

# The year in review



Air Force recruiters, encountering an increasingly difficult recruiting climate, signed up some 76,000 young men and women in 1976.

Nearly 73,000 men and women without prior military experience, 1,764 health professionals, more than 300 Officer Training School candidates and about 1,000 prior service men and women committed themselves to service to country and expressed a willingness to accept the Air Force way of life.

Medical recruiting accessions, which surpassed all previous years efforts, included 409 physicians, 664 nurses, six veterinarians, 35 biomedical specialists, 172 dentists and 478 scholarship and medical education students.

More than half (about 52 per cent) of the non-prior service enlistees for the year scored in the top two Department of Defense mental categories and some 95 per cent were high school graduates or possessed a state-certified General Education Development certificate.

"This achievement by our recruiters is truly commendable," said Brigadier General Melvin G.

Bowling, Recruiting Service commander. "They excelled, despite budget and manpower reductions, a major reorganizational realignment and being tasked with many new recruiting-related activities. In addition, they had to locate, interview and enlist young persons into the Air Force under the toughest mental and physical requirements in Recruiting Service history."

**"If we did all the things we are capable of doing, we would literally astound ourselves"—Thomas Edison.**

To ease the recruiters' job, Recruiting Service established several new programs and recruiting procedures during 1976. Uppermost was the Air Force Recruiter Assistance Program (AFRAP), which is rallying the support of the entire Air Force community to refer potential enlistees to local Air Force recruiters for more information about Air Force opportunities and enlistment options.

Additionally, an advanced processing system was activated on Nov. 1; according to Recruiting Service officials, it revolutionized job selection and assignment of prospective Air Force enlistees.

As the bicentennial year drew to a close, Brig. Gen. Bowling lauded all Air Force recruiters. "Thanks to the dedicated efforts of our outstanding recruiting force," he said, "1976 was a truly successful recruiting year."

Following is a capsule look at some of the major developments within the Command during the past twelve months.

Effective Oct. 1, a reorganization inactivated six recruiting detachment headquarters. The closures reduced the number of detachments from 38 to 32 and aligned existing detachment boundaries to better match with the geographical areas serviced by the Armed Forces Examination and Entrance stations (AFEEs).

Two new programs were initiated to achieve increased recruiter strength and better manage the existing force. "Recruit-the-Recruiter" program gained new emphasis in mid-July with

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## Base-level AFRAP becomes 'family affair'

"Recruiting" is rapidly becoming a household word throughout the Air Force family as the Air Force Recruiter Assistance Program (AFRAP) is being implemented at Air Force bases.

Initiated in September 1976 by Lieutenant General John W. Roberts, Commander of Air Training Command, AFRAP's primary goal is to get everyone to refer super-sharp potential prospects to recruiters for contact.

Explaining the driving force behind the program, Brigadier General Melvin G. Bowling, Recruiting Service Commander, said, "A glance down the recruiting road indicated that some action was necessary if we

are to continue to get the high quality manpower needed by the Air Force. In short, advanced technology has created more stringent job requirements for our recruiters.

"Also, we are operating with fewer recruiters, less advertising and operating dollars, and face a tougher recruiting environment. This is caused in part by improvements in the national economy and the fact that more youths today tend to be college-bound. All these factors, when combined, call for action to gain greater awareness of Air Force opportunities by the nation's youth."

AFRAP has also gained the endorsement of the Air Force  
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## The AIR FORCE RECRUITER

*"A great way of life"*

Vol. 23—No. 1 USAF Recruiting Service, Randolph AFB, Texas January 1977

## HASTY RAP program gets Air Force funding

Air Force Recruiting Service has received funding from Air Force to conduct an extensive HASTY RAP recruiter - assistance program in fiscal year 1977.

Beginning this month, selected first-term airmen will return home to help their recruiters after graduating from tech schools officials here said. The program will end in May. First-term participants will be identified by recruiters, technical training centers and base career advisors.

"To get the program launched, we canvassed detachments last

month for names of recruits that their recruiters would like assistance from," said Lieutenant Colonel Emmett V. Matthews, HASTY RAP project officer. "The list of names we compiled were provided to recently appointed HASTY RAP coordinators at the tech training centers.

"The coordinators will seek volunteers from the list of names and will make the final selections. Once a selected airman graduates, he will receive temporary duty (TDY) orders to his hometown (or the nearest recruiting facility if the location is different) for a two-three week period.

"During his time at home, the first-term will assist his recruiter, primarily in visiting the local high schools," Lt. Col. Matthews said.

To spur the program, the colonel said, a special HASTY RAP task force has been established here. Its primary mission will be to monitor the program and assure a continuous flow of names from the field to the bases — and a subsequent flow of first-term participants to the field.

This new initiative is part of the overall Air Force Recruiter Assistance Program (AFRAP).

## Leads increase despite shrinking ad dollars

Despite fewer advertising dollars in calendar year 1976, Air Force Recruiting Service increased the number of age qualified leads generated in support of all Air Force personnel needs.

More than 242,000 age qualified leads were processed this year compared to some 150,000 last year. About one-half of all inquiries were for the Nonprior Service program.

"To accomplish this, we carefully selected our media to carry the recruiting message and used only magazines and other media that showed us the most efficient way to reach our target audience," said Colonel Donald E. Burggrabe, Director of Advertising. "This year we analyzed the data and deleted all pub-

lications which showed a trend toward climbing cost per response (CPR) rate. In addition, we designed our ads based upon research that told us what is most likely to appeal to young people."

"In conjunction with the bicentennial year we developed the slogan 'Air Force—A Great Way of Life' to carry through the dedication, commitment and service theme and it has worked extremely well," Col. Burggrabe explained. "Also, this is the first year the national advertising program has used direct mail on such a large scale. Our first major mailing to almost one and one-half million high school senior males generated more than 36,000 age-qualified leads and was by far our most effective

lead generating activity."

Another extremely cost effective innovation this year was an "umbrella" approach to all Air Force personnel procurement programs (active duty, AF-ROTC, Air Force Reserve, Air Force Academy) in the same ad. "This general support concept enabled us to reduce the number of ad insertions while maintaining good CPR rates," he said.

