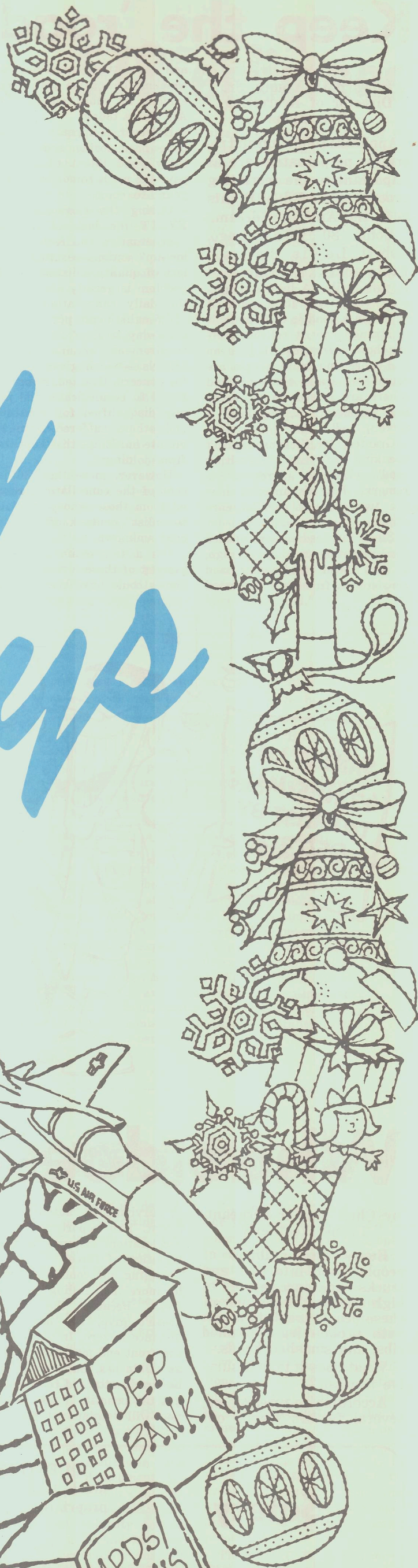


# Happy Holidays





## ANSWER: c &amp; d.



## 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. Thanks.

## 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 direction 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 success.

## 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 excellent.

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

## 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 nice day.

## 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. Thanks.

## 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 policemen?

**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 10-12)

# DIAL:3425

DIRECT  
INFORMATION  
ACTION  
LINE

## Stake your claim

# Charlie sector largest?

by TSgt. Charles V. Majors

Master Sergeant Al DeCosta, representing Detachment 608's Charlie Sector Montana "Chargers," has laid claim to having the biggest sector in the U.S.A.

Taped out at about the size of Mississippi, Minnesota, Maryland and Connecticut combined, MSgt. DeCosta's sector totals 147,138 square miles and covers 56 counties.

Home of the Pondersosa Pine, western meadowlarks and Yellowstone National Park, Charlie Sector's area is aptly known as the Treasure State—commonly referred to as "Montana."

Claim jumpers will have to search some to top the "Chargers'" claim.

Master Sergeant Robert E. Jacques, "F" Sector supervisor from the great Northeast of Det. 103, proudly posts several claims—the only recruiter to win three consecutive years as top detachment recruiter; only recruiter to put 44 nonprior service enlistees into the Air Force in a single month; and the youngest supervisor at age 28.

Technical Sergeant Grady Smith, hailing from the land of

Miller's Cave in Waycross, Ga., and representing Det. 303, also claims he has been assigned to three different sectors and four sector supervisors within a 16-month period—without changing offices.

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

From the great Gold Coast, Staff Sergeant Jack Campbell, from Det. 610, lays claim to having the only joint-service radio programs over two local stations. Partnered with Chief Petty Officer Harry Penny of the U.S. Navy, Jack's programs are thirty minutes in length and entitled the "Happy Harry and Smiling Jack Radio Show." Or is it the "Smiling Harry and Happy Jack Show?"

# 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 day.

## 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 alone?

**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 gives?

**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

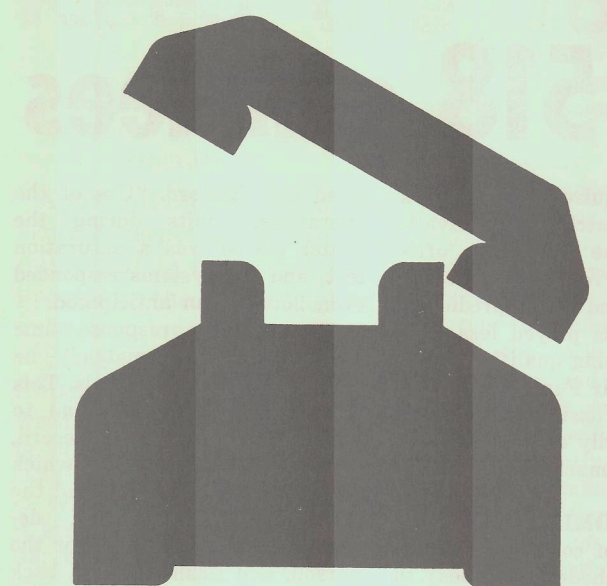
**COMMENT:** Why can't a letter from the Air Force Reserve Personnel Center be used to verify a prior serviceman's reenlistment eligibility and AFQT scores? Our Det.'s interpretation of 33-2 is that it must be on the DD 214; and personnel at the Reserve Center tell us that it cannot be placed on the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



COMMANDER'S  
DIAL 3425  
DIRECT  
INFORMATION  
ACTION  
LINE

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

## 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 efforts.

## 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.



# Bases host 'career day' tests

High School senior "career day" tests were conducted recently at two Air Force installations by base and Recruiting Service personnel. Part of the Air Force Recruiter Assistance Program (AFRAP), the student orientations were declared a success in supporting Air Force recruiting objectives according to both base and Recruiting Service officials.

At Lowry Air Force Base, Colo., Detachment 607 recruiters worked closely with base planners in setting up their weekday student program. Lowry Technical Training Center Commander, Brigadier General Warren C. Moore, sent invitations to high school superintendents, and follow-up calls were made to insure a good student turnout.

Recruiters also met with local high school principals and students to discuss what career alternatives a tour of Lowry 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.

The students were welcomed by Brig. Gen. Moore, briefed on the technical training school,

viewed an "Air Force Now" film at the base theater and observed a military parade. After lunch at the airman dining hall, they toured the airman dormitory facilities and technical training displays.

According to participating Det. 607 recruiters, 500 of the visiting students signed a roster indicating they wanted a metric converter and more information about the Air Force. The recruiters said the day provided positive exposure for the Air Force and cleared up many misconceptions the students had about Air Force life.

"I am extremely pleased with the large turnout of students and with the efforts our recruiters made to insure student participation," said Major Ted Whitaker, Det. 607 commander. "I certainly feel that the base made an outstanding effort to support AFRAP and that our recruiting efforts will be enhanced by Lowry's career day."

The second test, conducted at Travis AFB, Calif., was deemed similarly successful by Lieutenant Colonel James D. Whitford, Det. 606 commander.

Unlike the mid-week career day at Lowry AFB, however, the program was held during the weekend in conjunction with a base open house and Air Force Thunderbirds aerial demonstration. "Only one high school participated," Det. officials explained, "because of the difficulty area schools encountered in organizing a student function for the weekend." The students participating in the tour received special briefings, toured

shops and training facilities, ate in the dining hall and met with the members of the Thunderbirds. In addition, they saw all airshow activities. As a result of the tour, according to Staff Sergeant Bill Morrin, Det. 606

recruiter, three Air Force prospects were identified for possible enlistment.

In a letter to Lieutenant General John W. Roberts, Commander, Air Training Command, Brig. Gen. Moore summed up

the career day test program saying, "I am pleased with both the response and the results. This test," he added, "unquestionably established the fact that this idea has real potential value to the Air Force."

## Recruit-the-Recruiter

# Teams interview 1000+

Special Air Force Recruit-the-Recruiter teams have interviewed more than 1,000 potential recruiters and have generated some 275 firm applications in their first four months of operation, according to Captain James W. Pfefferkorn, Recruiting Service project officer.

