said. opportunities and a mail-back card addressed to the Air Force 32,000 young people who had Armed Services Vocational Ap-Opportunities Center (AFOC) previously asked for informatitude Battery and all program in Peoria, Ill. Their parents will tion about one or more Air prospects, may be ordered direceive a follow-on letter dur- Force programs were provided rectly by the various Recruiting ing January 1977, emphasizing with current enlistment inform- detachments through normal educational, training and other ation via direct mail. benefits offered by the Air Plans for early 1977 include able.

During the March-April perlistment opportunities.

mailings to the past three- "As we approach the tough years of nursing school gradu- recruiting months ahead," coniod, a final pre-graduation re- ates. Letters will be keyed to- cluded the colonel, "we plan to minder letter will be sent to a ward those holding Bachelor of continue to use various direct refined listing of the seniors, Science degrees in nursing. mail approaches to generate re-emphasizing Air Force en- Approximately 18,000 graduates prospect leads for the recruitwill be contacted, officials said. ers."

As part of the Air Force Re- Letters will also be sent to cruiter Assistance Program about 2, 500 women who either (AFRAP), some 65,000 first- are graduates of or enrolled in

are getting letters, asking ers to supplement and complefor referral candidates for Air ment the national mail drops," Force enlistment. The airmen said Colonel Donald E. Burgwere asked to provide the names grabe, Director of Adverand addresses of individuals tising, "we are also placthey would recommend for Air ing three direct mail letters ed at past-year school gradu-In addition, approximately ates, previous takers of the PDC channels as soon as avail-

Chief Dorman assumes top RS enlisted position

Chief Master Sergeant A 25-year Air Force veteran, Air Force Commendation Medal Stanley F. Dorman is the CMSgt. Dorman was a produc- with oak leaf cluster and the new Senior Enlisted Advi- tion recruiter in Air Force Re-Robert W. Carter, who recently moved to the Senior Air Force Base, Tex.

In this function, CMSgt. cialist (571X0), Medical Serv- Dorman keeps the commanices Specialist (902X0), Air der abreast of all actions 75-45F, General High Flow) Traffic Control Operator involving some 2500 enis scheduled to reach re- (272X0), Fuels Specialist listed force assigned to recruit-(631X0), Aerospace Control and ing and acts as intermediary be-Warning Systems Operator tween the upper and lower eche-(276X0), Communications Cen- lon of Air Force Recruiting

er here. He replaces CMSgt. 1969. From there he was assigned to the training and standardization division, Headquarters Air Force Recruiting Enlisted Advisor's position Service and later to the Accesat the Air Force Military sion Control Center, directorate Training Center, Lackland of student resources. Before assuming his new position as Senior Enlisted Advisor, CMSgt. Dorman was the noncommissioned officer in charge, Resource Utilization Branch, 3507th Airman Classification Squadron,

> Among his awards and decorations are the Air Medal, the

Lackland AFB, Tex.

Air Force Recruiting Service,

Meritorious Service Medal.



CMSgt. Dorman

A high-flow job film for the cleatronics antitude area is not

Letters seek prospects

Force Recruiting Group are layed Enlistment Program (DEP) for successful completion of their upcoming Air Force Basic Military Training (BMT).

"This special effort," ex-Group operations officer, "involves the mailing of a ram approximately 30 days prior ed into law by the Presi- Act does not apply to incidents

The new program is conducted completely by detachment headquarters. Each letter is signed Claims Act the sole remedy the Secretary of Defense is by the detachment commander. for injuries arising from authorized to hold military phy-

ments in the 3503rd Air stresses Maj. Vann. "The first on current events and activities three paragraphs of the letter in the Air Force and to give his 'tell it like it is' regarding basic recruiter the names of several making a special effort to training. The last paragraph enfriends or classmates that may help recruiters better pre- courages the airman to stop by be interested in Air Force trainpare enlistees in the De- his recruiters' office within the ing."

ROBINS AFB — Detach- and to prospect for leads," next several weeks for an update

Medical personnel gain malpractice immunity

cal personnel serving on acindividual lawsuits and defense medical personnel.

Bill makes the Federal Tort "The purpose of the letter is malpractice by physicians act- sicians harmless from any perprepare the airman for BMT, duties for the Department of performing their military duties.

WASHINGTON-A Con- Defense, according to Air Force gressional bill giving medi- Surgeon General officials. It requires the Attorney General to defend or settle any legal tive duty immunity from action for malpractice against While the Federal Tort Claims

occurring in a foreign country, those physicians assigned to The Medical Malpractice overseas installations are provided protection, officials said. In such cases, added officials,

Chief 'fine-tunes'

After formal school training—then what? There are as many kinds of training as there are methods.

Nov.-Dec. 1976

However, for rookie recruiters it is a specialized training to fine-tune as well as to reassure them that what was taught in school does, in real-life situations, work.

"The Air Force Recruiter" staff learned of one such method from a trip report which came across the desk. We thought it would serve as a timely refresher during these tougher recruiting months.

Following are excerpts from a report filed by Chief Master Sergeant Stanley R. Krakowski, operations superintendent for Air Force Recruiting Detachment 607, Lowry Air Force Base, Colo.:

"In one town we had 16 prospects to call off the Armed Services Vocational Aptitude Battery list: three were in the Army, one in the Navy, one in the Coast Guard, seven were in college, one was disqualified physically, one moved and left no forwarding address and we got two appointments. Phone power helped refine the list and proved that many do go into the service. Not showing is the fact that we also created a lot of good will in our calls and at least folks knew we were in town.

"Next we visited a high school to introduce ourselves to the counselor. We found him to be promilitary and anxious to help. However, while we were waiting to see him, we introduced ourselves to his secretary. We discovered she had a brother who was interested in the Air Force a year ago and still hadn't settled down to a permanent job. I asked her if she minded if we contacted him, and

she gave us her brother's address. Amazing what you can fall into if you ask!

"We had an appointment to see a prospect obtained from a national lead card. This was in a little town. We met him in the town's only cafe, where two other young men joined us. We ended up making paperwork up on all of them. We bought them lunch and had a good training session. How sweet it is!

"We visited post offices in so many towns that I won't take time to list them separately. I'd just like to say that most had no Air Force literature. In some good-sized towns, the previous recruiter had not been there in so long that the Air Force sign had been covered and was being used by

"We had an appointment with another outstanding young man who will be going to the Armed Force's Examining and Entrance Station (AFEES) as soon as possible. He said he had to get away from home for a while to show his daddy he can make it on his own. Get the picture? We have to get our seniors faster.