"All in all, we had a very good year in terms of providing direct support to recruiters and hope to make 1977 even better. We will continue to develop the potential of direct mail and to further fine tune our program to achieve the most for our advertising dollars," the Colonel concluded.



TOPS IN THE NATION for November 1976 is Senior Master Sergeant James Simmons, Air Force Recruiting Detachment 406 sector supervisor. How SMSgt. Simmons and his sector got there is revealed by the supervisor in a story on page 10. (Photo by Master Sergeant Henry Martel)



# Commander's Comment

Nineteen seventy-six was a great year, and the efforts of each of you in the final days of December are unsurpassed in Recruiting Service history. You deserve and have the respect of every member of this Headquarters.

Many of you are also to be commended for sticking it out right up to the last minute on New Year's Eve to help applicants enlist prior to the expiration of the old GI Bill.

Your continuous hard work brought in more than 75,000 people in 1976. Each of them met stiffer requirements than at any time in the past. They had the desire to serve this country and with rare exception were motivated toward making a great Air Force even better.

The same dedication to principle and hard work will be required to meet the challenge in 1977. We look forward with the same ambitions as you toward a success-

ful and enjoyable year. Our basic intent is to help directly in your efforts in every way possible.

One of our major goals in 1977 will be to provide you, the recruiters—and keys to success—with more and better leads. To help reach our goals this year, many good programs will be continued and be refined to make your job easier. This should be apparent and I hope you agree after reading many of the informative articles in this issue.

Among these efforts, the Air Force Recruiter Assistance Program (AFRAP) is rallying the entire Air Force to our cause by referring good leads to you. Additional lead-generating programs, including HASTY RAP, national direct mail and the many local initiatives should provide sufficient leads of higher quality. It will be your responsibility to follow these up quickly in order to attain quality enlistments.

Our success as a team in 1977 will depend on your efforts, which will shape the Air Force for years into the future. Please keep up the fine, professional work of the recent past.

*Melvin A. Bowling*

P.S. Do insist on our help through your DIAL calls and other persistent suggestions.

## Suggest

by Earlene Tapley

Sometimes a suggestion is born before its time has arrived.

- The first successful cast iron plow, invented in the United States in 1797, was rejected by New Jersey farmers on the theory that cast iron would poison the land and stimulate the growth of weeds.

- In Germany, the experts said blood would spurt from the passengers' nose and they would suffocate if trains were allowed to run at the frightful speed of 15 miles per hour.

- Clothing manufacturers jeered the proposal to put zippers in men's trousers. They said, "That's silly . . . men won't wear them . . . there will be accidents . . . we will be sued."

- When Buffington took out patents on the steel-frame sky-scraper in 1888, the "Architectural News" predicted the plaster would crack when the iron expanded and contracted.

- A committee appointed by silk manufacturers to study the possibilities of rayon declared the material was a transient fad.

- Henry Morton, president of Stevens Institute of Technology, protested the trumpeting of Edison's experiments in electrical lighting. He said, "Everyone acquainted with the subject will recognize it as a conspicuous failure."

Time has proven the evaluators of these suggestions wrong. The suggestions have been implemented, improved and expanded over and over. It proves some suggesters are far ahead of evaluators when it comes to creativity.

It behooves evaluators to be a little more careful with future suggestions, even though at first reading they may appear a little farfetched. Those who don't could have people laughing at them in the years ahead. (AFPS)

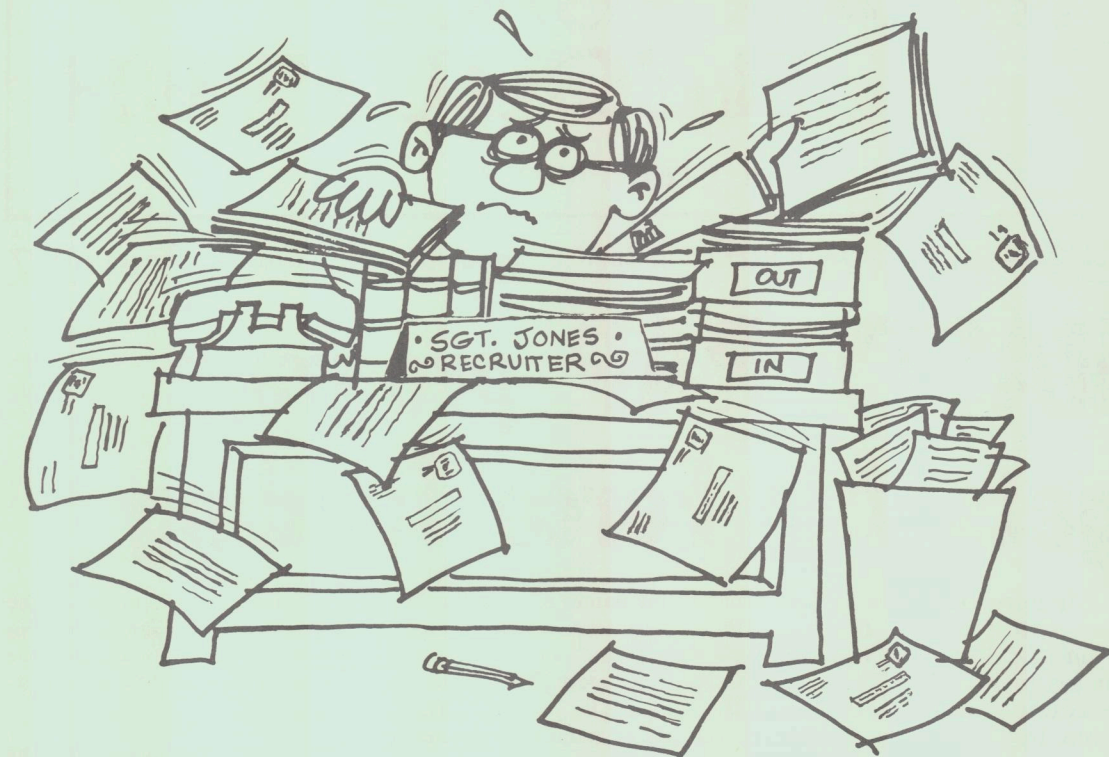
## The AIR FORCE RECRUITER

"A great way of life"

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

All photos are official Air Force photos unless otherwise indicated.