"In addition to applications processed during the team's visits, accompanying publicity and interest after the teams leave have stimulated others through the normal application process," he said.

The teams, consisting of Air Force Military Personnel Center and Recruiting Service Headquarters personnel seek highly qualified, motivated noncommissioned officers (NCOs) for assignment to recruiting duty at selected locations. Frequently, they are also augmented by field recruiting personnel.

"We have averaged more than one base visit per week since

the program began in mid-July, and will seek volunteers at two bases per week through the end of December," the captain added. The teams normally travel to an installation on Sunday and depart on Friday.

Team members brief, interview, select and make on-the-spot assignment reservations for qualified base personnel for recruiter vacancies in certain areas. This system, officials explain, enables Recruiting Service to cut almost 90 days off the normal application and selection process.

"As a part of the process, we look very closely at the base manning situation," he continued, "simply to avoid draining the base of personnel in any one Air Force specialty or organization."

Once the manning strength of production recruiters reaches a 100 percent forecast, officials point out, team actions will decrease. However, efforts will be added to the overseas returnee program, and the various recruiting groups are being tasked

to interface with Air Force base personnel offices to help maintain the normal flow of quality applications.

"The key to our long-term success in recruiter manning," remarked Capt. Pfefferkorn, "is a viable interface between each base career advisor and our nearest recruiters. Through mutual involvement of these two elements, normal flow applications should be sufficient to sustain 100 percent manning."

Air Force bases visited by the team through mid-December will include, Bergstrom, Lackland, Sheppard and Kelly, Tex.; Chanute, Ill.; Grissom, Ind.; Wright-Patterson, Ohio; Plattsburgh and Griffis, N.Y.; Tinker, Okla.; Offutt, Neb.; Peterson Field, Lowry, and the Air Force Academy, Colo.; Seymour-Johnson, N.C.; Shaw, S.C.; Moody, Ga.; Charleston, S.C.; McGuire, N.J.; Dover, Del.; Ellsworth, S.D.; Eglin and Hurlbert Field, Fla.; Little Rock, Ark.; Barksdale, La.; Travis and Beale, Calif.; and Fairchild and McChord, Wash.

# 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.

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 Program," he wrote.

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 cards.

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 opportunities.

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

Placing current emphasis on the recruitment of non-prior service (NPS) men, Air Force Recruiting Service officials have announced the establishment of bonus production points as part of a revised format for the Management Emphasis Program (MEP). The bonus points will be awarded groups and detachments each month and may significantly change overall standings, officials said.

The bonus points will be awarded each month in areas of specific importance. For November and December, extra points will be given for NPS male overproduction. Before the final MEP score is tallied for this period, explained officials, bonus points will be awarded based on the percentage of NPS men overproduction (enlistments vs. goal) during the MEP month. For example, the November MEP will pay bonus points to those who exceed 100 percent of their November NPS male goal.

In future months, they said, other areas could receive this special attention.

The MEP was established by Recruiting Service to provide information to groups and detachments on key quality and production objectives. It shows current trends and projected accomplishments six months down the recruiting road, officials said.

Initially, the monthly MEP report was divided into two areas — enlistment and projection analysis. Enlistment analysis focused on five areas: High

school graduate rate, 17-18 year old high school graduates, enlistments in special Air Force jobs, minority enlistment rate and the overall cancellation efficiency rate for the unit.

Projection analysis statistics revealed to groups and detachments how they stood numerically compared to a six-months expectation line. It was designed to encourage applicant enlistment in the Delayed Enlistment Program and ensure entry on active duty.

In addition to the bonus points, several other changes to the MEP have been initiated.

"Special jobs" and "efficiency rate" categories have been placed under a new section, "efficiency analysis." According to officials, these changes came about for two reasons: First, while the implementation of the Advanced Personnel Data System (APDS/PROMIS) does not lessen the importance of booker skill and experience, they said, it does alter the way special jobs will be assigned. Secondly, "efficiency rate" has been moved to the new section to more closely align it with related aspects of detachment management.

Another change establishes 17-18 year old high school graduates as "current high school graduates" (calendar year graduates.) Officials said this change will more accurately reflect an organization's effectiveness in working its high school programs. Enlistees entering the Air Force within a maximum 15 months of high school graduation will be credited in this category.

The current year graduate ranking will be implemented in

the April 1977 MEP, at which time the PROMIS computer bank will have acquired that information on each individual, said officials.

The new, "efficiency analysis" category will spotlight the processing cycle, emphasizing a detachment's team (recruiter/booker) effort. It will take a look at applicant preparation and commitment through recruiter efforts and a positive sales technique on the part of the booker, it was explained.

Under the sub-heading, "average reservation value," said officials, two questions will be answered: how well was the prospect prepared for the Air Force (as opposed to expecting a specific job), and how effective was the booker in matching Air Force needs with applicant desires. "Efficiency rate" will

continue to measure the success of a group or detachment in this area, based on the number of shippers vs. cancellations.

"Efficiency analysis" will be cumulative beginning with November data, officials said. It will consider both men and women prospects and enlistees.

The final new portion of the MEP, "net reservation gain percentage," directly addresses production numbers and considers NPS men only. It shows the percent of a detachment's monthly male enlistments that are actually booked.

Each group, detachment, and recruiter should reserve more jobs during a month than they enlist, officials said. If not, they added, the PROMIS bank will go dry, as more is being taken from the bank than is being placed in it.

"The Recruiting Service objective is to build the enlistment bank to about 65 percent of six-months' requirements," said Lieutenant Colonel John B. Tillman, Director, Marketing and 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, reflecting current areas of emphasis and ways of doing business," Lt. Col. Tillman stated. "The changes in the new MEP came about for precisely these reasons and are reflections of present day recruiting needs and concerns."

# General asks NCOs their career desires

Recruiters who are master sergeants and MSgt. selectees were recently asked by the Commander of Recruiting Service for their career progression desires.

"People like yourself are our most important and critical resource," said Brigadier General Melvin G. Bowling in his letter. "Our primary input into the recruiting force at this time is staff and technical sergeants, and we have fewer senior NCOs . . . than ever before to fill certain supervisory and management positions."

The letter asked each, "Do you want to be a supervisor or manager, and are you available for nationwide relocation to meet the needs of Recruiting Service?"

Citing programmed vacancies over the next few months for senior NCO recruiters in examining and entrance station, sector supervisor, detachment, 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."

"I know there are many pacesetter, seasoned recruiters who

have both the talent of leadership and the desire to satisfy certain unfulfilled personal goals and career ambitions. Welcoming the challenge of being a supervisor or manager, some will respond to the needs of Recruiting Service by voluntary relocation," he said, "if the move offers such opportunity 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 better serve your needs—and those of Recruiting Service."

# 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 achievement.

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 non-prior 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. Vians	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
TSgt. Robert Dowd	10	103D
TSgt. Lee Jarmon	10	105E
SSgt. Nicholas McCrary	10	105A
TSgt. Joseph Dewitt, Jr.	10*	106C
TSgt. Dennis O'Rourke	10	108F
SSgt. Frank H. Klump	10	303B
TSgt. James R. Johnson	10	303E
TSgt. Edward C. Spangler	10	305G
MSgt. Lyle V. Anderson	10	403A
TSgt. William H. Stafford	10	404B
TSgt. Jerry D. Andrews	10	404A
TSgt. John S. Stephens	10	404A
MSgt. Billy L. Lee	10	406B
TSgt. Ferdinand Gonzalez	10	406E
TSgt. Dominick Colangelo, 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. Kjesbo	10	500C
TSgt. David Mann	10*	609F
TSgt. Ivan V. Johnson	10	610D
TSgt. Harold M. Thomas	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.

