

Two basic differences

New competition system gears up

A new Air Force Recruiting Service Production Competition System has been geared up for fiscal year 1977.

Scheduled to become operational this month, the new system will have two basic differences.

"It is designed to measure production and all Air Force Recruiting detachments will compete under it," explained Lieutenant Colonel John B. Tillman, director of marketing and analysis for Recruiting Service.

Previously, detachments competed under separate group systems and were not ranked nationally. Now they will know exactly where they stand on a command-wide scale. Groups will compete under the same system.

"The new Production Compe-

tition System will be much more equitable than the old," said Lt. Col. Tillman. "And it can be applied down to the recruiter level." The Production Competition System and the Management Emphasis Program have been designed to complement one another.

The new system evolved from efforts by the Recruiting Service Task Force, convened between November 1975 and February 1976. It was made possible when the Task Force standardized market data for each detachment, enabling allocation of recruiting goals directly to detachments from Headquarters Recruiting Service.

"We have also purified the system," said Lt. Col. Tillman. "Areas such as ground safety and administrative management, previously included, have been

removed and will be tracked under the Management Emphasis and Management by Objective programs.

"The new system will help recruiting managers measure a detachment's competitiveness, and will be a gauge for goal accomplishment," said the colonel.

Detachments will vie in eight production programs. They are: Nonprior Service (NPS) Men, NPS Women, Prior Service, Reserve Referral, Nurse, Officer Training School, Physicians, and Other Medical Specialties.

"Each unit will be working toward an annual expectation in all programs and will receive points for each person recruited," related Lt. Col. Tillman. "They can also earn points, called 'program points,' for meeting monthly, quarterly and

annual targets in NPS, Reserve Referral, Nurse, and Physician Programs.

"Thus, groups and detachments will not only be rewarded for recruiting numbers of people, but also for the proper flow of these people into the Air Force," stated the colonel.

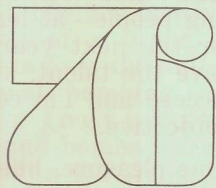
Additionally, points will be awarded units that are Across the Board (ATB) in the five goal programs, at the end of the year. To qualify, the unit must also make at least the lower limit of its established "minority window" for the NPS program.

"To earn the maximum points available, a unit must exceed its annual expectation, meet its monthly and quarterly goals enroute, be ATB in the five goal programs, and recruit its 'fair share' of minorities," emphasized the colonel.

Units' progress will be tracked at Headquarters Recruiting Service on individual group and detachment score cards and standings will be published on a monthly basis.

The Air Force Recruiting Service Commander's Annual Award, the silver punch bowl, and a certificate, will be awarded to the group accumulating the most competition points. A similar award will be presented to the detachment which accumulates the most competition points. Additionally, Annual Achievement Awards will be given to groups and to detachments that accrue the highest number of competition points in NPS Men, NPS Women, Prior Service, OTS (class entries), Reserve Referral, Nurse, Physician and other Medical Specialties programs.

The AIR FORCE RECRUITER



"There in spirit"

Vol. 22—No. 10 USAF Recruiting Service, Randolph AFB, Texas October 1976

Airmen sought to relate AF story

First term airmen from throughout the United States, Alaska and the Hawaiian Islands are being sought to voluntarily assist local recruiters in telling the Air Force story to potential applicants, officials here have announced.

The search is part of the latest Air Force Recruiter Assistance Program (AFRAP), through which all members of the Air Force family are being asked to take an active role in supporting recruiting efforts by identifying and referring top-quality potential applicants to local Air Force recruiters.

Base career advisors at Consolidated Base Personnel Offices have been asked to identify potential first-term assistants by Air Force Military Personnel Center (AFMPC) officials. AFMPC officials stated that in recent months it has become more difficult to find the high quality young people needed for Air Force skills which is caused in part by improved job opportunities outside the Air Force. To assist recruiters in the immediate base area, base career advisors will be looking for outstanding, well-motivated and career-minded first termers who will volunteer for this program.

Explaining the volunteer program, Colonel Edward D.

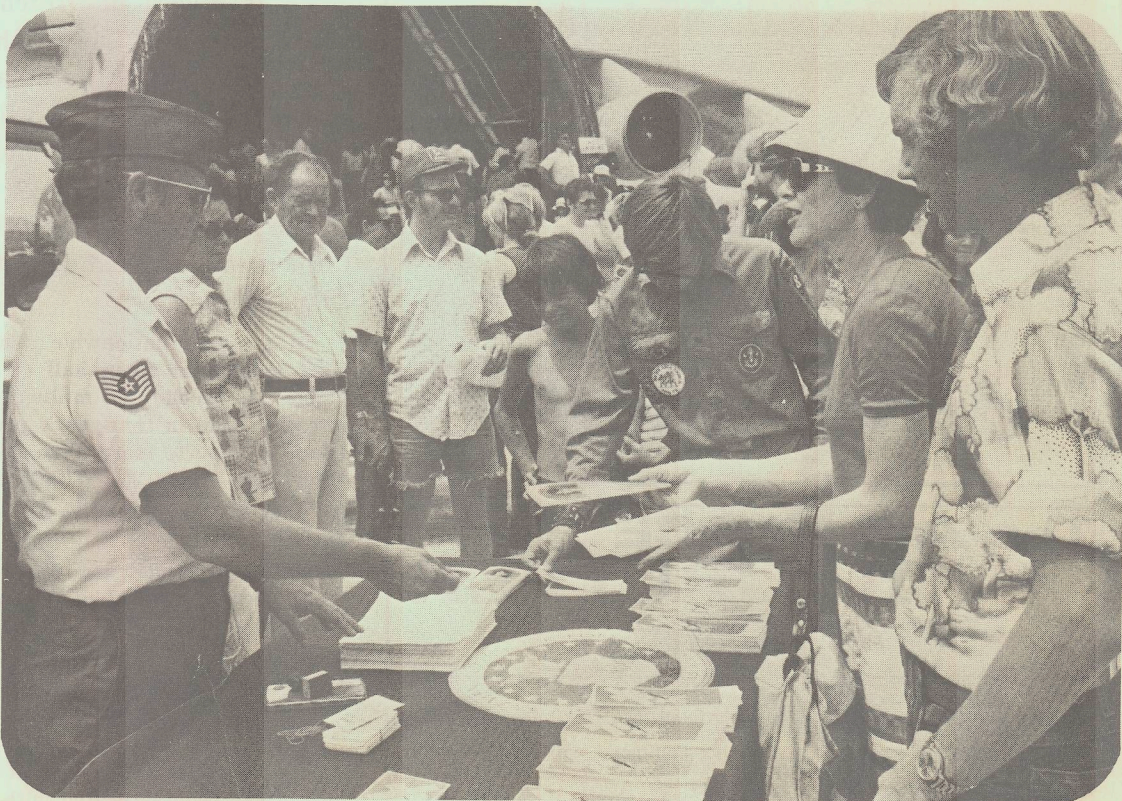
Young Jr., Recruiting Service's director of operations, said. "All assistance must be with the full knowledge and approval of the individual's supervisor and commander. Selected airmen will serve as an example — a satisfied customer — of our Air Force way of life. They will only be expected to answer questions regarding their own experiences and will not perform any actual recruiting duties.

"We have found that no one can better communicate what Air Force life is like than those who have just been through basic training or technical school," he continued. "And although we have seen some immediate results from a similar program conducted earlier in the year entitled HASTY RAP, the effect of the airmen's participation will continue for some time. They talked to many young people and those discussions may play a part in decisions to enlist in the future."

Officials noted that all volunteer activities associated with the program will be limited to the area surrounding the base of assignment, and will not require the airmen to remain overnight. Officials estimate that normally, volunteers will not participate in the program more often than one workday per week.

The no-cost assistance program, a joint effort of the AFMPC and Air Force Recruiting Service follows a two-month test program (HASTY RAP) that has been deemed by recruiting officials a "complete success." HASTY RAP allowed

a few selected first-termers to return to their hometowns to assist their recruiters for up to 14 days. During their stay, the 65 HASTY RAP participants visited high schools and talked with former classmates and friends, appeared at fairs and conventions with their recruiters, and attended center of influence events. Many also made radio and television appearances, describing the Air Force way of life to listening and viewing audiences.



THIS RECRUITING DISPLAY, set up near the entrance to the Air Force's C-5 Galaxy attracts many visitors attending the Myrtle Beach Air Force Base, S.C., open house. An estimated 37,000 people attended the open house and Thunderbird Air Show. Technical Sergeant Larry Dreher, left, a member of Air Force Recruiting Detachment 307 manned the exhibit.

Bulletin:

At press time, it was announced that the Air Force recruiter special duty identifier, 99120, will be converted to 99500 effective Oct. 31, 1976. The change is a numerical conversion only and will not have any effect on current policies governing recruiting assignments or pay, Air Force Recruiting Service officials said here. The conversion is the result of a change to the Airman Classification Manual (AFM 39-1).

Recruiters meet FY 1977 goals

Despite a tougher recruiting environment, Air Force recruiters enlisted more than 22,000 young men and women for active duty to meet or exceed all recruiting goals during fiscal year 1977 (July 1, 1976 to September 30, 1976), according to Air Force Recruiting Service officials here.

Some 21,000 of these were men and women without prior military service. They joined the Air Force way of life for the first time,

along with some 150 prior service people. During the three-month transitional year, 101 people with college degrees were enlisted for Officer Training School. More than 160 fully qualified physicians were commissioned, along with more than 34 dentists, 220 registered nurses, one biomedical scientist. Seventy-six senior dental, veterinary and optometry students were commissioned in the Medical Education Program, as were 384 health profession scholarship program enrollees.

Medical recruiting experienced the most successful period in its history, with accessions for the three month period exceeding goals in every program.

So you want to be a mechanic?

by Technical Sergeant Chuck Majors

If there was one thing old Johnny had wanted since he was knee-high to the school yard pup, it was to be a mechanic.

His dad, his dad's dad and his dad's dad's dad had all been fixers and menders and shade-tree mechanics of sorts, but Johnny wanted to be a "mechanic personified."

He had finished school with the rest of the middle-of-the-roaders and after shopping around for an elusive shop in which to ply his trade, found his way to the local Air Force recruiting office.

After some discussion with the recruiter and letting his feelings be known as to how he wanted to be a "mechanic," Johnny was tested mentally and physically, and finally told, "Congrats son, you're qualified for enlistment in the United States Air Force."

And for Johnny—the days of confusion began.

"Well, let's see Johnny—you want to be a mechanic, right?" "You betcha, sarge—I just wanta work on them engines; tear 'em down, build 'em up, strip 'em inside and out. I just want to be a mechanic."

After several futile attempts to obtain a guaranteed training enlistee program assignment for Johnny, and knowing that he was chomping at the bit to get into the service and obtain that training, an enlistment into the mechanical aptitude index area was finally agreed upon by both parties.

"What the heck," thought Johnny, "mechanics is mechanics, whether it be specifically or generally."

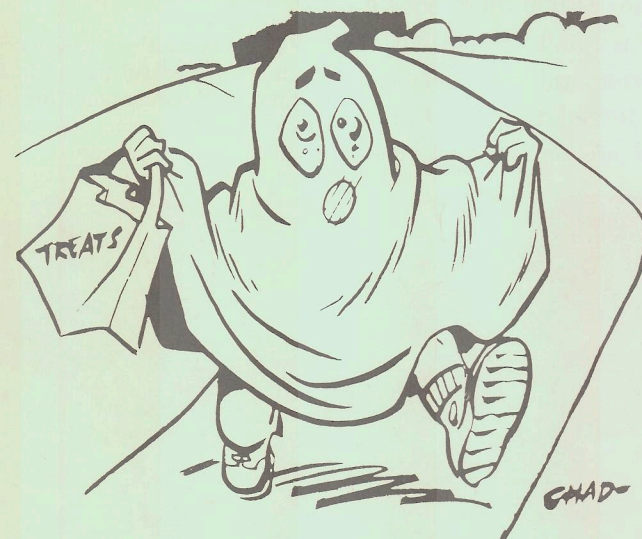
Generally speaking—Johnny was right. Specifically—it was a whole different ball game.

His mechanical aptitude score on the Armed Services Vocational Aptitude Battery was M-60—a decent score—and visions of grease galore occupied his every thought enroute to basic military training at Lackland Air Force Base, the first stop on the road to that mechanical training he so desired.

The one major thing Johnny failed to realize, or he just plain misunderstood, was that every Air Force job falling under the "mechanical aptitude area" does not directly associate with "tearing 'em down and building 'em up." And this is what happened to Johnny. His assignment for the next four years—a motor vehicle operator with the base motor pool.

Granted, Johnny is fictitious and his plight too—however, Johnnys have come and gone through the Air Force many times during years past, but hopefully, those days are coming to an end.

Halloween



drive safely

The AIR FORCE RECRUITER

"There in spirit"

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

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Commanders' Comment

A few first impressions and comments. It is getting tougher in recruiting and we face some problems in meeting all of our goals in FY 77.

The recruiters and sector supervisors hold the keys to meeting our objectives over the short-term while more lasting solutions are worked. You are the real operators and "fighter pilots" as we concentrate on building up the DEP.

Our DEP bank is getting smaller every day. We have constantly borrowed from it over past months until it is now too low to provide effective alternatives in working our special job skills and other day-to-day requirements. We headquarters paper pushers cannot solve the immediate problem. It's up to you—the production recruiter—to reverse the trend. Use every bit of smarts and know-how you possess. Get those RANS every day—and do it with INTEGRITY.

I am well aware of the need for more recruiters out there and help is on the way. But that takes time and they will not arrive overnight. In the meantime, I ask you to go the extra mile in getting the people the Air Force needs and stopping our DEP bank outflow. The Air Force needs high quality young people—at least 283 net RANS every booking day for the next year—to rebuild the bank. Our recruiters have the talent, ability, dedication and can-do drive to succeed and I'm confident you will continue to meet our objective.

I want to again express my extreme pleasure, humility and expectations at being assigned as your commander—this is one of the most distinguished units in the military. There is no greater pleasure than to work tough problems with the best of the best professionals in the world's top Air Force—committed to maintaining a peaceful world through readiness and dedication to principle. I humbly accept responsibility for your welfare and for providing you with an ear at the top. You can be sure I will not become overawed by these responsibilities. I stand ready to meet our challenges head-on and provide you with the quality of command support you deserve—these are personal commitments.

I will be traveling a lot over the next few weeks and look forward to seeing many of you and discussing your innovative ideas further. Please keep in touch through DIAL.

Melvin G. Bowling

Don't shake your head

by Bob Reed
ATC Office of Information

It was a scarifying prophecy that noted educator Robert M. Hutchins made back in the mid-50s. "The death of democracy is not likely to be an assassination from ambush," he wrote. "It will be a slow extinction from apathy, indifference, and undernourishment."

He may have thought that was a long-term prediction, but it's starting to take shape already.

In a recent nationwide study, pollster Peter Hart found that about half of America's eligible voters — around 65 million of us — do not intend to vote in this year's presidential election. (Sad to report, more than half of these non-voters are under 35. With their children being set that kind of example, the future looks even more bleak.)