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
Sgt. C. V. Majors	NCOIC, Media
Sgt. D. J. Gilbert	Editor
J. M. Richardson	Writer



"When they said they produced 36,000 age-qualified NPS leads, I didn't know they were all for me!"

## Strange deeds

by Sgt. Jeff Ramey  
Ground Safety Specialist  
Little Rock AFB, Ark.

The safety office has decided to recognize some people who have accomplished "strange" deeds, especially in the process of injuring themselves or others.

Would you—

Try to catch a 50-pound tool box dropped from a height of 12 feet?

Let your child drive your car through your house?

Draw your machete to show how clean and sharp it is and almost cut off your fingers while the wing commander and members of an inspection team are watching?

Shoot yourself with a bow and arrow?

Check your mailbox, then drive off with your arm still in the box?

Glue on your false eyelashes with "super

glue" then have to have your eyes opened surgically?

Set a hot casserole dish on your husband's chair at the table so he later sits on it?

Roll up a window on your own neck?

Drop your dogtags into a light socket — while you are still wearing them?

Lose a hammer on a roof and find it later when it falls on your head?

Stick a screwdriver in the ground then sit on it?

Try to catch a 200-pound air conditioner as it falls from a window?

Unfortunately, unlike Ripley's "Believe It Or Not," these accidents are not rare, nor are they worth repeating. The persons involved gained recognition, but what a price to pay for glory.

Each accident was preventable — each injury was avoidable.

(Adapted from MACNS)

**QUESTION:** Traffic is heavy. You can't maintain the proper interval because of cars cutting in front of you, and the clown behind insists on tailgating. How can you best protect yourself? (Select appropriate response(s))

- Accelerate to avoid the tailgater.
- Slam on your brakes, hoping you can sue for whiplash.
- Continue to drop back, increasing the space in front of you.
- Change lanes and give the tailgater a dirty look.

ANSWER:

## Safety



## All commanders support AFRAP

(From Page 1)

Chief of Staff, General David C. Jones, and all major commanders have promised support. In a message to the commanders, General Jones said, "... Recruiting must become a fundamental responsibility of every Air Force member. The continued vitality of the Air Force depends on it."

An AFRAP plan with ideas for use at base level was developed and mailed to each major command director of personnel early this month. Actions in the plan range from distribution of lead referral cards to all personnel and holding high school senior career days, to conducting Air Force Recruiter Assistance Program Weeks at many bases. A Recruiting Liaison Office (RLO) will be established at each major installation to serve as the focal point for all AFRAP actions.

AFRAP lead referral cards will be available at each base so that personnel who know of high-quality young people, 17-27 years old, can refer them to the recruiter. Cards key-coded to each base are forwarded to the Air Force Opportunities Center in Peoria, Ill., where they are tabulated and sent to the Air Force recruiter responsible for the area in which the prospect resides.

"Although there will be many AFRAP actions taken during the coming months," said Brig. Gen. Bowling, "the referral system is the most important. It will give every Air Force member a chance to take part in maintaining a top-quality, professional force. We believe we have the finest service available today for many of the country's youth, and through AFRAP they will become aware of the opportunities available to them."



"A GREAT ACCOMPLISHMENT" is what 3506th Recruiting Group officials called it when they reached nonprior service-male recruitment goals by Dec. 7. Ringing the "victory bell" to mark the occasion is Chief Master Sergeant John Donato, operations

superintendent. CMSgts. Stanley F. Dorman, senior enlisted advisor, and Harvey Rison, chief of the Training and Standardization Division, Recruiting Service, look on.

## RS commander gets promotion nomination

Brigadier General Melvin G. Bowling, who recently assumed command of Air Force Recruiting Service, has been nominated to the Senate by the President for promotion to the grade of temporary major general.

Brig. Gen. Bowling is responsible for recruiting highly qualified young men and women to meet Air Force requirements. He also serves as Deputy Chief of Staff for Recruiting on the Air Training Command (ATC) staff where he was Deputy Chief of Staff for Operations for a year prior to assuming his current position.

As Recruiting Service commander, he is responsible for five groups and 32 detachments with some 1,090 recruiting offices and 1,500 recruiters located throughout the United States, Europe and Puerto Rico.

Brig. Gen. Bowling has served in a number of assignments which include two Pentagon staff tours. He has commanded both tactical and strategic units encompassing over 6,000 hours of operational flying. Prior to joining ATC, he was commander of the 4th Air Division of the Strategic Air Command at F. E. Warren AFB, Wyo. which included units there, at Ellsworth AFB, S.D. and Grand Forks AFB, N.D.

## Vet education benefits package takes effect

More than \$8,000 in educational benefits awaits young people enlisting in the Air Force and taking advantage of the new Veterans Educational Assistance Program (VEAP), Recruiting Service officials here announced.

The program became effective Jan. 1, and is a new approach to veterans education assistance for all branches of the service. Each member can voluntarily contribute to his future education fund by allocating between \$50 and \$75 per month, with the government matching the amount two for one. For example, each individual's \$50 will be matched

with the government's \$100 for a total of \$150 in educational funds.

Airman participating in the program must agree to contribute in 12-month increments to a maximum of 36 months, stated Recruiting Service officials. Members who decide not to use the benefits will receive their share of the money back at the end of the enlistment, or if they have already been released, within 60 days after notifying the Veterans Administration.

Those putting in \$1200 during their initial enlistment will be credited with an additional \$2,400 for a total of \$3600 in college education benefits. Members contributing the maximum

of \$2700 will be credited with an additional \$5,400 for a total of \$8,100.

The new law, signed by the President in October 1976, will be funded for the first five years by the Veterans Administration. After that, VEAP will be reviewed by the President for his recommendation to make it permanent.

Community College of the Air Force credit for Air Force training, credit attained through in-service tuition assistance and college level examination programs combined with the VEAP could help any Air Force veteran attain higher education goals, stated Recruiting Service officials.