"When we got to the next town we needed gas for the car. I told the new recruiter that I would decide which gas station to stop at after we went through town. At the edge of town, I said I knew which one to go to. I had spotted two young men changing tires in a corner station. That night we had one in our room making up the paperwork. He had ASVABed last year—scores AFQT 92, M95, A90, G85, E95. He will be going to the AFEES

"While I was making phone calls that evening, I called the radio station and told them we were in town. They said they would air it and let people know where we were staying. We didn't get any direct enlistment results from this, but we did get some free publicity and people knew the Air Force was in town.

"I showed the new recruiter how to refine high school lists. One of the biggest helpers was a lady who owns a flower shop in one of the towns we visited. She knew every kid in town and refined 80 percent of the list. This allowed us to get right to the eligibles. Good lesson learned.

"We also introduced ourselves to the local high school counselor. He was new this year, but is promilitary. He has a brother-in-law retired as a colonel from the Air Force. He was envious and wished he was in his brother-in-law's shoes. He will definitely support ASVAB testing, etc. Another counselor in the area we introduced ourselves to was also new to the job, but was all for the armed forces, and really likes the ASVAB.

"Of all the high schools we visited, we were always well received. These little towns are great. The new recruiter can see how he can make money if he works his schools. That's where the market is and that's where we have to spend most of our

"There are many more incidents and experiences that were beneficial for the new recruiter's initial training, but I think the above mentioned ones were some of the most significant. Enough to say, we had a great week. It was work, and it was fun!

"He feels good about his zone and what he saw. He has the potential, capability and desire to make things happen. All I can say is—go get them rookie!"

Youth take advantage nine-month

Young people are taking persons from meeting the Dec. advantage of the new 270- 31 qualification deadline set for day Delayed Enlistment the full G.I. Bill benefits pack-Program (DEP) to complete high school and still qualify for the full G.I. Bill educational benefits, Recruiting Service officials announced.

At press time, 173 Air Force jobs had been secured by individuals for June, July and August 1977, all under the 270-day DEP, according to Colonel Edward D. for active duty until as late as Young Jr., Director of Recruit- September 1977. ing Operations.

could have precluded these below.)

age."

"The 270-day DEP has made it possible for these individuals to reserve a specific Air Force job and entry date now, complete school, and still be eligible for the noncontributory educational benefits," he explained.

Under the extended DEP, the students wouldn't have to report

However, persons entering the "With high school graduation DEP after Dec. 31 will be able still some time away, many po- to participate in the new Detential members couldn't enter fense Education Assistance Prothe old six-months maximum gram (DEAP) recently signed



WAIVING TO VIEWERS of the annual bers from nearby Myrtle Beach Air Force Myrtle Beach, S.C., "Fun/Sun Festival" Base participated in the parade which was parade is Air Force recruiter, Staff Ser- recently held in conjunction with a base DEP," Col. Young said. "This into law. (See related story geant Robert Black. The Detachment 307 open house and aerial demonstration by recruiter and three other Air Force mem- the Air Force Thunderbirds.

Education benefits continue—with changes

who serve before Jan. 1, 1977, and sets a deadline of Dec. 31 for complete use of current law. The new law eight percent. also establishes a new partional Assistance Program recruited after Dec. 31.

now on active duty are still which the service member concovered and will continue to tributes to his own future eduduty until 1977.

WASHINGTON — The last 10 years, or recruited be-increments. DEAP assistance President has signed a law fore Jan. 1. First, it extends will be provided for the same ed for the first five years by the defense budget. that increases GI Bill edu- maximum benefits from the curcational benefits for those rent 36 month's to 45 months, in effect offering five academic years of education. Second, it increases the Government's paybenefits earned under the ment to GI Bill students by

also establishes its successor— (DEAP) to begin for those the Post-Vietnam era DEAP. DEAP is a new approach to vet-Servicemen and women erans educational assistance by accrue the familiar GI Bill bene- cation by alloting between \$50 fits as before. Individuals re- and \$75 each month, with the cruited before Jan. 1 will be Government matching the able to earn full benefits. This amount two for one. For exincludes those entering the de- ample, the member's \$50 will be layed enlistment program before matched with the Government's Jan. 1 but not coming on active \$100 for a total of \$150 per month of education.

two ways for those currently on ate in the DEAP program must only during the last six months Spark," has reduced the electronics courses at other active duty, released within the agree to contribute for 12-month of their first enlistment.

number of months as the member contributed, up to a maximum of 36 months. A member deciding to forego DEAP benefits after contributing will receive his share of the money back at the end of his enlistment While phasing out the Viet- or, if he has already been reticipatory Defense Educanam era GI Bill, the new law leased, within 60 days of notifying the Veterans Administra-

The new bill also terminated the Predischarge Educational Program (PREP) on Nov. 1. No one new on active duty can be enrolled or reenrolled in PREP after that date. DoD is looking into ways to extend in-service high school completion programs to cover most of those who would have used PREP. Future members of the armed forces participating in DEAP The bill increases benefits in Members deciding to particip- will be able to use PREP but the program, called "Hasty plemented for all fundamental

the Veterans Administration. After that time, DEAP will be of Congress, DEAP will become way in 1977. (AFNS)

DEAP programs will be fund- permanent but will be part of

Veterans Administration and reviewed by the President for defense officials are working on his recommendation to make it directives and regulations now permanent. Upon favorable re- to implement the new law. They commendation by the President expect to have full particulars and unless vetoed by one house before the DEAP gets under-

'Hasty Spark' shortens electronics course time

A revised electronics funda- 15 to six weeks. Once the stuimplemented by Keesler Air fic career areas. Force Base's USAF School of Applied Aerospace Sciences.

mental training program ex- dent completes the basic course pected to enhance the total instruction, he receives "handsquality of training has been on" equipment training in speci-

According to Air Training Command officials the "Hasty According to officials there, Spark" program will be imtronic fundamentals course from technical training centers.

Karate experts draw fairgoers

arts are "alive and kick- projector and Air Force "Great ing," much to the happi- Way of Life" billboard. During ness of Technical Sergeant fair hours, the two airmen aided Charles McMullin. The Air his recruiting efforts by display-Force Recruiting Detach- ing their karate skills and talkment 409 recruiter recently ing to people about the Air put two former recruits' Force. self-defense skills on dis-

ing Air Force Base, D.C., recruiter said. A1C Owens, he Sergeant Ricky Reed and explained, is a member of the Airman First Class Gordon President's Honor Guard, and Owens volunteered to assist he showed how they drill with their recruiter. He quickly ac- rifles. cepted their offer.

the Tulsa State Fair, utilizing throughout the fair."