Hart's findings are more convincing than most, because instead of posing a few questions designed to draw quick off-the-cuff answers, his pollsters conducted 90-minute interviews with 1,400-plus people, so frivolous replies were thrown out. That only makes the findings more terrifying.

It's incredible. Throughout this Bicentennial year we've been saturated with reminders of how brave men and women who had had it up to here threw a desperate challenge into the teeth of an oppressor, then fought bitterly so that they and their posterity (we) could choose our leaders in

free elections — "government by consent of the governed."

What has happened? Those interviewed like America; 87 per cent consider her the most democratic country in the world. How do they think she has stayed that way? Over the years our citizens have exercised their precious right to elect leaders, then if they didn't turn out well, voted (or threw) them out. That's how. And now half of us are going to voluntarily surrender that right, forgetting what it took to get it in the first place?

This concern isn't overblown. If the situation continues, someday a disciplined minority supporting a false prophet — that "man on horseback" — could swing an election its way. Don't shake your head. It has happened before in other lands to other republics, with tragic consequences.

So a plea to you who don't intend to vote: Don't let less than half of us decide who shall govern all of us. If not for the sake of preserving America as a shining beacon for oppressed peoples, then more selfishly for the freedom of our children and theirs, please reconsider. Vote for someone or something, or against someone or something — but vote. Don't let this hard-won democracy, our Republic, just slip through our fingers and go down the drain. Don't let our pitiful epitaph be, "This is the way the world ends — not with a bang, but with a whimper."

Never, blue suiters! Get your Federal Post Card Application for an absentee ballot from your voting officer today — AND VOTE!

(ATCPS)

'AF everywhere' during state fair

MILWAUKEE — "The Air Force seemed to be everywhere," recalled a member of Air Force Recruiting Detachment 505, about the final three days of the recent 1976 Wisconsin State Fair.

Nineteen performances by several contingents of the 505th Air Force Band — Band of the Midwest—from Chanute Air Force Base, Ill., boosted Air Force recruiting efforts at the 11-day event.

The musical units supported recruiters from Det. 505, the

128th Air Refueling Group of the Wisconsin National Guard and the 440th Tactical Airlift Wing of the Air Force Reserve, who were on hand at the fair.

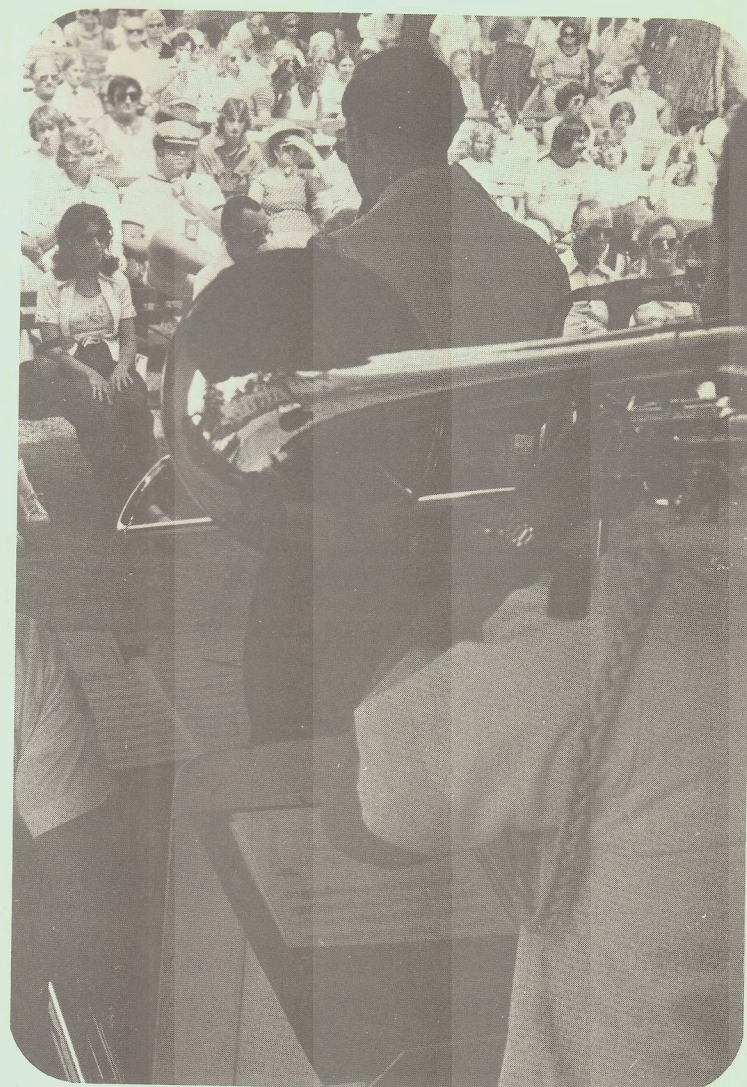
The Band's Jazz Group, led by First Lieutenant William R. McCamley, gave seven performances on the fair's Central Park Stage. The 505th's German Band delighted audiences in the International Amphitheater during five performances. Chief Master Sergeant Julius M. Ebert Jr. put together this group specifically

for the Wisconsin audiences, and the fair visitors were absolutely delighted, said officials.

Each evening the Rock Group, "TYME", entertained young people in the Activities Tent. Master Sergeant William A. Steele Jr. and his rock sound played encores well into the night for appreciative crowds.

Daily parades were headed by the 505th's Marching Band and the same group also opened the State Fair Racetrack for the Tony Bettenhausen 200.

During three days some 300,000 people attended the fair.



THE JAZZ GROUP of the Air Force Band of the Midwest entertains visitors to the 1976 Wisconsin State Fair from the Central Park Stage. Contingents of the 505th Air Force Band boosted Air Force recruiting efforts at the fair with 19 performances. (Air Force Photo by Technical Sergeant Glenn B. Knight)

Ten officers complete three-week course

LACKLAND AFB, Tex. —Ten officers recently graduated from a three-week Air Force recruiting officer course here.

Completing the course were Captains George Schumann, operations officer, Air Force Recruiting Detachment 104, Carlisle Place, N.Y.; Jerome M. Witte, operations officer, Det. 106, Milford, Conn.; First Lieutenant Glenn A. Mercer, support officer, Det. 109, Bedford, Mass.; Capt. Theodore Williams, medical recruiting officer, 3503rd Air Force Recruiting Group, Robins Air Force Base, Ga.; and Marilyn A. Bourgea, nurse recruitment officer, Det. 305, Bolling AFB, D.C.

Other graduates were Capt. Elaine Hauck, nurse recruitment officer, Det. 403, Omaha, Neb.; Janice M. Dowling, nurse recruitment officer, Det. 404, Arlington, Tex.; Major William Paquin, commander, Det. 405, St. Louis; Capt. Stanley Herndon, medical recruiting officer, Det. 500, Indianapolis; and 1st Lt. Carl L. Newell, medical recruiting officer, Det. 606, Travis AFB, Calif.

More than 37,000 pursuing certificates

More than 37,000 Air Force members are currently pursuing Career Education Certificates (CECs) from the Community College of the Air Force (CCAF). Evidence of the CCAF's popularity came recently when 58 airmen stationed at Sheppard Air Force Base, Tex., graduated together.

Colonel Lyle D. Kaapke, CCAF president, personally presented the 25 CECs and 33 Instructor in Technology Certificates to the students.

Overall, Sheppard AFB has awarded 72 CEC certificates to CCAF students. The base ranks second behind Keesler AFB, Miss., with 96 CEC recipients, while the next closest is Offutt AFB, Neb., with 27.

New handout enroute to field

Air Force recruiters should now be receiving new Applicant Handouts designed for their nonprior service enlistees, according to Air Force Recruiting officials here.

"The primary purpose of the updated publication is to better inform and prepare the applicant for the enlistment process and for basic training," explained Master Sergeant Alfred Smith, non-commissioned officer in charge of the Airman Management Branch, Directorate of Recruiting Operations here.

The new handout has been divided into sections. They are: Processing in the Recruiting Office, Processing at the Armed Forces Examining and Entrance Station (AFEEES), Interview and Enlistment Processing, Entry on Active Duty, and Basic Military Training.

"Considerably more information has been included on what to expect at basic training," said MSgt. Smith. "Also, the new publication emphasizes information that many previous enlistees indicated they should have received but did not.

The revised handout was prepared by members of the Directorate of Recruiting Operations and replaces previous editions. Although the new handout contains the printed provision "Previous Editions Will Be Used," recruiters are being instructed to dispose of all copies of previous editions and use only the newer edition.

Recruiters have been instructed to provide their applicants the handout before they begin processing. Previously it was given to enlistees before they departed for basic training.



BRIGADIER GENERAL Melvin G. Bowling, right, is congratulated by Air Training Command Commander Lieutenant General John W. Roberts, after assuming command of Air Force Recruiting Service during ceremonies conducted at Randolph Air Force Base, Tex., last month. Brig. Gen. Bowling replaces Major General Andrew P. Iosue, who now commands the Air Force Military Training Center, Lackland AFB, Tex. (Air Force Photo by Walt Weible)



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.

No formal policy

COMMENT: I would like to know why we can not have a program similar to the Army whereby we can transfer within the command after our minimum tour is completed? I am sure many good recruiters have left recruiting solely because they were unhappy with the area they were in.

REPLY: Although we have no formal policy on transferring within Recruiting Service, there are situations where a recruiter may request transfer to a vacant position. However, a vacancy must exist where no recruiters are programmed to fill the vacancy. Our current austere funding and efforts to reduce manpower costs through a limit on PCS costs, etc., make this a reasonable policy.

You answered it

COMMENT: ATC Form 265 is now obsolete. This was the envelope that we used to put the case file in when we took the case file to AFEES. How about coming out with a new form?

REPLY: You answered it yourself when you said "... when we took the case file to AFEES." You no longer take them, rather you mail them in at least 48 hours in advance, and document the contents on ATC Form 1422, which has already replaced the 265. Sorry, Hawk!

Transferred to the experts

COMMENT: Reference the Advertising letter dealing with the transfer of Accountable A&P Property from A&P to Logistics. I believe our decision makers have been duped, and under the guise of transferring equipment responsibility, you simply transferred a problem from one section to another.

REPLY: Accountability for A&P equipment has been a problem and we felt transferring it to the accountability experts would be more effective and efficient.

Police checks confuse phantom

COMMENT: You need to add the "Texas San Antonio Police Department requires two DD Forms 369 when requesting by mail" to ATCR 33-2, Chapter 10, para 10-5. Just color me as the Phantom who strikes again.

REPLY: Dear Phantom, our information indicates you are wrong this time. According to the '04th Group Ops folks, the San Antonio Police Department is not now honoring DD Forms 369 at all. The part of 33-2 pertaining to police checks within the State of Texas is correct, but units are validating local 369 requirements and advising RSO for inclusion in the next formal change to 33-2.

Dedication appreciated

COMMENT: After reading "the Air Force Recruiter," apparently you are not aware that Recruiting Service works on Saturday. We have been doing so for the past four or five years in our Det, so it is not just a team effort, it is a way of life. Thank you very much.

REPLY: Your dedication and positive attitude are appreciated. Efforts such as yours have provided the Air Force with the highest quality of recruits ever in FY '76 while reaching 100% of our goals. Although new to Recruiting Service, I know the environments and jobs to be done are more unique than perhaps any specialty in the Air Force. From my brief association, I believe Recruiting Service has the best people of any organization in the Air Force. You can be sure I will spend all of my available time in support of your effort which is, in the end, where we succeed or fail as a team. Thanks.

We are trying

COMMENT: If you had to make all the pen and ink changes to 33-2 that we do, I think you'd find out what a hassle it is. Especially those dealing with the Liaison people, which really do not involve us. We are trying—but are you? The Phantom

REPLY: There have been only four ODS letters since April 16 that required posting to 33-2—at the most one hour; the remainder have been "read and heed" types. There have been no changes applying only to LNCOs, because all recruiters must have detailed, up-to-date knowledge of all criteria and processing procedures for enlistment. Yes, we're trying. Two strikes on the phantom.

Use that art

COMMENT: Within the past month we received some beautiful art work that goes on the wall displays. Every one of the art pieces says, "Look Up, Be Looked Up To." Today I received a letter in the mail dated 27 Aug. that says we cannot use this slogan or "Find Yourself in the Air Force." Just wondering?

REPLY: Not so, say the folks in Advertising. If your displays say "Look Up" or "Find Yourself" use them. However, newspaper and other printed advertisements should use the current recruiting theme "Air Force—A Great Way Of Life". It seems to me I've seen an Army poster or two floating around that says "Uncle Sam Needs You." and unless I miss my guess, that goes back several years. Probably still brings 'em in, too. Call Mr. Mike Haggard at AV 487-4916 or AC 512-652-4916 and tell him the source of the letter.

Don't do it

COMMENT: How can a recruiter determine whether an applicant is going to technical school or DDA? Is it possible that when a person is booked for a RAN, to let the individual know if technical training or DDA will follow BMT?

REPLY: Unfortunately you can't. Recruiters and bookers should not attempt to determine whether a prospect will be trained through formal training or OJT. However, they should become thoroughly familiar with the training guarantee in Item E, AF Form 3007. Both forms of training are effective in teaching the job requirements, and we should never disparage OJT.

Aye on eyes

COMMENT: Regarding physical (eye-sight) requirements for the 27630 specialty, my question is that if a man has 20/20 in one eye, and 20/25 in the other without correction, is he qualified for the 276 specialty?

REPLY: According to ATCR 33-2, para 2-19a, he is.

We'll try

COMMENT: How about prepunching ODS letters for the three-ringed notebooks? It would save time and we could file with 33-2 without much hassle. This is the phantom.

REPLY: To pre-punch ODS letters would add an additional \$500 to our ODS contract. However, we should have a new ODS system in March and we'll try to pre-punch the letters. The nice-to-have things that you and the Hawk keep suggesting would add up to a lot of bucks—so be nice.

Journalistically speaking

COMMENT: The special supplement of "The Air Force Recruiter" newspaper dealing with special jobs failed to identify the people in the photos. If we could get their names and addresses it would be a big boost to us. I know it would for me. Thanks for having DIAL, it's convenient.

REPLY: Journalistically, you're right—and from now on, we will whenever possible. In this case, though, the photographs were gathered from around the country and ID's were not received. Another idea—so you can still localize and re-release, just give your papers a list of the people you've recruited into these jobs, along with the supplement, and you're home free.



Not cancelled, not approved

COMMENT: Is the Guaranteed Base of Choice for first-terms closed or not? A recent call to the ACC said that it had been cancelled for 1977?

REPLY: The GBOC Program has been extended at least through the first quarter of CY 77. At the time of your call, the program had not been cancelled for CY 1977, it just had not been approved.

Ft. Hamilton for now

COMMENT: My sector is a long way from the Ft. Hamilton AFEES that we use to process applicants. We are closer to the Newark, N.J., facility and I was wondering if we could process through them and save some time and money? Just a thought.

REPLY: Your detachment prefers processing through Ft. Hamilton now, since that's where your liaison people are. But, upon implementation of the common AFEES boundaries concept on 1 Oct. 1977, counties within your sector will process through the Newark AFEES.