## 1976 in review

(From Page 1)

the establishment of R-T-R teams consisting of Recruiting Service and the Air Force Military Personnel Center (AFMPC) personnel. These teams visited 31 installations, and obtained 350 applicants for recruiting duty.

The Internal Management Procedures Analysis Concept Team (IMPACT) was kicked off in September to assist detachments with production problems. Teams composed of hand-picked members from various detachments analyze a unit's method of operation and propose a "game plan" to correct production deficiencies.

### APDS/PROMIS

On Nov. 1, the Advanced Personnel Data System/Procurement Management Information System (APDS/PROMIS) went on-line. APDS/PROMIS is a centralized job management and applicant reservation system. It ties the 64 Air Force Liaison Offices (one at each AFEES) to an AFMPC central computer.

Under the system, applicants for Air Force enlistment can, in one trip to the AFEES, be fully processed, to include complete physical examination, specialized testing and entry into the Delayed Enlistment Program (DEP) or active duty status.

### DEP Expansion

Enlistees were given more time to wrap up their personal affairs before entering active duty when Air Force announced the expansion of the DEP from six to nine months. Nearly 7,000 applicants took advantage of the increased DEP in late 1976 in order to qualify for the Vietnam era GI Bill educational benefits terminated Jan. 1, 1977.

Establishment of the 3507th Airman Classification Squadron made Recruiting Service the single manager for the recruiting classification process. As a result, significant improvements and developments occurred in four areas: reduction of casual population from a daily average of 18 per cent of trainees in December 1975 to 1.8 per cent in November 1976, improved job classification information and more accurate application assessment through the Entrance National Agency Check system.

### GBOC Program

A Guaranteed Base of Choice (GBOC) program was initiated in January 1976 and included five northern U.S. bases and 65 Air Force skills. It has since been expanded to include seven northern tier bases. Under GBOC, the Air Force has been able to achieve voluntary manning in skills and bases normally considered less popular, by offering stabilized assignments.

### Critiques

More than 22,000 Basic Military Training critiques received by the Recruiting Liaison Office were mailed to recruiters. The critiques contained 3,315 names of new prospects. In addition, Recruiting Liaison personnel sponsored the Lackland portion of 14 Recruiting Service-sponsored national educator tours and responded to requests from recruiters seeking information requested by trainees' parents.

### New directorate

The Marketing and Analysis Directorate was formed in early spring to centralize all analytical functions from the existing Directorates of Operations, Student Resources and Advertising into a single unit for the Command.

Its activities have been aimed at streamlining recruiting operations, providing better manage-

ment control information and formulating a viable market analysis for long-range objectives.

The first complete analysis of the male and female recruiting markets was developed and formed the base for a more extensive market analysis down to and including the sector level. It also provided for an in-depth evaluation of the physician and nurse markets.

The directorate's efforts led to an improved competition system within the Command which recognizes annual, quarterly and monthly accomplishments of recruiting organizations and personnel.

Another milestone of the directorate was the implementation of the Management Emphasis Program (MEP). The goal of the MEP is to provide timely and valid feedback data to commanders and their staffs to assist in management of areas particularly vital to the unit's mission.

### Household term

Air Force advertising was seen in virtually every medium during 1976—"telling-it-like-it-is" on radio and television, in magazines, on billboards and in movies.

"Air Force—A Great Way of Life" embellished nearly every advertisement produced, appeared in the increased production of news releases and became a "household" term throughout the Air Force community.

Recruiting Service advertising increased national direct mail programs, conducted a limited paid radio test and modified the lead referral system.

### National Direct Mail

In an effort to reduce the workload on recruiters and to obtain a cost-effective and quantifiable direct mail program, several mass mail-

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### Time for a change

COMMENT: I am almost finished with this particular recruiting office and I would like to consider other offices for reassignment. I was wondering if possibly Recruiting Service could start publishing a list of available offices that are open throughout the United States so that we could volunteer for them—similar to the list published last year in THE AIR FORCE RECRUITER newspaper?

REPLY: The many changes occurring at the moment makes it impractical. The list would be outdated before we got it out. Call Master Sergeant Ken Kuhn or Senior Master Sergeant Joe Kuzusko at extension 4000 here and discuss what you would like relative to our manning at the time, or write and we may be able to accommodate your desires.

### Long distance log

COMMENT: Why are we required to log all long distance telephone calls on AF Form 1072, when every long distance call is automatically recorded by the phone company? Ninety per cent of my calls are long distance and this is most time-consuming when I am refining my high school list and ASVAB lists. Also, my four years in recruiting have been most satisfying and I hope you enjoy your time with us as much as I have.

REPLY: Logging all long distance calls is a federal requirement imposed by Congress. However, Air Training Command Deputy Commander for Operations has been working since September to obtain a waiver for Recruiting Service offices. If research supports our argument, a waiver request will be forwarded to Headquarters Air Force. During the interim, all Air Force employees, recruiters and base personnel, must log all long distance commercial calls placed from or accredited to their office. Thanks for the enthusiasm.

### ASVAB noise

COMMENT: Is there any way we can retest students on the ASVAB when we know they have been shortchanged—such as not having enough time to complete the test properly, noisy conditions, etc? The six months retest authorized is too long to wait. Thank you.

REPLY: Sure there is. Your detachment commander can approve retest waivers after 30 days for the reasons you cited.

### Linguistic lop

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

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

**EDITOR'S NOTE:** The "Linguistic Lop" reply in last month's DIAL (above) may have caused some confusion. To set the record straight, Directorate of Student Resources personnel provided the following additional information: The 203X0 Linguist Interrogator specialty is not open to non-prior service airmen. There are less than 100 requirements AF-wide for the specialty. Prior to May 1976, it was the feeder AFSC into the lateral 203X1 Voice Processing specialty. There should be no misunderstanding as to the job new enlistees in 208X0 will perform after language training. They will be Voice Processing Specialists.

### ASVAB listings

COMMENT: How about realigning the ASVAB listings we've been receiving? This year they are sorted alphabetically within categories (Cat. I, II, etc.) instead of by grade. This means we have to sort through them to find the seniors which is the only grade we're allowed to work actively. How about some assistance in getting the listings printed alphabetically by grade?