TULSA, Okla. — Martial a pictorial display, Fairchild

But all the activity at the recruiting booth wasn't limited to Home on leave from Boll- martial arts demonstrations, the

Air Force recruiting booth at Mullin, "we had good crowds



409 recruiter, Technical Sergeant Charles Tarrel Callaway)

Detachment safety NCO

THE AIR FORCE RECRUITER

FLYING HIGH is Sergeant Ricky Reed McMullin, utilized the services of Sgt. "Between the two of these during a martial arts demonstration at Reed and another of his former recruits TSgt. McMullin had set up an fantastic guys," said TSgt. Mc- the Air Force Recruiting Detachment 409, in attracting Air Force prospects at the Tulsa, Okla. State Fair, display booth. Det. fair. (Air Force photo by Master Sergeant

and off duty, macho easy- clean — as you can get." rider of Long Island high-

cial world of bikers.

Capt. Anthony L. Batezel two lives is lost on TSgt. Colon all conditions. Familiarity with be doubly safety-conscious since, dents.'

"He's a dual personality," with this company. But cama- bike, I tilted the bike over on says a fellow detachment raderie is not his only motiva- its side and slid to a stop rather worker. "By day, he's the tion for biking. He gives his two than slamming into the car upmeticulous dresser: well-shined main reasons as pleasure and right." He had previously learnshoes, tightly tucked shirts." relaxation, denying they require ed to respond "instinctively" After hours, however, Colon a Jekyll-Hyde switch from re- with this procedure — called on safe driving. "Teaching newdons faded blue denims, saddles cruiter to rider. "Enjoying your- "laying the bike down" - by up a 96-horsepower Kawasaki self on or off the job takes thoroughly studying literature 900-Z1B and rides into the spe- thoroughness," he says. For a on the operation of the machine.

biker, this means knowing how "I knew how to operate that

Meet Technical Sergeant L. as "hoods" is wrong. "Ninety road — and if you don't feel the read" he says "Stort with small bikes moving Ray Colon, soft-spoken op- percent of my riding buddies are secure, there's no way you're erations supervisor for Air peace officers — from assistant going to enjoy yourself." Force Recruiting Detach- district attorney down to patrolment 104 in New York — man. We're as straight — and As a former security policeman, TSgt. Colon fits right in expectedly into the path of my always yield the right of way." riding on a highway or back

true sense of security on the

motorcycle before I got on it."

CARLE PLACE, N.Y. — who says stereotyping of bikers riding techniques gives you a true sense of security on the TSgt. Colon recalls how fam- they usurp your space on the experienced bikers — there's no iliarity with riding techniques road." His solution: "Ride like better way to learn good tech-

> The sergeant's concern for safety extends to his duties at Det. 104 where he is responsible for an audio-visual course ness equates with safety as well is to use the mirrors, thus re- the detachment.

Any consistency between his to operate your machine under as enjoyment. "Bikers need to ducing blind spots — and acci-

to run us off the road," he says. "Start with small bikes, moving "Some motorists act like they up to bigger machines as your don't even see you, the way riding skill increases. Ride with once prevented a collision. you're invisible, as though the nique. Wear helmets and other "When a motorist turned un- motorist doesn't see you. And protective gear whether you're trail. Obey all traffic rules. Most of all," he says, "never lose your head and be courteous. The benefits of following this advice speak for themselves."

ly assigned recruiters how to Is he a dual personality? "Off avoid accidents in New York City duty, my clothes may be diftraffic is one big challenge," ferent than when I'm at work," says TSgt. Colon. "But the fact says TSgt. Colon. "But when it I'm a native New Yorker gives comes to biking, my mind is on me strong credentials. The best the same subject as at work: For TSgt. Colon, thorough- suggestion I give new recruiters safety." He is Safety NCO for

Group admin. man earns **ATC-wide recognition**

the selection of a 3503rd

Technical Sergeant Ken-tions. neth D. Laumer's selection "In this capacity, Sergeant added. from more than 70 nomin- Laumer performs a vital supees vying for 10 annual Outstanding Air Force Administration and Executive Support Awards was cited as a "signifi-ter Sergeant Karl Fleming, his cant accomplishment" by Colonel D. S. Weart, ATC director of administration.

TSgt. Laumer is a distinguished honor graduate from the Air Force Logistics Command's NCO Academy. He is directly responsible for applying and

port mission not just to detachment personnel but to each individual recruiter," noted Mas-

total workload in the adminis-

tive in many local community dy, 7.

ROBINS AFB, Ga.—Air Additionally, TSgt. Laumer is activities. He has improved the Training Command (ATC) responsible for training new sec- local Air Force relations imofficials have announced tor supervisors' secretaries and measurably through his efforts noncommissioned officer tive specialists in all aspects of is the chairman of the Youth (NCO) as the command's recruiting administration. He Committee, teaches Sunday fiscal year 1976 selection also provides specialized support School year round, plays on the fiscal year 1976 selection also provides specialized support for "executive support spe- to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachments in publishmen's softball team and coaches to the detachment to the detachmen ing various detachment publica- the ladies team, to mention just a few of his activities, they

"His educational accomplish-

ments are beyond comparison," remarked MSgt. Fleming. "In the last 22 months, he has earned an Associates in Science Degree in Business Administra-"His extensive knowledge of tion, and was honored by the all aspects of the varied pro- Air Force Society of Logistics grams and procedures in admin- Engineers as the distinguished istration enables him to elimin- graduate and by the college as ate unnecessary recruiter admin- an Honor Graduate. To be so istrative workloads," he contin- honored, he maintained straight ued. "He has simplified many A's throughout the entire per-

The Rockford, Ill., native is married to the former Ruth Besides his official support to Fausett. The couple has two

Rookie orientation includes AFEES

Carl Jones

has initiated a special program to familiarize new Stations (AFEES).

tachment 303, is to let the basic phases. ROBINS AFB, Ga.—The new recruiters know from the First, the recruiters board the 3503rd Air Force Recruit- beginning, first hand, what their bus in their hometown just as ing Group training section applicants go through from the the applicant would and travel time they board the bus in their to the AFEES. They are housed hometown until they return, or in the same motel as the appliboard the plane for basic train- cant and travel the next mornrecruiters with the operaing at Lackland AFB, Tex.," ing to the AFEES aboard the tions at the Armed Forces stated SMSgt. Henry V. Gil- same bus. Examining and Entrance more, group training superin- Once at the AFEES, they de- day when the new recruiters put ables them to better prepare

Air Force Recruiting De- cruiter and is divided into three ings of the AFEES Liaison non- they review case files, process

viate from the applicants' sche- what they learned the day be- their applicants and paperwork "The idea behind the pro- The program is set up to take duled procedures and begin fore to practical use. Under the for what lies ahead at the gram, originally begun in three days for the average re- phase two, observing the work- supervision of the Liaison NCO, AFEES," he concluded.

job our AFEES Liaison NCOs "In the more than a year the

plicants."

commissioned officer (NCO). transportation requests and "This lets them get a good idea complete other tasks, just as the of how precise and exacting a Liaison NCO did the day before.

and bookers have," added program has been in effect in SMSgt. Gilmore, "and also Det. 303, it has proved a valshows them areas where they uable training program," said can avoid problems for their ap- SMSgt. Gilmore. "It improves the recruiters' understanding of Phase three comes the third AFEES procedures, which en-

'03rd wife earns Tigress' award

by Captain Ted Guest

ATLANTA—The wife of Recruiter Staff Sergeant Vest. Marvin Vest is a "Tigress."

