

The AIR FORCE RECRUITER

"A great way of life"

Volume 23—No. 2

USAF Recruiting Service, Randolph AFB, Texas

February 1977

Bases respond to call for recruiter assistance

Several potential enlistees milled around the C-130 aircraft engine display at Little Rock Air Force Base.

Hundreds of miles to the South, influential members of the community surrounding Patrick AFB, Fla., met with Air Force Thunderbird pilots and attended a wing commander's reception.

From Hickam to Hill, McGuire to Mather, Air Force base officials throughout the United States have begun initiating ac-

tions in support of the Air Force Recruiter Assistance Program (AFRAP), according to Recruiting Service officials here.

Implemented in September 1976 by Air Training Command and endorsed by the Air Force Chief of Staff, AFRAP is keyed toward making the entire Air Force community more aware of Recruiting Service's need, and to soliciting in-house support for Air Force recruiters.

Base AFRAP assistance is primarily directed toward refer-

als, officials noted, but a comprehensive AFRAP Action Plan distributed throughout the Air Force in January includes many other suggestions. Included are ideas for retired personnel and first-term airman assistance, organizational, council and individual support, recruiter-base office of information interface, speakers programs, band and other special unit support, Medical Recruiting assistance, and more.

(Continued on Page 3)

Bonus program keys on four-months' needs

A four-month recruiter incentive test has been initiated by Recruiting Service officials here, it was recently announced.

During the test program, aimed at the recruitment of 17-to 27-year-old men without prior military service, bonus points for enlistments made during the February through May 1977 time frame will be awarded.

Explaining the new program,

Colonel Edward D. Young, director, Recruiting Service Operations said, "For each male non-prior service active duty enlistment during February, recruiters will pick up four bonus points. For each Delayed Enlistment Program (DEP) enlistee during February, with active duty entry scheduled for March, April or May, recruiters will be awarded three, two and one bonus points respectively. Values to be awarded during March will be announced after

all February openings have been filled."

Bonus points are to be awarded in addition to the normal production points. However, officials state that these will not be counted toward program or across-the-board points.

The test program was initiated to encourage an all out recruiting effort February through May in order to enlist the some 10,000 young men needed to meet Air Force manpower requirements.



Gaining confidence

A YOUNG WOMAN awaits her turn on the "confidence course" at Lackland Air Force Base, Tex., with other members of the 3743rd Basic Military Training Squadron. A complete story on Air Force basic training for women begins on page 5. (Photo by Walt Wieble)

Once over, lightly

by Staff Sergeant Doug Gillert

Promotion to Airman (E-2) at the end of basic? That is what's happening to the incentive package. A page 3 story explains the enlistment option.

Speaking of options, an expanded base of choice program (page 12) will send qualified first-termers to their pick of 15 bases. And, while you're on our back page, read about the "have course will travel" supervisory training method developed to keep Recruiting's middle managers in tune with the times.

A couple of steps up the management ladder, the five Group commanders got together recently to discuss current and future recruiting concerns. Their meeting, outlined in a page 3 story, was hosted by Brigadier General Melvin G. Bowling, Recruiting Service commander.

In his comment this month, Brig. Gen. Bowling cites increased fiscal year 1977 goals, and some steps being taken to help the recruiting "front line." One initiative is a strike at excess paperwork, and that's the subject of our "Question of the month," as well as a page 1 article. Look for other pertinent questions in future issues.

Finally, there are more recruiter aids on the way for prospective enlistees, counselors and other supportive friends. New items coming soon are described on page 11. On the same page, see the latest national billboard, as painted by Bob Blake, our artist-in-residence.

There's much more to help you stay up to date on the activities of this Headquarters and your fellow recruiters. Take a few minutes, when you can—and enjoy.

'Communications Streamline'

Paperwork faces knife

"Communications Streamline," a project to reduce the amount of Recruiting paperwork, has been initiated by the Recruiting Service commander.

In announcing the project to group and detachment commanders, Brigadier General Melvin G. Bowling said, "I would like to achieve a 50 per cent reduction in useless paperwork—essentially transactions, and reporting of data which serves little or no useful purpose. Suggestions from all levels are welcome and requested—the more specific the better."

According to Captain Ronald C. Callen, project officer, "Nothing is exempt in the way of cutting down our paperwork and formal communications. Each group and detachment will use the 'management by objective' system to make reductions within the operations, advertising and publicity and administrative functions. Ideally, each section will ultimately cut its paperwork in half."

Forms, requests for supplies and "nice to have, but not necessary" correspondence were

all cited by the captain as areas where too much paperwork is initiated. "Recruiting forms are continually being evaluated," Capt. Callen said. "Through this project we may be able to further reduce the number of official documents now used."

"In addition, 'formal requests' are often unnecessary," he said.

"Nothing is exempt in . . . cutting down our paperwork . . ."

"For example, how many times have you made a written request for supplies, when a logged phone call would have sufficed and still have gotten the job done?"

"With the advent of the 'PROMIS' (Procurement Management Information System) computer," Capt. Callen continued, "last minute reports requested by unit commanders can, in most cases, be answered the following morning, with less paperwork. What had to be done manually, after-hours in the

past, requiring more paperwork and telephone calls, can now be handled quickly and efficiently as soon as the computer's 'up' the next day."

To create as little new paperwork as possible in setting up "Communications Streamline," Capt. Callen noted only one piece of correspondence, a letter from Brig. Gen. Bowling to the field, has been transacted to date. "In the letter, the general asked group and detachment commanders to appoint project officers or noncommissioned officers, then have the appointees call and let me know who they are. No additional correspondence was required," he said.

One of the program's objectives is the possible reduction of paperwork associated with applicant case files. Capt. Greg Cliver, formerly the operations officer at Air Force Recruiting Detachment 405, has been reassigned here to deal directly with the operations staff. His first major project will be a complete review and validation of enlistment case file requirements.

(Continued on Page 3)

Commander's Comment

As things are shaping up, this year will no doubt be the most challenging—and potentially the most rewarding—year in the history of Air Force Recruiting. To meet our total goal of nearly 80,000, including more than 66,000 male NPS enlistments, we're going to need the best of every man and woman in Recruiting Service. You, the recruiters, sector supervisors, and managers in the field are going to need the very best assistance we can provide from the headquarters—my basic goal for 1977 as your commander.

I plan to direct most of my personal effort over the next six months to the direct support of you in the field, including an eyeball-to-eyeball discussion of this support at every opportunity. I plan to personally visit and see as many of you as I can and to take action on every known concern of yours. We will also be taking many other management initiatives to try and make your job easier.

Foremost, we are going to try to cut paperwork, here and in the field, to the absolute minimum necessary to get the job done. AFRAP is the hottest subject in the Air Force relating to recruiting at the present time and new recruiting initiatives could prove to be just what is needed in improving both the numbers and quality of leads to you. These are discussed, at length, throughout this issue. Please give them your full support at every opportunity and make substantive, well thought out suggestions for improvement as we gain experience in these new efforts. Many of you have already made some really fine suggestions.

Other programs, such as the expanded guaranteed base of choice (IBOC), promotion to E-2 at completion of BMT for enlistees in critical AFSCs and other aids will help you meet your recruiting goals.

Do please come on line. Feel free to offer up your suggestions and criticisms of how we can help more in your efforts. Contact me directly by any means available. Call the DIAL recording system, feed your suggestions or questions upward through the chain of command, or use any other method. But do get them in. You have my personal commitment that action will be taken on your ideas. You will receive a reply in every case.

Good luck, and let's do keep charging to make 1977 a good year in spite of the temporary adversities of weather and a tougher recruiting environment. The challenge also provides opportunities, I think we all agree. I've enjoyed meeting many of you already and look forward to seeing more of you soon.

Sincerely,

Melvin G. Bowling

Taxing situation

Federal Income taxes—due on April 15—have been paid by Americans since Mar. 1, 1914. Long ago they took over from protective tariffs as the number-one money maker to keep the Government going.

They are what Supreme Court Justice Oliver Wendell Holmes once called "the price we pay for civilization." While taxpayers may wonder whether they are getting their money's worth, economists say taxes are very likely here to stay.

It wasn't always that way. In the early years the Nation got along without any income tax. There was serious thought about one to finance the War of 1812, but peace came first. The idea finally took hold with the Civil War.

The Confederates never took in very much with their income tax. But Northerners soon found themselves paying for most of the fighting, at the rate of 3 per cent on all incomes above \$600 and 5 percent on those above \$10,000. The rates gradually dropped and the law expired in 1871.

In 1894, the income tax was back on the books. Newspapers gave the story only an inch or two. Others had more to say.

"Sweet laughter"

To critics, the income tax was socialism incarnate, penalizing thrift, encouraging dishonesty and perjury, bringing on spies and informers, and setting class against class.

To one Congressional supporter, "The passage of this bill will make the dawn of a brighter day, with more sunshine, more of the songs of birds, more of that sweetest music, the laughter of children well fed, well clothed, well housed."

But almost before a bird could tweet, the Supreme Court threw out the income tax because it was a direct tax, outlawed by the Constitution. In 1913, the 16th Amendment to the Constitution overcame this difficulty, and from then on the yearly deadline for income tax payments has been as certain—if different in spirit—as Christmas.