Supervisor	Goal/Accessions	Per Cent Detachment/Of Goal	Sector
MSgt. Jack A. Massa	28/58	207	404B
MSgt. Barney H. Mashburn	13/26	200	305D
MSgt. James P. Simmons	27/48	177	406E
MSgt. Hayward D. Doty	28/47	168	404C
MSgt. Leslie Van Horn	26/42	161	105C
MSgt. Hubert J. Scoggins	25/40	160	404A
MSgt. Ernest Blackman	20/32	160	405B
MSgt. Ernesto D. Saiz	22/35	159	607E
MSgt. Robert G. Jones	19/29	153	405D
MSgt. Paul J. Stigliano	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







## Sergeants honor Lt. Gen. Roberts

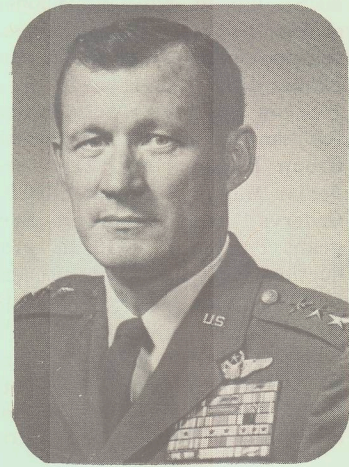
Lieutenant General John W. Roberts, Air Training Command (ATC) commander, was honored here Nov. 12 by command noncommissioned officers (NCOs) for his accomplishments on behalf of the Air Force community and the NCO corps.

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 women in the Air Force mission and has provided the catalyst for NCO professional development."

Lt. Gen. Roberts is the sixth person to be honored by command NCOs through the Order of the Sword. U.S. Representative F. Edward Hebert, D-La., former chairman of the House Armed Services Committee; Major General Jerry D. Page (USAF-Ret.), former Sheppard AFB, Tex., Technical Training Center commander; the late Gen. George B. Simler, former ATC commander; Maj. Gen. Frank M. Madsen (USAF-Ret.), former



Lt. Gen. Roberts

ATC vice commander and deputy chief of staff for Technical Training; Maj. Gen. Frank W. Elliott Jr., (USAF-Ret.), former commander, Technical Training Center, Chanute AFB, Ill., were previously honored.

The ATC Order of the Sword, established in 1971, is similar to an honor dating back to the age of chivalry in Europe in the Middle Ages. The military order of the sword was established in 1522 by Gustavus Vasa of Sweden in recognition of military service.

## General area career film to reach recruiters soon

The last in a series of high-flow job films, (GS 75-45F, General High Flow) is scheduled to reach recruiters soon.

The 19-minute film will show qualified applicants the jobs they are most likely to get if they enlist on an open general contract. The nine jobs featured are: Security Specialist (811X0), Law Enforcement Specialist

(812X0), Fire Protection Specialist (571X0), Medical Services Specialist (902X0), Air Traffic Control Operator (272X0), Fuels Specialist (631X0), Aerospace Control and Warning Systems Operator (276X0), Communications Center Specialist (291X0), and Materiel Facilities Specialist (647X0).

A high-flow job film for the electronics aptitude area is not planned because of the limited number of high-flow jobs in that area.



## PRESSURE PLATE

### A Letter Idea

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

Upon the individual's selection, a letter is sent to the president of the university or college from which he graduated, pointing out that OTS is an "excellent competitive program and only applicants of esteemed quality are selected." The letter, with an attached information sheet on the OTS selectee, asks the university president to release the information to the school paper.

"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 Johnson, 3503rd minority recruitment officer.

## Direct mail campaign addresses 1.5 million

Direct mail campaigns aimed at approximately 1.5 million potential enlistees have been initiated by Directorate of Advertising officials here.

During November, more than one million male high school seniors received direct mail letters which provided information on Air Force opportunities and a mail-back card addressed to the Air Force Opportunities Center (AFOC) in Peoria, Ill. Their parents will receive a follow-on letter during January 1977, emphasizing educational, training and other benefits offered by the Air Force.

During the March-April period, a final pre-graduation reminder letter will be sent to a refined listing of the seniors, re-emphasizing Air Force enlistment opportunities.

As part of the Air Force Recruiter Assistance Program (AFRAP), some 65,000 first-term airmen with from six to 18 months' active service time are getting letters, asking for referral candidates for Air Force enlistment. The airmen were asked to provide the names and addresses of individuals they would recommend for Air Force service. The leads will also be routed through AFOC, officials said.

In addition, approximately 32,000 young people who had previously asked for information about one or more Air Force programs were provided with current enlistment information via direct mail.

Plans for early 1977 include mailings to the past three-years of nursing school graduates. Letters will be keyed toward those holding Bachelor of Science degrees in nursing. Approximately 18,000 graduates will be contacted, officials said.

Letters will also be sent to about 2,500 women who either are graduates of or enrolled in various engineering programs.

"To allow Air Force recruiters to supplement and complement the national mail drops," said Colonel Donald E. Burggrabe, Director of Advertising, "we are also placing three direct mail letters in the Publications Distribution Center (PDC). The letters, aimed at past-year school graduates, previous takers of the Armed Services Vocational Aptitude Battery and all program prospects, may be ordered directly by the various Recruiting detachments through normal PDC channels as soon as available.

"As we approach the tough recruiting months ahead," concluded the colonel, "we plan to continue to use various direct mail approaches to generate prospect leads for the recruiters."

## Chief Dorman assumes top RS enlisted position

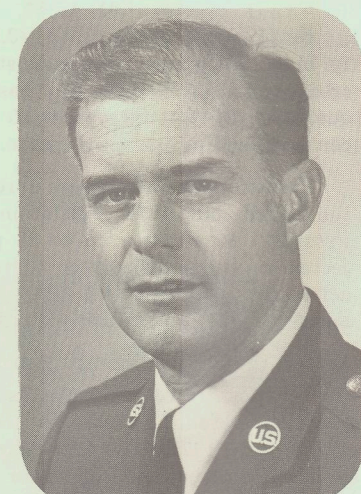
Chief Master Sergeant Stanley F. Dorman is the new Senior Enlisted Advisor to the Air Force Recruiting Service commander here. He replaces CMSgt. Robert W. Carter, who recently moved to the Senior Enlisted Advisor's position at the Air Force Military Training Center, Lackland Air Force Base, Tex.

In this function, CMSgt. Dorman keeps the commander abreast of all actions involving some 2500 enlisted force assigned to recruiting and acts as intermediary between the upper and lower echelon of Air Force Recruiting Service.

A 25-year Air Force veteran, CMSgt. Dorman was a production recruiter in Air Force Recruiting Detachment 606 from December 1967 to November 1969. From there he was assigned to the training and standardization division, Headquarters Air Force Recruiting Service and later to the Accession Control Center, directorate 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, Air Force Recruiting Service, Lackland AFB, Tex.

Among his awards and decorations are the Air Medal, the

Air Force Commendation Medal with oak leaf cluster and the Meritorious Service Medal.



CMSgt. Dorman

## Enlistees contacted Letters seek prospects

ROBINS AFB — Detachments in the 3503rd Air Force Recruiting Group are making a special effort to help recruiters better prepare enlistees in the Delayed Enlistment Program (DEP) for successful completion of their upcoming Air Force Basic Military Training (BMT).

"This special effort," explains Major Paul B. Vann, Group operations officer, "involves the mailing of a BMT preparation/perpetuation letter to each member of the Delayed Enlistment Program approximately 30 days prior to the individuals entering active duty."

The new program is conducted completely by detachment headquarters. Each letter is signed by the detachment commander.

"The purpose of the letter is actually two-fold; to better prepare the airman for BMT,

and to prospect for leads," stresses Maj. Vann. "The first three paragraphs of the letter 'tell it like it is' regarding basic training. The last paragraph encourages the airman to stop by his recruiters' office within the

next several weeks for an update on current events and activities in the Air Force and to give his recruiter the names of several friends or classmates that may be interested in Air Force training."

## Medical personnel gain malpractice immunity

WASHINGTON—A Congressional bill giving medical personnel serving on active duty immunity from individual lawsuits and civil liability has been signed into law by the President.

The Medical Malpractice Bill makes the Federal Tort Claims Act the sole remedy for injuries arising from malpractice by physicians acting within the scope of their duties for the Department of

Defense, according to Air Force Surgeon General officials. It requires the Attorney General to defend or settle any legal action for malpractice against defense medical personnel.

While the Federal Tort Claims Act does not apply to incidents occurring in a foreign country, those physicians assigned to overseas installations are provided protection, officials said. In such cases, added officials, the Secretary of Defense is authorized to hold military physicians harmless from any personal liability incurred while performing their military duties.

## Chief 'fine-tunes' new recruiter

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

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 pro-military 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 another service.