That's the title bestowed upon select wives of 3503rd Air Force Recruiting Group recruiters by their commander. The spouse must have made special contributions to the success of the recruiting mission.

administrative assistant for her office.

husband. "Addressing direct mail letters and helping update high school folders keeps her Greenville, S.C., Air Force busy at home," stated SSgt.

Although still working in the recruiting office part-time, Mrs. Vest is now employed as a sales clerk in a Greenville shopping center. "She's my best COI," (center of influence) said SSgt. Vest. "I've got literature and other publicity material posted throughout the complex of stores."

The Tigress Award is a token Colonel Edward G. Bulka, of appreciation by the 3503rd group commander recently visit- Group commander, but recoged the Greenville recruiting of- nizes the contributions that fice where he learned of the many wives make to their husefforts of Mrs. Judy Vest. She band's success. Mrs. Vest's cerserves without pay as recep- tificate is displayed over her tionist, secretary, file clerk and part-time desk in the recruiting

Aviation grad enlists alma mater 'buddies'

An Air Force recruiter in tion Administration certificate Long Island City, N.Y., as a licensed aircraft mechanic. knows just where to go to obtain prospects for enlist
According to TSgt. Crawford, a highly specialized school such as Aviation is a mixed blessing. ment - his high school Students come from all over alma mater.

Technical Sergeant Har-York City's Aviation High tion job," the Det. 104 recruiter School. He recently placed 12 said. basic training.

Aviation High School is one Air Force. of five high schools in the city TSgt. Crawford worked with the trade association from With the help of the trade asthat specialize in aircraft tech- the young men throughout their a local shopping center. nology. Prospective students senior year. He made sure they compete in a city-wide examina- had the Air Force jobs they uates receive a Federal Avia- training.

New York City to become skilled technicians, he said. "While in school, they are old J. Crawford, Air Force continually looking ahead to Recruiting Detachment 104, that 'pot of gold at the end of is a 1957 graduate of New the rainbow', such as an avia-

aircraft mechanic "buddies" on Thats where TSgt. Crawford a flight to Lackland Air Force comes in, telling the students Base, Tex., to undergo their they can find a "great way of life" and a job they like in the

TECHNICAL SERGEANT Dennis Peter- newly assigned recruiter at Detachment sonville, Fla., Armed Forces Examining gram for all new recruiters in the group. and Entrance Station (AFEES), process- (Air Force photo by Technical Sergeant es Ms. Susan Etheridge. TSgt. Peterson, Tommy McDonald)

BRADES

son, center, observes as Staff Sergeant 303, was participating in the 3503rd Re-David Brogan, a counselor at the Jack- cruiting Group's AFEES Orientation pro-

Association welcomes recruiter and displays

by Master Sergeant John Mahony

SPOKANE, Wash.—Technical Sergeant Dick Osborne, an Air Force recruit-

tion for enrollment. In addition wanted and that they would Mall there are more than sage. to a high school diploma, grad-remain together during basic 20 shops, restaurants and "The association has seen to

owners or managers of these exhibits I've had — be they businesses make up the trade displays or working security

er here, has found another from his downtown recruiting ment 608 recruiter. friend of the Air Force in office, is where a good perthis civilian community - centage of his market shops. so provided empty store winreaching potential applicants is hardly a complex formula. At Spokane's Northtown there with the Air Force mes- "If you need help, ask," he

association. And TSgt. Osborne dogs from Fairchild Air Force is practically an honorary mem- Base — I've had prime locations for them at the mall," said the The busy mall, a few miles Air Force Recruiting Detach-Association members have al-

TSgt. Osborne's key to success

says. department stores. The it that no matter what kind of tionship with the mall's person-

nel is his complete faith in the Air Force as a great way of "I always make sure that the

Air Force display will blend in with the mall's atmosphere," the sergeant emphasizes. "I wouldn't go into a prestigious department store with a . . . during one of the detachment's hall, wall display in less than top condition."

cognizes the members of the tachment 105 has developed facilities (should they have the about basic training," Capt. "We have found that the association for their help. "The a brochure called "DEP time to take advantage of Hornung said. "This informa- DEPs are very interested in COI (center of influence) them). It also tells how they'll tion, we think, will better pre- what's in store for them at awards - whether silver or get mail, what to do in case of pare the DEP member for what basic and are especially intergold — blend in with any business decor," he pointed out. Thomas A. Hornung, Det. essential items to bring with Also included in the brochure of their Lackland counterparts And, "it's easy to be sincere in is a graphic package showing by learning information included my praise when I talk about

Det.'s brochure explains 'basic'

105 advertising and publi- them.

McGUIRE AFB, N.J.—To tells the DEP members about basic trainee will be required of the brochure is a test which increase and perpetuate the Air Force basic training, how to know during his initial weeks is given to the DEP member interest of its Delayed Enlightwart Process (DEP)

they will travel from the Armed at Lackland AFB.

which at Lackland AFB.

which during one of the detachment's frequent DEP meetings which listment Program (DEP) Station to Lackland Air Force a little more information than reveals how well the member members in the Air Force, Base, Tex., and what's available was contained in current Air can identify the different in-Air Force Recruiting De- in the way of base recreational Force informational literature signia. According to Captain emergencies at home, and what he or she will find at Lackland." ested in getting a jump ahead

city officer, the "DEP The brochure also contains and identifying current Air in the "DEP PREP" brochure," the merchants like I find here PREP" is a brochure which other information which the Force insignia. On the back page Capt. Hornung said.

at Northtown Mall."



mail letters used monthly by recruiters in the 3503rd programs throughout the 3503rd Air Force Recruiting Group is Technical Sergeant Ken- Recruiting Group, consisting of neth Laumer, group administrative technician. TSgt. six recruiting detachments cov-Laumer was recently named the Air Training Command's ering 15 states in Southeastern fiscal year 1976 "executive support specialist." (Air United States, group officials recruiters, TSgt. Laumer is ac-children, Michelle, 9, and Ran-Force photo by Staff Sergeant Carl Jones)

School graduates 158 NCOs

THE AIR FORCE RECRUITER

LACKLAND AFB, Tex. -One hundred fifty-eight noncommissioned officers (NCOs) graduated from two recent recruiting courses at Lackland Air Force Base, Tex. Another 175 NCOs are slated to graduate in December.