Probation program probed

COMMENT: The city of Philadelphia presents a problem called "Consent Decree over Accelerated Rehabilitation Probation Program." I need a legal reading on it to find out how we handle cases of this nature, because they tell us they are not guilty, but they can put the individual on probation. I'm sure you can understand our position.

REPLY: The '01st Group is providing specifics. When we get them, we'll get you a "legal reading" and publish it.

Help is on the way

COMMENT: I am required to file a monthly A&P report because we are now compared to the other detachments. Why should I take my valuable time to support Det. A&P when I always thought they were here to support me? Besides, if a recruiter did every thing required by the report, he would never find time to recruit anyone. Thanks for listening.

REPLY: Your group says you make the A&P report by phone when the sector secretary calls for it once a month. Even so, help is on the way. The new A&P reg, due soon, includes a form where you can jot A&P activities down as they occur. At the end of the period, you'll have your report all ready. You're right, A&P exists to support you.

You're right

COMMENT: Reference ATC Form 13-2, page 7 item 17 regarding promotion policy. I understand the current policy calls for promotion after six months rather than four months as noted in the form. How about some guidance?

REPLY: You're right, and ATCR 33-2 reflects the current policy. A new 1302 has been printed and is currently being distributed to the field. Old copies of the form should be destroyed. Thanks for calling.

It's out there

COMMENT: I would like to see a list of current literature by title and number identifier. Referencing ODS 76-42 para 4, I do not have an NPS 73-14, but I do have NPS 72-1; which one is current?

REPLY: Group and Det/RSAs already get such lists, and an updated one should be in their hands by the time you read this. Neither NPS 73-14 nor NPS 72-1 are current. Please destroy them.

Both are popular

COMMENT: I've been in recruiting for eight years and I feel that the bookcovers we receive annually are not cost-effective. How about eliminating them and giving us some more popular items, such as desk pad calendars—which we seldom receive enough of?

REPLY: We want to give you the best of two worlds. While desk memo pads are the No. 1 most desired recruiting aid around today, bookcovers are also near the top of the list based on inputs from all detachments for the FY-77 program. Cost enters into the equation, too. A bookcover is 3½ cents, while a desk memo pad is 37½ cents each. We'll consider trying to do more desk memo pads next time if other recruiters agree with you. In the meantime, ask your office partner or other recruiters to trade out with you during the school year. One gets a message to a counselor while the other gets a message to students.

Awarded for all

COMMENT: I noticed the front page photo on the Air Force Recruiter newspaper of all the detachment commanders receiving the award for the 3501 Recruiting Group, and I wondered why the top sector recruiters weren't invited to receive this award? Thank you.

REPLY: A matter of cost. The Group and Detachment commanders from the '01st were already in-place here for the July Commander's Conference. But, they accepted the award for the entire group—specifically the recruiters and sector supes whose dedication and hard work made it possible. In fact, that's just what the group commander said at the presentation. It's your award too, and well-earned. Congratulations and my appreciation.

Not out yet

COMMENT: Has anybody bothered to inform you that you will not have any captains meeting the below-the-zone board for major this year?

REPLY: Officials tell me the below-the-zone list is not out and I hope your expectations are not realized in this case.

Quality pays off

COMMENT: Why not lower the Composite Score to 160 and General to 40, and allow individuals to come in the Air Force, but not reenlist until they retake the ASVAB and improve their scores. This way we could meet our goals, help out the young men who need a job and perhaps make them better people.

REPLY: To insure that the new enlistees have a good chance to succeed, Hq. USAF sets the requirements after considerable research. Lower the requirements and BMT and TTC attrition would go up. Then we'd have to recruit more to replace them as well as the ones who might still not "pass" the ASVAB. The quality emphasis is paying off in a better recruit, and a better Air Force. Keep charging—and think quality.

Mental requirements

COMMENT: Reference 33-2, para 3-11a regarding the mental requirements for prior service enlistments. Almost all DD 214s brought into the office do not have the mental score recorded and we wind up having to retest the majority of them. How about a change?

REPLY: A change is presently being staffed. In the meantime, you do have two options: either test the applicant or have him contact the appropriate records center for verification of his AFQT score.

Testing tended to

COMMENT: Could you please provide some assistance in straightening out the ASVAB scheduling of testing in high schools for our sector? It is in a mess.

REPLY: By the time you read this, help should have already arrived. Your det. testing control officer didn't know you had a problem. Now he does and is working it.

Seed for thought

COMMENT: An applicant of mine was picked up sometime in 1973 or '74 for possession of marijuana seeds, that turned out to be bird seeds. Why do we have to continue to pursue something like this after all charges were dismissed?

REPLY: Since state and city laws differ and sufficiency of evidence to convict differs, we can't issue a blanket go-ahead. Each case involving an arrest must be reviewed at this headquarters and handled individually. But, if it was bird seed and all else is OK, you can expect waiver approval.

Unbelievable

COMMENT: How about reviewing the paperwork requirements to process a prior service Security Service individual—it's unbelievable, and I'm no typist.

REPLY: We did. All the forms are necessary to meet security and other requirements of Security Service reenry. Perhaps you can draft the data and talk with your sector supervisor for the typing. Some of our top producers say this saves their time.

Good idea

COMMENT: How about extending our DEP from 180 days to 270 days for the June 1977 school graduates?

REPLY: Good idea and we're looking at it. There are some problems, for tech school changes have caused turmoil even in meeting the 180-day requirement. The new APDS-PROMIS system will give us a 210-day capability. We will test this option and let you know how it works out.

Temporary situation

COMMENT: The recent arrival of two recruiters to my zone has created some problems. I'm told by Det that because they are temporary overages, we are not authorized to purchase phone extensions, and in one case, even a desk for them. Why put people out here to recruit and then not get them the tools required to work with?

REPLY: We are working with your detachment commander to resolve your problem which is created by UDL authorizations, your current turnover of personnel, and equipment authorization procedures which do not permit equipping beyond current authorization. Your situation will be resolved soon. In the meantime, please do keep charging. We understand one of our best recruiters, a 200% plus producer, rides a bicycle and works out of an old shoe box because he never finds an interested applicant behind his desk.

Ribbons reversed

COMMENT: I believe on the latest billboard, "Air Force Needs Great People," the staff sergeant shown on the poster is wearing his ribbons incorrectly. Just thought you'd like to know.

REPLY: Nice eye, Hawk. And you're 100 per cent correct. We brought this to the individual's attention, and also to our advertising personnel, who appreciate your help and are having their eye prescriptions rechecked.

Coding changes

COMMENT: As as AFEES Liaison NCO, I have to complain about a recent change in the coding in Item 21 of the DD 1966. ODS 40, which we received eight days after its publication, completely changed the system. Since the AFEES tries to stay at least one week ahead of coding changes, this late arrival of the change will undoubtedly cause some delay in applicant flow through the AFEES. How about some advance notification?

REPLY: Sorry about the delay. Must be a fluke; other AFEES and USAFROS receive ODS letters in five days. Relief? I don't see how. First of all, we didn't get your name so we could track down the distribution problem and fix it. Secondly, all the automated systems have been changed to accept coding as indicated in our ODS 40.

Weighty subject

COMMENT: Reading about the latest weight standards in "The Air Force Recruiter" newspaper, I would like to suggest we allow waivers for those people such as football players and karate students who have more muscle than fat, but still do not conform to our standards.

REPLY: Waivers are allowed, when exceptions are recommended by AFEES medical officers. See ATCR 33-2, para 2-3a, and DIAL item in the August "Recruiter" newspaper. Front and side-view photos might help speed waiver requests through.

Superseded

COMMENT: On AFSC 20830, the old 33-2 imposed an eye restriction of a minimum of 20/70. A later change dropped the restriction and now it has been reimposed. What gives? Is there a restriction for the AFSC or not?

REPLY: The only visual requirement for AFSC 20830 is an eye profile factor of "E2". Change 2 to 33-2 superseded ODS letters 62 through 76-14, and your 33-2 should be updated to reflect the change of visual requirements listed in ODS Ltr 76-28, 16 Apr. 76.



DIRECT
INFORMATION
ACTION
LINE

AIR FORCE

A GREAT WAY OF LIFE

TO OBTAIN MAXIMUM exposure for the "Air Force. A great way of life." logo, these red, white and blue stickers are being distributed to Air Force recruiting groups and detachments.

Recruiting names 'Rookie of Year'

A man who met or exceeded all assigned goals during his first 12 months of production has been named Air Force Recruiting Service's Rookie of the Year for fiscal year 1976.

Staff Sergeant Michael J. Gilley, a member of Air Force Recruiting Detachment 505, was selected for the honor, based upon an outstanding first-year recruiting record and his involvement in community and detachment affairs.

"During his first year, SSgt. Gilley has become an all-around producer and has made significant contributions to recruiting and his community," said Colonel Edward D. Young, Jr., director of Operations for Recruiting Service.

During FY '75, he recruited 141 per cent of his male non-prior service program goal, 112 per cent of his Reserve Referral Program goal, 104 per cent of his Delayed Enlistment Program goal and 100 per cent of all other assigned goals.

To provide Air Force applicants and local Centers of Influence (COIs) with a close view of training and educational programs, SSgt. Gilley organized several tours to the technical training center at Chanute Air Force Base, Ill. In addition, the rookie recruiter developed a superb briefing on the Community College of the Air Force for presentation to educators and other COIs, according to the colonel.

Aside from his participation in fairs, sporting events and other public exhibitions, the

area of his greatest community involvement has been the classrooms of high schools and a college within his zone. There, SSgt. Gilley conducted classes on sales techniques, receiving several laudatory letters from appreciative teachers.

A licensed practical nurse, he served as a guest lecturer at high school and college career days, supplementing the Det. 505 Medical Recruitment Team. He also helped arrange for Air Force proctoring of state board examinations for registered nurses.

Echoing a congratulatory letter to the sergeant from the Recruiting Service commander, Col. Young said, "It is dedicated and determined people like SSgt. Gilley, who 'hit the ground running,' that have made Recruiting Service so successful."

Ad logo decals enroute to field

"Air Force. A great way of life." logos, in three sizes, are enroute to Air Force recruiters throughout the nation.

Produced in one and a half, three, and six-inch widths, most come with a pressure sensitive adhesive backing. Some of the six-inch stickers, however, have adhesive on the face for placement on the inside of windows or other transparent surfaces, according to Recruiting Service advertising officials here.

"We printed the decals to obtain maximum exposure for Recruiting's 'Great way of life' logo," explained Lieutenant Colonel Norman D. Mecham, deputy director of advertising.

"Possibilities for their use are

limited only by the recruiter's imagination," he continued. Suggestions include distribution to centers of influence or members of the Delayed Enlistment Program. They can be placed on high school notebooks or clip boards, on automobile or office windows, or on auto bumpers. They also can be used as part of or be distributed at recruiting displays and exhibits.

The 3503rd Air Force Recruiting Group, headquartered at Robins Air Force Base, Ga., dresses up direct mail envelopes with a similar project, according to officials.

Two million of the new logos, project GS 76-67, are scheduled to be available for distribution to groups and detachments this month.

Brief TV appearance draws flurry of calls

SACRAMENTO, Calif.—A live 10-minute television appearance by an Air Force recruiter here resulted in a flurry of calls to the station and three more shows, according to 3506th Air Force Recruiting Group officials.

Technical Sergeant Paul Pina of the downtown Sacramento recruiting office was recently interviewed on a Spanish language show after an evening movie — also in Spanish.

It was so well received that he was invited back a week later, say officials and he appeared with the Mather Air

Force Base, Calif., drill team and color guard on a 30-minute show.

The following week he appeared with another recruiter, TSgt. Tony Lopez of the northeast Sacramento office. And the next week the Mather AFB sentry dogs were featured.

The original broadcast, in which TSgt. Pina discussed life in the Air Force, was video taped and rerun three times.

Station KMUV-TV is an independent station that programs many shows for the large Spanish speaking population in the Central California area.

CCAF moves to Lackland

The Community College of the Air Force (CCAF) will move to the Lackland AFB, Tex., (Annex) in early 1977. Headquarters CCAF has been at Randolph since 1972. Facilities at Lackland AFB are being renovated to accommodate the CCAF. The Lackland location will give the college additional space to handle an expected increase in registrations. Two-year, college-level programs tailored to Air Force job specialties are developed by CCAF for Air Force enlisted men and women. More than 90 programs are offered, patterned after associate degree programs. They include a mix of Air Force technical instruction and off-duty voluntary course work with civilian colleges and universities. The Southern Association of Colleges and Schools, through its Commission on Occupational Education Institutions, has accredited the CCAF.

AF, NASA agree on astronaut program

Air Force and the National Aeronautics and Space Administration (NASA) officials have agreed to allow Air Force participation in the nationwide selection of potential astronauts. Selectees will join NASA in July 1978. Approximately 30 candidate positions will be available for this two-year training and evaluation assignment. From this group, NASA will select candidates for possible assignment to one of two space shuttle crew positions; astronaut pilot or astronaut mission specialist. Individuals interested in the program can get details from their local central base personnel office.

VOQ/VAQ rates go up

Visiting officers' quarters (VOQ) and visiting airmen quarters (VAQ) rates are going up. Oct. 1, the maximum charge to duty and nonduty transient personnel using VOQs and VAQs was raised from \$2 to \$4 per night. Air Force officials said a review of billeting fund data showed the higher rates were needed to cover costs of services and improvements. The higher rates are fully reimbursable when an individual submits a travel voucher. However, out-of-pocket expenses will be higher at the time of check out from the quarters.

Leave procedures

A change to the leave regulation that eliminates signing out and signing in at the orderly room has been announced by Air Force Accounting and Finance Center and the Military Personnel Center. The change went into effect Oct. 1. It also makes members' supervisors the final approving authority for most leave. In cases of excess or terminal leave, the commander will remain the approving authority. Not only will time be saved with the new procedure, but paperwork will be simpler, accounting officials said.

New E-4s face no delay to E-5

Airmen concerned that the new E-4 grade split will delay promotion to E-5 should not worry, according to Air Force personnel officials. The reason is no delay exists. Criteria for selection to E-5 remains the same as before the E-4 grade split began June 1. As a minimum, an individual must have at least three years' total active federal military service and 12 months' time in grade (TIG) as an E-4. The year spent as an E-4 senior airman counts as TIG for selection to E-5. An individual must achieve noncommissioned officer (NCO) status before becoming an E-5. This means an individual can be tested and selected for E-5 without being an NCO, but NCO status must be attained before the E-5 stripe can be sewn on. While it is possible to make E-5 in less than four years, the average time in service is five and one-half years for Air Force personnel. Consequently, Air Force officials say that most E-4s should be appointed to NCO status well before being selected for E-5.

A-10/YC-15 appear in Europe

The A-10 close air support aircraft and YC-15 short take-off and landing transport recently flew separate flights nonstop to RAF Mildenhall, United Kingdom. They will tour Europe to acquaint the theater with characteristics and capabilities of the aircraft. The A-10 flew from Loring AFB, Maine, to Mildenhall in 9 hrs 17 minutes, while the YC-15 flew from Long Beach, Calif., in 12 hours. They were both refueled in-flight during the Atlantic crossing.