The first Form 1040 appeared with that 1914 income tax, the now-famous number which was merely the bureaucratic choice of the new Internal Revenue Bureau, since becoming the Internal Revenue Service.

On filling out the form, one official view loftily proclaimed that "those citizens required to do so can well afford to devote a brief time during some one day in each year to making out their returns . . . willingly and cheerfully."

Cheerful or not, it's time to be working on those forms. April 15 will be here sooner than you think. (AFPS)

'Quote of note'

"The only limit to our realization of tomorrow will be our doubts of today. Let us move forward with strong and active faith"—Franklin Delano Roosevelt.

Early promotion awaits certain enlistees

A new enlistment incentive for four-year enlistees was made available to Air Force recruiters, officials here announced.

The program, implemented last month, allows recruiters to offer accelerated promotions to Airman (E-2) for enlistees who enter active duty prior to June 1977 in one of 14 guaranteed job specialties.

Job skills available under the four-year Guaranteed Training Enlistment Program (GTPEP) option include Morse Systems Operator (20731), Printer Systems Operator (20732), Apprentice Voice Processing Specialist (20830), Munitions Maintenance Specialist (46130), and Aircraft Egress Systems Mechanic (42332).

Also, Aircraft Fuels Specialist (42333), Aircraft Pneumatic Systems Mechanic (42334), Aerospace Ground Equipment Mechanic (42335), Cook (62230), Weapons Mechanic (46230), Corrosion Control Specialist (531-34), Fuels Specialist (63130), Materiel Facilities Specialist

(64531), and Security Specialist (81130).

"Persons electing the enlistment option must remain qualified for the GTPEP job or select another specialty within the program for which they are

qualified, to get the early promotion upon completion of basic training," explained Colonel Donald D. Binford, Recruiting Service vice commander.

All previously committed enlistees who fall within the eli-

gibility period will also receive the accelerated promotion.

Six-year GTPEP enlistees are already guaranteed promotion to Airman following successful completion of basic training. Members of the Delayed Enlist-

ment Program who have signed on for a six-year tour in one of the critical specialties are now being offered the four-year option, officials said.

Enlistees electing the accelerated promotion option are also eligible for a Guaranteed Base of Choice (GBOC) at one of seven Air Force installations. They include K. I. Sawyer and Wurtsmith, Mich., Grand Forks and Minot, N.D., Ellsworth, S.D., Malmstrom, Mont., and Francis E. Warren, Wyo.

Under the GBOC Program, officials said, enlistees normally remain at the selected base for their initial enlistment, as long as they continue to meet Air Force standards and remain qualified in their skill. The only exceptions are national emergencies or major mission changes affecting the requirements for individual skills at their base of preference. Officials pointed out, however, that not all skills are available at all seven bases. (See related "base of choice" story on page 12.

Commanders discuss all recruiting concerns

Current recruiting and personnel programs, as well as future outlooks, were topics for discussion when the five Air Force Recruiting Group commanders met here Jan. 25-27.

During the three-day conference, hosted by Brigadier General Melvin G. Bowling, Recruiting Service commander, the heads of each Headquarters directorate and

key project officers addressed the commanders and sought their personal suggestions and concerns.

A primary area of discussion at the conference was recruiter motivation. Brig. Gen. Bowling called it the "key to recruiting in a tougher recruiting environment." He cited the recruiter assistance and recognition programs as prime examples of positive motivational management actions needed to improve morale within the command.

"Your management of these programs will determine their effectiveness in keeping recruiters motivated and productive," Brig. Gen. Bowling told the commanders.

Other topics included plans for meeting fiscal year 1977 production goals, the status of the Air Force Recruiter Assistance Program, new enlistment incentives, and national and local advertising. In addition, subjects of special interest to the commanders were covered.

Initiatives strike at paperwork

(Continued from Page 1)

Other initiatives include a report to the Air Training Command Inspector General (IG) to make "Communications Streamline" a special-interest item. "This means the IG will provide suggestions, on how we can further reduce a unit's paperwork," Capt. Callen said.

All recruiting personnel can also make recommendations to the existing Direct Information Action Line (DIAL) telephone

system. (See related story below.)

A status report on the project's effectiveness will be made by May 1. "The report will compare how Recruiting Service business was conducted in October 1976, with our current way of doing business," he said.

"If the report reveals a need for further reductions, other initiatives may be taken," Capt. Callen noted a final report is due to the Recruiting Service commander on June 30.

"Cut paperwork in half—who said it can't be done!"



Stake your claim

'RAN-a-week' puts recruiter on top

by Technical Sergeant Chuck Majors

At least one RAN per week, for the past 53 consecutive weeks. That's the claim posted by West Omaha recruiter Master Sergeant Lyle V. Andersen. According to Detachment 403 officials, MSgt. Andersen, who has been their top recruiter since July 1976, takes his work "just one week at a time."

West Coast advertising and publicity NCO Staff

Sergeant Paul Rogers claims to have processed the most pieces of direct mail by a detachment during a quarter. SSgt. Rogers, to a steady "k-thunk, k-thunk" beat, reproduced, folded, stuffed, inserted mail-back cards and sealed 104,715 pieces of direct mail correspondence for Det. 606 recruiters.

When our recruiter in Europe, MSgt. Larry Mickle laid claim to the largest zone and 1,400 NPS enlistees during the last 12 years, he prompted an in-

teresting claim to be posted. Technical Sergeant Bill Goodman of the '04th Group Logistics shop, claims to be the only one of Mickle's 1,400 recruits to be currently assigned to Recruiting Service. The seven-year Air Force vet was recruited by MSgt. Mickle in Cedar Rapids, Iowa.

Other claims posted by Det. 606 include 51 Center of Influence events held during the first quarter of fiscal year 1977, 54 scheduled for the first two months of this quarter, and 1,058 people put into the Air Force during the first quarter.

The 1,000 plus, consisting of quick shippers and male NPS DEPers, represents almost 500 more than the unit's quarterly goal.

Technical Sergeant Dave Nixon, Danville, Ill. recruiter has jumped a claim formerly held by TSgt. Grady Smith of Waycross, Ga. Nixon claims that during the Recruiting Service reorganizational period, he not only had four sector supervisors and three sectors, but also worked for two different detachments. Sorry, Grady, only the biggest claims get to be "star kissed." TSgt. Nixon claims to

have an applicant with the oldest father. Born in July 1890, the father is 86 years young. Now if the applicant is only 17 years old . . .

Det. 609 claims the Los Angeles Armed Forces Examining and Entrance Station booked 121 jobs in one day to top all other AFEEES.

And finally, from our for what it's worth department—the Big Apple recruiters from Det. 104 have noted they will be number one for the 2nd, 3rd, and 4th quarters of the year. Their comment, "we thrive on challenge—any takers?"

You've been driving all day, your muscles are cramped and you can hardly keep your eyes open, but home is only 40 miles away. What is the best thing to do? (Select appropriate response)

- Slow down and open a window; home is only 45 minutes away.
- Turn the radio up loud and sing along in falsetto.
- Concentrate on the scenes from the last movie you've seen.
- Stop at the first safe place, have coffee and walk around until you're refreshed.

Safety



Answers: d

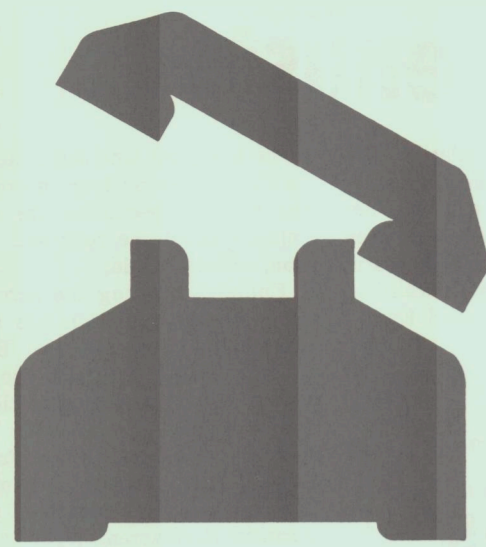
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"A great way of life"

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All photos are official Air Force photos unless otherwise indicated.

Brig. Gen. M. G. Bowling	Commander
Col. D. E. Bursgrabe	Director of Advertising
Lt. Col. H. C. Moore	Chief, Publicity
C. J. Chandler	Chief, Media
TSgt. C. V. Majors	NCOIC, Media
SSgt. D. J. Gilbert	Editor
J. M. Richardson	Writer



COMMANDER'S DIAL 3425

DIRECT
INFORMATION
ACTION
LINE

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

Standardized "X" factor

COMMENT: Why can't we have an "X" factor assigned to all applicants processed through the AFEES, including those who have already passed a physical examination for another service? These applicants can not be classified as qualified until an "X" factor has been assigned and it sure slows down the AFEES processing time. Thank you.

REPLY: At this time, the "X" factor program is being solely used by the Air Force. Other services are awaiting completion of a study which is expected to take about two years before they begin using it; and it is anticipated that a single "X" factor scale will then be used by all services and will be objectively measured at the AFEES. In the interim, as they say, it's merely a case of half a loaf being better than none at all.

Guilt by association?