REPLY: You got it—beginning in December. Thanks for calling it to our attention.

### Yeah, Dakota

COMMENT: Just wondering how these commander's calls for the DEP applicants are going to work out when your applicants live anywhere from 15 to 280 miles away? How can we get them in here? We can't expect them to drive 500 miles a day and we will not have any transportation facilities until mid-March. From the Dakotas—I would just like to see the answer.

REPLY: Some recruiters pick an itinerant stop in an area where several DEPs are and hold commander's call there. DEP commander's call works great in most areas, so keep on trucking. Take the initiative to do what's reasonable—before the fact. Don't drive 500 miles to make a meeting. Call me first and perhaps I can go for you.

### Why only juniors

COMMENT: An article in THE AIR FORCE RECRUITER noted there were jobs open for instructors at the recruiting school for "junior" tech sergeants, with bag carrying experience. Isn't this a form of age discrimination since we may have some "older" techs who would like to get a job with the school?

REPLY: The article in reference meant "younger" in the sense of time-in-grade. Our feelings is, and was, if senior techs are brought into the slots, it stands to reason they will soon be promoted. According to school officials, in the past they have been "master" top heavy and were hoping to avoid a similar situation from occurring. If you're a "junior" tech, put your application in and see what happens.

### Unclaimed ZIPs

COMMENT: Something needs to be done with our national lead program. ZIP codes are going to the wrong address—like leads in Wisconsin ending up in Minnesota.

REPLY: Like the education of paperwork, this is a tough one requiring a team effort across all lines of Recruiting Service. We're working the problem hard and hope to have it resolved in the near future.

There are currently some 3,000 "unclaimed" ZIP codes in the computer bank at the AF Opportunities Center. Correct ZIP codes for each recruiting office is the key to near 100 per cent accuracy. All Detachments have again been asked to update ZIP codes for their areas of responsibility. Once fixed it should be fairly easy to keep things on track. The recent reorganization of boundaries compounds the problem in some areas.

Your concern is appreciated. On a recent visit, for example, I ran into a new recruiter just out of Lackland who was reopening a one-man office. During his first week and with three days of high school testing scheduled, he received a five-pound box of computer printouts with instructions to correct all errors in ZIP codes, etc., and return within five days. Every entry had errors and one with errors in it was listed six times on the one page. The young recruiter did the correct thing—called his Sector Supervisor for guidance. We've all been a victim of the machine at times. But we also know what it can do for us from our experiences with PROMIS.

### Incentive balderdash

COMMENT: Recruiting incentives? The only incentive for the production recruiter is work real hard, get your quota in, and set them up for the following months. Two big problems are the paperwork we're levied with and recruiters who do not produce. With all the paperwork we don't have time to recruit, and those who fail to produce are not reprimanded and we're forced to carry the load. I think the non-producers should be eliminated.

REPLY: Your comments are too vague to be of much help. A great part of the paperwork is required to protect you, the recruiter. This problem is under constant review. Forms required have been reduced from over 50 feet to just under 20 feet, when taped end to end. The last major review was last July when a panel of recruiters reviewed all forms in the enlistment process with the objective of eliminating all steps not absolutely essential. All their recommendations were implemented. A timely and accurate paper routine which fits your individual situation is a must. I've been in the paper business for some time. I still find self-discipline and putting your seat in the chair to do what has to be done after the required daily activity is over to be a continuing problem.

In my field visits to recruiting offices this problem is discussed at length. Amazing in one respect but not so amazing in another, the recruiters who are putting in over 100 per year don't see paperwork requirements as a problem—but the ones who are putting in a small number find it a major problem. Seems the workload should be reversed?

Your point on non-producers: To my knowledge they are removed from recruiting. We do in fact have the top people the Air Force can produce in recruiting. Removal, for cause in Recruiting Service, should be low in my view. If you know otherwise, I'd like to have the specifics.

Most see our relatively good leased facilities and vehicles, special duty pay, out of pocket expense reimbursements, COI support, stabilized tours, geographic location to the individual's desires to the maximum extent practical, and often fairly liberal work restrictions, as benefits. If it's not a "fair system," I look to you to help me make it fair by offering up substantial suggestions for improvement. You have my personal commitment they will get a full hearing.

Do please keep on charging, however, as we try to decide what is reasonable and work to improve your environment. We're all sure to fail without your help and dedication.

Have a good year.

## DIAL of the month

### Another Super 8

COMMENT: I would like to suggest each sector be issued an additional Super 8 film projector. If possible, we could still maintain one in the office for applicants, and loan the other to school counselors for use on a weekly basis. Thank you.

REPLY: We evaluated your idea and agree it will be worth the investment. Approval for the additional authorizations has been obtained and your Dets. will be notified when the sector supervisors can order them. Thanks and do please make good use of them.

### Skill list question

COMMENT: What good is the prior service skill book? It seems a lot of time is wasted putting a list in the book, and then updating it periodically.

REPLY: The skill list is determined by Headquarters Air Force and is based on requirements in the career force. It is based on many factors and we receive frequent changes. We believe this list is helpful because an applicant is not a potential enlistee unless there is a career force vacancy, and it helps you weed out these leads that would be a waste of time and effort.

### Composite questioned

COMMENT: I am a firm believer in the G-45 enlistment requirements, but I truly think we are killing ourselves with the 170-composite requirement. I am turning away Category II personnel one after another because of it. Can anything be done about lowering the composite requirement?

REPLY: The enlistment standards we recruit under are, of course, set by the policy people at Headquarters Air Force. Much because of the current standards, attrition and disciplinary problems are down. The feedback from field commanders is the best in recruiting history—you are providing the best quality ever. As the Air Force budget shrinks and our jobs become even more technical, we simply must have highly qualified people. The G45/170 composite was developed after careful study and is under continual review. It's working! It assures the young people who join us that they can successfully complete their initial training, and it gives us people who can and will be more productive. Just like Recruiting—throughout the Air Force we must do more with less and the key is good people. Hang in there and take pride in the future Air Force you are helping to build.