AIR FORCE NEWS SUMMARY

(AFNS)

New and old OERs compared

Personnel officials have announced conclusions based on comparing the new and old OER system. OER results after 21 months of use reinforce headquarters confidence that the new system is working basically as designed. Personnel officials feel this is to the long-term benefit of both personnel managers and those being rated. However, they realize the new system will have growing pains. A spokesman said, "Everyone from the chief of staff on down is keeping a close eye on how the new OER system is working. We all want to be sure it works well and fairly."

SAC crew launches 500th Minuteman

The 500th Minuteman intercontinental ballistic missile has been launched from Vandenberg AFB, Calif. This launch was part of a series of operational test launches by Strategic Air Command to test Minuteman system reliability.

Strategic force modernization

Secretary of the Air Force Thomas C. Reed discussed strategic force modernization at the Air Force Association convention Sept. 22. To meet an increased Soviet arms threat the secretary said "... We are proceeding with several important efforts in ICBM modernization..." The secretary said he feels the Air Force should begin full-scale development of a modernized ICBM — the M-X — next year if we are to even start redressing the growing Soviet advantages in ICBM size and payload. Secretary Reed also pointed out the need for the B-1 to modernize our aging bomber force.

Roll honors outstanding recruiters

A special honor roll recognizing outstanding Air Force recruiters and sectors has been initiated by Air Force Recruiting Service here.

The honor roll, which will be published in each issue of "The Air Force Recruiter" newspaper beginning this month, is divided into three categories or "clubs."

The first is the Ten or More Club. This category honors recruiters who placed 10 or more nonprior service (NPS) men on active duty during the previous month.

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

Finally, the 200 Per Cent Club honors individuals who enlist 200 per cent or more of their quarterly NPS male goal. Officials emphasize that, to qualify, a recruiter's quarterly goal must be at least 10.

The following is the honor roll for the month of September and the 197T quarter.

Name	Ten or More Club for September	NPS-M Enlistments	Detachment/Sector
TSgt. David Mann	17	609F	
SSgt. Edgar Eggleston Jr.	17	106A	
SSgt. Thomas Marshall	17	108A	
TSgt. Frank Lucas	15	105A	
TSgt. Joseph DeWitt Jr.	15	106C	
SSgt. Glenn Hanselman	15	303E	
SSgt. Gerald Glunt	15	513D	
TSgt. Minor Eck	15	103F	

SSgt. Ron Cottick	14	609F
TSgt. Clint Yokley	14	514D

SSgt. Robert Junka	13	513A
SSgt. Al Schiff	13	513C
TSgt. William Hoy Jr.	13	103B
TSgt. Harold Crawford	13	104D
MSgt. Ronald Brodner	13	106B

SSgt. Carl Bradbury	12	609A
SSgt. Gregory Linnick	12	103B
SSgt. Normand DePalantino	12	108F
TSgt. James Bell	12	109H
TSgt. Connard Harmon	12	109A

TSgt. Lynden Winstead	11	600
TSgt. Henry Young	11	609A
TSgt. Irwin Perry	11	606E
SSgt. Edward Anderson	11	103F
SSgt. Terrance Nichols	11	103C
TSgt. John Flood	11	105D
SSgt. Thomas Bradley	11	105C
TSgt. John Weideman Jr.	11	106C
SSgt. Richard Gue	11	106D
SSgt. Robert Balderson	11	108D
SSgt. Harold Lord	11	108B
TSgt. Jared Mac Killip	11	109G
TSgt. Dale Fritz	11	514D

SSgt. David Beeching	11	513D
TSgt. James Musgrove	11	301C
SSgt. Thomas Fluent	10	103F
SSgt. Raymond Joseph Jr.	10	103B
SSgt. Larry Richardson	10	103A
TSgt. Carlton Cypher Jr.	10	104E
SSgt. Joseph Rivas	10	104B
TSgt. Raymond Saccicchio	10	106D
TSgt. William Slauchter	10	106D
TSgt. Herbert Smaha	10	106D
TSgt. Richard Campbell	10	106D
SSgt. Michael Brennan	10	106C
SSgt. Lloyd Chaney	10	106A
SSgt. Stephen Houle	10	106E
SSgt. Steve Roaf	10	109A
SSgt. Michael Kozar	10	501B
SSgt. James Curry	10	500A
TSgt. Robert Grunch	10	504D
TSgt. Roger Keck	10	504F
SSgt. Michael Gilley	10	500A
SSgt. Patrick Cassidy	10	505A
SSgt. David Key	10	303E
SSgt. Daniel Vann Hoose	10	303C
TSgt. Thomas Riley	10	305A
SSgt. Thomas Kobinski	10	307C
MSgt. Carlton Lemond	10	309B
SSgt. Ernest Daugherty	10	412A
SSgt. Larry Wells	10	609D
TSgt. Wayne Rager	10	606C

Supervisor	Goal/Accessions	Per Cent	Detachment/Sector
SMSgt. Robert Koch	32/57	178	303E
SMSgt. James Horton	15/26	173	301D
MSgt. Bobby Murphy	23/38	165	305C
MSgt. James Sams	18/28	155	305B
TSgt. Eugene Rathfon Jr.	26/40	154	108D
TSgt. Robert Jacques	37/56	151	103F

Name	Goal/Accessions	Per Cent	Detachment/Sector
MSgt. Bobby Edwards	13/34	262	301F
TSgt. David Mann	17/44	259	609F
SSgt. James Curry	11/28	255	500A
SSgt. Chuck Adams	10/25	250	307F
MSgt. William Smith	11/25	227	311D
SSgt. Edgar Eggleston Jr.	16/36	225	106A
SSgt. Richard Seeber	17/38	224	108D
TSgt. Jim Fitzgerald	10/22	220	307F
TSgt. Richard Terriell	11/24	218	301A
TSgt. Roger Keck	13/27	208	504F
SSgt. Al Schiff	13/27	208	513C
MSgt. Philip Shaw	12/24	200	301D
TSgt. Carl Barnett	13/26	200	513C
TSgt. Vince Strasavich	15/30	200	513D
TSgt. Mike Showalter	14/28	200	513E

AIR FORCE

GREAT WAY TO GREAT JOBS.



SEE YOUR AIR FORCE RECRUITER

THIS IS THE Air Force Recruiting Service billboard scheduled to be posted at selected locations throughout the country this month. The four color billboard will be up during October, November and December, according to Air Force Recruiting Service officials.



Air Force women have occupational choice

"Realism," it has been said, is an excuse for maintaining the status quo—and that if women do not prepare to enter previously 'masculine' fields, such fields will remain male-dominated.

Job specialties open to women—formerly about 35 percent of the total military services—are on the rise. Today, more than 96 percent of all Air Force jobs are available to women.

In a modern aerospace environment, there are women aircraft mechanics, computer operators, missile mechanics, electronics systems repair specialists, and a host of others. Only eight vocational fields, such as aircraft gunners, loadmasters and combat controllers, remain closed by public law to women in the Air Force.

Colonel Bianca D. Trimeloni, a former director of women in the Air Force has said that "... equal

opportunity in reality is freedom of choice. In the Air Force women have occupational choice in all but a few fields. The only prerequisite is that they are qualified for the job ...

"However, everyone who thinks women are clamoring to become jet mechanics, missile maintenance officers, or space analysts is mistaken. Anyone who thinks our schools are turning out lots of qualified civil engineers, aeronautical engineers and physicians is misinformed. Many counselors and parents are still guiding women away from the technical areas, jobs with a future in this age of technology.

"Nonetheless," she concluded, "by taking affirmative actions, the Air Force program is succeeding better than predicted and looks quite promising for the future ..."

The growing role of women in the national labor market in the last decade has re-emphasized the certainty that they can fulfill a large part of personnel

needs of the Nation's defense forces. Many Air Force jobs once held by men are being filled by qualified women. The spectrum includes mechanics, intelligence analysts, communications specialists, craftsmen, and various other technical specialists. Three previously 'men-only' Air Force specialties, security specialists, pilots and navigators, are presently undergoing test programs utilizing qualified women to fill the ranks.

Increased recruiting of women for the Air Force is an ongoing process. At the close of 1972, approximately 17,000 women were wearing Air Force blue. As the United States entered the Bicentennial year, more than 26,000 enlisted and some 2,000 commissioned women were serving in various Air Force positions. However, more important to the Air Force than numbers alone, are, and will continue to be, their contributions in almost every vocation.

The success of Air Force plans to increase women military strength levels will depend largely on the response of young women to the various recruiting efforts—and their individual calls to do something different while serving their country.

Author Janet Chafetz, in her book entitled "Masculine, Feminine or Human," more or less summarizes the Air Force's challenge to young women seeking more out of life than stereotyping. Her analogy was that if you tried to predict the lives 25 years hence of newborns in a hospital nursery, half snuggled under blue blankets and half under pink, a variety of images would come to mind. For the blues—it would be a world of building, lecturing, writing, barking orders, fixing and operating machines, fighting fires, etc. For the pinks—the world would eventually revolve around computerized kitchens, white pant suits in hospital corridors, taking orders from doctors, daily classroom instructions, and very little else.

Ms Chafetz' comments were penned only two years ago, but are already a far cry from the role being played by today's modern aerospace woman. As Airman magazine writer Ted Strum noted, "The women wearing stars, eagles or eight stripes have overcome obstacles to succeed ... but because of them, it won't be so tough for those who follow ... Today, the Air Force is the leader among the services in establishing and pursuing equal rights and opportunity mandates for all personnel. We have discovered that talent, brains and abilities come in all kinds of packages—including women."

The roads paved by the Amelia Earharts and the Marie Curies have been rough and not easily traveled. But, now they are a lot smoother and a lot more open than they were ten, five, or even three years ago—if women are willing to travel them.

Regarding realism, Webster has noted that "reality is the totality of real things and events; something that is ... not dependent, but exists necessarily."

And, today's necessary Air Force woman, whether she be mechanic, computer operator or security police, is an integral part of the Air Force's departure from the "status quo!"



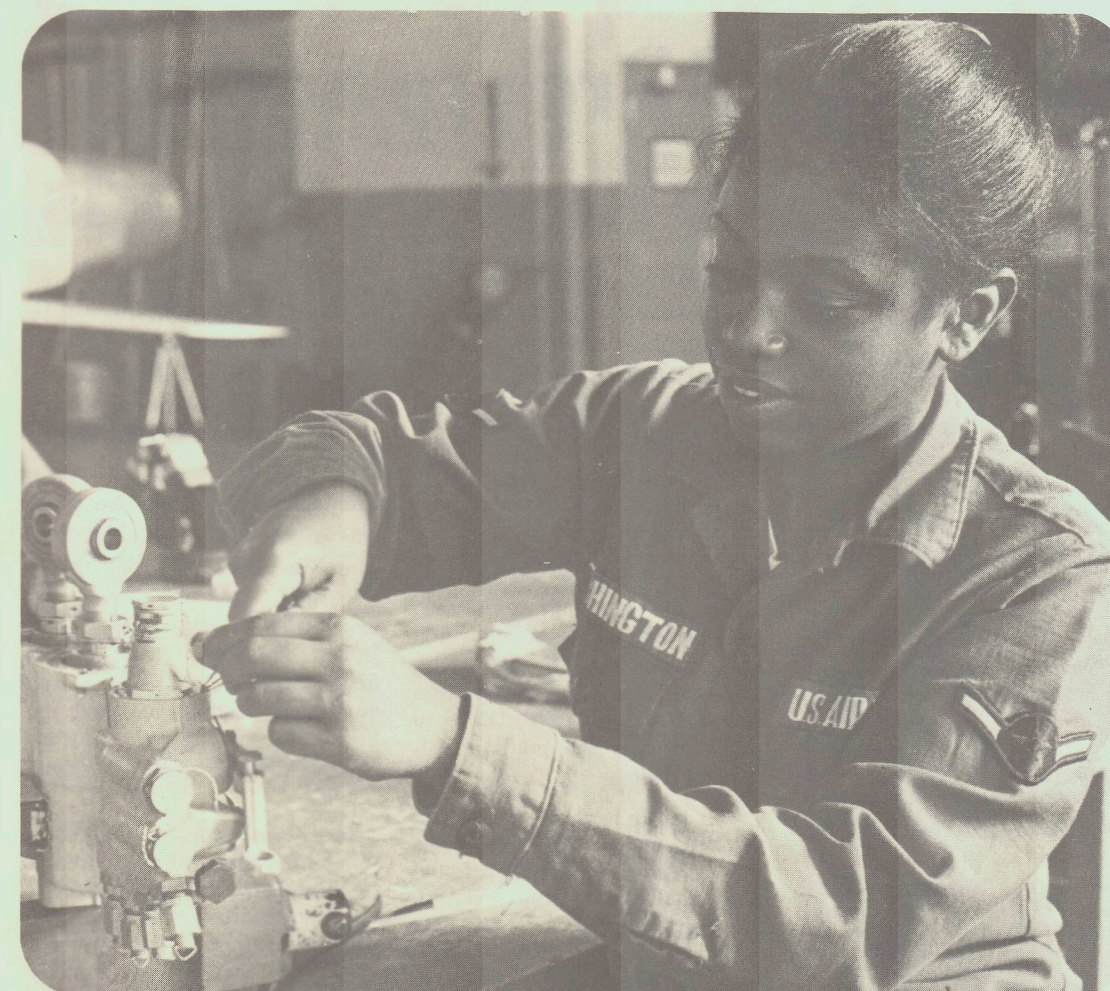
ALTHOUGH MACRAME, WEAVING and a host of other feminine leisure pursuits occupy the off-duty time for Airman Denise M. Bingham of Orlando Park, Kan., on-duty she serves as an Avionics Communications Specialist. Able to troubleshoot, install, modify and repair aircraft communications equipment, could be called anything but "typical" for the daughter of Mr. and Mrs. Harold W. Bingham.

"I CAME INTO THE AIR FORCE not knowing anything about my job specialty, pneumatics. But through the help of my instructors and technical orders, I've been able to learn and become familiar with my job. I still have a lot to learn, but I can't wait to get out onto the flightline and see an aircraft take off and come back that I fixed," noted Airman Janet S. Hellstein, 20, of Kansas City, Mo.