Distinguished Honor Graduates from the two classes were Master Sergeant David L. Gundle and Sergeant Byron W. Blumenfeld, Air Force Recruiting Detachment 608, Fort Douglas, Utah. Selected as honor graduates from the classes were Staff Sergeant Franklin Daniels, Det. 101, Pittsburgh; SSgt. George E. Hendricks, Jr., Det. 301, Gunter Air Force Station, Ala.; Sgt. Edward T. Cyrus and SSgt. Steven P. Inman, Det. 305, Bolling Air Force Base, D.C.; Technical Sergeant Roderick J. Pastor, Det. 404, Arlington, Tex.; Sgt. Gary R. Held and SSgt. Peter M. Meelberg, Det. 412, St. Paul, Minn.; SSgt. Stanley H. Burton, Det. 500, Indianapolis; TSgt. Paul J. Wagner, Det. 504, Selfridge, Mich.; MSgt. Thomas H. Barnes, Det. 505, Milwaukee; SSgt. Frederick Dudley, Det. 606, Travis AFB, Calif.; SSgt. Russell L. Crick, Det. 607, Lowry AFB, Colo.; SSgt. Dennis A. Franco and TSgt. Ronald J. Faulkner, Det. 608, Fort Douglas, Utah; Sgt. Rodney R. Natale, Det. 610, San Bernardino, Calif.

New members of the 3501st Recruiting Group from the first class are SSgts. Edward R. Farina, Dennis C. Wertz, Det. 101, Pittsburgh; SSgts. Frederick J. McLane and Thomas W. Smith, Sgt. Thomas D. Willis, Det. 103, Syracuse, N.Y.; Sgt. Paul S. Demarco, Det. 104, Carle Place, N.Y.; SSgts. Raymond H. Brown Jr., Gary M. Morris, Sgt. Vernon V. Keck Jr., MSgt. Harry M. Mausser, Det. 105, Mc-

Guire AFB, N.J.; SSgts. Arthur J. Chasse, Richard A. Remington, and TSgt. William L. Mc-Cormack Jr., Det. 106, Milford, Conn.; SSgts. Cody L. Peck, Ernest M. Prince and Charles W. Pugh Jr., Det. 108, New Cumberland, Pa.; TSgt. Roland A. Allen, SSgts. John W. Fletcher Jr., Dennis P. Testa and Sgt. Marie E. Larson, Det. 109,

Going to the 3503rd Group are TSgt. Kenneth R. George, SSgt. Eddie Goins, Det. 301, Gunter AFS, Ala.; TSgt. Edward W. Workman, Det. 305, Bolling AFB, D.C.; TSgt. Harold O. Martin, Det. 307, Shaw AFB, S.C.; SSgt. Gary Desormeaux, Joe M. Forstman, Det. 309, New Orleans; SSgts. Charles S. Crawford Jr., TSgt. James P. Clark, Det. 311, Nash-

Newly assigned recruiters to the 3504th Group are SSgt. Donald G. Childress, TSgt. James H. Jorgensen, Sgt. Catherine J. Watson, Det. 401, Kansas City, Mo.; SSgts. Steven C. Bates, Evan D. Edwards, Det. 403, Omaha, Neb.; SSgts. Morris M. Coate, and Bruce T. McComb, Det. 404, Arlington, Tex.; SSgts. Floyd J. Cantu, Gary D. Doss, Bobby L. Jackson, Det. 405, St. Louis, and SSgt. Esa T. Ojala, Det. 412, St. Paul, Minn.

Scheduled to report to the

3505th Group are MSgt. James

S. Jeffries, SSgts. Loren J. De Vos, and Joseph R. Stevenson, Det. 500, Indianapolis; TSgts. Russell W. Hoyt, Marshall A. Smith, Sgt. George D. Buchanan, Det. 501, Joliet, Ill.; SSgt. James T. Markham, Det. 504, Selfridge, Mich.; SSgts. George H. Sammon, Roosevelt C. Shortt Jr., William W. Weikel Jr., TSgt. Edward Vanover, Det. 513, Cleveland; Sgt. Robert L. Blaylock, SSgts. Marshall B. Crum, Jerrell L. Owens, Steve P. Smith, and TSgt. William Watson, Det. 514, Columbus, Ohio.

October 1977. The Air cated to assist recruiters.

(AFOG) will be providing port nonprior service recruiting

The vans, currently being instances where they will be

Moving to the 3506th are: SSgts. Anthony R. Chapman, Dennis F. Hochhalter, Det. 601, Bellevue, Wash.; SSgts. Virgil L. Francis, Roberto M. Gonzales, Eugene J. Knox, and Sgt. Diana S. Vaughn, Det. 606, Travis AFB, Calif.; SSgts. Kenneth J. Allen, Marcos Benavides, Kenneth V. McKelvey, TSgts. Terry R. Redd and Clive A. Walker, Det. 607, Lowry AFB, Colo.; Sgt. Leslie B. Blackwelder, TSgt. Eric F. Uretsky, Det. 609,

Graduated from the class early were MSgt. Richard Pfeiffer, Det. 103, Syracuse, N.Y. and TSgt. Raymond M. Heflin, Det. 303, Patrick AFB, Fla.

Los Angeles; TSgt. Glendel D.

Galloway, SSgts. Mark R. Lu-

cas, John E. Stovall and Sgt.

Elizabeth A. Thompson, Det.

610, San Bernardino, Calif.

Fifteen graduates from the second class are headed for the 3501st Group. They are TSgt. Edward S. Clark and SSgt. William M. Roper, Det. 101, Pittsburgh; MSgt. William K. Kastner, Det. 103, Syracuse, N.Y.; SSgt. Robert G. Booker, and TSgt. Robert W. Carpenter, Det. 104, Carle Place, N.Y.; SSgts. Robert W. Barclay, George A. Coleman, Ronald J. Shaw, and Carlton F. Zinich, Det. 105, Mc-Guire AFB, N.J.: SSgts. David A. Black, and Thomas M. Nemconsky, Det. 106, Milford, Conn.; SSgt. Michael A. B. Black, and TSgt. John F. Garrity, Det. 108, New Cumberland, Pa.; SSgts. William A. Frost, Dana R. Mc-Collum, and Sgt. Gerard M. Plante, Det. 109, Bedford, Mass.