COMMENT: Need some clarification on ODS Letter 76-2 and ATCR 33-2, para 1-11.8b(6). An applicant of mine was a passenger in an auto with another individual. The other person was arrested for possession of marijuana. My applicant was taken in, fingerprinted and released with no further action taken. Now the AFEES tells me a waiver is required to process my applicant. Why?

REPLY: A waiver should be submitted. By processing a waiver at the time, facts relative to the incident may be reviewed and will avoid any future difficulty/delay after the applicant is on active duty.

"Long distance log" correction

In a DIAL comment last month on logging long distance telephone calls we incorrectly identified the Air Training Command (ATC) Deputy Commander of Operations as the agency working to obtain an exemption to the logging requirement for recruiters.

Actually, the ATC Director of Communications Electronics has been working since September 1976 to get the waiver approved. Until they are successful, however, keep logging those calls.

Sunshines bright

COMMENT: Congratulations are in order for the geniuses in Recruiting Service for producing GS 75-51F, "I Believe in Sunshine." It is a box office smash here in Boston, and I have applicants coming into the office asking to see it. A great breakthrough in Advertising and Publicity! Hope to see more of the same.

REPLY: The guys in Advertising appreciate it, and assure me that more and better things are to come. One film planned for production in the very near future for theater release across the country will focus on the "Air Force Way of Life" and stress all facets that make the Air Force a great place to grow. Hopefully it will be another box office smash. Have a good day.

ASVAB retests

COMMENT: How about some leeway on ASVAB retestings? My problem is that it takes too long to get ASVAB test scores back and I can't have applicants physical, DEP'd or anything until the scores are in-hand. I feel I should be able to retest and physical an applicant today, even if he took the test yesterday, and not get hung up in a three- to six-week delay waiting for test scores. Would appreciate any assistance.

REPLY: Read and heed—paragraph B of Hqs. APDS message #600077, 15 Nov. 76, 0900C, states, "... applicants who were administered an institutional test and desire immediate DEP/EAD enlistment, but test results are not available, may be retested in an applicant status after all attempts to obtain test results fail." (30-day waiting period does not apply). Written authorization is not required.

Post Office displays

COMMENT: Some of the larger post offices in our area have stopped allowing us to display our recruiting literature. Can anything be done to provide assistance in the matter?

REPLY: It remains the local postmaster's option on displaying of literature. Potential safety hazards (literature racks), and the "opening the doors to all who want to display advertisements" are primary considerations by most postmasters. Recruiters must negotiate with local postal officials for display areas—and by the way, some 80 to 85 per cent of our recruiters have adequate space in post offices. Keep up the good work.

ROTC promotion credit

COMMENT: A large high school in my area has a Navy-sponsored Junior ROTC program. I recently found out that all services, except the Air Force, will honor the three-year completion certificate and enlist the individuals as E-3s. The Navy JROTC commander has told me that his students are aware of the disparity and I'm sure a lot of them feel if the Air Force will not give recognition to the ROTC Program, other programs after enlistment may be the same. Since recruiters are the only military present in the area, an extra stripe is impressive and inviting to the teenager, and the extra money and prestige will sway many of them to the other services. I just feel the ROTC program should be compatible for all services.

REPLY: The Air Force will authorize enlistment in pay grade E-2 for those applicants who are high school graduates and present documentary proof of Junior or Senior ROTC completion. This is according to ATCR 33-2, and no change is anticipated in the near future. However, E-3 for applicants who qualify above, like all other enlistment incentives, are continually under review by Headquarters Air Force. Also, the entire enlisted force has been restructured (AFR 39-6) and enlisted members in grade E-3 are required to have a good bit more experience and knowledge than is normally absorbed through ROTC programs—especially programs other than Air Force ones.

Card stock 1319s

COMMENT: The new ATC Forms 1319 are great but become folded and crinkled when filed. How about getting some new ones printed on card stock?

REPLY: The spirit's willing, but the purse strings are weak. Comparatively speaking, we get them printed as you have them for \$3 per thousand vs. \$13.18 for the same amount on card stock. How about adding a three-hole punch and filing them in a three-ring binder? It could solve the filing problem you're encountering.

AF Opportunities

COMMENT: Why can't we get any more literature, GS 75-4, "Air Force Opportunities?" This is one of the best publications we have come up with in a long time.

REPLY: Advertising personnel here tell me that on Jan. 26, there were 740,000 copies of GS 75-4A (a follow-on reprint) available at the PDC. Try again. Thanks for the call.

APO search

COMMENT: Our problem involves obtaining APO numbers in order to send out DD Forms 369 to overseas base provost marshals, security police, etc. We work with a lot of military dependents who have resided overseas and it is a real burden to have to research APO numbers when they are not readily available. Any suggestions?

REPLY: For sure—Air Force Manual 10-4, volume I, Air Force Directory of Unclassified Addresses contains the bulk of information needed. Give the folks in your Det. Admin. function a call and request the publication be added to the list of publications to be maintained at the AFRO/Sector level. Have a good day.

DIAL of the month

ASVAB praise

COMMENT: I'd like to say I appreciate the new ASVAB results charts that we take to the various schools. It's real comprehensive and just what the doctor ordered. Whoever did it—thanks a million.

REPLY: What can I say—but thank you for the call. We're trying harder.

Waiver duplication

COMMENT: For an enlistment waiver, why do we have to run a 369, a 1415 and then a 1419? All the information needed is on the 369 or 1415. The 1419 seems to be a duplication of effort.

REPLY: According to 33-2, para 10-32, the form is required "if the applicant was convicted of any offense and subsequently confined, paroled, or placed on probation or supervision as a result of the conviction . . . where documentary evidence that the parole, probation or supervision has been terminated is not presented by the applicant or indicated on the DD Form 369." The purpose is not to duplicate, but to get an opinion or evaluation of the applicant's conduct while in this status to better evaluate eligibility for enlistment. Many factors render an applicant ineligible for enlistment, and the 1419 is an excellent means to check this out.



THE SOUTH TEXAS SUN beams down to music of "The Air Force" song as Military Training Instructor Sergeant Pat Winkler leads her honor flight in final review before graduation. The "polished" trainees bear little resemblance to their "rainbow" sisters.

The AIR FORCE RECRUITER

"A great way of life"

SUPPLEMENT TO

Vol. 23—No. 2 USAF Recruiting Service, Randolph AFB, Texas February 1977

Basic training

The feminine view

For Airman Irene Varner it's all over! But, according to her, the past six weeks have been rough.

Irene has just completed Air Force basic training at Lackland Air Force Base. And she came through with flying colors as an outstanding honor graduate. Her assignment—dental assistant at Mountain Home AFB, Idaho where her staff sergeant husband is already assigned.

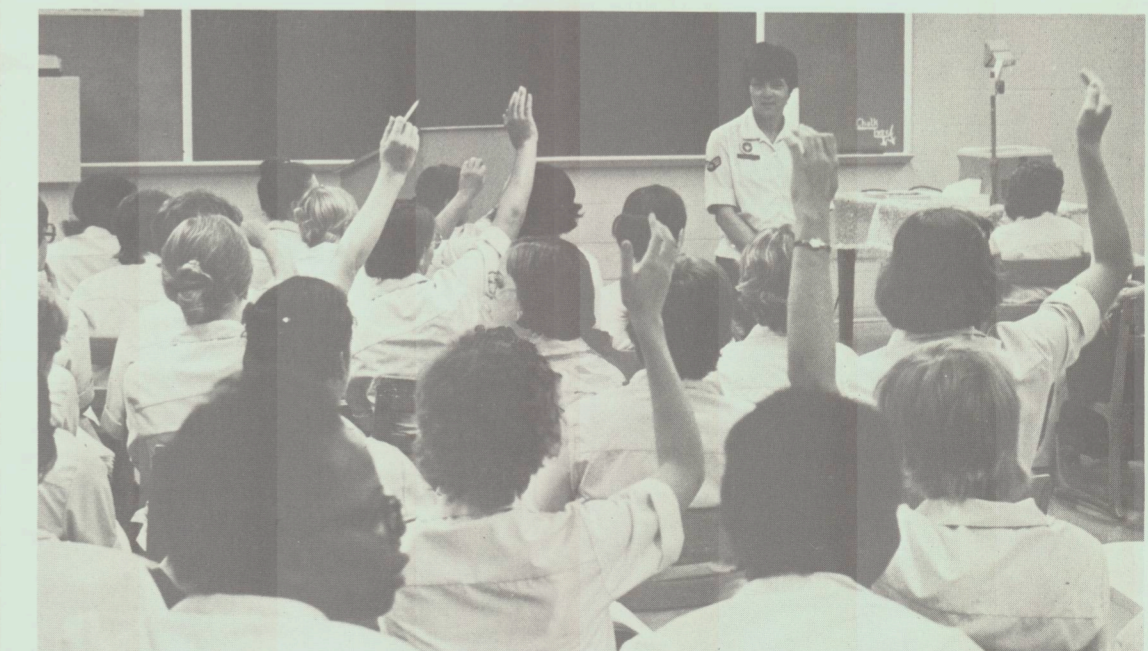
Her story is a typical one told by some 8,000 to 10,000 young women who enter Air Force basic training annually. Asked if there was a time during the past six weeks when she felt, "this wasn't for her," she said . . .

"You better believe it! The first day. We arrived in San Antonio that morning, scared to death — you name it — it happened . . .