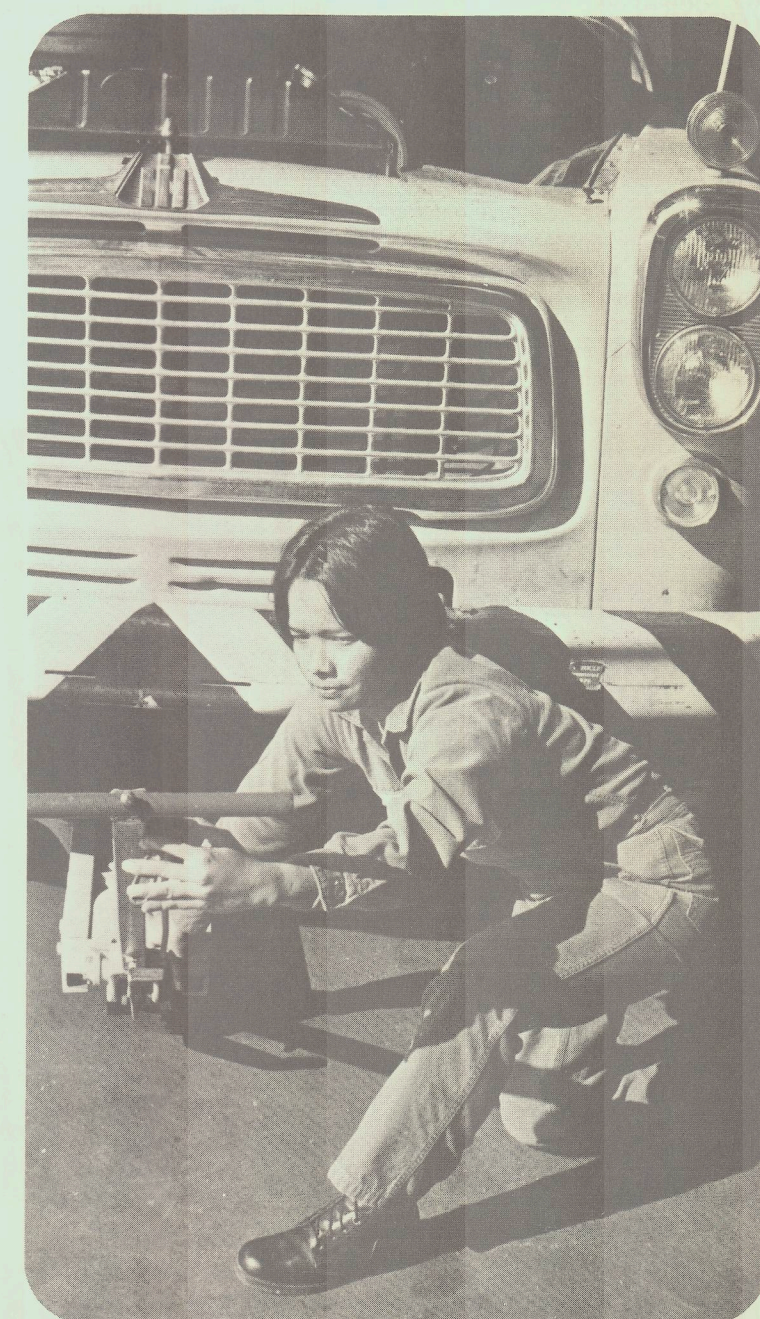


WHETHER SITTING IN THE COCKPIT operating the flight controls, inspecting the speed brake actuating cylinder or hooking up a test stand hose, Airman Janis Mastin of Akron, Ohio, loves the work. "The experiences I've encountered while in the Air Force, not to mention the training, will stay with me always," explained the 21 year-old who was recruited by TSgt. Tom Heflin of Det. 514 Ohio. Is it a typical job? Not according to Airman Mastin, "but it is very interesting and vitally essential."

Story by
Technical Sergeant Charles V. Majors
Air Force Photos
by
Walt Weible and
Jim Drury



AN HONOR GRADUATE FROM Air Force basic military training, where she served for six weeks as a squadron leader, Airman Windford Washington safety wires a selector valve for the landing gear of an aircraft. The Baltimore, Md., native who was recruited by SSgt. Jerome Schnitzer, said "Since being in the Air Force, I've experienced good leadership qualities in my instructors. The aircraft electrical repair course has been very informative and I wouldn't trade it for anything."



RECRUITED BY STAFF SERGEANT Michael Ward of Yakima, Wash., there will be no soft jobs for Airman Annie Jo Baldoz. The 20 year-old daughter of Mr. and Mrs. Angelo Baldoz said "The training is an intensive, complete program. I've had two previous years in automotive mechanics at college, and I am still learning and acquiring a better comprehension of the field."

Hot air carries ad to thousands

INDIANAPOLIS—One of the oldest, and to some, most romantic modes of manned flight recently carried an Air Force recruiting message to thousands of Indiana State Fair goers, area residents, and television viewers.

Opening day, a colorful, seven-story, hot air balloon, more than 50-feet in diameter, lifted silently off the infield of the fairgrounds, displaying the "Air Force. A great way of life," logo.

The balloon, with two 17- by 20-foot Air Force advertising panels, was one of fifteen entries in the fair's "Hare and Hound's" balloon race. The event attracted more than 80,000 grand stand spectators, and countless others who gathered along the race route.

CCAF offers credit for on-job training

Air Force members who attain their skill levels without the benefit of formal technical training can now receive up to 16 semester hours credit for their studies from the Community College of the Air Force (CCAF).

Beginning Oct. 1, the CCAF authorized Air Force Specialty Internship (AF-SI) credit for on-the-job training received by registered CCAF students.

"The intent of the AF-SI program is to allow airmen who aren't assigned to technical training courses an opportunity to earn CCAF credits for their base-level training," said Cap-

The event was also carried live on WTTV and three area radio stations, according to Air Force Recruiting Detachment 500 officials. Each of the radio stations also provided five 30-second spot announcements on behalf of Air Force recruiters to publicize the flying Air Force advertisement in the race.

Interest generated by the Air Force's sign also led to an invitation for the detachment's Nurse Recruitment Officer, Captain Mary V. Annie and Recruiter Master Sergeant Ronald Zukoski to appear on WTTV, say officials.

The balloon with its Air Force advertisement, was piloted by Niki Kaplan, to a second place finish.

After the race, the advertising panels became part of the Air Force Recruiting exhibit at the fair's exhibition hall.

tain Michele Plaudis, CCAF information officer. "AF-SI," she added, "will make it easier for these individuals to earn CCAF Career Education Certificates."

A maximum 16 semester hours credit for internship will be awarded airmen, the captain said, in units of four semester hours for each skill level. However, students must have attained their skill levels in the specialty for which their CCAF programs were designed.

Individuals who cross-train can earn AF-SI credits in their new specialty. However, said Capt. Plaudis, AF-SI credits earned in the previous specialty won't be applied to the new career field.



A GROUND CREW prepares to launch a 70-foot tall hot air balloon displaying two Air Force Recruiting advertising panels. The balloon placed second in the Indiana State Fair's "Hare and Hounds" race on opening day. (Air Force Photo by Master Sergeant George Guthrie)

'03rd program to help get leads

ROBINS AFB, Ga.—The 3503rd Air Force Recruiting Group has developed an innovative program to assist recruiters obtain leads on 1976 high school graduates.

The new program consists of a direct mail letter targeted at last year's high school graduates. The key aspect of the program is that the entire mailout is conducted at detachment headquarters, said officials. All the recruiters who desire this service have to do is provide the mailing list, they explained.

The letter begins, "Your first summer out of high school is now behind you. Have you found that challenging and exciting job you wanted? Or have you just been marking time — hoping for something better to come along."

It continues, "If you are not satisfied with your answer to one or both of these questions, let me suggest one — the United States Air Force . . ."

The idea of the mailout was developed by Colonel Edward G. Bulka, group commander. "With the present emphasis and time being devoted to this year's high school program — school visits, speeches, center of influence events, etc. — we felt that there was a strong possibility that some recruiters may not have sufficient time to effectively work 1976 senior lists," Col. Bulka explained. "As we all know, these graduates comprise our 'now' market and can be booked for in the October, November and December time frame."

In a letter to his commanders, Col. Bulka stressed that "this is just one idea for possibly assisting the recruiter to generate leads during this busy period. I am sure that there are many good ideas at each detachment to reach this segment of the market. The main point is to brainstorm and consider all ideas for assisting the recruiter in lead generation, select the best, and then implement."

Leads are name of the game

A \$7.5 million advertising budget was recently approved for all Air Force Recruiting Service advertising in Fiscal Year 1977, officials here recently announced.

Air Force advertising dollars peaked out at more than \$16 million in FY 74 during the second full year of the all-volunteer force from a \$7.4 million ad budget in 1972, the last full fiscal year of the draft era.

Despite a reduction of more than \$1.2 million over last year's budget, many new national and local projects have been initiated to try to generate more leads to help recruiters.

Heading the list of actions is a national direct mail campaign which began this month and is planned to generate 75,000 to 100,000 leads for the non-prior service programs.

The first letters are enroute now to more than one million high school seniors and another mailing will be conducted to their parents in January 1977. In the March-April time frame, a third letter will be sent to the seniors as a pregraduation reminder. All returns will go to Air Force Opportunities Center in Peoria, Ill., to be fulfilled, and recruiters will receive an Advertising Inquiry Card with the lead information. After each mailing a list with names and addresses will be sent to recruiting offices so that recruiters will be aware of who were sent letters in their zone. Each recruiter will be able to add names for future mailing or delete those they know are not qualified.

Efforts are also underway to obtain a special list of high school graduates from the last two years who scored at least a General 40 and a 150 composite on the Armed Services Vocational Aptitude Battery of tests, but have not enlisted in one of the services. If the list is obtained, current plans call for the mailing of a special national letter to these prospects with inquiries being referred to recruiters for follow-up.

Other approaches to direct mail should also prove productive, say Directorate of Advertising officials. A one-time mailing is planned for November to first term airmen soliciting their assistance in obtaining prospects' names. Letters have already been mailed to all Air Force chief master sergeants as part of the Air Force Recruiter Assistance Program (AFRAP). Each E-9 was asked to pass the word and to refer potential prospects to recruiters.

Another new initiative is heavy-up national advertising only in detachments experiencing a severe shortage of leads. Six special ads will

appear in "TV Guide" and "Family Weekly" for 18 detachments in the January to March 1977 time frame.

An immediate assist is coming in the form of a full-page ad on November 7th in both "Parade" and "Family Weekly".

The toll-free telephone number is now being placed on all recruiting aid items (space permitting) to spark inquiries; and the Directorate of Advertising's Local Advertising Management Office team is identifying markets which need special help in the form of additional advertising money and a specially tailored lead generation plan.

Also, as part of AFRAP, advertisements with referral coupons are being put in "Air Force Times," and the Air Force News Service will provide AFRAP ads for use by base newspaper editors. Other ads are being released to additional internal publications.

Many other lead generation ideas were recently provided to all groups for local use.

Air Force Thunderbirds performances, Air Force Orientation Group (AFOG) exhibits and Air Force band engagements have been earmarked for lead-generating emphasis. All of these special events offer opportunities to capture direct leads for future follow-up, say officials. Thunderbirds demonstrations provide an excellent drawing card for potential enlistees, they say. Officials suggest arrangements be made with the host base for reserved seating for seniors. Then, recruiters can post notices in local high schools offering reserved seating at the show, or Thunderbirds lithographs and information about the Air Force, to those who write in requesting them. Units hosting the Thunderbirds can also hold pre-show luncheons or get-togethers for seniors who would like to meet one of the team members in person.

Many units are now actively gathering quality leads from AFOG Thrill of Flight van exhibits by having students sign to receive a card verifying that they have "flown" in a flight van and information about Air Force opportunities. Various adaptations of this type lead generation tool can be applied to other AFOG displays or local Air Force band performances.

Avenues being explored by several field units to increase the flow of qualified potentials include assistance by Air Force retirees, centers of influence and first term airmen. Many are also placing advertisements in high school newspapers; films are being shown at Delayed Enlistment

Program (DEP) Commanders' Calls; and local radio and television spot announcements are being produced.

Some recruiters have had success in getting state drivers license lists and working them for leads. Others are preparing feature articles about DEPs who have enlisted and will be leaving for basic shortly, and many have found success in working with local organizations. These include the Civil Air Patrol, Junior Reserve Officer Training Corps units, Air Force Association, and the Air Force Sergeants' Association.

Some Air Force recruiting detachment commanders are now writing to every member of the DEP on the day they're sworn in. They are enclosing bumper stickers, referral cards and encouraging them to bring friends to the recruiter. Others write each DEP periodically until they enter active duty.

Also, at the headquarters' level, Educational Affairs Division personnel are setting up a prospective applicants' program within the general guidelines of the center of influence program. One example would target special events toward members of organized groups such as the Distributive Educational Clubs of America, Vocational Industrial Clubs of America, Future Farmers of America and other similar type organizations.

And, the Publicity Division here has a steady flow of news stories and other AFRAP actions launched on a nationwide basis.

Special tests of High School Senior Day programs were held last month in conjunction with a Thunderbirds show at Travis Air Force Base, Calif., by Det. 606 and host base officials, while Det. 607 held one with the help of Lowry AFB, Colo. (In-depth features will be published in a future issue of "The Air Force Recruiter.") Preliminary results are encouraging, say officials, and plans are to try and set them up Air Force-wide early next year.

Other lead generating methods are being explored include the targeting of billboards to low-producing markets; increasing the printing of Thunderbirds lithographs for use as handouts; and the production of more recruiting aids such as records and metric converters for use by Air Force recruiters.

Knowing that we face tough recruiting months ahead, it's easy to see why lead referral or lead generation is the name of the game for Air Force Recruiting Service for fiscal year 1977, emphasize officials.

Units below production standards to get help

Help is on the way for Air Force recruiting detachments falling short of expected production standards, according to Recruiting Service officials here.

A special team, composed of Recruiting Service headquarters and field personnel, has been established to assist management personnel in these detachments. The new team will aid by identifying and analyzing operational procedures and problems which are causing deviation from the standards set by Headquarters Recruiting Service, say officials.

The Internal Management

Procedures Analysis Concept Team (IMPACT) will spend an average of four days within detachments, analyzing management procedures in designated areas of operation.

"These areas include lead refinement, lead generation, local management information systems, ongoing recruiter training programs and applicant enlistment efficiency," said Lieutenant Colonel Silver C. Crim, deputy director of recruiting operations and chief of the first team to visit the field.

"In essence," explained the colonel, "when we see a detachment drifting off track, our job

is to help its managers nudge it back on before it derails."

The IMPACT brings together expertise from all levels within Recruiting Service. The team includes a representative from the Directorate of Recruiting Operations and Directorate of Marketing and Analysis here, a detachment commander, an advertising and publicity representative, and a detachment operations superintendent. Also on IMPACT are from one to three sector supervisors, an Armed Forces Examining and Entrance Station liaison non-commissioned officer, and a bag-carrying recruiter.

"The field representatives are from successful detachments and sectors outside the group being visited," said Lt. Col. Crim. "However, they will, in most cases, have experience in geographical areas similar to that being visited."

At the end of the four days, the team will outbrief, make recommendations, and assist in the development of a plan to resolve problem areas.

A Headquarters Recruiting Service training team will make a follow-up visit within 60 to 90 days, say officials.

Commissary course charted

KELLY AFB, Tex.—The future course of Air Force commissaries was charted here at the first commanders meeting since formation of the Air Force Commissary Service (AFCOMS) earlier in the year.

Major General Daniel L. Burkett, AFCOMS commander, said, "unlimited opportunities exist, now that all Air Force commissaries will be

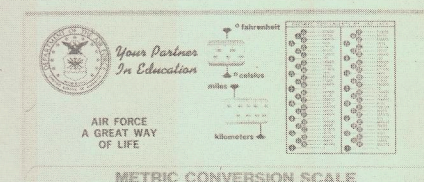
directly under a professional staff dedicated solely to commissaries.

"High priorities have been established," Maj. Gen. Burkett stated, "to improve commissary management for better customer relations and service, and for 'behind the scenes' control of accountability for funds, merchandise and other operational aspects such as troop support.