### OIL leak

COMMENT: I thought all OILs would be numbered consecutively so we would know if we didn't receive one or several of them. The one we received concerning the Air Force Recruiter Assistance Program was unnumbered. Someone is not following the rules, and I don't think it's us.

REPLY: The contract distributor omitted the number, LL295, when it was reproduced for distribution. Sorry it happened. Have a good day.

### Stake your claim

## Is this the biggest zone?

by Technical Sergeant  
Charles V. Majors

Several new claims have been staked by Air Force recruiters. Others were jumped even before the printer's ink was dry.

Master Sergeant Larry R. Mickle, of the Ramstein AB, Germany recruiting office, has laid claim to the largest recruiting zone. Covering four time zones from Ireland to Turkey to North Africa, MSgt. Mickle drives 3,000 miles per month in seven countries. He has processed applicants (American citizens) from more than 16 countries and a routine itinerary finds him in at least three different countries. His closing comments: "Catch me if you can—12 years of recruiting and over 1,400 nonprior service enlistments—and still going strong."

Senior Master Sergeant Harold Malkemus of Detachment 608 at Ft. Douglas, lays claim to the largest geographical detachment in Recruiting Service. His detachment spans approximately 470,000 square miles and covers all or part of seven western states.

Staff Sergeants Tom Cox and Don Lloyd of the Armed Forces Examining and Entrance Station (AFES) at Indianapolis claim a record for processing a woman enlistee. She began her processing at 10 a.m. and was on her way to sunny San Antonio at 5 p.m. the same day.

SMSgt. Dave Morgan, 3506th Group Training Superintendent, claims to be the first in Recruiting Service to be an honor grad from both the Recruiting School and the Sector Supervisor's course. Also, he is now the Senior Liaison NCO at the same AFES he enlisted through 17 years ago.

MSgt. Tom Swanson, Visalia, Calif., recruiter claims to have

been on recruiting duty in his particular office longer than any other person in the history of the office. He didn't provide any specifics, such as how long the office had been open or how long he'd been there, so it makes one wonder if he's trying to tell us something.

Detachment 104 laid claim to having the most new net RAN opportunities during a five-day period with 104 posted. They also claimed to have made 4.36 per cent of the annual goal. Shortly thereafter, Det. 404 posted a claim of 107 RANs within a six-day period for 4.98 per cent of their annual objectives. And the "Sasquatches" from Det. 601 made their move. Their claim—During a five-day period, with 99 RANs posted, they achieved 4.90 per cent of their annual, and within a six-day period and 103 RANs, notched 5.10 per cent of their annual objective. It appears that the Det. 601 "Big Feet" may have left tracks that will be hard to fill, yet easy to follow.



# Honor roll

The Recruiting Service "Honor Roll" is being expanded to include the top 10 recruiting detachments.

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" in Recruiting Service will be recognized.

"These are the detachments that are leading the way," said Lieutenant Colonel John B. Tillman, director, Marketing and Analysis. "Their achievements merit special recognition."

The list will be published monthly in THE AIR FORCE RECRUITER, beginning with November 1976 results.

Following is a list of Recruiting Service's latest honor roll members, including the new "Top Ten" detachments. The asterisk denotes consecutive achievement.

## Top Ten Detachments for November

1. 303	6. 105
2. 513	7. 406
3. 106	8. 607
4. 514	9. 301
5. 104	10. 610

(Detachments 406 and 607 tied.)

## Ten or More Club

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

November		
Name	NPS-M Enlistments	Detachment/Sector
TSgt. Francisco Suarez-Soto	15**	300A
SSgt. Richard W. Seeber	13	103D
TSgt. Dale Fritz	13**	514D
TSgt. Daniel Kiefer Jr.	12*	305C
TSgt. Daniel Webster	11*	303F
TSgt. Paul Krycho	11	505A
TSgt. Robert Williams	11*	501C
TSgt. Roger Keck	10**	504F
TSgt. John Flood	10	105D
MSgt. William R. Cessna	10*	301A

December		
Name	NPS-M Enlistments	Detachment/Sector
TSgt. Allen Delzman	14	601F
SSgt. Bobby Norwood	13	504B
TSgt. Dale Fritz	12***	514D
SSgt. Patrick Cassidy	12	505A
TSgt. Ronald Kingsley	12	103A
TSgt. John Boyden	12	104C
SSgt. Bill Morrin	12	606C
SSgt. Angel Clifford	12	609C
TSgt. Ivin Johnson	11	610D
TSgt. Thomas Mill	11	109E
SSgt. Thomas Fluent	11*	103F
SSgt. Larry Kelly	11	104A
SSgt. Martin Connelley	11	104E
SSgt. Rick Young	11	109B
SSgt. Steve Pee	11	513C
TSgt. Carlton Cypher	10**	104E
TSgt. Donald LaBonte	10	109A
SSgt. Terrance Nichols	10*	103C
SSgt. William Leamy	10*	109B
SSgt. Edgar D. Drummons	10	305A
SSgt. James Bryant	10	505A
TSgt. Joe Bello	10	513C
MSgt. Ira Stanley	10	607C

## 150 Per Cent Sector Club

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 preceeding months.

Supervisor	November		Per Cent Detachment of Goal /Sector
	Goal/Accessions		
SMSgt. James Simmons	21/40*	190	406E
MSgt. Ernesto Saiz	18/33	183	607E
SMSgt. Jerry Holloway	22/39	177	301A
MSgt. Bob Murphy	24/40	167	305C
MSgt. Richard Crosby	24/38	158	303F
MSgt. Rubin Grady	13/20	153	607C
MSgt. Gerald Praetorius	18/27	150	105B

Name	December		Per Cent Detachment of Goal /Sector
	Goal/Accessions		
MSgt. William Casey	33/65	196	610D
SMSgt. Jerry Holloway	20/38*	190	301C
MSgt. Ken Bobsin	16/28	175	610C
MSgt. Dave Lupton	24/41	171	513C
MSgt. Rubin Grady	13/21*	162	607C
TSgt. Carey Pierce	15/24	160	104A
MSgt. Paul King	27/42	156	606C
MSgt. Ernesto Saiz	18/24*	156	607E
MSgt. Leslie Van Horn	20/31	155	105C
MSgt. Robert Eldridge	30/45	150	109B
SMSgt. Robert Koch	26/39	150	303E
MSgt. Francisco Vasquez	18/27	150	406F

## 200 Per Cent Recruiter Club for First Quarter, FY 77

This category is compiled quarterly to represent those recruiters who achieve 200 per cent or more of their NPS-Male recruitment goals.