"They give you these baggie pants and you're told you will grow into them. You don't have time to put makeup on properly; you don't have time to fix your hair like you would prefer to wear it—you just hope you don't see anyone who knows you.

"A host of mixed emotions often share your bunk at night and are with you most of your waking moments. Regardless of what others might say—to me, it was rough!"

(Continued on Page 6)



"YOU BETTER BELIEVE IT'S TOUGH" says Airman Irene M. Varner, a recent honor graduate from the Air Force's Basic Military Training Center. "Every hour of your day is filled with classes on military law, customs and courtesies, rank insignia, Air Force organization, human relations, first aid and personal development. This is coupled with other duties such as kitchen police, dormitory guard, squad leader duty, marching in formation and various other details. It's no picnic—but then again—I didn't expect it to be. Unfortunately, many others do!" Irene attributes much of her success to Technical Sergeant Bill Donnelly, her Boise, Idaho, recruiter and her husband Staff Sergeant Mel Varner, currently stationed at Mountain Home AFB.

"WISCONSIN? MINNESOTA? MICHIGAN?" asks Sergeant Kathleen Thompson, an academic instructor with the 3709th BMTS at Lackland. Sgt. Thompson, a four-year Air Force blue suiter and a native of Wisconsin, believes in placing the young basic trainees at ease while discussing Personal Development with the group. Trainees are taught hair and skin care and grooming techniques during this phase of their basic military training.

A time for lessons, teamwork, discipline

(Continued from Page 5)

Her "roommate" along with 44 others for the past six weeks, 21 year-old Wanda Mae Gonslaves, who has graduated and gone to Lowry AFB, Colo., for training as an inventory management specialist, had a completely different outlook at basic training.

"There really wasn't anything especially hard about it to me; in fact—I liked it. I guess the hardest thing is learning to develop self-discipline. At first, discipline is imposed, then it is more or less developed individually . . ."

Asked what words of wisdom she would like to pass along to those coming behind her, she said ". . . girls coming to basic training should be prepared for the biggest experience of their lives. They will be rooming with 45 different personalities and backgrounds; they'll have to adjust to the Air Force way of doing things. During basic, there is not time

for anything but study—lessons and teamwork . . ."

" . . . Now that I've had the experience, I'd like to share it with others considering joining the Air Force—but I truly have no desire to go through basic again. It was well worth the effort and experience; and newcomers should always remember that anything the TI (Military Training Instructor) tells you to do, is for your own good; whether it be folding your clothes a certain way, aligning your shoes for conformity or spacing the hangers in your wall locker an equal distance. It might seem ridiculous, but believe me it's not. If a person doesn't believe in team work and discipline when they arrive—they will when they leave . . ."

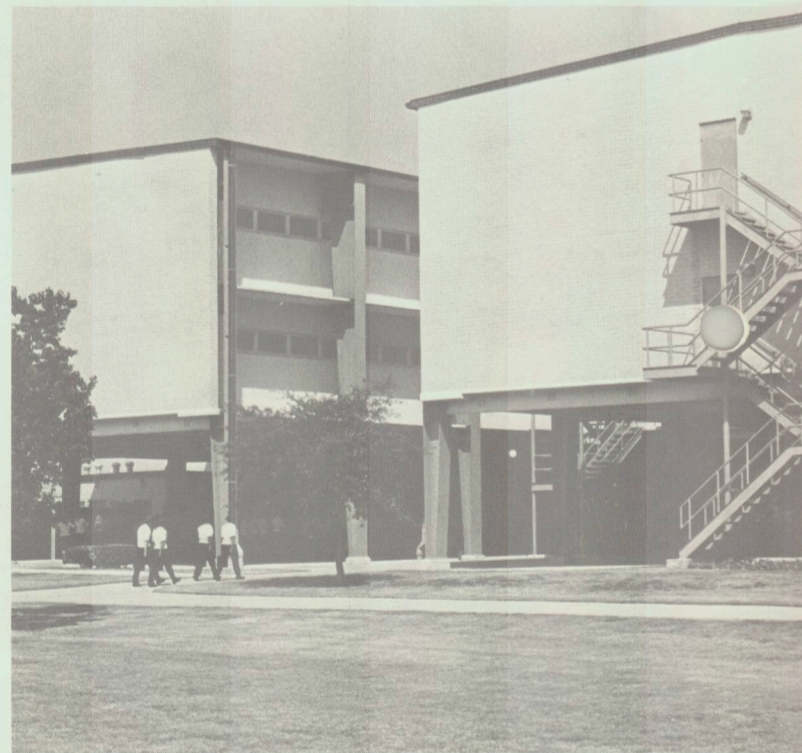
Both women, surprisingly, sung praises for the confidence course portion of their training. During the one-day exercise, male and female recruits traverse "monkey bars," climb ladders, walk cables over water hazards, scale barrels, swing on ropes and scramble through numerous obstacles.



SHE'S ATTRACTIVE, CONFIDENT and surrounded by feminine frills while discussing individual progression with a newcomer to Air Force basic military training. But when she speaks to the flight, she gets their attention—and fast. "Let's face it" she says, "if you come on all sweet and tender, you don't have a unit, but 45 different personalities who think all you should do is listen to them."



UNIFORM LONELINESS occupies the three-story Recruit Housing and Training Facilities where from 40 to 45 young female basic trainees spend the fastest six weeks of their lives. Each facility includes a dining hall, classrooms, offices for the squadron and staff, and on the ground level, covered open-air areas where outdoor training is conducted during bad weather. Trainees live in dorms on the second and third floors. Learning to live, work, study and graduate together becomes a way of life for the recruits, and many find the experience challenging—to say the least.



" . . . When it comes to the physical conditioning programs," admitted Wanda, "it gets a little tough. We have to complete six different exercises which include sit ups, push ups, stretching movements and a mile-and-a-half run. The instructors start you off running a half-mile, and over the six-week period, build up your ability until you run the full distance without stopping. Some of the girls couldn't make it; but they will have the chance of winding it up while in tech school."

Mention of drill and ceremonies brought subdued rounds of half-hearted giggles from both girls. "Well," quipped Irene, "it sure looks a lot easier when someone else is calling the commands and all you have to do is march; when your time comes to command the flight in drill, it's sometimes difficult to remember which is your left and which is your right . . ."

"But I will say this, it (drill) builds your confidence so much, and when parade day finally arrives, you sure stand tall and proud; and those days on the drill pad seem so far behind you. In fact, right now, all of it seems almost like a dream . . ."

The girls' constant companion for the six weeks was a blue-eyed, 22-year-old blond TI from Philadelphia, Pa. For 1,008 hours she's been referred to by them as "Ma'am." And that's usually preceded with a "yes." In fact—it's required.

Sergeant Patricia Winkler has been a TI at Lackland for four years and she loves it! "Sure I holler a lot," she quips, "but it's almost a prerequisite. Let's face it, the girls are here for six intensive weeks of Air Force orientation. This includes learning customs and courtesies, personal development, how to give and take orders, and how to work with others from different environments. Discipline is not something that would be nice to have—it's imperative that it's maintained. If you come on all sweet and tender, you don't have a unit, but 45 different personalities who think all you should do is listen to them. So when I raise my voice it's to and keep their attention, and believe you me—I believe in getting their attention."

The former "Miss Lackland" beauty contestant has seen several changes regarding female basic training during her four-year tour—twice the average tour length.

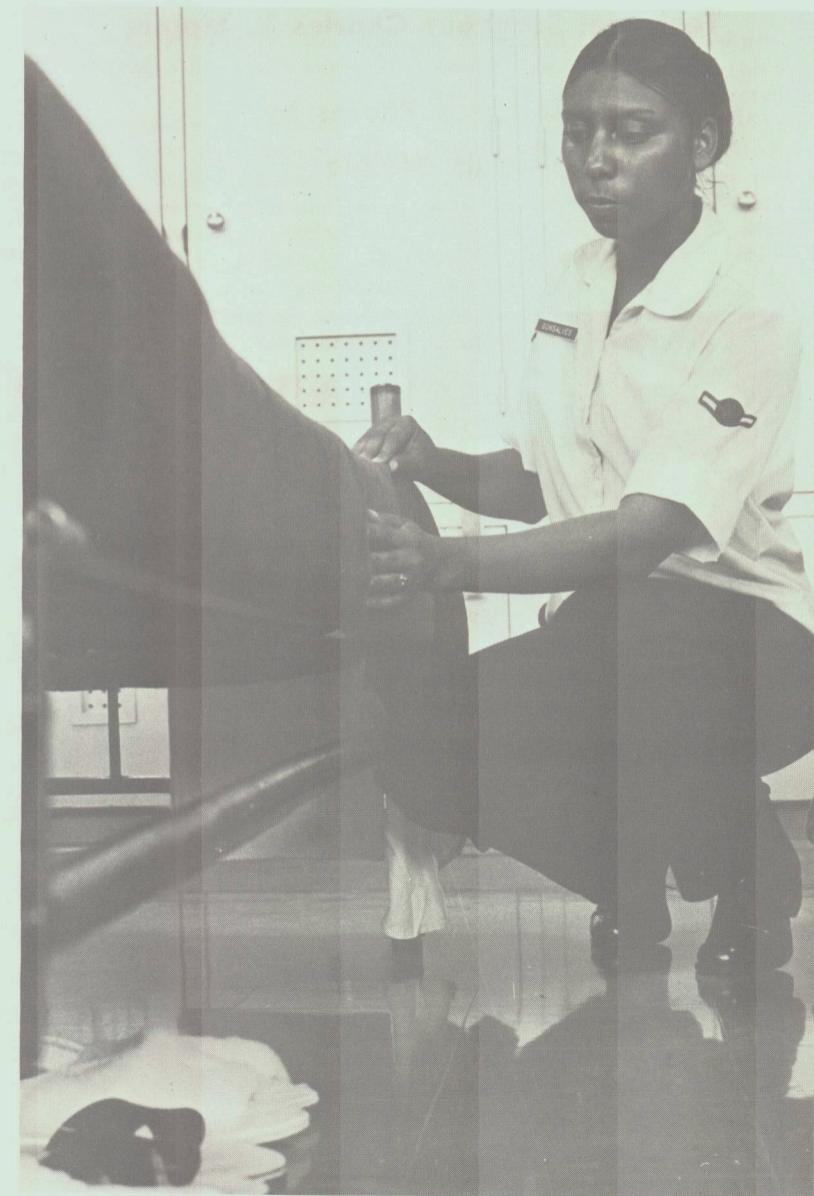
(Continued on Page 8)