DURING A VISIT to the University of Miami, Staff Sergeant Anita Adams, an Air Force recruiter, talks with a student about Air Force career opportunities. SSgt. Adams is a member of Air Force Recruiting Detachment 303. She is assigned to the Westchester recruiting office in Miami.

HIGH SCHOOL STUDENTS SIGN UP FOR



METRIC CONVERTER & JOB OPPORTUNITIES INFORMATION

MEMBERS OF AIR FORCE Recruiting Detachment 406 used this lead generating idea during an open house and Thunderbird's air show at Randolph Air Force Base, Tex., this month. The poster was displayed at the detachment's recruiting booth. High school students who placed their name, age and address on a sign-up sheet, will be sent a metric converter and information about the Air Force opportunities. Recruiting officials emphasize that this is just one of many ways to help generate prospective Air Force applicant leads.

Special jobs

Teamwork makes Det. 513 successful

CLEVELAND—"I know your recruiter has discussed some of the special jobs you see displayed behind me . . ."

That is often how Air Force Recruiting Detachment 513 centralized bookers begin their discussions with prospective applicants, about the career fields open to them in the Air Force.

Det. 513 is among the top detachments Recruiting Service-wide when it comes to placing young men and women into essential Air Force jobs.

The unit went from 26th place to first place in eight months recently, and is now sixth nation-wide in the special jobs category of the Management Emphasis Program, according to Air Force Recruiting Service officials.

"A coordinated team effort and a well planned program employing innovative recruiting practices, are the keys to our success," said Captain Wayne A. Tongue, Det. 513 commander.

The program starts, and its success ultimately rests, with the bag-carriers. "They must generate sufficient numbers of high quality applicants," explained the captain. "Under the team concept, however, their role has changed slightly."

"Recruiters now stress Air Force benefits and its way of life, instead of specific jobs when talking to prospective applicants about enlistment," he said. "However, when the discussion turns to Air Force specialties, recruiters emphasize the special jobs—those likely to be most readily available at processing time."

As a guide to help the recruiter identify these special job requirements, the detachment provides a list of vital Air Force Specialty Codes and con-

tinually updates it. Literature provided the prospective Air Force member features these jobs.

When discussing Armed Forces Vocational Aptitude Battery scores, the recruiter concentrates on the applicant's qualifications for enlistment. He explains that the centralized booker, his counterpart on the team, at the Armed Forces Examining and Entrance Station (AFEES) is the expert at job placement. He emphasized that after the individual takes the physical examination and all qualifications are known, the AFEES counselor will be better able to discuss specific career fields.

At the AFEES, Det. 513's personnel are divided into two functional areas.

In one room, decorated with an Air Force billboard and advertising emphasizing the Air Force's lifestyle, is the quality control function. Here liaison noncommissioned officers check case files, determine applicant qualifications, perform Entrance National Agency Check fingerprinting, and process airmen preparing to depart for basic training.

"The advertising here is designed to reinforce the decision of young people departing for basic, and to motivate others in various stages of processing," related Capt. Tongue.

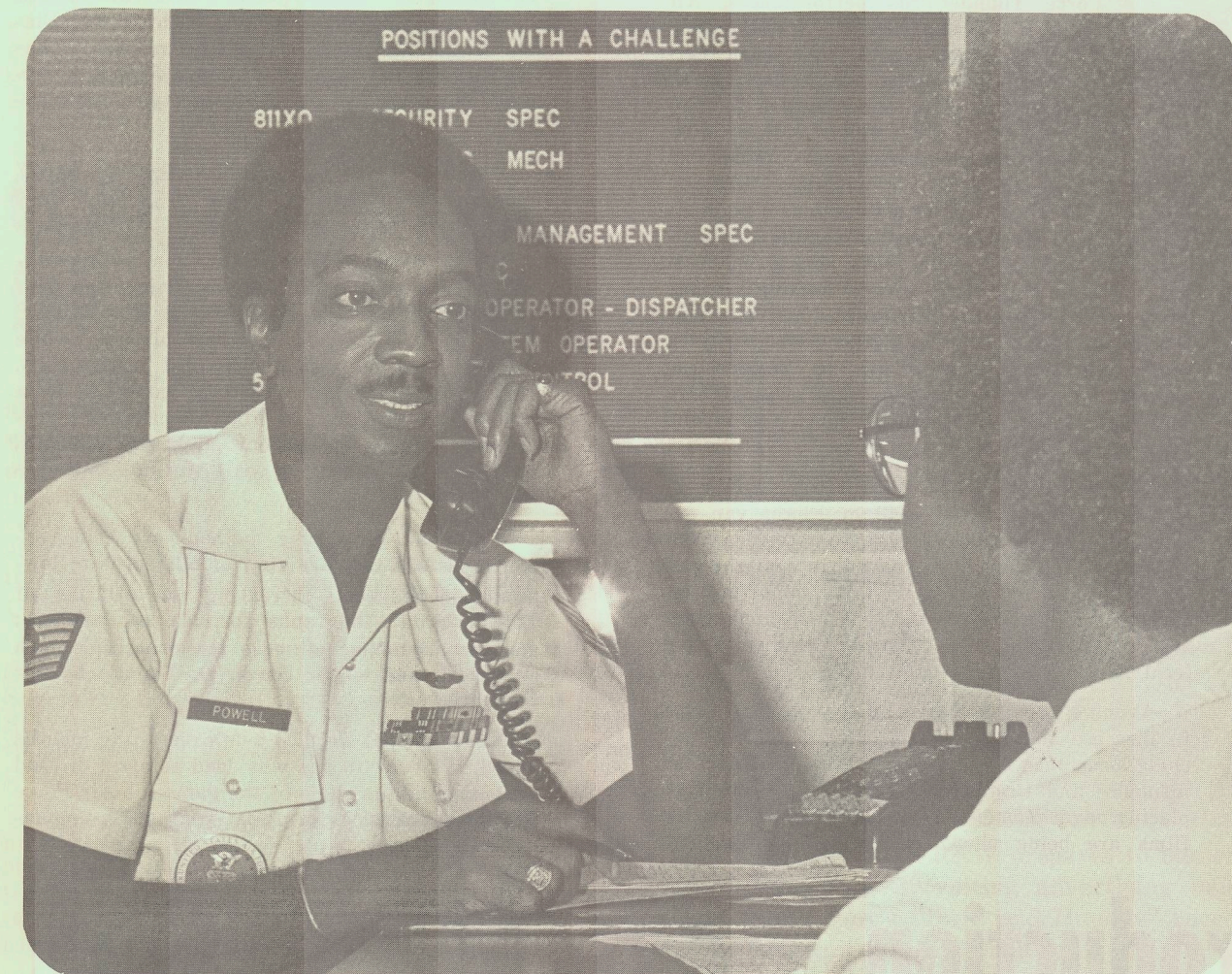
The other area houses the centralized bookers. When an applicant enters the waiting room, he or she is confronted with a display that lists the special jobs and includes a short description of each. Throughout the room are photographs depicting these specialties with captions explaining them.

"We change these photos as our requirements change," said the captain. On the tables are copies of the Special Jobs Supplement published in a recent issue of "The Air Force Recruiter" newspaper.

"All of this provides the individual with information on the jobs that will most likely be available to him," continued Capt. Tongue.

Still another display listing the vital jobs hangs behind the centralized bookers desk as he helps the applicant select the specialty he will be trained for in the Air Force.

"Not all applicants are qualified for, nor do all end up in these jobs. There are others," emphasized Capt. Tongue. "But, through the teamwork and dedication of our members, we are helping meet the manpower requirements of the Air Force by enlisting people in the right jobs at the right time," he concluded.



TELEPHONING the Accession Control Center, to reserve a special job for an Air Force applicant is Technical Sergeant Bill Powell. The sergeant is a centralized booker for Air Force Recruiting Detachment 513.



AN AIR FORCE applicant reads the Special Jobs Supplement of "The Air Force Recruiter" newspaper as he waits to see the centralized booker. The newspaper is one more method used in Air Force Recruiting Detachment 513 to emphasize special jobs.



TECHNICAL SERGEANT Wayne Delvitto, a centralized booker, describes some of the features of a special job to Air Force applicants in the waiting area of the Air Force's centralized booking room in the Cleveland, Ohio, Armed Forces Examining and Entrance Station. This special jobs board, with complementing pictures, is the first thing applicants see when they enter the area. They usually have time to study it while waiting to see a booker.

Viewer response spurs show rerun

SYRACUSE, N.Y.—Members of Air Force Recruiting Detachment 103's Medical Recruiting Team recently appeared on WKTV, Utica, N.Y., with two doctors from Griffiss Air Force Base, N.Y.

Viewer response was so great that the program has been aired twice. Also a tape of the show is being used by the 3501st Air Force Recruiting Group as a training aid for other medical recruiting teams.

Staff Sergeant Kenneth G. Gardner, a medical recruiter, arranged for the television show with Jerry Fiore, news commentator for WKTV.

"While at a center of influence

dinner, we talked about the many opportunities in the Air Force for doctors," stated SSgt. Gardner. "Jerry thought this would be a very good idea for a television program."

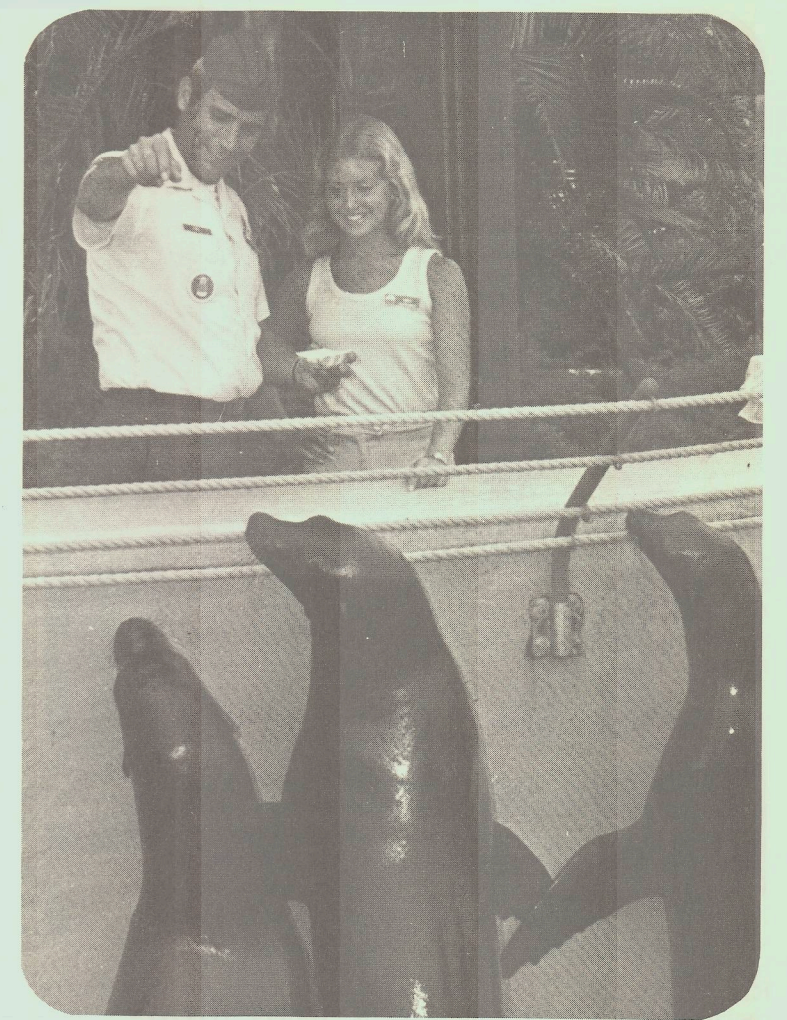
"I talked with Lieutenant Colonels James McClure, chief of Professional Services at the Air Force Hospital, Griffiss AFB, and Herb Schultz, chief of Aerospace Medicine there. They welcomed the opportunity to discuss their careers on television," commented Captain Ramon L. Benedetto, medical recruiting officer for Det. 103.

The show was taped at the studio for airing on a Sunday afternoon and was rebroadcast one evening later in the week.

"I talked with the medical team at our group headquarters and they said the film would make an excellent training aid for other medical recruiting teams in the group," said Capt. Benedetto, "and the station made a video tape of the show for this purpose."

The program dealt with qualifying criteria and a short history of medical recruiting for the Air Force. The doctors discussed why they chose the Air Force as a career and how they compared the military with their civilian careers.

The reasons why the Air Force has a medical services corps, were also included in the 30-minute panel discussion.



TAKING A BREAK from manning his Air Force recruiting exhibit at Sea World, Orlando, Fla., Master Sergeant Ed Furr visits some of the amusement park's aquatic attractions. With him is a Sea World hostess. The sergeant, a member of Air Force Recruiting Detachment 303, maintained the exhibit during the park's annual "Salute to the Armed Forces Week" recently. (Air Force Photo by Technical Sergeant Tommy McDonald)

DoD directed changes to affect physicians, dentists

Extensive Department of Defense (DoD)-directed changes in the grade management program for physicians and dentists of all services will revise the criteria for determining their promotion credit, phase points and opportunity.

About 4,500 Air Force physicians and dentists on active duty will be affected by the shifts in promotion phase points and opportunities. The new DoD directive will, for the first time, include dentists in the same provisions as physicians to standardize grade management for these specialists. However, the promotion credit physicians and dentists currently have will not be affected.

The promotion system for physicians and dentists differs somewhat from the one governing the majority of Air Force officers. For example, a doctor's promotion occurs when he completes either the minimum required number of years based on his promotion grade credit or the minimum required number of years of active service in the next lower grade. A line officer's promotion, instead, is driven by a vacancy system which determines monthly increments.

Selection by a central board will still be required for promo-

tion to lieutenant colonel and colonel.

The directive will change the method of determining the promotion credit a physician or dentist receives upon entry by establishing a maximum ceiling for credit awarded for civilian qualifications. This ceiling includes a three-year limit on credit awarded for experience as a physician or dentist.

Initial rank is determined by the amount of entry credit an officer qualifies for, and is based on professional education, training and experience. Previously, a physician with up to 8 years' credit came in as a major; up to 13 years, a lieutenant colonel; and up to 21 years, a colonel. At Air Force discretion. Dentists were limited to major.

In October, the entry credit needed for major will increase from 8 to 8½ years and hit 10 years by fiscal year 1980. For lieutenant colonel, it will increase from the present 13 years to 16 years by fiscal year 1982, and for colonel from 20 to 22 years by fiscal year 1980. Consequently, under the new directive, officers will normally come on active duty as majors since the promotion credit they are awarded will not be limited to 12 years.

The promotion phase points will also lengthen. Officers are promoted based on total credit

or time in grade, whichever occurs first. For promotion to major in fiscal year 1977, an officer must have 8½ years credit, 9 years in fiscal year 1978 and 10 in fiscal year 1980.

The minimum time in grade required for promotion will also increase. For major, it will increase from four to six years in fiscal year 1980, and from five to six years in fiscal year 1982 for lieutenant colonel. For colonel, however, the present time-in-grade requirement will move from seven years down to six years by fiscal year 1982.