"We had an appointment with another outstanding young man who will be going to the Armed Forces Examining and Entrance Station (AFES) 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 AFES soon.

"While I was making phone calls that evening, I called the radio station and told them we were

## Youth take advantage of nine-month DEP

Young people are taking advantage of the new 270-day Delayed Enlistment 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. Young Jr., Director of Recruiting Operations.

"With high school graduation still some time away, many potential members couldn't enter the old six-months maximum DEP," Col. Young said. "This could have precluded these

persons from meeting the Dec. 31 qualification deadline set for the full G.I. Bill benefits package."

"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 for active duty until as late as September 1977.

However, persons entering the DEP after Dec. 31 will be able to participate in the new Defense Education Assistance Program (DEAP) recently signed into law. (See related story below.)

## Education benefits continue—with changes

WASHINGTON — The President has signed a law that increases GI Bill educational benefits for those who serve before Jan. 1, 1977, and sets a deadline of Dec. 31 for complete use of benefits earned under the current law. The new law also establishes a new participatory Defense Educational Assistance Program (DEAP) to begin for those recruited after Dec. 31.

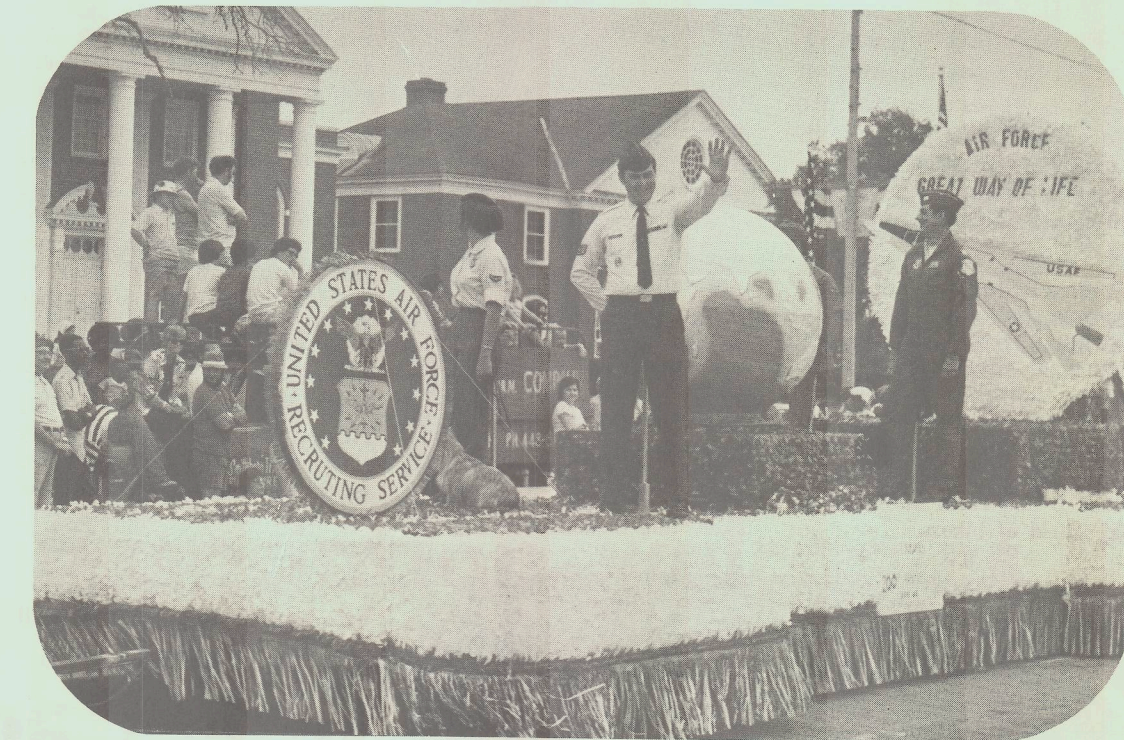
Servicemen and women now on active duty are still covered and will continue to accrue the familiar GI Bill benefits as before. Individuals recruited before Jan. 1 will be able to earn full benefits. This includes those entering the delayed enlistment program before Jan. 1 but not coming on active duty until 1977.

The bill increases benefits in two ways for those currently on active duty, released within the

last 10 years, or recruited before Jan. 1. First, it extends maximum benefits from the current 36 months to 45 months, in effect offering five academic years of education. Second, it increases the Government's payment to GI Bill students by eight percent.

While phasing out the Vietnam era GI Bill, the new law also establishes its successor—the Post-Vietnam era DEAP. DEAP is a new approach to veterans educational assistance by which the service member contributes to his own future education by allotting between \$50 and \$75 each month, with the Government matching the amount two for one. For example, the member's \$50 will be matched with the Government's \$100 for a total of \$150 per month of education.

Members deciding to participate in the DEAP program must agree to contribute for 12-month



WAIVING TO VIEWERS of the annual Myrtle Beach, S.C., "Fun/Sun Festival" parade is Air Force recruiter, Staff Sergeant Robert Black. The Detachment 307 recruiter and three other Air Force mem-

bers from nearby Myrtle Beach Air Force Base participated in the parade which was recently held in conjunction with a base open house and aerial demonstration by the Air Force Thunderbirds.

DEAP programs will be funded for the first five years by the Veterans Administration. After that time, DEAP will be reviewed by the President for his recommendation to make it permanent. Upon favorable recommendation by the President and unless vetoed by one house of Congress, DEAP will become

permanent but will be part of the defense budget.

Veterans Administration and defense officials are working on directives and regulations now to implement the new law. They expect to have full particulars before the DEAP gets underway in 1977. (AFNS)

## 'Hasty Spark' shortens electronics course time

A revised electronics fundamental training program expected to enhance the total quality of training has been implemented by Keesler Air Force Base's USAF School of Applied Aerospace Sciences.

According to officials there, the program, called "Hasty Spark," has reduced the electronic fundamentals course from

15 to six weeks. Once the student completes the basic course instruction, he receives "hands-on" equipment training in specific career areas.

According to Air Training Command officials the "Hasty Spark" program will be implemented for all fundamental electronics courses at other technical training centers.



# Karate experts draw fairgoers

TULSA, Okla. — Martial arts are "alive and kicking," much to the happiness of Technical Sergeant Charles McMullin. The Air Force Recruiting Detachment 409 recruiter recently put two former recruits' self-defense skills on display.

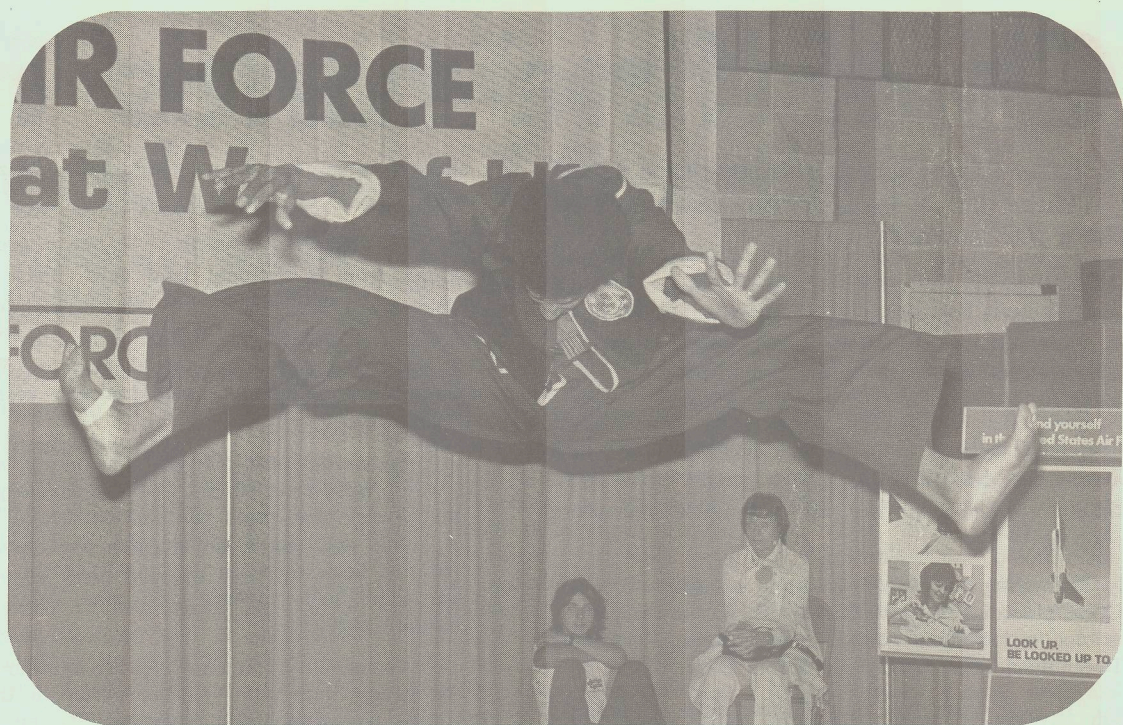
Home on leave from Bolling Air Force Base, D.C., Sergeant Ricky Reed and Airman First Class Gordon Owens volunteered to assist their recruiter. He quickly accepted their offer.