CONFIDENCE IS THE NAME OF THE GAME as these women basic trainees from the 3743rd Basic Military Training Squadron, sister Squadron of the 3709th, cross one of several "water traps" during the confidence course portion of their basic military training. Teamwork also begins to show among the recruits, where each one relies on the other to move in the right direction, at the right time.



IT'S A LONG WAY FROM THE comfort and security of familiar surroundings to the first day of Air Force basic military training—and many immediately ask themselves "what in the world am I doing here?" Six weeks later, with poise and confidence many never expected to achieve, it's a question that never enters their minds. New trainees receive their military clothing issue on the third day of training, and are no longer referred to by their peers as "rainbows," aptly describing the myriad of clothing colors worn by newcomers.



THE AIR FORCE WAY is the only way to make a bed, discovers Airman Wanda Mae Gonslaves, a six year enlistee for inventory management, who recently departed for Lowry Air Force Base, Colo., for technical training. Airman Gonslaves said that Air Force basic training was the "biggest experience of my life," and that she looks forward to sharing her experiences with others anticipating making the trip. Her recruiters, Sergeant Karen Terrill and Master Sergeant Gene Tomsrak, will be only glad to oblige when she returns to Sacramento, Calif., upon completion of technical training.

Airmen depart proud, confident

(Continued from Page 6)

"Young ladies coming into the Air Force today, compared to when I came in, seem a lot more mature. They're better informed as to what to expect during basic and their attitudes seem a lot more positive. For the most part, the ladies seem to have been better briefed by their recruiters before coming to Lackland, and only rarely do I receive comments such as 'my recruiter didn't tell me about that.' They've been advised about 'set-backs,' what to bring with them in the way of clothes and the types of 'liberty' they can expect during their stay. And I guess I should know, seeing as how I've worked with some 1,600 new recruits during the past four years."

A machinist with her father in his South Philly shop before donning Air Force blue, Pat passed along some helpful hints to those heading her way. "... Come to basic with a positive can-do type attitude; expect to be hollered at; bank on being told how things will be folded, hung, aligned in the dormitory; and above all, maintain a willingness to try harder ..."

"It's such a reward," she confided, "to me and the ladies when they graduate on that final day of training. Especially when we look back to the day they arrived, scared, apprehensive, uncertain. They leave here with such pride and confidence in themselves it truly does my heart good—and theirs too."

Yes—For Irene, Wanda and their fellow flight members, it's all over—a time to be remembered and looked back upon with emotions ranging from frustration to friendship.

Was it worth it? They know it was. Rough yes—but probably the biggest experience of their lives.

Pat? She's still at work instructing recruits. She says this flight will be the best yet, if her voice holds out!

Story by

Technical Sergeant Charles V. Majors

Air Force Photos by

Walt Weible

THE HOT TEXAS' SUN prompts many new recruits to pause for some liquid refreshment during the physical conditioning portion of their basic military training. In addition to being required to run a mile-and-one-half during the six-week period, trainees are also required to complete six different exercises. Female basic trainees now wear caps, T-shirts and matching short uniforms during the physical conditioning exercises.



IT'S A LONG STRIDE FROM the first step to the completion of the one and one-half mile run required of all basic trainees. Some don't make it—the majority do. For those who can't,

the opportunity to "make it up at technical school" exists—coupled with remedial training trips around the track while the "finishers" breathe a sigh of relief.

The Recruiting Service "Honor Roll," published monthly, recognizes those units and individuals who contributed most toward accomplishment of the recruiting mission, during the time indicated in each category. The asterisk denotes consecutive achievement.

Honor roll

Top Ten Detachments

This category recognizes those detachments whose combined positional rankings in the Competition System, Management Emphasis Program and Net Nonprior Service-Male Reservation Percentage place them in the "Top Ten" for December 1976.

- | | |
|--------------------------------|----------------------------|
| 1. 513* Cleveland, Ohio | 6. 607* Lowry AFB, Colo. |
| 2. 610* San Bernardino, Calif. | 7. 406* Houston |
| 3. 514* Columbus, Ohio | 8. 109 Bedford, Mass. |
| 4. 106* Milford, Conn. | 9. 404 Arlington, Tex. |
| 5. 303*Patrick AFB, Fla. | 10. 105* McGuire AFB, N.J. |
- (Dets. 513 and 610, and Dets. 109 and 404, tied.)

Ten or More Club

This category honors recruiters who placed 10 or more non-prior service (NPS) men on active duty during January.

Name	NPS-M Enlistments	Det./Sector
SSgt. James Bryant	16	505 A
TSgt. Al Schiff	14	505 A
MSgt. Charles Viands	14	303 D
TSgt. Wayne Barfield	14	305 D
SSgt. Bobby Norwood	13*	504 B

SSgt. Michael Gilley	13	505 A
SSgt. Timothy Fetter	13	505 B
MSgt. Donnie Raines	13	514 C
MSgt. James Garwood	13	303 E
MSgt. William Smith	13	311 D
MSgt. Lowell Rollyson	13	101 F
SSgt. Clifton Pona	13	109 B
TSgt. Melvin Petties	12	104 C
TSgt. Frank Lucas	12	105 A
TSgt. Edward Searcy	12	109 A
MSgt. Barnard Gabala	12	404 D
TSgt. Jerry Andrews	11	404 A
TSgt. John Stephens	11	404 A
TSgt. Hector Alaniz	11	406 E
SSgt. Michael Mayer	11	104 A
TSgt. John Boyden	11*	104 C
SSgt. Stephen White	11	104 D
SSgt. Edward Cannedy	11	105 A
MSgt. Paul Pittman	11	303 C
SSgt. Edward Barnhill	11	311 D
TSgt. Larry Whitt	11	504 F

150 Per Cent Sector Club

This category recognizes sectors and their supervisors placing on active duty 150 per cent or more of their NPS male goal during January.

Supervisor	Goal/Accessions	Per Cent of Goal	Det./Sector
MSgt. Carlyle Clark	31/52	167	104 D
MSgt. Hubert Scoggins	30/50	167	404 A
MSgt. Jack Massa	29/48	166	404 B
MSgt. Don Moore	35/56	160	504 F
SMSgt. Richard Conrad	17/27	158	101 F
MSgt. James Sams	20/31	155	305 D
MSgt. Purcell Hunt	34/52	152	104 C
MSgt. Hayward Doty	30/45	150	404 C

Landmark decision

Commissioner OKs CCAF degrees

Under a recent decision by the U.S. Commissioner of Education, enlisted Air Force personnel can now earn Associate Degrees through the Community College of the Air Force (CCAF).

"This landmark decision was reached after extensive review by the Department of Defense, the Congress, and the U.S. Office of Education," said Air Force Chief of Staff General David C. Jones. "It marks the first time in

history that a military agency has been given the authority to grant degrees to members of the enlisted force," said Gen. Jones, who further stated that the CCAF degree-granting authority adds a "new dimension to the recognition, prestige, and career development of (Air Force) noncommissioned officers."

Air Force enlisted personnel will be able to earn a two-year college degree by combining military instruction which the CCAF certifies as equivalent to college-level courses with specified courses from civilian insti-

tutions. A member's credits must meet rigid CCAF standards outlined under a specific study program for each student.

CCAF curriculum requirements include technical education, related general education, management and skill-level advancement. Credit is given for military and civilian courses which meet college-level standards and which fulfill objectives of the CCAF study program.

When a member has earned the required mixture of CCAF and civilian credits, he or she is granted a two-year Associate in Applied Science degree by the

Commander of Air Training Command.

CCAF is expected to begin conferring the new degree in April.

The relatively technical nature of most Air Force training courses places them on a level with college material and lends itself to the accreditation and degree-granting process.

The CCAF is an accredited institution offering more than 80 fields of study, ranging from Police Science to Environmental Services Technology. The authority to grant degrees culminates some five years of in-

tensive study and concentrated effort.

More than 48,000 enlisted personnel stationed around the world are currently registered with the CCAF. More than 160,000 airmen have received CCAF transcripts since the college began in 1972, and more than 1,000 have received career education certificates formerly awarded by CCAF.