Promotion opportunity will also change with the new directive. Promotions to major will remain on a fully qualified basis, but the opportunity for lieutenant colonel will go from 90 per cent of all primary zone eligibles to 80 per cent of first-time eligibles. For colonel, the opportunity will go from 90 per cent of all primary zone eligibles to 75 per cent of first-time eligibles, which is the present opportunity for dentists. Secondary-zone selections for both physicians and dentists will no longer come in addition to the primary-zone quota, but will be included in it.

New majors and lieutenant colonels must have at least 12 months' continuous active duty to be eligible to meet a board. This will give new officers time to establish a record of active-duty performance. (AFNS)

Bill contains approval for inputs into AECF

WASHINGTON — Approval of an Air Force request for 200 new inputs into the Airman Education and Commissioning Program (AECF) is contained in the Department of Defense Appropriations Bill for fiscal year 1977 passed by Congress Sept. 13, 1976, and signed by the President Sept. 22.

While indicating that the Air Force could reinstate the AECF during FY '77, Congress deleted funds that the Air Force had requested to defray the costs of the new selectees' tuition payments. New participants in the program will be required to pay their own tuition, but may use their in-service GI Bill benefits if eligible. (AFNS)

There have been no inputs into the AECF since Oct. 1, 1974, when Congress directed the Air Force to cease sending airmen to school under the program. The Air Force request for new inputs into the program for fiscal year 1976 and the transition quarter was also deleted during the fiscal year 1976 appropriations process.

Once the Appropriation Bill becomes law, the Air Force will announce the opening of the program for new applicants. Base education services will provide counseling on GI Bill benefits, eligibility and application procedures for the AECF once the program is announced.

The program will be limited to applicants seeking engineering, scientific and technical management degrees needed to meet Air Force requirements. (AFNS)



A FOUR-STORY department store recently became an Air Force billboard. Air Force Recruiting Detachment 305 recently rented the side of the building for recruiters in the Washington Metropolitan area. The display, located at a busy intersection, is expected to be viewed by more than 100,000 people during its one-month's posting. The billboard is two football fields in length, making it one of world's largest billboards, according to store officials. (Air Force photo by Staff Sergeant Joseph N. Geraci)



Sixty-five NCOs finish initial recruiter training

LACKLAND AFB, Tex. — Sixty-five noncommissioned officers recently graduated from the six-week recruiting course here. They are being assigned to recruiting units throughout the United States.

Staff Sergeant Nelson L. Parkinson, who is scheduled to go to Air Force Recruiting Detachment 505, Milwaukee, Wis., was selected as the Distinguished Honor Graduate. Honor graduates from the course were Technical Sergeants Millard A. Bryant Jr., Det. 305, Bolling Air Force Base, D.C.; John W. Harris, Det. 301, Gunter Air Force Station, Ala.; John A. Hughes, Det. 607, Lowry AFB, Colo.; Robert W. Kopley, Det. 311, Nashville, Tenn.; and Jerry L. Wieman, Det. 412, St. Paul, Minn.

New recruiters in the 3501st Air Force Recruiting Group are SSgt. George T. Cooper, Det. 101, Pittsburgh; SSgt. Stephen A. Gladu, TSgts. Emery S. Hudy, Michael W. Twarowski,

Det. 103, Syracuse, N.Y.; SSgt. Roderick T. Brooks, TSgt. Ralph E. Googe, Det. 106, Milford, Conn.; SSgts. Lawrence J. Scherer and Ronald J. Bobba, Det. 108, New Cumberland, Pa.

Going to the 3503rd Group are TSgt. Allen L. England, SSgt. J. W. Kelly, Det. 301, Gunter AFS, Ala.; SSgts. Alfred M. Anthony, William C. Bradley III, Samuel L. Crain, TSgt. Gary B. Henderson, Sergeants Blanche M. Howard, Joseph L. Walls, Det. 303, Patrick AFB, Fla.; SSgt. Gary J. Borosky, TSgt. Tonny G. Williams, Det. 305, Bolling AFB, D.C.; SSgts. Lawrence E. Braswell, John W. Russell, Ulysses Tinsley, TSgt. Charles P. Smith, Det. 307, Shaw AFB, S.C.; SSgt. William L. Cook Jr. and TSgt. William F. Doss Jr., Det. 309, New Orleans.

Ten new recruiters are being assigned to the 3504th Group. They are SSgt. Dale E. Buckingham, TSgt. Bonnie M. Tutt, Sgt. Gene T. Olsen, Det. 403, Omaha, Neb.; TSgt. Charles Q. Graf, Det. 404, Arlington, Tex.; SSgt. Michael E. Gunter, Det. 405, St. Louis; SSgt. Gregory R. Whelan, Sgt. Stephen C. Berg, TSgt. Cyrenius W. Henke, Master Sergeant Richard F. Stroup, Det. 406, Houston; and Sgt. Roger D. Barber, Det. 412, St. Paul, Minn.

Scheduled to move to the 3505th Group are SSgt. Steven

M. Wagner, Det. 500, Indianapolis; SSgt. Michael D. Green, TSgt. Gary D. Roberts, Det. 501, Joliet, Ill.; and MSgt. Allen R. Turkow, Det. 505, Milwaukee, Wis.

New members of the 3506th Group are TSgts. Kenneth E. Johnston, Charles C. Kessler Jr., Emanuel Rice Jr., Robert L. Stieglmeier, Det. 601, Bellevue, Wash.; SSgts. Kenneth J. Elmenhurst, Steven R. Marquis, Daniel C. Pace, Hendrik J. Van Breen, TSgts. Walter W. Willis, Robert A. Hvidt, Det. 606, Travis AFB, Calif.; TSgt. Michael D. Bushong, SSgts. Raymond I. Caldwell, Danny J. Stone, TSgts. Frank R. Frollini, Michael K. Hendricks, Det. 607, Lowry AFB, Colo.; SSgts. Darrel D. Brown, Donald L. Robertson, Det. 609, Los Angeles; SSgt. Kyle Buster, Sgt. Leonard B. Ordonio, SSgts. Ralph A. Rios and Robert A. Smith, Det. 610, San Bernardino, Calif.

Graduating from the course early were TSgt. David J. Holsapple, Det. 103, Syracuse, N.Y.; MSgt. Joseph W. Rhodes Jr., Det. 305, Bolling AFB, D.C.; TSgt. Carlton C. Valcourt, Det. 607, Lowry AFB, Colo.; and MSgt. Craig Campbell, Headquarters Air Force Recruiting Service, Randolph AFB, Tex.

Col. Wren earns Legion of Merit

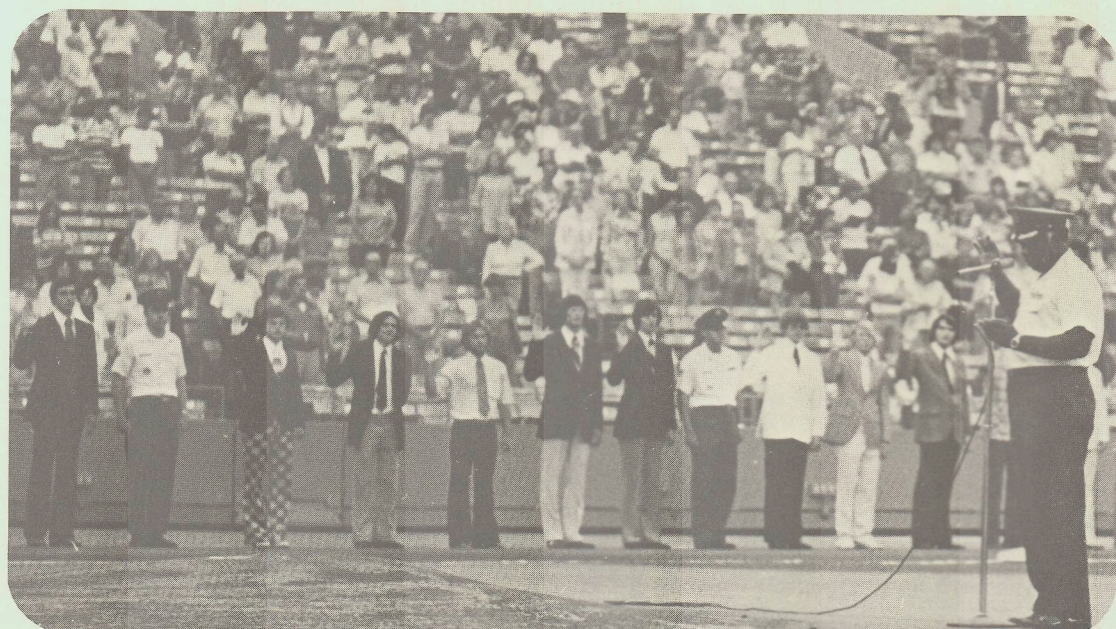
The Legion of Merit, the Air Force's highest medal for meritorious service, was presented to Colonel Donald B. Wren, outgoing director of student resources for Air Force Recruiting Service during his retirement ceremonies held recently.

The citation accompanying the medal reads: "Colonel Donald B. Wren distinguished himself by exceptionally meritorious conduct in the performance of outstanding services to the United States as Chief, Airman Resources Division and as Director of Student Resources, Headquarters United States Air Force Recruiting Service, Air Training Command,

Randolph Air Force Base, Texas from 10 May 1972 to 30 September 1976.

"In this important and demanding assignment, the leadership, exemplary foresight, and ceaseless efforts consistently demonstrated by Colonel Wren resulted in a new era of superb recruiting-classification-assignment interaction that greatly benefited both the individual and the Air Force. The singularly distinctive accomplishments of Colonel Wren culminate a distinguished career in the service of his country and reflect great credit upon himself and the United States Air Force."

Col. Wren retired after more than 29 years of active military service.



BEFORE SOME 20,000 fans, Colonel Edward D. Young, Jr., director of operations, reenacts the oath of enlistment to 64 members of the Delayed Enlistee Program during the St. Louis Cardinal's First Annual Salute to the Air Force, recently.

RECOGNIZING ITS outstanding support to Air Force recruiting, Radio Station KBOX, Dallas, receives a special plaque. Staff Sergeant Tommy Deeds, a member of Air Force Recruiting Detachment 404 makes an in-studio presentation of a public service plaque to "Peck," center, and "Penny," right, a morning disc jockey team.

Student Resources gets new director

Colonel Thomas H. Yasuhara is the new director of student resources, Air Force Recruiting Service here. Col. Yasuhara replaces Col. Donald B. Wren, who recently retired.

As director of student resources, the native of Hilo, Hawaii is responsible for policy and procedures pertaining to the flow of students into and through Air Force basic military training.

Before coming to Randolph AFB, Col. Yasuhara was the chief, personnel division, 3345th Air Base Group, Chanute Air Force Base, Ill. Prior to his assignment at Chanute, Col. Yasuhara served as director of personnel systems, Headquarters Air Training Command (ATC) at Randolph AFB.

His initial Air Force assignment after commissioning as second lieutenant in 1953 was as a protocol officer at Hickam AFB, Hawaii. From there he was reassigned to Tokyo International Airport, Japan, in June 1955 as a personnel officer. Col. Yasuhara returned to Hickam AFB in May 1958 as assistant director, airmen personnel, Headquarters 6488th Air Base Wing. He also served as assistant chief and later as chief of the Personnel Accounting and Control Division at Hickam.

In August 1963, he was assigned to Tan Son Nhut AB, Vietnam as personnel officer for the 33rd Air Base Squadron. In 1964 he returned to Hickam as chief, Rotation and Contingency Manning Branch and was also the assistant chief, Airman As-

Ceremony reenacted during salute to AF

ST. LOUIS, Mo.—" . . . I do solemnly swear that I will support and defend the Constitution of the United States against all enemies . . . and that I will bear true faith and allegiance to the same . . ." these words echoed throughout Busch Memorial Stadium when Colonel Edward D. Young, Jr., Air Force Recruiting Service director of operations administered the oath of enlistment to 64 young men and women here recently.

The occasion was the reenactment of the enlistment ceremony for members of the Delayed Enlistee Program during the St. Louis Cardinal's First Annual Salute to the Air Force. Sixteen recruiters from Air Force Recruiting Detachment 405 and the Scott Air Force

Base, Ill., color guard, led the DEPs onto the playing field before some 20,000 Cardinal fans.

Before the swearing-in, Col. Young addressed the group, telling them, "You are starting your careers at a time when our enlistment standards are the highest they have ever been. I think each of you can be justifiably proud of your accomplishments in meeting the stringent mental, moral and physical standards necessary for Air Force entry. We have a vital mission that requires people who are dedicated to the Air Force way of life."

Following the ceremony, Major William C. Pacquin, Det. 405 commander, said the Cardinals have helped us maintain an awareness among the people in St. Louis of the opportunities available in the Air Force.

Air Force life

Two members of Air Force Recruiting Detachment 409 recently discussed Air Force life on "Insight", a half hour show on KTEW-TV, sponsored by the Urban League of Tulsa, Okla. Senior Master Sergeant Donald A. McGlory, operations supervisor, and Technical Sergeant Charles H. McMullin, recruiter, talked about equal opportunities for minorities in the Air Force with Margie Barre, host of the weekly show. Urban League officials said the program reaches about 250,000 people each week.

Retirees offer assistance

Master Sergeants John Linebarier and Les White, former recruiters in Air Force Recruiting Detachment 303, now retired, recently attended a center of influence event for retirees interested in assisting local recruiting efforts. During the event, the retirees reviewed current recruiting literature with Technical Sergeants Ron Garwood and MSgt. Ed Furr, Orlando, Fla. recruiting office.