Going to the 3503rd Group are Sgt. Robert T. York, Det. 301, Gunter, AFS, Ala.; SSgt. Angel L. Santos-Morales, group headquarters; SSgt. Esteban Vicente, Det. 303, Patrick AFB, Fla.; TSgts. Gary J. Campbell and Howard L. Reid, SSgt. Dave A. Ellspermann, Det. 305, Bolling AFB, D.C.; SSgts. James D. Ryan, Roger L. Tickle, and Ol-

Sixteen newly refurbish- anniversary. After a mainten- exit, the vans provide an excel- provide maximum audience in-

used for the Armed Forces scheduled in shopping centers, mini-theaters, depicting the his-

Bicentennial Caravan, will major fairs and other special tory of flight, followed by an time frame for inclusion in all

have rolled through approx- events in a community," said overview of the Air Force to- 16 vans. Group and Detachment

ed exhibit vans will be tour- ance, fix-up period, four slight- lent opportunity for recruiters terest.

"The vans will be used to sup- added.

ing the country in support ly modified vans will hit the to meet each viewer, distribute

of Air Force recruiters by road as early as March, dedi- literature and use various lead

at high schools, except in rare

land L. Jackson, Jr., TSgts. Jeffery A. Shortell, William Wannamaker, Det. 307, Shaw AFB, S.C.; SSgt. Earl N. Reynolds and TSgt. Hubert R. Summers, Det. 309, New Orleans.

Graduates going to the 3504th Group are Sgt. Jerold A. Mc-Vay, Det. 401, Kansas City, Mo.; TSgt. Kim R. Johnston, SSgts. William L. Seley, and Wilburn J. Sheets, Det. 403, Omaha, Neb.; Sgt. Luis E. Astorga, SSgt. James H. Gore, Det. 406, Houston; SSgt. Merrell L. Walter, Det. 412, St. Paul, Minn.

Reporting to the 3505th Group

are TSgt. Robert M. Aung-Myint, group headquarters; TSgt. William E. Armstrong, Det. 500, Indianapolis; SSgt. Gale Q. Best Jr., Det. 501, Joliet, Ill.; Sgts. Ralph E. Bowie, and James L. Moton, SSgts. James N. Cole, William H. Ney, and Michael Ryan, TSgt. Willard R. Tarno, MSgt. Ralph C. Wilcox, Det. 504, Selfridge, Mich.; SSgts. Joseph Dancy Jr., Wesley E. Knettle Jr., Joann Wynn, and Charles Brown Jr., Det. 505, Milwaukee; Sgts. Eugene G. Carlton and Ronald H. Coburn, Det. 513, Cleveland; Sgt. Raymond E. Evans Jr., SSgts. John M. Gardner, and Stephen A. Scott, Det. 514, Columbus, Ohio.

Thirteen new recruiters in the 3506th Group are TSgt. William H. Cain, SSgts. Thomas L. Cotten, Beverly Jo Smith, and Maurice L. Wymore, Det. 601, Bellevue, Wash.; TSgts. Thomas V. Bernard, and Bernd P. Wiedig, Det. 606, Travis AFB, Calif.; SSgts. Phillip C. Riley, Walter B. Skinner Jr., and Larry R. Tolman, Det. 607, Lowry AFB, Colo.; SSgts. William P. Edwards Jr., Larry S. Jennings, and Delmar H. Lawrence Jr., Det. 609, Los Angeles.

SSgt. Janice A. Brush, Det. 513, graduated from the class early.

generating sign-up rosters," he vans and are expected to be on

The four vans, scheduled to cruiting oriented audio-visual

begin exhibiting in March, are torate of Advertising, should be

Twelve units used by the

Army, Navy and Marine Corps

will be remodeled as theater

the road next October. A re-

program, produced by the Direc-

Groups, detachments cite top FY 7T contributors

the Air Force recruiting mission for fiscal year 7T were recently announced by Joseph DeWitt, Poughkeepsie, Air Force Recruiting N.Y. Sector C; SSgt. Thomas Groups and Detachments.

Nov.-Dec. 1976

3501st Group

The following members of the 3501st Air Force Recruiting Group Minutemen are award recipients for the fourth quarter and FY 7T.

In Air Force Recruiting Detachment 101, Master Sergeant Francis J. Schneider, Sector "E" supervisor, Pittsburgh, is cruiter of the Quarter is Technical Sergeant Tommie W. Blevins, who recruits out of the Steubenville, Ohio office.

Top sector recruiters for the quarter are TSgt. Joseph R. Williams, McKeesport, Pa.; Staff Sergeant Harry J. Parsons, Jr., Beaver Falls, Pa.; TSgt. Tommie W. Blevens, Steubenville, Ohio; TSgt. Gary L. Seeley, Oil City, Pa.; SSgt. Gene M. Pisaneschi, Carnegie, Pa.; and TSgt. William A. Barber, Morgantown, W. Va.

Top sector supervisor of the quarter for Det. 103 is MSgt. Armand J. Cadieux, Sector D, out of Utica, N.Y. Top detachment recruiter of the quarter is SSgt. Richard W. Seeber, who is assigned to the Watertown, N.Y. office. Top sector recruiters are SSgts. Larry Richardson, Elmira, N.Y., Sector A; Gregory Linnick, Hamburg, N.Y., Sector B; Richard W. Seeber, Watertown, N.Y., Sector D; Francis X. Kelly, Ithaca, N.Y., Sector E; and Ralph B. Guber, Erie, Pa., Sector F.

Top sector supervisor for Det. 104 is MSgt. Richard V. Smith, Sector F, Patchogue, N.Y., while the top detachment recruiter for the quarter is TSgt. James Cowan, Patchogue, N.Y. office.

Top sector recruiters for Det. Joseph Rivas, Times Square, was the top recruiter. N.Y. recruiting office, Sector B; Brooklyn, N.Y. office, Sector C; E: James Cowan, Patchogue, N.Y., Sector F, and Blaine Chapman, Spring Valley, N.Y., Sec-

MSgt. Barry Wigton of Sector A, Center City, Pa., is the top sector supervisor of the lington, N.J., Sector D. Top re- cruiter was MSgt. William O. Sgt. Anthony Smith. cruiters in each sector are Smith. TSgt. Henry Lucas, Center City, Pa., Sector A; SSgts. Charles Stonbraker, Langhorne, Pa., Sec-

Individuals who made ton of Glens Falls, N.Y., Sector Earnest Smith. SSgt. Larry terly honors for their advertis- kane. Wash. significant contributions to A. Top recruiters by sector are Dobbs won the Det. support ing and publicity (A&P) prog-SSgt. Edward Eggleston, Sector award. A; TSgt. Richard Hadley Jr., Det. 404 also identified re-Meriden, Conn., Sector B; TSgt. Butler, Waterbury, Conn.; Sec-

> MSgt. Michael P. Andras of Sector B, is the top sector supervisor for Det. 108 while the top detachment recruiter for the quarter is SSgt. Harold Lord, Scranton, Pa., Sector A.