According to Air Force Recruiting Service officials here, all active duty, Air National Guard and Air Force Reserve enlisted members are eligible for enrollment in the CCAF.

Bumper stickers going to base career advisors

Some 200,000 more "Air Force—A Great Way of Life" bumper stickers are currently being distributed to Air Force base career advisors.

Career advisors are being asked to distribute the stickers to active and retired Air Force members, Reserve and National Guard personnel and civilian employees.

According to Directorate of Advertising officials here, the bumper stickers are part of the Air Force Recruiter Assistance Program (AFRAP) plan to get free publicity through Air Force people placing them on their car bumpers.

A prior distribution of 184,000 similar bumper stickers was made to bases in late 1976, officials said.

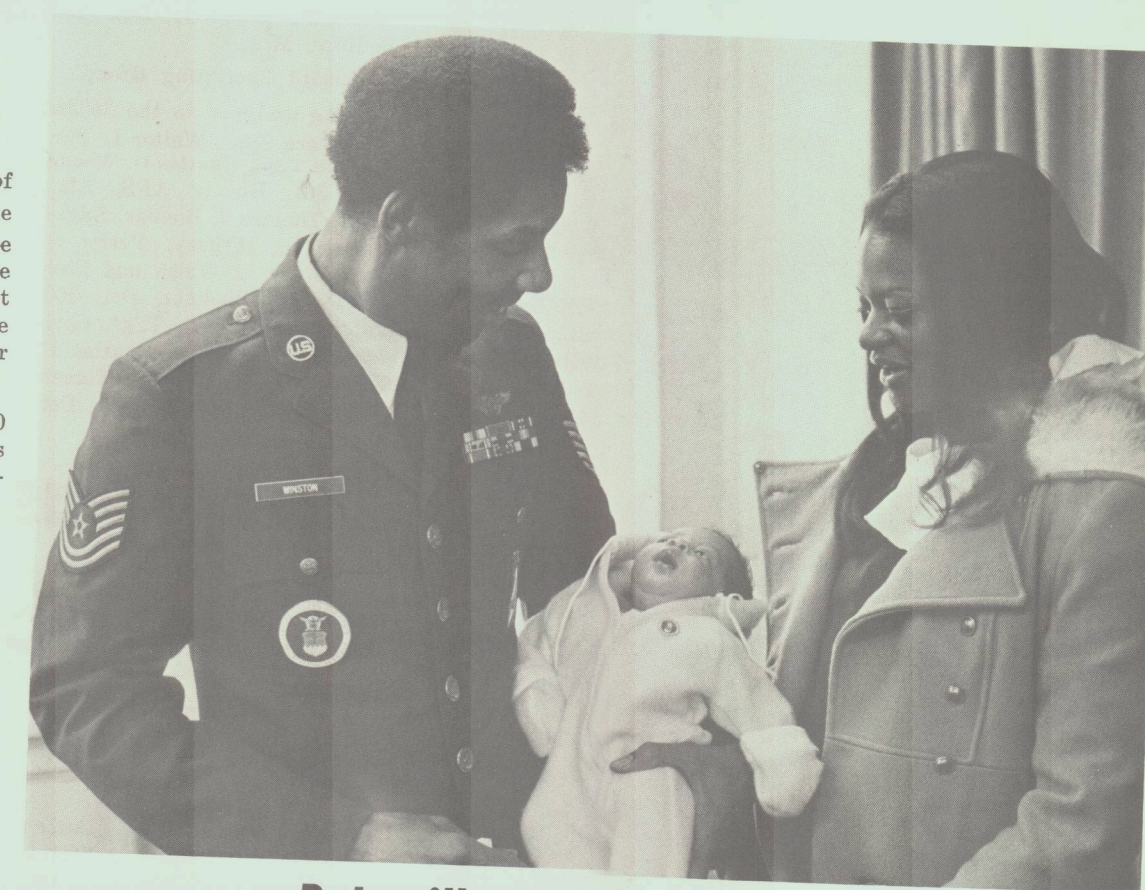
'Recruiter' places first in annual media contest

At press time, General David C. Jones, Air Force chief of staff, announced the selection of THE AIR FORCE RECRUITER as the best command newspaper in the Air Force.

Judges in the 21st Annual Air Force Media Contest named three other Air Training Command papers as first place winners in the "commercial enterprise" category. They are: the Senator,

Sheppard Air Force Base, Tex.; the Talespinner, Lackland AFB, Tex. and the Wingspread, Randolph AFB, Tex.

Print Division judges in the contest were: Thomas S. Wuriu, editor, Fairfax Journal Newspapers; Nancy Link Powers, senior editor, Smithsonian Institution and Gerald Bowman, coordinator of Employee Communication, Washington Gas and Light Company.



But will she have a goal?

MAN AND WIFE RECRUITERS in Air Force Recruiting Detachment 501, Technical Sergeant Lehman and Sergeant Winifred Winston, tell their daughter, Stacey, that she is now an honorary recruiter. During a special ceremony at detachment

headquarters, Stacey was presented a recruiting badge by Captain J. J. Mannion, Det. 501 commander. The Winston's are assigned to the South Clark Street recruiting office in Chicago.

Command NCOs earn stripes

Seventy-seven technical sergeants and 49 staff sergeants in Recruiting Service have been selected for promotion to the next higher grade.

Selected for promotion to Master Sergeant in the Headquarters are TSgts. Earl S. Spence Jr., Directorate of Marketing and Analysis, and Jefferson Bennett, Recruiting Service Liaison Office, Lackland Air Force Base, Tex.

3501st Recruiting Group

MSgt. selectees are: Ralph M. Bliven, group headquarters; John E. Burns, Detachment 101; William P. Hoy Jr., Det. 103; William A. Parker, Francis J. Kenney, Vincent D. Dolan, Det. 104; Peter S. Pile, and Craig A. Peterson, Det. 105.

Also, Thomas Dobbins, Daniel E. Mambert, Homer R. Davis, William McCormack, Det. 106; Clifford Devere, Harvey A. Dutler, Det. 108; Fabian Gajew, Paul E. Corbin and Manuel J. Mello, Det. 109.

TSgt. selectees are: Vincent R. Donnelly, group headquarters; Kenneth J. Hunter, Det. 101; Ronald E. Schuler, Det. 103; Michael C. Camerire, Det.

104; Walter G. Kugelmann, David L. Jackson, Nicholas McCrary, Det. 105; James P. Purcell Jr., Edgar H. Eggleston, Michael R. Brennan, Michael J. Lauzonis, Det. 106, and Thomas C. Pavlock, Det. 108.

3503rd Recruiting Group

MSgt. selectees are: George E. Anderson and Harold R. Smith, group headquarters; Ronald J. Bell, Ernest F. Robinson, Buddy C. Ward, Leon A. Beverly, Bobby E. Stubbs, Det. 303, and Howard L. Reid, Det. 305.

Also, John W. Long Jr., Harold L. Tyer, Thomas M. Petrie, Det. 307; William F. Doss Jr., Larry W. Redmond, James E. Townsend, Det. 309; Ira J. Laney, Rayford N. McCammon and Burke Jensen, Det. 311.

TSgt. selectees are: Jimmy S. Brock, group headquarters; James W. McClung, David Carter, Det. 301; Bruce L. Walsh, Det. 303; Lawrence N. Wilson, Robert J. Shipp, Harold M. Childress, John E. Simpson and Lowell R. Petz, Det. 305.

Also, Thomas W. Koblinsky, Det. 307; Robert H. Butler Jr., Herman Borel, John R. Gilbeaux, Darrell L. Akers, Det. 309, and Roy G. Coulter, Det. 311.

3504th Recruiting Group

MSgt. selectees are: Donald R. Malcom, Wendell J. Brunk, Howard K. Ball, Larry T. Higgins, Jimmie L. Cantrell, Det. 401; John J. Williams, Ronnie B. Rowe, Det. 403; Sidney D. Rogers, Donald W. Freire, and Larry L. Scott, Det. 404.

Also, Bernard L. Smith, Det. 405; Nicholas Alonzo Jr., Det. 406; Charles Fuechslin, Bobby D. Foster, Det. 409; James J. Flor, Alfred C. Lien Jr. and John A. Simonis, Det. 412.

TSgt. selectees are: William H. Bostedo, Det. 401; Marvin C. Coenen, Oliver B. Caldwell, Det. 403; Michael E. Gunter, Det. 405; Arthur D. Gray Jr., Det. 406; Robert C. Barnes, John G. Edwards and Robert E. Cessna, Det. 412.

3505th Recruiting Group

MSgt. selectees are: Allen L. Harp, Det. 500; James C. Shaver, Det. 504; Raymond F. Wolf, Allan L. Reedy, Det. 505; Johnny C. Blevins, Det. 513, and Jackie Bryant, Det. 514.

TSgt. selectees are: James R. Rohl, Det. 500; Nelson H. Tood, Leroy F. Brigham, Det. 501; John A. Homer, Det. 504; David

L. Burrill, Alvin S. Schiff, Det. 513, and Cletus Buddelmeyer, Det. 514.

3506th Recruiting Group

MSgt. selectees are: William L. Edwards, William Szymanski, Keith A. Johnson, Harold E. Parker, Det. 601; Walter W. Willis, Jimmie D. Guthrie, Herbert F. Canaya, Det. 606; David O. Johnson and Clive A. Walker, Det. 607.