TSgt. McMullin had set up an Air Force recruiting booth at the Tulsa State Fair, utilizing

a pictorial display, Fairchild projector and Air Force "Great Way of Life" billboard. During fair hours, the two airmen aided his recruiting efforts by displaying their karate skills and talking to people about the Air Force.

But all the activity at the recruiting booth wasn't limited to martial arts demonstrations, the recruiter said. A1C Owens, he explained, is a member of the President's Honor Guard, and he showed how they drill with rifles.

"Between the two of these fantastic guys," said TSgt. McMullin, "we had good crowds throughout the fair."



FLYING HIGH is Sergeant Ricky Reed during a martial arts demonstration at the Air Force Recruiting Detachment 409, Tulsa, Okla. State Fair, display booth. Det. 409 recruiter, Technical Sergeant Charles

McMullin, utilized the services of Sgt. Reed and another of his former recruits in attracting Air Force prospects at the fair. (Air Force photo by Master Sergeant Tarrel Callaway)

# Varrroom! Detachment safety NCO turns 'macho easy rider' after hours

by Capt. Anthony L. Batezel

CARLE PLACE, N.Y. — Meet Technical Sergeant L. Ray Colon, soft-spoken operations supervisor for Air Force Recruiting Detachment 104 in New York — and off duty, macho easy-rider of Long Island highways.

"He's a dual personality," says a fellow detachment worker. "By day, he's the meticulous dresser: well-shined shoes, tightly tucked shirts." After hours, however, Colon dons faded blue denims, saddles up a 96-horsepower Kawasaki 900-Z1B and rides into the special world of bikers.

Any consistency between his two lives is lost on TSgt. Colon who says stereotyping of bikers as "hoods" is wrong. "Ninety percent of my riding buddies are peace officers — from assistant district attorney down to patrolman. We're as straight — and clean — as you can get."

As a former security policeman, TSgt. Colon fits right in with this company. But camaraderie is not his only motivation for biking. He gives his two main reasons as pleasure and relaxation, denying they require a Jekyll-Hyde switch from recruiter to rider. "Enjoying yourself on or off the job takes thoroughness," he says. For a biker, this means knowing how

to operate your machine under all conditions. Familiarity with riding techniques gives you a true sense of security on the road — and if you don't feel secure, there's no way you're going to enjoy yourself."

TSgt. Colon recalls how familiarity with riding techniques once prevented a collision. "When a motorist turned unexpectedly into the path of my bike, I tilted the bike over on its side and slid to a stop rather than slamming into the car upright." He had previously learned to respond "instinctively" with this procedure — called "laying the bike down" — by thoroughly studying literature on the operation of the machine. "I knew how to operate that motorcycle before I got on it."

For TSgt. Colon, thoroughness equates with safety as well

as enjoyment. "Bikers need to be doubly safety-conscious since, due to our poor public image, there's always someone trying to run us off the road," he says. "Some motorists act like they don't even see you, the way they usurp your space on the road." His solution: "Ride like you're invisible, as though the motorist doesn't see you. And always yield the right of way."

The sergeant's concern for safety extends to his duties at Det. 104 where he is responsible for an audio-visual course on safe driving. "Teaching newly assigned recruiters how to avoid accidents in New York City traffic is one big challenge," says TSgt. Colon. "But the fact I'm a native New Yorker gives me strong credentials. The best suggestion I give new recruiters is to use the mirrors, thus re-

ducing blind spots — and accidents."

TSgt. Colon has five suggestions for motorcycle novices: "Start with small bikes, moving up to bigger machines as your riding skill increases. Ride with experienced bikers — there's no better way to learn good technique. Wear helmets and other protective gear whether you're riding on a highway or back 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."

Is he a dual personality? "Off duty, my clothes may be different than when I'm at work," says TSgt. Colon. "But when it comes to biking, my mind is on the same subject as at work: safety." He is Safety NCO for the detachment.

# Group admin. man earns ATC-wide recognition

ROBINS AFB, Ga.—Air Training Command (ATC) officials have announced the selection of a 3503rd Air Force Recruiting Group noncommissioned officer (NCO) as the command's fiscal year 1976 selection for "executive support specialist."

Technical Sergeant Kenneth D. Laumer's selection from more than 70 nominees vying for 10 annual Outstanding Air Force Administration and Executive Support Awards was cited as a "significant 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 monitoring all administrative programs throughout the 3503rd Recruiting Group, consisting of six recruiting detachments covering 15 states in Southeastern United States, group officials said.

Additionally, TSgt. Laumer is responsible for training new sector supervisors' secretaries and detachment-assigned administrative specialists in all aspects of recruiting administration. He also provides specialized support to the detachments in publishing various detachment publications.

"In this capacity, Sergeant Laumer performs a vital support mission not just to detachment personnel but to each individual recruiter," noted Master Sergeant Karl Fleming, his supervisor.

"His extensive knowledge of all aspects of the varied programs and procedures in administration enables him to eliminate unnecessary recruiter administrative workloads," he continued. "He has simplified many of the tasks and decreased the total workload in the administrative area."

Besides his official support to recruiters, TSgt. Laumer is active in many local community

activities. He has improved the local Air Force relations immeasurably through his efforts in his church, officials said. He is the chairman of the Youth Committee, teaches Sunday School year round, plays on the men's softball team and coaches the ladies team, to mention just a few of his activities, they added.

"His educational accomplishments are beyond comparison," remarked MSgt. Fleming. "In the last 22 months, he has earned an Associates in Science Degree in Business Administration, and was honored by the Air Force Society of Logistics Engineers as the distinguished graduate and by the college as an Honor Graduate. To be so honored, he maintained straight A's throughout the entire period."

The Rockford, Ill., native is married to the former Ruth Fausett. The couple has two children, Michelle, 9, and Randy, 7.

# Rookie orientation includes AFEES visit

by Staff Sergeant Carl Jones

ROBINS AFB, Ga.—The 3503rd Air Force Recruiting Group training section has initiated a special program to familiarize new recruiters with the operations at the Armed Forces Examining and Entrance Stations (AFEES).

"The idea behind the program, originally begun in

Air Force Recruiting Detachment 303, is to let the new recruiters know from the beginning, first hand, what their applicants go through from the time they board the bus in their hometown until they return, or board the plane for basic training at Lackland AFB, Tex.," stated SMSgt. Henry V. Gilmore, group training superintendent.

The program is set up to take three days for the average re-

cruiter and is divided into three basic phases.

First, the recruiters board the bus in their hometown just as the applicant would and travel to the AFEES. They are housed in the same motel as the applicant and travel the next morning to the AFEES aboard the same bus.

Once at the AFEES, they deviate from the applicants' scheduled procedures and begin phase two, observing the work-

ings of the AFEES Liaison non-commissioned officer (NCO). "This lets them get a good idea of how precise and exacting a job our AFEES Liaison NCOs and bookers have," added SMSgt. Gilmore, "and also shows them areas where they can avoid problems for their applicants."

Phase three comes the third day when the new recruiters put what they learned the day before to practical use. Under the supervision of the Liaison NCO,

they review case files, process transportation requests and complete other tasks, just as the Liaison NCO did the day before.

"In the more than a year the program has been in effect in Det. 303, it has proved a valuable training program," said SMSgt. Gilmore. "It improves the recruiters' understanding of AFEES procedures, which enables them to better prepare their applicants and paperwork for what lies ahead at the AFEES," he concluded.