Name	Goal/Accessions		Per Cent Detachment of Goal /Sector
TSgt. Dale Fritz	13/36	277	514D
MSgt. William H. Cessna	10/28	280	301A
SSgt. Glen Hanselman	11/28	255	303E
TSgt. Roger Keck	11/27	245	504F
SSgt. Ronnie Moors	10/24	240	514A
SSgt. Thomas Fluent	10/23	230	103F
TSgt. Daniel Kiefer	13/29	230	305A
SSgt. Bobby Norwood	12/27	225	504B
TSgt. Daniel Webster	13/29	223	303F
SSgt. Al Schiff	10/22*	220	513C
SSgt. Frank Klump	10/22	220	303B
SSgt. Harold Freeze	10/21	210	106E
TSgt. Homer Davis	12/25	208	106E
SSgt. William Leamy	14/29	207	109B
SSgt. Larry Kelly	13/26	200	104A
SSgt. Richard Seeber	12/24*	200	103D
TSgt. Wayne Barfield	12/24	200	305D
TSgt. Jack Patrick	11/22	200	514C
SSgt. Robert Williams	15/30	200	501C
MSgt. Charles Viands	11/22	200	303D
TSgt. Jerry Andrews	10/20	200	404A
SSgt. Thomas Howell	10/20	200	404E
MSgt. Dean Naylor	10/20	200	404C
MSgt. Clay Jones	10/20	200	405D

## 1976 in review

# Lead referral tops ad objectives

(From Page 3)

ings to high school graduates (1977) were programmed. This was done so that inquiries could be fulfilled and evaluated through the lead referral fulfillment system at the Air Force Opportunities Center (AFOC) in Peoria, Ill.

## Paid Radio

The Air Force engaged in a limited paid radio buy for three weeks beginning Nov. 22 and including 183 stations. Ron Howard, of the "Happy Days" television show, and Wolfman Jack narrated the 60-second spots created and placed by D'Arcy-MacManus and Masius, the Air Force contract advertising agency.

## Air Force Opportunities Center

In mid-year, AFOC operations were revamped to add a "second step" effort for persons inquiring about Air Force opportunities. Under the new procedure, each respondent to Air Force ad-

vertising receives a folder that briefly describes each Air Force enlistment program. The folder is computer-addressed and returned to the inquirer with a mailback card on which a preference for immediate contact can be indicated. An Advertising Inquiry Card, zip code-matched to the appropriate recruiter, is mailed at the same time.

## New Office

A local Advertising Management Office was established within the Directorate of Advertising to help detachments improve the effectiveness of their advertising programs. The office is manned by four field-experienced recruiters and an officer with field advertising and publicity experience.

Each member of the office has been assigned to work primarily with one of the five recruiting groups. About once a month, officials explained, the group's team member visits recruiters, sector supervisors and staff at one detachment

to review advertising activities. He then works with the detachment advertising staff to direct their activities to zones low in production.

In areas of continued low production, the detachment commander can request more advertising funds for use to generate additional leads.

## Educational Affairs

Air Force personnel participated in 42 national conventions in 1976, while recruiter participation in state and local assemblages totaled 50.

Additionally, the Educational Affairs Division supported eight Distinguished Educator Tours to Randolph and Lackland Air Force Bases and pre-selected technical training centers. Four other airlifted tours and approximately 1,200 surface tours were also reported for the year.

The division reported some 2,000 COI events were held throughout Recruiting Service and included prospective applicant-type events. Also a T-43 mini-tour was tested between Mather and Randolph Air Force Bases.

# What makes the '01st first?

by Master Sergeant Bob Hopewell

"I firmly believe that an effective, knowledgeable, hard-charging, motivated recruiting force is the backbone of our success."

With these words Colonel Charles H. Keck explained how the 3501st U.S. Air Force Recruiting Group garnered the Air Force Recruiting Service Commander's Trophy for fiscal year 1976.

Asked for the key to their success, members of the 3501st "Minutemen" Brigade were only too happy to oblige. Here is their magic formula:

"Recruiting in New England and the North-eastern United States is hard work. Training and assistance are the two primary ingredients of our approach. We encourage participatory management whereby the Group and Detachment commanders, along with their staffs, make regular visits to the field in order to give visibility and obtain direct feedback from the recruiters.

"We also provide a training assistance program directed at the sector supervisor. Our group training team has developed the SMASH (Supervisor, Management and Sales Help) concept. This involves a highly specialized training force designed to focus on show-and-tell training and assistance for sector supervisors who need it.

"The theme of the '01st training team, according to team chief Senior Master Sergeant Gerald K. Convey, is "SPIRIT" (Superior Performance Is Reflected In Training). The effectiveness of this approach is best evidenced by the numerous requests from the detachments for the team's assistance.

"Maintaining an enthusiastic and motivated recruiting force results primarily from offering positive and motivated training through our SMASH team, supplemented by the continuing effort to provide an atmosphere of effective participatory management.

"An example of this approach to recruiting is the formula we use to determine achievement

of goal. Experience tells us that some applicants who pass the test will not take the physical, and some who pass the physical will not go into the Delayed Enlistment Program. Also, the number of interviews needed to obtain our goal will vary among recruiters and geographic locations.

"Furthermore, some of our accessions will be a result of high school testing. Keep in mind all variables to achieve your goal, use the goal achievement formula, and the end result will help you to be successful in all recruiting programs. Building on our experience base, we have developed the following formulas:

$$\text{EAD Rate} = \frac{\text{Goal}}{\text{EAD Rate}}$$

$$\text{Required Physicals Rate} = \frac{\text{EAD Rate}}{\text{Physical Pass Rate}}$$

$$\text{Required Test Rate} = \frac{\text{Required Physical Rate}}{\text{Test Pass Rate}}$$

"As an example—a recruiter with a quarterly goal of 12 male nonprior service (MNPS) and a 95 per cent entered active duty (EAD) rate would divide his goal of 12 by 95 per cent, which equals a requirement of 13 EADs. Then he should divide the 13 EADs by his percentage of physical pass rate, i.e. 86 per cent. This would result in an increase to 15.