Pittsfield, Mass., Sector E.

Teahl, Lebanon, Pa., Sector A; SSgt. Harold Lord, Scranton, Pa., top sector supervisor of th'e Sector A; TSgt. Fernando Ma-C; SSgt. Robert P. Balderson, Easton, Pa., Sector D; TSgt. Anthony P. Bellish, Altoona, Pa., Sector E; SSgt. Dennis J. O'Rourke, Hackensack, N.J., Sector F, and SSgt. Michael Wiley, Newark, N.J., Sector G.

> Top sector supervisor for Det. 109 is MSgt. Robert Eldridge, Sector B in Boston, Mass. The top detachment recruiter is SSgt. William T. Lemay also of the same sector and office. Top recruiters in each sector are Sgt. C. Steve Roaf, Norwood, Mass., Sector A; SSgt. William T. Lemay, Boston, Mass, Sector B; TSgt. Joseph Pryan, Salem, Mass., Sector C; SSgt. Francis R. Massee, Woonsocket, R.I., Sector D; SSgt. Samuel G. SSgt. Bill Sowers, Lowell, Mass.,

> > 3503rd Group

The following are detachment award recipients within the 3503rd Group.

Taking the top recruiter award in Det. 301 was SSgt. Patsy Holter. Top sector supervisor was MSgt. Ray Andrews.

Senior Master Sergeant Rob-White Plains, N.Y., Sector A; while MSgt. Charles E. Viands

In Det. 305, MSgt. Bobby L. Philip Capps, Cadman Plaza, Murphy was chosen as the top sector supervisor and TSgt. and Stephen White, Jamaica, Daniel B. Kiefer, top recruiter. William Grosick, and TSgt. Mike N.Y., Sector D. Other top sector

Named as top recruiter in Det.

Showalter, outstanding recruiter. recruiters are TSgts. Ronald 307 was MSgt. Jerry L. Eisen-Williams, Freeport, N.Y., Sector hower. MSgt. Phillip O. Briant was the top sector supervisor.

> At Det. 309, SSgt. Darrel L. David Burrill. Akers was picked as the top recruiter and SMSgt. George B. Herring, top sector supervisor.

3504th Group

quarter is SSgt. Edward Eggles- Thomas Howell; and "F", TSgt. Mike Tortolini, Det. 609.

cruiters who have their projected goal in the Delayed Enlistment Program before the start of the quarter. Recognized for tor D, and SSgt. Harold Freeze, the first time were TSgts. William Stafford, Robert Thompson, and MSgt. Bobbie Orr. Second time winners were TSgts. Larry nuel Corley, SSgts. Ronald Caro-Top recruiters in each sector the award for the third time. Sorter, Reno, Nev.; MSgt. Ed Calif. are as follows: SSgt. Lester MSgt. Dean Naylor was a fourth Barrow, Richmond, Calif.; SSgt. time winner and SSgt. Kenneth quarter. Top detachment re- dero, Bloomsburg, Pa., Sector Andrews were recognized for Cruz, Calif.; TSgt. Dale Cross- tributed the most toward the the ninth' time.

> Top recruiter in Det. 409, Oklahoma City, was TSgt. Bill Trammell.

> > 3505th Group

the most significant contributions for FY7T in the 3505th Group are as follows.

At Det. 500, MSgt. Joseph H. Devore Jr., was named outstanding supervisor and SSgt. James W. Curry, outstanding recruiter. In addition, SSgt. Curry was selected as top recruiter in

MSgt. Leroy E. Holloway was chosen as outstanding supervi-Shoff, Rutland, Va., Sector E; sor and TSgt. James D. Williams, outstanding recruiter in Sector F; MSgt. Evariste J. Det. 501. Top 99500 support Bisson, Lewiston, Maine, Sector NCO was SSgt. John R. Farrell G and, MSgt. Ernest A. Gallant, III, Armed Forces Examining Presque Isle, Maine, Sector H. and Entrance Station, and top non-99500 support NCO was MSgt. Morrison Connors, detachment personnel.

In Det. 504, MSgt. Donald Moore was named outstanding supervisor and TSgt. Larry Whitt, outstanding recruiter.

Winners in Det. 505 were MSgt. Michael B. Shimon, outstanding supervisor and SSgt. Patrick A. Cassidy, top reert Koch captured the top sector cruiter. Top 99500 support NCO 104 are, SSgts, James Sardano, supervisor award in Det. 303 was TSgt, Ronald Nunn, and top non-99500 support NCOs were SSgts. Michael Bleichwehl and Kenneth Karpowitz.

> The FY 7T outstanding supervisor for Det. 513 was MSgt. Top 99500 support NCO was SSgt. Donald Stask and top non-99500 support NCO was SSgt.

At Det. 514, SMSgt. William Lewis was named outstanding supervisor and TSgt. Clint In Det. 311, SMSgt. Charles Yokley, outstanding recruiter. quarter for Det. 105, and the W. Eldridge took top sector Top 99500 support NCO was top detachment recruiter is supervisor for the quarter hon- SSgt. James O'Connor and top TSgt. Amo Sylvestri Jr., Bur- ors. The top detachment re- non-99500 support NCO was

> 3506th Group In the 3506th Group, TSgt.

Two detachments within the Jesse Hurtado, Det. 601 was tor B; Thomas Bradley, Vine- 3504th Group announced their selected as the outstanding supland, N.J., Sector C; TSgt. Amo FY 7T recruiting award winners. port NCO for FY 7T. He was Sylvestri Jr., Burlington, N.J., In Det. 404, Arlington, Tex., identified as a professional per- with prospective applicants. Sector D; SSgts. David Jackson, top recruiter was SSgt. Thomas former by the Air Training Dover, Del., Sector E, and Barry W. Howell, MSgt. Jack A. Command Inspector General vertising purchased the Nemeth, Somerville, N.J., Sec- Massa, "B" sector was top sector (IG) Management Effectiveness yearbook for each recruitsupervisor for the detachment. Inspection team. Runner-ups for ing office as the result of In Det. 106 the top sector Top recruiters for each sector support NCO were SSgt. Daniel a Direct Information Action supervisor is MSgt. Edward were: "A", TSgt. Jerry Andrews; Holsapple, Det. 608, SSgt Steph- Line (DIAL) suggestion from The yearbook can be pur-