# '03rd wife earns 'Tigress' award

by Captain Ted Guest

ATLANTA—The wife of Greenville, S.C., Air Force Recruiter Staff Sergeant Marvin Vest is a "Tigress."

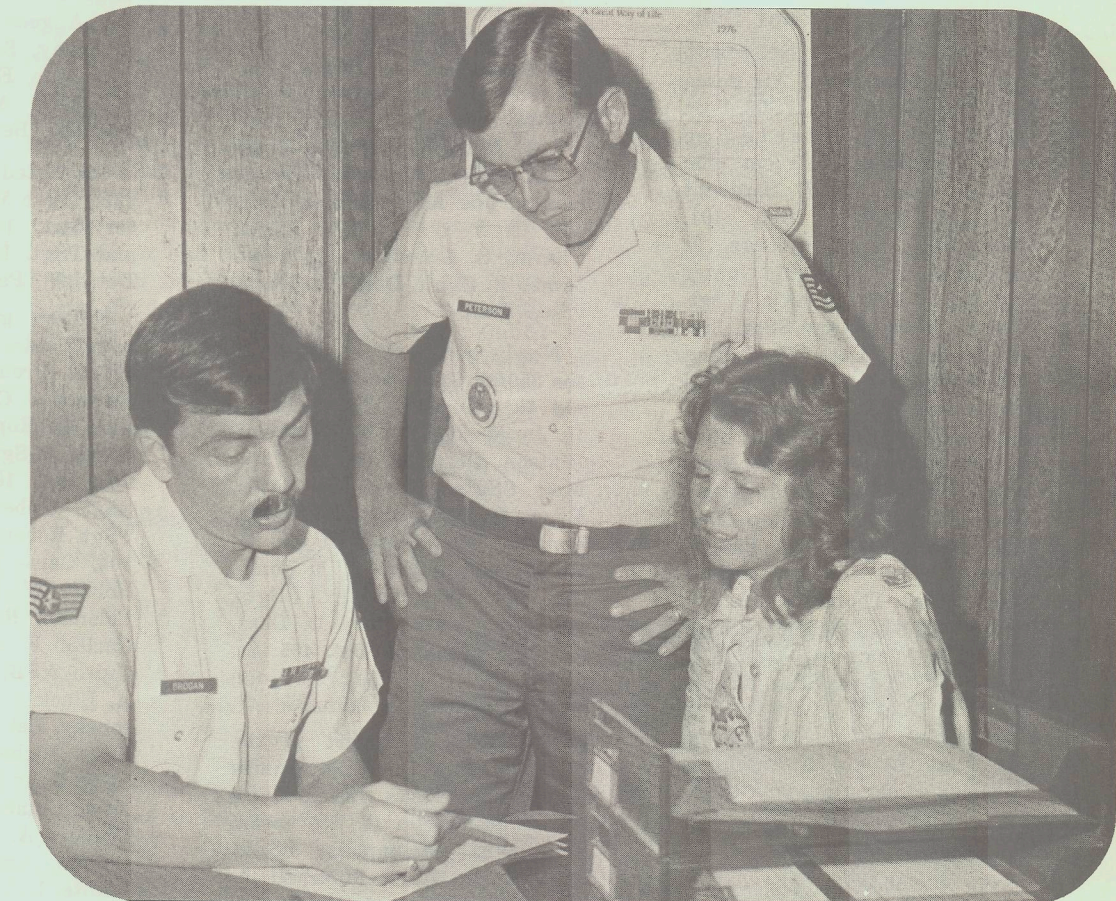
That's the title bestowed upon select wives of 3503rd Air Force Recruiting Group recruiters by their commander. The spouse must have made special contributions to the success of the recruiting mission.

Colonel Edward G. Bulka, group commander recently visited the Greenville recruiting office where he learned of the efforts of Mrs. Judy Vest. She serves without pay as receptionist, secretary, file clerk and administrative assistant for her

husband. "Addressing direct mail letters and helping update high school folders keeps her busy at home," stated SSgt. Vest.

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 of appreciation by the 3503rd Group commander, but recognizes the contributions that many wives make to their husband's success. Mrs. Vest's certificate is displayed over her part-time desk in the recruiting office.



TECHNICAL SERGEANT Dennis Peterson, center, observes as Staff Sergeant David Brogan, a counselor at the Jacksonville, Fla., Armed Forces Examining and Entrance Station (AFEES), processes Ms. Susan Etheridge. TSgt. Peterson,

newly assigned recruiter at Detachment 303, was participating in the 3503rd Recruiting Group's AFEES Orientation program for all new recruiters in the group. (Air Force photo by Technical Sergeant Tommy McDonald)

# Association welcomes recruiter and displays

by Master Sergeant John Mahony

SPOKANE, Wash.—Technical Sergeant Dick Osborne, an Air Force recruiter here, has found another friend of the Air Force in this civilian community — the trade association from a local shopping center.

At Spokane's Northtown Mall there are more than 20 shops, restaurants and department stores. The

owners or managers of these businesses make up the trade association. And TSgt. Osborne is practically an honorary member.

The busy mall, a few miles from his downtown recruiting office, is where a good percentage of his market shops. With the help of the trade association, TSgt. Osborne is reaching potential applicants there with the Air Force message.

"The association has seen to it that no matter what kind of

exhibits I've had — be they displays or working security dogs from Fairchild Air Force Base — I've had prime locations for them at the mall," said the Air Force Recruiting Detachment 608 recruiter.

Association members have also provided empty store windows for recruiting displays.

TSgt. Osborne's key to success is hardly a complex formula. "If you need help, ask," he says.

Another key to his good relationship with the mall's personnel is his complete faith in the Air Force as a great way of life.

"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 . . . hall, wall display in less than top condition."

Finally, TSgt. Osborne recognizes the members of the association for their help. "The COI (center of influence) awards — whether silver or gold — blend in with any business decor," he pointed out. And, "it's easy to be sincere in my praise when I talk about the merchants like I find here at Northtown Mall."

# Det.'s brochure explains 'basic'

McGUIRE AFB, N.J.—To increase and perpetuate the interest of its Delayed Enlistment Program (DEP) members in the Air Force, Air Force Recruiting Detachment 105 has developed a brochure called "DEP PREP."

According to Captain Thomas A. Hornung, Det. 105 advertising and publicity officer, the "DEP PREP" is a brochure which

tells the DEP members about Air Force basic training, how they will travel from the Armed Forces Examining and Entrance Station to Lackland Air Force Base, Tex., and what's available in the way of base recreational facilities (should they have the time to take advantage of them). It also tells how they'll get mail, what to do in case of emergencies at home, and what essential items to bring with them.

The brochure also contains other information which the

basic trainee will be required to know during his initial weeks at Lackland AFB.

"We wanted to give the DEP a little more information than was contained in current Air Force informational literature about basic training," Capt. Hornung said. "This information, we think, will better prepare the DEP member for what he or she will find at Lackland."

Also included in the brochure is a graphic package showing and identifying current Air Force insignia. On the back page

of the brochure is a test which is given to the DEP member during one of the detachment's frequent DEP meetings which reveals how well the member can identify the different insignia.

"We have found that the DEPs are very interested in what's in store for them at basic and are especially interested in getting a jump ahead of their Lackland counterparts by learning information included in the "DEP PREP" brochure," Capt. Hornung said.



# School graduates 158 NCOs

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.

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.

Guire AFB, N.J.; SSgts. Arthur J. Chasse, Richard A. Remington, and TSgt. William L. McCormack 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, Bedford, Mass.

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, Nashville, Tenn.

Reporting to the 3505th Group are TSgt. Robert M. Aungmyint, group headquarters; TSgt. William E. Armstrong, Det. 500, Indianapolis; SSgt. Gale O. 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.

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, Los Angeles; TSgt. Glendel D. Galloway, SSgts. Mark R. Lucas, John E. Stovall and Sgt. Elizabeth A. Thompson, Det. 610, San Bernardino, Calif.

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

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, McGuire 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. McCollum, 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-

land L. Jackson, Jr., TSgts. Jeffery A. Shortell, William Wamnamaker, 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. McVay, 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.