Also, Roy G. Hassinger, Norman M. Partelow, Det. 608; John C. Stocks, Det. 609; James V.

Lawson and Ernest G. Quevedo, Det. 610.

TSgt. selectees are: Richard L. Sorter, Det. 606; Russell L. Crick, Roger J. Scott, Det. 607; Danny O. Anderson, Det. 608, and Allan J. Harrold, Det. 610.

3507th Airman Classification Squadron

MSgt. selectees are: David L. Lanter, Chester A. Moore, Wayne W. Kerlin and Charles P. Scott. TSgt. selectees are Martin C. Mannes and Randall L. Sutton.

'Prior service' criteria changes for needed skills

Former enlisted servicemen and women may now be out of the service up to five years and qualify to enlist in the Air Force, according to Air Force Recruiting Service officials here.

"This recent change in prior service enlistment criteria," said Colonel Edward D. Young, Air Force Recruiting Service director of Operations, "will allow entry

for those with previous military training in needed Air Force skills, provided they are otherwise qualified for enlistment.

"Also, eligibles who previously served in a military branch other than the Air Force in the E-6 or higher pay grade may now reenter in pay grade E-6 (technical sergeant). Before the change, E-3, (airman) was the highest grade offered ex-Army, Navy or Marine Corps enlisted personnel."

Eighty-nine students earn 'pressure plate'

LACKLAND AFB, Tex. Eighty-nine Air Force recruiters recently graduated from the six-week recruiting course here prior to being assigned to units throughout the United States.

Staff Sergeant Roger C. Barnes, scheduled for assignment to Air Force Recruiting Detachment 412, St. Paul, Minn. was the distinguished honor graduate. Selected as honor graduates from the

course were Senior Airman Dennis M. Magdule, Det. 108, New Cumberland, Pa.; Master Sergeant William L. Brown, Det. 401, Kansas City, Mo.; Sergeant Richard A. Denault, Det. 106, Milford, Conn.; SSgt. Kenneth R. Sifford and Sr. Amn. Margaret A. Gabbard, Det. 607, Lowry Air Force Base, Colo.; Sgt. Jeffrey X. Fernandez, Det. 606, Travis AFB, Calif.; and SSgt. Julius C. Phillips, Det. 301, Gunter Air Force Station, Ala.

3501st Recruiting Group

Going to the 3501st Air Force Recruiting Group are SSgts. Carl L. Carson, James L. Bieck, Andrew Whah Jr., Det. 103, Syracuse, N.Y.; Sr. Amn. Leon B. Bacchus, SSgts. John J. Ducady, Dwight E. Shema, Sgts. Gregory Jones, Ferdinand Gonzalez Jr., Det. 104, Carle Place, N.Y.; SSgt. James E. Dobson, Technical Sergeants Norman L. Gaver, James Tierney, Sgt. Victor S. Kunitsky, MSgt. Thad C. Switzer, Det. 105, McGuire AFB, N.J.; SSgts. Eleanor R. Pratt and John W. Wilt, Det. 108, New Cumberland, Pa.; TSgt. Robert Olisky, SSgt. Stephen W. Doughty, Det. 109, Bedford, Mass.

3503rd Recruiting Group

Being assigned to the 3503rd Group are SSgt. Walter L. Parker and TSgt. Charles O. Woods, Det. 301, Gunter AFB, Ala.; TSgt. Thomas J. Bienias, SSgts. James H. Dicksey, Perry O. Fox, Bruce L. Walsh and Philip D. Beckelheimer, Det. 303, Patrick AFB, Fla.; TSgt. Carlton R. Horne, Sgts. Charles D. Liberatore, Clarence Mercer, SSgt. Dennis R. Thompson, Det.

305, Bolling AFB, D.C.; MSgt. James M. Adams, SSgt. Edward N. Addison, Det. 307, Shaw AFB, S.C.; TSgt. Donald P. Bowker, SSgts. Alvas D. Cox, David A. Cox, Det. 311, Nashville, Tenn.

3504th Recruiting Group

Scheduled to report to the 3504th Group are SSgt. James Crawford, Sgts. Anthony W. Rickard, Virgil G. Nuckols III, Det. 401, Kansas City, Mo.; TSgt. Clarence M. Hichborn, Sgts. Vicki L. Kelso, Ronnie D. Westbrook, Det. 403, Omaha, Neb.; TSgt. Douglas W. Connelly, Det. 404, Arlington, Tex.

Also TSgt. Bennie Jenkins, Det. 405, St. Louis; Sgt. William M. Barnes, SSgt. W. T. Davis, TSgt. Darroll S. Johnson, SSgt. Herman L. Smith Jr., Det. 406, Houston, Tex.; TSgt. Bobby C. Holland, SSgt. Roy L. Killion, Sgt. Stanley D. Hammons, Det. 409, Oklahoma City, Okla.; SSgts. Lawrence D. Clouse, Frank J. Gangl and Robert M. Norway, TSgt. Garfield W. Restad, Det. 412, St. Paul, Minn.

3505th Recruiting Group

The 3505th Group will gain SSgt. John E. Robertson, Det. 500, Indianapolis; SSgt. Freder-

ick Bach, Sgt. Theresa R. Neveu, SSgt. David A. Nicholas, Det. 501, Elmwood, Ill.; Sgt. David A. Hind, SSgts. Edward F. Knappenberger, Robert L. Snavley, Det. 504, Selfridge Air National Guard Base, Mich.; Sgt. Ricky E. Clark, SSgt. David L. Householder, Det. 513, Cleveland; SSgts. William G. Coil, Terry Queeno, TSgt. Donald J. Gilbert, Det. 514, Columbus, Ohio.

3506th Recruiting Group

New recruiters for the 3506th Group are TSgts. Roger L. Brugger, William L. M. Edwards, SSgt. Wayne C. Guyton, Sgt. Joseph A. Campeau Jr., Det. 601, Seattle, Wash.; SSgt. Henry R. Daniels Jr., MSgt. Samuel D. Grimmett, SSgt. Christopher A. Sakay, Det. 606, Travis AFB, Calif.; Sgt. Veston Brock, SSgt. Richard C. McGinty, SSgt. Larry L. Wilke, Det. 607, Lowry AFB, Colo.

Also, Sgt. Michael E. Baca, TSgt. James F. Haddon, SSgt. Gary Quezada, Det. 609, Los Angeles; SSgt. Michael Benacquista, TSgt. Albert Cowings Jr., SSgt. Jesse J. Griffin Jr., and TSgt. Allen M. Williamson, Det. 610, San Bernardino, Calif.

Band assists recruiter in establishing rapport

ST. LOUIS—"I expected them to be good. I just didn't know how good they really were."

This was how Master Sergeant Frank Schalk, Air Force Recruiting Detachment 405, recruiter described the performance of the 528th Air Force Band at the New Haven, Mo., High School recently.

The band, under the command of Captain Ray Toler, played

a one hour concert for the student body. Sergeant Angelo Aponte, soloist, highlighted the concert when he sat among the audience singing to individual students and faculty.

Following the concert, Captain Toler and his musicians conducted a two hour clinic for members of the band. During the clinic, the bandsmen worked on a one-to-one basis with the students, demonstrating intonation, meter, phrasing and musical interpretation.

Evaluating the band's efforts in light of his recruiting activities, MSgt. Schalk said, "I'm about the only Air Force person these students see. The band's performance and the clinic certainly helped me establish a better relationship with a school that otherwise doesn't receive much exposure to the Air Force."

The band is assigned to Scott Air Force Base, Ill.



AN F-15 EAGLE slips swiftly across a fiery, sunlit sky. That's the scene depicted in the new Recruiting Service billboard, above, painted by Robert T. Blake, art director in the Creative Branch, Directorate

of Advertising. The board will be posted in selected markets for three months, beginning in March. The "golden opportunity" theme will also be used in magazine ads in the coming year.

Coming soon: Book covers, metric converters among advertising projects due

Several Air Force advertising projects are in various stages of being developed, printed or distributed.

Following is the status of each project.

Pocket Notebook Calendars (GS 77-1): These calendars have been distributed to detachments who in turn should send them

to their recruiters. The notebook calendars are an off-the-shelf item similar to the ones used for conventions. The cover has the Air Force seal and the "Air Force—A Great Way of Life" theme, and are intended primarily for Centers of Influence.

Book Covers (GS 77-4): This year the cover title is "Go to College in the Air Force" and

has the original Thunderbirds art superimposed on a blue sky as the background. Copy features the Community College of the Air Force and a message to high school students on how important it is to stay in school and graduate. There's a space reserved for the recruiter to stamp name, address and telephone number. A survey of groups indicated that the Requisition Distribution System (RDS) is the preferred method for distribution. The Stock Availability Report will announce when they are available.

Desk Memo Pad (GS 77-1): This project is on its way to the printers and should be in distribution by May 1977. The format and colors are similar to the 1976-77 desk memo pads. Included on the pad is the toll-free number, a page of reply

cards that can be clipped out and mailed to the Air Force Opportunities Center and a page briefly outlining various training and education programs. Distribution will be as requested by groups.