Kudos

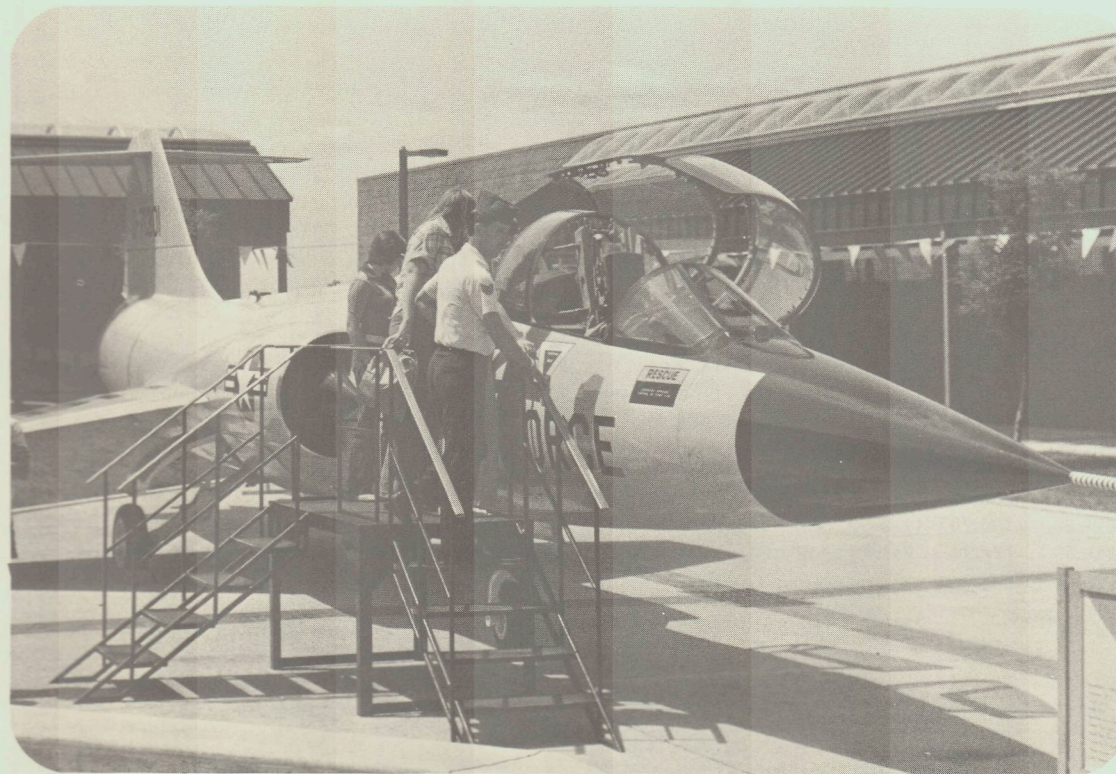
"Doing just a little bit extra" earned three Seymour Johnson Air Force Base, N.C., people kudos from Air Force Recruiting Detachment 307 officials. Sergeant (Staff Sergeant selectee) Dewey Mitchell and Airman First Class Jackie Chamber, co-editors of the base newspaper, "The Scope" have continually supported Recruiting Service programs and policies in the paper according to Det. 307 officials. While home on leave in Graham, N.C., A1C Stephen G. Pryor, security policeman, 4th Security Police Squadron, assisted the Burlington, N.C. recruiter in enlisting some six people in the Air Force. They were recognized for their contributions by Major Winston R. Youngblood, commander, Det. 307, recently.

Air Force Week

The Governor of Minnesota, Wendall Anderson, recently proclaimed "Air Force Week" in commemoration of the 29th anniversary of the Department of the Air Force. During the proclamation ceremonies, the governor took time out to present newly earned staff sergeant chevrons to Sergeant Jeff Nelson, a recruiter in Air Force Recruiting Detachment 412.

Controller of the Month

Sergeant John R. Braud has been selected as the Controller of the Month. A 24-year old native of St. Amant, La., Sgt. Braud was chosen for his motivation and extra effort he gives to his job, according to Accession Control Center officials. The 6-year Air Force veteran was assigned to Offutt Air Force Base, Neb., before coming to Randolph.



STAFF SERGEANT ROBERT Dowd, a recruiter in Air Force Recruiting Detachment 103, explains the characteristics of the F-104 aircraft to some young people at the recent Ogdensburg, N.Y. Seaway Festival. Det. 103 officials said more than 20,000 people saw the Air Force Orientation Group aircraft while it was on display.

Here n' there

Family affair

Making people aware of the Air Force's great way of life was a family affair for the Charles Rude family at the recent Northeast Missouri Regional Fair. Technical Sergeant Charles Rude's wife Teresa helped out at the recruiting booth, and son Curtis, distributed Air Force literature to interested visitors at the fairgrounds. His daughter, Chris, worked on mailouts and answered the office phone. Several leads were obtained at and after the fair, according to Detachment 401 officials.

Hasty RAP

Visitors at the recent National Education Association convention in Air Force Recruiting Detachment 303's area, received firsthand information about Air Force life from Airman Juan Farach, a fireman assigned to Homestead Air Force Base, Fla. He assisted Staff Sergeant Anita Adams, at the convention.

Telephone training

Twenty-eight recruiters and sector supervisors in Air Force Recruiting Detachment 404 recently received a refresher course in telephone techniques, courtesy of American Telephone and Telegraph. Mr. Harold McConnell, an AT&T representative from Washington, D.C., conducted the one day course.

Degree recruiter

Staff Sergeant Garfield Johnson, Air Force Recruiting Detachment 105 recruiter, recently received an Associate of Arts Degree from Columbia College, Mo., through the college's Extended Studies Program, located in Garwood, N.Y. SSgt. Johnson, who works out of the Plainfield, N.J. recruiting office, said he earned more than half of his credit hours as a result of his Air Force training.

Outstanding

Four secretaries in the 3505th Air Force Recruiting Group were recently presented Special Achievement Awards in recognition of the Outstanding Performance Ratings they received for the period May 15, 1975 to May 15, 1976. Recipients of the awards were June Simpson, Cheryl Ellegard, Stella Oravec and Kay Marsey.

Happy birthday

The National Guard, the Nation's oldest military organization, celebrated its 340th anniversary Oct. 7. The date marked the organization of the oldest units, the East, North, and South Regiments of the Massachusetts Bay Colony, in 1636. Major General LaVern E. Weber, chief, National Guard Bureau, extended 'Happy Birthday' greetings to all Army and Air National Guard units.

ATC NCO Academy graduates recruiters

LACKLAND AFB, Tex. Thirteen Air Force Recruiting Service noncommissioned officers (NCOs) were among 105 graduates from the Air Training Command NCO Academy at the Officer Training School here recently.

Master Sergeant David B. Carew, Air Force Recruiting Detachment 606 and Technical Sergeant Robert R. George Det. 104 were selected as Distinguished Graduates from the five- and a half week course. MSgt. Carew won the Speech Award as the most articulate of the class.

TSgt. Earle C. Timmins, Det.

109 received the Citizenship Award for his outstanding contributions to community relations and his congeniality.

Other graduates and their units of assignment were MSgt. Ronald J. Lippe, Det. 301; TSgts. Rudolph Bailey, Det. 404; Edward L. Cooper, Det. 607; Darwin L. Hill, Det. 103; Elze M. Hultz, Det. 610; Jack W. McDuffie, Det. 406, and Pat R. Pownall, Det. 501.

Also graduating were TSgts. Charles B. Reustle, Det. 303, Wayne L. Roberts, Det. 504, and Ted R. Scheele, Det. 513.

The course focuses on communication skills, military studies, world affairs, leadership and management.

Act, if signed, to replace GI Bill

WASHINGTON — The Post Vietnam-era Veteran's Educational Assistance Act was passed by Congress Oct. 1 and is currently awaiting Presidential action, according to officials here.

If signed into law, it — Senate Bill S-969—will replace the current GI Bill and will establish a new voluntary contributory program for personnel entering the Air Force after Dec. 31, 1976.

However, personnel currently on active duty and those in the Delayed Enlistment Program before Jan. 1, 1977 will retain present GI Bill benefits.

The new voluntary program would allow active duty military members to contribute \$50 to \$75 per month, up to a limit of \$2,700 per person. Upon release from active duty or completion of obligated service, the government would provide two for one

matching funds for veterans in approved educational programs.

The legislation would also extend basic current educational assistance eligibility for veterans from the current 36 to 45 months for undergraduate and graduate study and increase the monthly allowance benefits for eligible personnel by eight per cent.

Enrollment in the predischarge education program (PREP) would be discontinued

by the bill after Oct. 31, 1976.

This program offers both remedial and deficiency courses in basic skills of math and English language.

Headquarters Air Force, in conjunction with Office of the Secretary of Defense representatives, is exploring alternative program and funding proposals to sustain the existing programs, according to officials. Every effort will be made to preclude disruption in these programs, they say.

Computer system gains dimension

A new dimension is being added to the Advanced Personnel Data System/Procurement Management Information System (APDS/PROMIS) which remains on target for full implementation next month.

Equipment is being purchased which will enable each detachment to extract vital production data directly from the APDS/PROMIS computer here, without having to go through Armed Forces Examining and Entrance Station (AFEES) or group headquarters, say Air Force Recruiting Service officials.

"Portable, 'dial-up' terminals at detachment headquarters will allow managers to track enlistments, cancellations and reservations for each recruiter and sector within the unit," explained Major Dennis L. Quick, chief of the Computer Support Division, Directorate of Marketing and Analysis. "Detachments will also

be able to see daily how well their procurement goals for the following six months are being reached."

APDS/PROMIS is a modern computer process to help match qualified applicants with available Air Force jobs. The Accession Control Center here, previously responsible for making the job match, will cease operation, except for the prior service program, Nov. 1, when APDS/PROMIS is activated.

"Training of more than 300 field and headquarters personnel to operate the system has been completed, remote terminals have been installed at the AFEES and groups, and APDS/PROMIS is undergoing a thorough shakedown test," said Maj. Quick. "Not only will this testing phase allow us to make a final check of the system, but it will also allow the operators in the field to become skilled in using the new APDS/PROMIS features before it goes on-line," he concluded.

Two categories added to distribution system

A major addition to the Operations Distribution System (ODS) method of transmitting instructional information to members of the world-wide recruiting force from the headquarters staff has been announced by Air Force Recruiting Service officials here.

Two new Letter categories — Interim Letter Changes (ILCs) and Operations Information Letters (OILs) became effective on Oct. 1, 1976 replacing the ODS letters, but not the distribution system. Interim change letters consist of changes to Air Training Command Regulation 33-2, whereas OILs contain informational materials, clarification, guidance and other types of information requiring rapid dis-

semination to the production recruiter level.

"ILCs," explained Senior Master Sergeant Rolf C. McDonough, Recruiting Service Directorate of Operations, "are numbered consecutively, starting with number one at the beginning of each fiscal year. The changes will be posted and filed in back of the basic publication (33-2) until superseded by a formal change, or revision of the publication.

"Our OIL letters," SMSgt. McDonough said, "will be filed chronologically and maintained in accordance with the latest file maintenance regulations. In the lower right hand corner of each OIL will be the Julian date of the preceding letter so that the recipient can insure all previous OILs have been received."

Officials pointed out that all previous (three) ODS letters containing criteria changes to

33-2 will be redesignated as ILCs and retained in the back of the publication. Other ODS letters should be placed in appropriate office files. Separate instructions to this effect have been distributed to all field personnel.

Dispatch of the new OILs or ILCs, noted the Sergeant, will be made through one of three methods; through the normal ODS contract facility in Syracuse, N.Y., via an Advanced Personnel Data System/Procurement Management Information System (APDS/PROMIS) message, or in bulk form to the recruiting groups and detachments. The method used will depend on the urgency of the information being distributed, however, the ODS contract will expire in February 1977, leaving the APDS/PROMIS message and bulk distribution methods in effect.

MONTHLY BASIC ALLOWANCE FOR QUARTERS RATES			
Pay Grade	Without Dependents Full Rate	With Dependents Partial Rate	With Dependents Full Rate
Commissioned Officers			
O-10	\$297.00	\$29.40	\$371.40
O-9	297.00	29.40	371.40
O-8	297.00	29.40	371.40
O-7	297.00	29.40	371.40
O-6	268.80	22.80	327.90
O-5	249.30	19.20	300.30
O-4	222.90	15.30	269.10
O-3	196.80	12.90	242.70
O-2	171.30	10.20	216.90
O-1	133.80	7.50	174.30
Enlisted Members			
E-9	\$162.60	\$10.80	\$228.60
E-8	150.30	8.70	212.40
E-7	128.40	6.90	198.30
E-6	117.00	5.70	183.00
E-5	112.50	4.80	168.30
E-4	99.30	4.50	147.90
E-3	88.50	4.50	128.40
E-2	78.30	4.20	128.40
E-1	73.80	3.90	128.40
BASIC ALLOWANCE FOR SUBSISTENCE RATES			
Officers: \$55.61 per month			
Enlisted Members:			
When on leave or authorized to mess separately: \$ 2.65 per day			
When rations in-kind are not available: \$ 2.99 per day			
When assigned to duty under emergency conditions where no messing facilities of the United States are available: \$ 3.97 per day			

Monthly basic pay														
effective Oct. 1, 1976														
PAY GRADE	YEARS OF SERVICE													
	UNDER 2	2	3	4	6	8	10	12	14	16	18	20	22	26
COMMISSIONED OFFICERS														
O-10	2943.90	3047.40	3047.40	3047.40	3047.40	3164.10	3164.10	3406.80*	3406.80*	3650.40*	3650.40*	3894.60*	3894.60*	4137.30*
O-9	2609.10	2677.80	2734.50	2734.50	2734.50	2804.10	2804.10	2920.20	2920.20	3164.10	3164.10	3406.80*	3406.80*	3650.40*
O-8	2363.10	2433.90	2491.80	2491.80	2491.80	2677.80	2677.80	2804.10	2804.10	2920.20	3047.40	3164.10	3291.00	3291.00
O-7	1963.50	2097.30	2097.30	2097.30	2190.90	2190.90	2318.40	2318.40	2433.90	2677.80	2861.70	2861.70	2861.70	2861.70
O-6	1455.30	1599.30	1703.40	1703.40	1703.40	1703.40	1703.40	1703.40	1761.30	2040.30	2144.70	2190.90	2318.40	2514.00
O-5	1164.00	1367.10	1461.30	1461.30	1461.30	1461.30	1506.00	1586.40	1692.30	1819.50	1923.90	1981.80	2051.40	2051.40
O-4	981.30	1194.30	1274.70	1274.70	1297.80	1355.70	1447.80	1529.40	1599.30	1668.90	1715.40	1715.40	1715.40	1715.40
O-3	912.00	1019.40	1089.60	1205.70	1263.30	1308.90	1379.10	1447.80	1483.20	1483.20	1483.20	1483.20	1483.20	1483.20
O-2	795.00	868.50	1043.10	1078.20	1100.70	1100.70	1100.70	1100.70	1100.70	1100.70	1100.70	1100.70	1100.70	1100.70
O-1	690.00	718.50	868.50	868.50	868.50	868.50	868.50	868.50	868.50	868.50	868.50	868.50	868.50	868.50
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE SERVICE AS ENLISTED MEMBERS														
O-3				1205.70	1263.30	1308.90	1379.10	1447.80	1506.00	1506.00	1506.00	1506.00	1506.00	1506.00
O-2				1078.20	1100.70	1135.50	1194.30	1240.50	1274.70	1274.70	1274.70	1274.70	1274.70	1274.70
O-1				868.50	927.30	961.80	996.60	1031.40	1078.20	1078.20	1078.20	1078.20	1078.20	1078.20
ENLISTED MEMBERS														
E-9							1055.40	1079.40	1104.00	1129.50	1154.10	1176.90	1239.00	1359.00
E-8							885.60	910.20	934.50	959.10	984.00	1006.80	1031.70	1092.00
E-7	618.30	667.20	692.10	716.10	741.00	764.10	788.40	813.30	849.90	873.90	898.50	910.20	971.40	1092.00
E-6	534.00	582.30	606.60	631.80	655.50	679.80	704.40	741.00	764.10	788.40	800.70	800.70	800.70	800.70
E-5	468.90	510.30	534.90	558.30	594.60	618.90	643.80	667.20	679.80	679.80	679.80	679.80	679.80	679.80
E-4	450.60	475.80	503.70	543.00	564.30	564.30	564.30	564.30	564.30	564.30	564.30	564.30	564.30	564.30
E-3	433.20	457.20	475.50	494.40	494.40	494.40	494.40	494.40	494.40	494.40	494.40	494.40	494.40	494.40
E-2	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30	417.30
E-1	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40	374.40
* Basic pay is limited to \$3,300														

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