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provide maximum audience interest.

Twelve units used by the Army, Navy and Marine Corps will be remodeled as theater vans and are expected to be on the road next October. A recruiting oriented audio-visual program, produced by the Directorate of Advertising, should be completed in about the same time frame for inclusion in all 16 vans. Group and Detachment advertising and publicity offices will develop exhibit schedules for their areas.

MSgt. Barry Wigton of Sector A, Center City, Pa., is the top sector supervisor of the quarter for Det. 105, and the top detachment recruiter is TSgt. Amo Sylvestri Jr., Burlington, N.J., Sector D. Top recruiters in each sector are TSgt. Henry Lucas, Center City, Pa., Sector A; SSgts. Charles Stonbraker, Langhorne, Pa., Sector B; Thomas Bradley, Vineland, N.J., Sector C; TSgt. Amo Sylvestri Jr., Burlington, N.J., Sector D; SSgts. David Jackson, Dover, Del., Sector E, and Barry Nemeth, Somerville, N.J., Sector F.

In Det. 106 the top sector supervisor is MSgt. Edward Gagnon, Sector E supervisor in Springfield, Mass., and the top detachment recruiter for the quarter is SSgt. Edward Egges-

## Fourteen officers finish three-week instruction

LACKLAND AFB, Tex. —Fourteen officers recently graduated from the three-week recruiting course here.

Completing the course were Captain Andrea Valdez, nurse recruitment officer, Air Force Recruiting Detachment 101, Pittsburgh; Second Lieutenant Carol DiBattiste, operations officer, Det. 108, New Cumberland, Pa.; Capt. Marilyn Dickie, nurse re-

cruitment officer, Det. 109, Bedford, Mass.; Capt. Howard L. Burrell, minority procurement officer, 3503rd Air Force Recruiting Group, Robins Air Force Base, Ga.; Capt. Carol A. Estes, nurse recruitment officer, Det. 307, Shaw AFB, N.C.; Capt. Roland Roger, medical recruitment officer, Det. 309, New Orleans.

Also Capt. Joseph W. Evans Jr., operations officer, Det. 401, Kansas City, Mo.; Major Patrick McCaslin, commander, Det. 409, Oklahoma City; Capt. Eric

## Vans will roll

## Eight majors in RS to don silver leaves

Eight members of Air Force Recruiting Service have been selected for promotion to the temporary grade of lieutenant colonel, Recruiting Service officials here recently announced.

They are Majors Herbert A. Fotheringham, Air Force Recruiting Detachment 103 commander; Walter H. W. Young, Det. 104 commander; Franklin C. Ordonio, Det. 309 commander; Richard E. King,

Det. 403 commander; and William C. Paquin, Det. 405 commander.

Lt. Col. selectees from Headquarters Recruiting Service are Majors James V. Mollicone, chief, Resources Management Branch, Directorate of Student Resources; Carolyn A. Schneider, Nurse Recruiting Branch, Directorate of Operations and Gordon E. Markham, operations research analyst, Directorate of Marketing and Analysis.

anniversary. After a maintenance, fix-up period, four slightly modified vans will hit the road as early as March, dedicated to assist recruiters.

"The vans will be used to support nonprior service recruiting at high schools, except in rare instances where they will be scheduled in shopping centers, major fairs and other special events in a community," said Colonel Donald E. Burgrabe, director of advertising here. "With only one entrance and

exit, the vans provide an excellent opportunity for recruiters to meet each viewer, distribute literature and use various lead generating sign-up rosters," he added.

The four vans, scheduled to begin exhibiting in March, are mini-theaters, depicting the history of flight, followed by an overview of the Air Force today. A fast moving multi-media show, flashed on five wide-angle screens, and stereo sound

provide maximum audience interest.

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In Det. 106 the top sector supervisor is MSgt. Edward Gagnon, Sector E supervisor in Springfield, Mass., and the top detachment recruiter for the quarter is SSgt. Edward Egges-

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

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# Groups, detachments cite top FY 77 contributors

Individuals who made significant contributions to the Air Force recruiting mission for fiscal year 77 were recently announced by Air Force Recruiting Groups and Detachments.

## 3501st Group

The following members of the 3501st Air Force Recruiting Group Minutemen are award recipients for the fourth quarter and FY 77.

In Air Force Recruiting Detachment 101, Master Sergeant Francis J. Schneider, Sector "E" supervisor, Pittsburgh, is top sector supervisor of the quarter. Top detachment recruiter of the Quarter is Technical Sergeant Tommie W. Blewins, 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. Blewens, Steubenville, Ohio; TSgt. Gary L. Seely, 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. 104 are, SSgts. James Sardo, White Plains, N.Y., Sector A; Joseph Rivas, Times Square, N.Y. recruiting office, Sector B; Philip Capps, Cadman Plaza, Brooklyn, N.Y. office, Sector C; and Stephen White, Jamaica, N.Y., Sector D. Other top sector recruiters are TSgts. Ronald Williams, Freeport, N.Y., Sector E; James Cowan, Patchogue, N.Y., Sector F, and Blaine Chapman, Spring Valley, N.Y., Sector G.

MSgt. Barry Wigton of Sector A, Center City, Pa., is the top sector supervisor of the quarter for Det. 105, and the top detachment recruiter is TSgt. Amo Sylvestri Jr., Burlington, N.J., Sector D. Top recruiters in each sector are TSgt. Henry Lucas, Center City, Pa., Sector A; SSgts. Charles Stonbraker, Langhorne, Pa., Sector B; Thomas Bradley, Vineland, N.J., Sector C; TSgt. Amo Sylvestri Jr., Burlington, N.J., Sector D; SSgts. David Jackson, Dover, Del., Sector E, and Barry Nemeth, Somerville, N.J., Sector F.

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ton of Glens Falls, N.Y., Sector A. Top recruiters by sector are SSgt. Edward Eggleston, Sector A; TSgt. Richard Hadley Jr., Meriden, Conn., Sector B; TSgt. Joseph DeWitt, Poughkeepsie, N.Y. Sector C; SSgt. Thomas Butler, Waterbury, Conn.; Sector D, and SSgt. Harold Freeze, Pittsfield, Mass., Sector E.

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.

Top recruiters in each sector are as follows: SSgt. Lester Teahl, Lebanon, Pa., Sector A; SSgt. Harold Lord, Scranton, Pa., Sector A; TSgt. Fernando Madero, Bloomsburg, Pa., Sector 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. Shoff, Rutland, Va., Sector E; SSgt. Bill Sowers, Lowell, Mass., Sector F; MSgt. Evariste J. Bisson, Lewiston, Maine, Sector G and, MSgt. Ernest A. Gallant, Presque Isle, Maine, Sector H.

## 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 Robert Koch captured the top sector supervisor award in Det. 303 while MSgt. Charles E. Viands was the top recruiter.

In Det. 305, MSgt. Bobby L. Murphy was chosen as the top sector supervisor and TSgt. Daniel B. Kiefer, top recruiter. Named as top recruiter in Det. 307 was MSgt. Jerry L. Eisenhower. MSgt. Phillip O. Briant was the top sector supervisor.

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

In Det. 311, SMSgt. Charles W. Eldridge took top sector supervisor for the quarter honors. The top detachment recruiter was MSgt. William O. Smith.

## 3504th Group

Two detachments within the 3504th Group announced their FY 77 recruiting award winners. In Det. 404, Arlington, Tex., top recruiter was SSgt. Thomas W. Howell, MSgt. Jack A. Massa, "B" sector was top sector supervisor for the detachment. Top recruiters for each sector were: "A", TSgt. Jerry Andrews; "B", TSgt. Paul Boland; "C", MSgt. Dean Naylor; "D", SSgt. Ronald Carothers; "E", SSgt. Thomas Howell; and "F", TSgt.

earnest Smith. SSgt. Larry Dobbs won the Det. support award.

Det. 404 also identified recruiters who have their projected goal in the Delayed Enlistment Program before the start of the quarter. Recognized for the first time were TSgts. William Stafford, Robert Thompson, and MSgt. Bobbie Orr. Second time winners were TSgts. Larry Scott, John Stephens, and Emanuel Corley, SSgts. Ronald Carothers, Thomas Howell and Juan Alonzo. TSgt. Robert Neff won the award for the third time.