Iron-On Patches (GS 77-19): These patches with the "Air Force—A Great Way of Life" logo should be in the field by April according to the contract. However, the contractor anticipates delivery will start in late February or early March. They can be helpful in your Delayed Enlistment Program efforts.

Metric Converters (GS 77-3): Procurement action has started on the 1977 metric converters. They will use the "Great Way of Life" logo, have the toll free number and a place reserved for the recruiter's stamp. Distribution should begin in May.

Windmaster Posters (GS 75-10): The posters are in sets of five, one has the "Great Way of Life" theme on both sides, while the other four have different color photographs for various programs on each side. The posters should be in RDS this month.

Vehicle Decals (GS 77-4): This slightly smaller version of the first vehicle decal is suitable for use on smaller vehicles. Distribution should be completed this month.

Air Force Educational Opportunities Reference Book (GS 77-29): Copy changes were made on almost every page of the reference book. Expected distribution date is May and will be in accordance with information provided by groups so that recruiters can deliver new pages to their counselors.

Here

Controller of the Month

Airman Dennis L. Styles has been named the Accessions Control Center (ACC) Controller of the Month. Airman Styles, a native of Jacksonville, N.C., has been in the Air Force since May 1976. A 20-year-old personnel technician, he was selected for his motivation and dedication to duty, according to ACC officials.

A good beginning

Nineteen seventy-seven began on a positive note for Sergeant Jeffrey Fernandez, a new recruiter in Air Force Recruiting Detachment 606. Formerly with the Travis Air Force Base Honor Guard, Sgt. Fernandez was named as an honor graduate from the recruiting course at Lackland AFB, Tex. and was notified of his selection for promotion to staff sergeant.

Chief earns award

Chief Master Sergeant Donald L. Knowles, Air Force Recruiting Detachment 401, operations superintendent, received the First Oak Leaf Cluster to the Air Force Commendation Medal recently. He was awarded the decoration for superior performance while assigned as operations supervisor, Det. 405, St. Louis.

Get acquainted tour

Eight members of the Future Policeman of America Club, Falls Church, Va., High School, recently toured the Bolling Air Force Base, D.C. Security Police Squadron facilities. Accompanied by Staff Sergeant Ronald Fetchko, Air Force Recruiting Detachment 305 recruiter, the students were briefed by a former classmate, now a security policeman. "The purpose of the tour," according to SSgt. Fetchko, "was to acquaint the club members with the security police career field and life on an Air Force base." The group also visited the dormitories, dining hall and other base facilities.

n't here



DURING A RECENT concert at the New Haven, Mo., High School, Sergeant Angelo Aponte, soloist, sits among the audience and sings to students and faculty alike. A one hour concert followed by a two hour clinic for band members was performed by the 528th Air Force Band, Scott Air Force Base, Ill.

Incentive test offers choice of initial base assignment

Air Force Recruiting Service began a five-month enlistment incentive test program on Jan. 13.

The January-May 1977 test program, designed to complement existing enlistment incentives, offers a choice of eight Air Force bases to enlistees for their initial base of assignment, with one-year on-station guaranteed.

Air Force bases available under the Initial Base of Choice (IBOC) incentive are: Plattsburgh, N.Y., Grissom, Ind., Offutt, Neb., Seymour-Johnson, N.C., Moody, Ga., Altus, Okla., Cannon, N.M., and George, Calif.

Air Force job specialties currently available under the IBOC test program include: Aerospace Ground Equipment Repairman (42335), Munitions Maintenance Specialist (46130), Weapons Mechanic (46230), Cook (62230), Fuel Specialist (63130), Inventory Management Specialist (64531), and Security Specialist (81130). Not all specialties are available at all bases, and once requirements have been filled, the specialty will no longer be available under the program.

The new IBOC option is in addition to the Guaranteed Base of Choice (GBOC) program, in which some 70 Guaranteed Training Enlistment Program (GTEP) jobs are available at

one of seven installations. These bases include:

K. I. Sawyer and Wurtsmith, Mich., Grand Forks and Minot, N.D., Ellsworth, S.D., Malmstrom, Mont., and Francis E. Warren, Wyo. Under the GBOC Program, enlistees will normally remain at the selected base for their first enlistment as long as they continue to meet Air Force standards and remain qualified in their skill. The only exceptions are national emergencies or major mission changes affecting the requirements for individual skills at their base of assignment.

The new five-month test program was prompted by the need to maintain manpower inputs for vital Air Force skills.

"If a man can write a better book, preach a better sermon, or make a better mousetrap than his neighbor, though he builds his house in the woods, the world will make a beaten path to his door."

Wanted: New supervisory techniques

by Technical Sergeant Charles V. Majors

Design a highly flexible, hard hitting, pertinent course for supervisors was the charge given to Recruiting Service's Training Division members recently.

The first step toward this goal was taken this month by Chief Master Sergeant Harvey Rison, team chief, along with Senior Master Sergeants Gene Piga, Tippy Jordan and Master Sergeant T. K. Smith. They traveled to Tinker Air Force Base, Okla., to meet

with a middle management team of the 3504th Recruiting Group. Purpose: "to sink some teeth into supervisory techniques!"

Chief Rison explains, "Because of the rapidly changing recruiting environment it has become necessary to reevaluate our management techniques currently used at the sector level. Previously, our sector managers were not required to be totally aware of planning and production analysis procedures—two actions that are critically necessary for production success.

"Also," he continues, "we've discovered that school book solutions are no longer appropriate

for our middle management training needs. Additionally, feedback from Group management personnel indicates a void in the total responsibility awareness of our sector supervisors. So we've built a better course and we are going to field test it for one year!"

The "have course will travel" curriculum will consist of duties and responsibilities of management, taking command, counseling, management tools, and recruiting management principles. Also included will be program logic, identification of problem trends, establishing expectations, establishing and control-

ling realistic objectives and recognizing and applying production solutions.

The test will consist of the three-day temporary duty visitations, which will be problem oriented for different areas (groups or detachments), and offer several positive spin-offs versus the old method of instruction. They will provide continuous crossfeed of information among supervisors and a true continuing task analysis for sector managers which will provide a basis for training at all recruiting management levels, from top to bottom.

"And finally," the chief ex-

plains, "we will cover understanding of the Air Force on-the-job training concept, use of the job proficiency guide, completion of the training record, and initial recruiter and deficiency training."

The chief believes in his "mousetrap" and knows without doubt it's what the doctor ordered for his supervisors. Tentative plans for fiscal year 1978 calls for establishing a similar two-week course with formal classroom instruction. But until then, the chief and his crew will continue to trod the beaten path in support of Air Force Recruiting supervisors everywhere.

Three steps in right direction lead sector 'across-the-board'

by Master Sergeant Hartwell E. Edwards

COLUMBUS, Ohio—"I know that for us to be successful, we must have integrity, job knowledge and professionalism."

When Master Sergeant Henry Smith made that statement, he was talking about three things he considers most important to becoming a successful recruiter and supervisor. This attitude helped him earn the Air Force Recruiting Detachment 514 title, "Rookie of the Year," in fiscal year 1973. It further sustained him in his second year, when he was "across-the-board."

". . . we must have integrity, job knowledge and professionalism."

The achievements of the 38-year-old Nicholasville, Ky., native mirror his philosophy both as a recruiter and as a sector supervisor today. Responsible for nine recruiters in 12 Ohio counties, he brought his sector from last to second place in Det. 514 standings in FY 75. The following FY, the sector placed first, and MSgt. Smith was named the 3505th Recruiting Group's Outstanding Noncommissioned Officer of the Year.

Under MSgt. Smith's leadership, recruiters in his sector have consistently met their goals. In what was once described as a "traditionally bad" recruiting area, they brought in nearly 500 persons during a one-year period.

How did MSgt. Smith break the trend? According to him, it was by reminding his recruiters

to work harder toward being known in those "not so good areas."

"I tell them they can't expect to advertise three months of the year and expect that to carry them all year," he says. "I instruct them to introduce themselves to someone new each day—through newspaper ads, radio and television spots or by word-of-mouth."

Another method the supervisor employs in recruiting to meet his sector's needs is expending extra effort in local high schools. He said his

recruiters are so well known, they are thought of as "unofficial members" of the school staff and know most of the students on a personal basis.

As Air Force manpower needs change, however, it becomes exceedingly more difficult for Air Force recruiters to select only the best, while at the same time telling-it-like-it-is. It's a demanding job, full of constant change.

The pressure doesn't really bother MSgt. Smith, though. The way he puts it, "I tell my recruiters they must be ready for a change everyday—and be flexible enough to handle it."

"A well-dressed recruiter is a more confident recruiter."

To keep his recruiters motivated and thinking positively, the 19-year veteran provides them recurring training. "I look closely at the way in which they present the Air Force to a prospect, in person and on the telephone." He also stresses that each recruiter meet Air Force dress and grooming standards. "A well-dressed recruiter is a more confident recruiter," he said.

What advice would he give a new sector supervisor?

"The first thing I'd tell him is to supervise. He can't be afraid to say 'no' if a 'no' answer is called for. On the other hand, if a recruiter deserves a 'yes' answer, he should back him all the way."

Integrity, job-knowledge, professionalism . . . they're three words that have been keys to success for MSgt. Henry Smith.



MSgt. Henry Smith