SERGEANT MIKE Kimberlain, Air Force Recruiting Detachment 405 recruiter watches as spectators check out the mini F-4 on display during the recent open house at Scott Air Force Base, Ill. Det. 405 officials said an estimated 91,000 people attended the day long event. (Photo by Capt. Thomas L. Sack)

linar Pina, Det. 606 and Richard TSgt. Bob Ruble, Butte. Mont., Hall, Det. 608, tied for top quar- and MSgt. Bruce Knight, Spo-Det. 601; SSgts. Jim McEachron, Det. 607 and Artie C. Esponda,

7T in Det. 601 are TSgt. Russell Duncan, Everett, Wash.; SSgt. David Masuo, East Portland, Scott, John Stephens, and Ema-Ore.; TSgts. Michael Gorelick, Salem, Ore.; Richard Marin, thers, Thomas Howell and Juan Seattle; David Dugan, Eugene, Alonzo. TSgt. Robert Neff won Ore. In Det. 606: SSgt. Chuck Jess Niuatoa, San Francisco; Smith won for the sixth time. TSgt. Norman Vance, Oakland, TSgts. Paul Toland and Jerry Calif.; MSgt. Jim Watson, Santa SSgt. Buck Scott, Lakewood, Colo.; SSgt. McEachron, Greely, Louis Vukich, Seattle; TSgt. Colo.; MSgt. Ira Stanley, Colo- Dorris Anderson, Oakland Those identified as making In Det. 608: MSgt. Jim Schnei- ers, Los Angeles and TSgt. dor, Salt Lake City, Utah; SSgt. Jackie Denton, Phoenix, Ariz.

Two recruiters, TSgts. Apo- Ray Lafon, Twin Falls, Idaho;

In Det. 609: TSgt. Jerry rams. Other detachment winners Young, Santa Barbara, Calif.; for the best A&P programs SSgt. Kenneth Andrews, Santa were: MSgt. James W. Barnes, Maria, Calif.; SSgt. Clifton Angel, Whittier, Calif.; SSgt. Lawrence Wells, Lakewood, Calif.; SSgt. Craig Jones, Lancaster, Top sector recruiters for FY Calif.; TSgt. David Mann, Pasadena, Calif. In Det. 610; TSgt. Dick Koch, Chula Vista, Calif.; SSgt. Jack Campbell, Barstow, Calif.; MSgt. Bob Holloway, Tucson, Ariz.; TSgt. Ernie Quevedo, Glendale, Ariz., and MSgt. Jack McLain, Garden Grove,

For the first time, Armed Forces Examining and Entrance Station (AFEES) personnel from each detachment who connoe, Fresno, Calif. In Det. 607: quarterly recruiting effort were honored. They are: SMSgt. rado Springs, Colo.; TSgt. Sandy Calif.; TSgt. Art Caldwell, Den-Garcia, Farmington, N.M.; ver; TSgt. Norman Partelow, TSgt. Joe Tencza, El Paso, Tex. Butte, Mont.; SMSgt. Bill My-



Offices receive yearbook portraying basic training

A yearbook, which pic- book depicts basic training in cruiters for their use when discussing the "fastest six weeks" in the Air Force

The Directorate of Ad-Patrick Air Force Base, Fla. The training.

torially portrays Air Force full-color photos from the first basic military training, was day to departure for the next recently distributed to re- assignment and helps the recruiter explain to potential enlistees what to expect during

More than 1000 copies of the blue book have been sent to recruiting detachments, Armed Forces Examining and Entrance Stations and to Air Force Reserve recruiting offices.

Gagnon, Sector E supervisor in "B", TSgt. Paul Boland; "C", en Tucker, Det. 610, SSgt. Paul Master Sergeant Edward R. chased by trainees from the Springfield, Mass., and the top MSgt. Dean Naylor; "D", SSgt. Rodgers, Det. 606, MSgt. Philip Furr, a member of Air Force Base Exdetachment recruiter for the Ronald Carothers; "E", SSgt. Connolly, Det. 607 and SSgt. Recruiting Detachment 303, change, Tex., while at basic

imately 900 cities by the end of Colonel Donald E. Burggrabe, day, A fast moving multi-media advertising and publicity offices December in their 18-month ob- director of advertising here. show, flashed on five wide- will develop exhibit schedules servation of the nation's 200th "With only one entrance and angle screens, and stereo sound for their areas. Eight majors in RS don silver leaves

Eight members of Air Det. 403 commander; and Wil-Force Recruiting Service liam C. Paquin, Det. 405 comhave been selected for pro- mander. motion to the temporary grade of lieutenant colonel, Recruiting Service officials Majors James V. Mollicone, here recently announced.

commander; Richard E. King, Marketing and Analysis.

Force Orientation Group

the increased support.

Lt. Col. selectees from Head- course here. quarters Recruiting Service are chief, Resources Management They are Majors Herbert Branch, Directorate of Student A. Fotheringham, Air Force Resources; Carolyn A. Schneicommander; Walter H. W. Directorate of Operations and Second Lieutenant Carol Di- Jr., operations officer, Det. 401,

ly graduated from the Burrell, minority procurement Maj. Dorral J. Calvert, operathree-week recruiting officer, 3503rd Air Force Recruiting Group, Robins Air Completing the course were Captain Andrea Val- Capt. Roland Roger, medical re- ard, medical recruitment offidez, nurse recruitment of- cruitment officer, Det. 309, New cer. Det. 513, Cleveland; Capt. ficer, Air Force Recruiting Orleans. Recruiting Detachment 103 der, Nurse Recruiting Branch, Detachment 101, Pittsburgh; Also Capt. Joseph W. Evans

LACKLAND AFB, Tex. cruitment officer, Det. 109, Bed- L. Hurt, medical recruitment of--Fourteen officers recent- ford, Mass.; Capt. Howard L. ficer, Det. 412, St. Paul, Minn.;

Fourteen officers finish

three-week instruction

Force Base, Ga.; Capt. Carol A. C. McDonald, nurse recruitment Estes, nurse recruitment officer, officer, Det. 504, Selfridge, Det. 307, Shaw AFB, N.C.; Mich.; 2nd Lt. James D. Shep-Young, Det. 104 commander; Gordon E. Markham, operations Battiste, operations officer, Det. Kansas City, Mo.; Major Pat-Franklin C. Ordonio, Det. 309 research analyst, Directorate of 108, New Cumberland, Pa.; rick McCaslin, commander, Det. der, Det. 610, San Bernardino, Capt. Marilyn Dickie, nurse re- 409, Oklahoma City; Capt. Eric Calif.

James Watson, operations officer, Det. 609, Los Angeles, and