MSgt. Dean Naylor was a fourth time winner and SSgt. Kenneth Smith won for the sixth time. TSgts. Paul Toland and Jerry Andrews were recognized for the ninth time.

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

## 3505th Group

Those identified as making the most significant contributions for FY 77 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 the 05th Gp.

MSgt. Leroy E. Holloway was chosen as outstanding supervisor and TSgt. James D. Williams, outstanding recruiter in Det. 501. Top 99500 support NCO was SSgt. John R. Farrell III, Armed Forces Examining 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 Whit, outstanding recruiter.

Winners in Det. 505 were MSgt. Michael B. Shimon, outstanding supervisor and SSgt. Patrick A. Cassidy, top recruiter. Top 99500 support NCO was TSgt. Ronald Nunn, and top non-99500 support NCOs were SSgts. Michael Bleichwehl and Kenneth Karpowitz.

The FY 77 outstanding supervisor for Det. 513 was MSgt. William Grosick, and TSgt. Mike Showalter, outstanding recruiter. Top 99500 support NCO was SSgt. Donald Stask and top non-99500 support NCO was SSgt. David Burrill.

At Det. 514, SMSgt. William Lewis was named outstanding supervisor and TSgt. Clint Yokley, outstanding recruiter. Top 99500 support NCO was SSgt. James O'Connor and top non-99500 support NCO was Sgt. Anthony Smith.

## 3506th Group

In the 3506th Group, TSgt. Jesse Hurtado, Det. 601 was selected as the outstanding support NCO for FY 77. He was identified as a professional performer by the Air Training Command Inspector General (IG) Management Effectiveness Inspection team. Runner-ups for support NCO were SSgt. Daniel Holsapple, Det. 608, SSgt. Stephen Tucker, Det. 610, SSgt. Phil Rodgers, Det. 606, MSgt. Philip Connolly, Det. 607 and SSgt. Mike Tortolini, Det. 609.

Two recruiters, TSgts. Apolinar Pina, Det. 606 and Richard Hall, Det. 608, tied for top quarterly honors for their advertising and publicity (A&P) programs. Other detachment winners for the best A&P programs were: MSgt. James W. Barnes, Det. 601; SSgts. Jim McEachron, Det. 607 and Artie C. Esponda, Det. 610.

Top sector recruiters for FY 77 in Det. 601 are TSgt. Russell Duncan, Everett, Wash.; SSgt. David Masuo, East Portland, Ore.; TSgts. Michael Gorelick, Salem, Ore.; Richard Marin, Seattle; David Dugan, Eugene, Ore. In Det. 606: SSgt. Chuck Sorter, Reno, Nev.; MSgt. Ed Barrow, Richmond, Calif.; SSgt. Jess Niuatua, San Francisco; TSgt. Norman Vance, Oakland, Calif.; MSgt. Jim Watson, Santa Cruz, Calif.; TSgt. Dale Crossnoe, Fresno, Calif. In Det. 607: SSgt. Buck Scott, Lakewood, Colo.; SSgt. McEachron, Greeley, Colo.; MSgt. Ira Stanley, Colorado Springs, Colo.; TSgt. Sandy Garcia, Farmington, N.M.; TSgt. Joe Tencza, El Paso, Tex. In Det. 608: MSgt. Jim Schneider, Salt Lake City, Utah; SSgt.

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)

Ray Lafon, Twin Falls, Idaho; TSgt. Bob Ruble, Butte, Mont., and MSgt. Bruce Knight, Spokane, Wash.

In Det. 609: TSgt. Jerry Young, Santa Barbara, Calif.; SSgt. Kenneth Andrews, Santa Maria, Calif.; SSgt. Clifton Angel, Whittier, Calif.; SSgt. Lawrence Wells, Lakewood, Calif.; SSgt. Craig Jones, Lancaster, 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, Calif.

For the first time, Armed Forces Examining and Entrance Station (AFEEES) personnel from each detachment who contributed the most toward the quarterly recruiting effort were honored. They are: SMSgt. Louis Vulchik, Seattle; TSgt. Dorris Anderson, Oakland, Calif.; TSgt. Art Caldwell, Denver; TSgt. Norman Partelow, Butte, Mont.; SMSgt. Bill Myers, Los Angeles and SSgt. Jackie Denton, Phoenix, Ariz.



## Offices receive yearbook portraying basic training

A yearbook, which pictorially portrays Air Force basic military training, was recently distributed to recruiters for their use when discussing the "fastest six weeks" in the Air Force with prospective applicants.

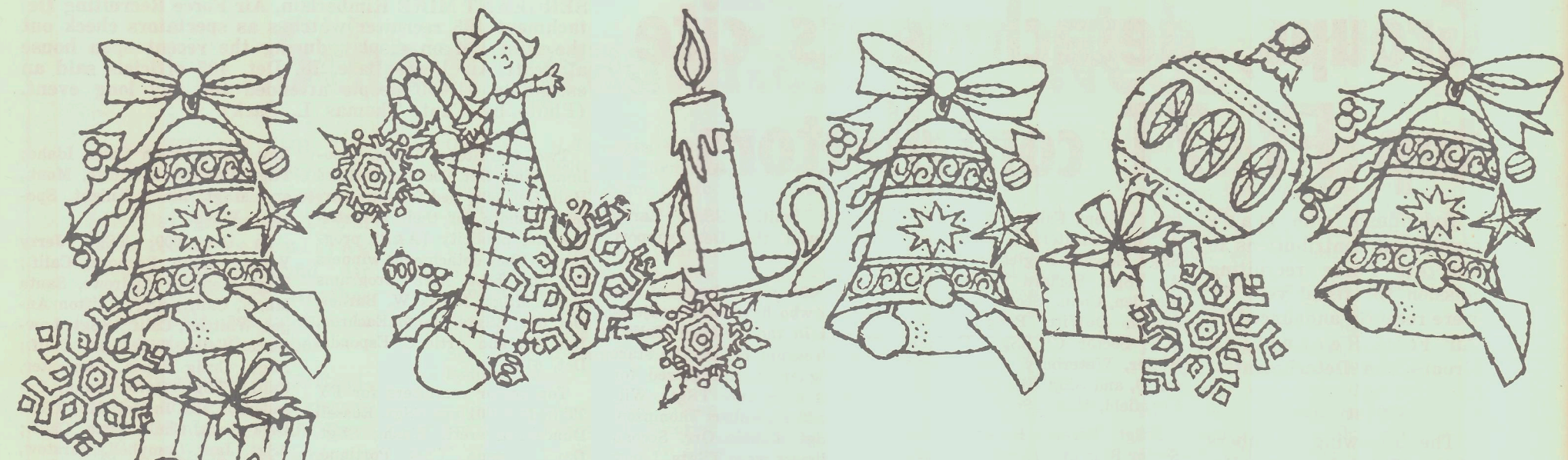
The Directorate of Advertising purchased the yearbook for each recruiting office as the result of a Direct Information Action Line (DIAL) suggestion from Master Sergeant Edward R. Furr, a member of Air Force Recruiting Detachment 303, Patrick Air Force Base, Fla. The

book depicts basic training in full-color photos from the first day to departure for the next assignment and helps the recruiter explain to potential enlistees what to expect during basic training.

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.

The yearbook can be purchased by trainees from the Lackland Air Force Base Exchange, Tex., while at basic training.





*The holiday season is traditionally a "family" occasion, a time for reunion and spiritual renewal, the time of year when families and friends grow especially close. It is the time we seek to be the type of people our loved ones see us as being and when we see them in a similar light.*

*It is a time to renew the spirit of giving, even as we eagerly anticipate those gifts we will receive. One of the greatest joys is in seeing the warm expressions on the faces of loved ones as you reach beneath the tree on Christmas morning and say, "This one's for you."*

*The holiday season is a time for looking ahead and for resolving to do well during the new year, at work and at home. As we recall what was or was not accomplished this year, we lay plans that will guide our actions in the months ahead. Christmas becomes the beginning, just as it was a beginning so long ago, much more than just the end of a year.*

*Every member of the headquarters joins Mrs. Bowling and me in wishing you and your family a most joyous Christmas season and God-speed in the New Year.*

*Melvin H. Bowling*