"Next, you take the figure of 15 required to physical and divide it by the test pass rate of 65 per cent. The result will be a targeted goal of 23 applicants to process in order to meet a quarterly goal of 12 MNPS. Simply stated, you have to process almost twice as many applicants as your goal. The percentages of EAD rate, physical pass rate and test rate will vary from one office to another. By using this formula, a recruiter can effectively compute the original num-

ber of applicants needed to process to meet the assigned goal.

"The soundness of this approach was demonstrated most clearly in FY 7T when we were originally assigned a goal of 4,205 accessions and our game plan was set in motion. In midstream our goal increased by 657 accessions, which gave us an overall goal of 4,862. We immediately re-grouped our management resources, revised our numbers to fit our flow analysis formula, analyzed the output and through tremendous team effort, we exceeded the objective for the period by 145, and raised our total accessions for 7T to 5,007."

Immediately following the Group's recognition as being number one in Recruiting Service, Col. Keck, '01st Commander, told his force: "I want all the Minutemen to know that the recruiters in this Group earned the Recruiting Service Commander's Trophy for FY 76 and combined production, safety and administrative management accomplishments when they amassed 276,769 total competition points. They also received the annual production award, the Reserve referral, the officer training school and the nonprior service production achievement awards.

"We last held the trophy in FY 69 and it took a long time to get it back where it belongs. Do not be lulled to sleep by your past performance. As you know, in Recruiting, the most often asked question is 'what did you do today?' As with most teams, you will be asked to prove yourself again and again in the future.

"The champions are seldom granted slack by those who covet what they hold. You can be sure that every group will be trying to win that award during the coming year.

"However, I am confident that each of you, as a member of the Minutemen team, has the tenacity, dedication, professionalism and talent to keep this honor in the '01st Group for a long time. It will not be an easy task—but then, anything worth having is seldom attained without dedicated effort."

What does it take to make a winning team? Ask the "Minutemen" of the '01st Group. They have the winning formula.

# Survey reveals opinions on coed cadet training

Air Force Academy men and women cadets think they should receive identical training, and women do not think their femininity is endangered by engaging in cadet training programs.

Cadet opinions were revealed in a two-phase study conducted in August at the end of basic cadet training (BCT) and in October.

For the first portion of the study, freshman men and women were asked if BCT was as hard physically and mentally as they had expected. Women said the physical and mental demands were somewhat more difficult, while men said it was slightly easier physically but the mental stress was more than anticipated.

All cadets said women should experience the same stress in

BCT as did the men, and they did not see the need for a separate training program for women.

In October, freshman men and women said BCT was necessary to prepare them to be officers and it increased their confidence in their physical and psychological stamina. Women's confidence in their abilities rose greater than did the men's.

## Direct mail letter seeks physicians

More than 200,000 direct mail letters are being mailed by the Directorate of Advertising to civilian medical specialists throughout the United States.

All physicians receiving the letters are under the age of 50. They all specialize in either general or family practice, internal medicine, pediatrics, aerospace medicine, radiology or psychology.

According to officials, it is nearly twice as large as a similar campaign conducted in February and March 1976. The mail-out began in November and will be resumed early this month. It should be completed by Jan. 31.

The letters are individually addressed and include a reply card and pre-addressed envelope to the Air Force Opportunities Center in Peoria, Ill. Inquiries will be forwarded to the appropriate medical recruiting teams for follow-up.

Women strongly dissented when asked if they would become less feminine as the year progressed and if they would lose their femininity because of BCT. Some men did think women lost some femininity in BCT and were undecided whether women would become less feminine.

Lieutenant Colonel Gene Gaul-luccio, associate professor of behavioral sciences and leadership, supervised the survey.

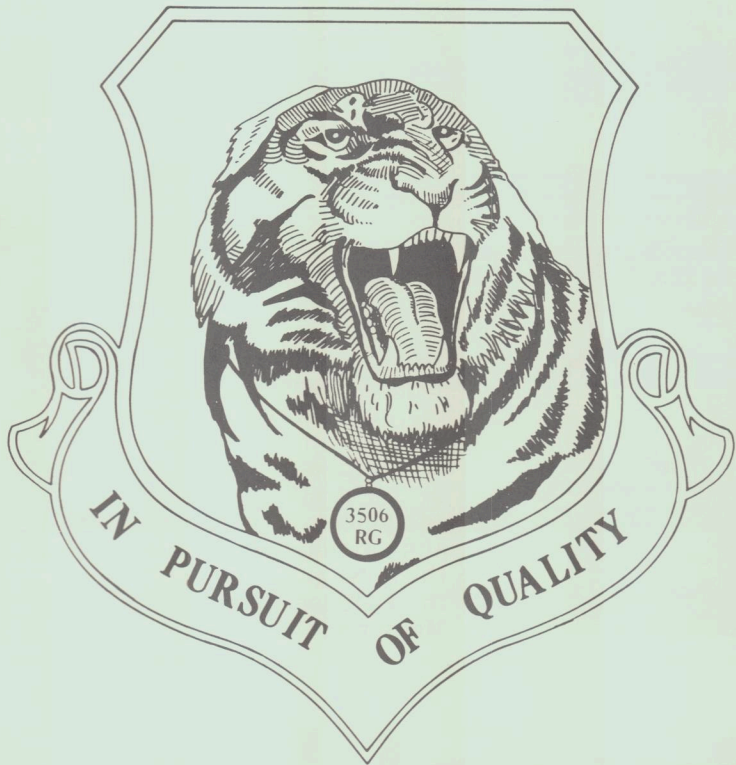
"The men's reaction is interesting, since they said that women should undergo the same training as they do. It appears that men experienced a conflict between their traditional conception of women's appearance and the things women did during BCT," Lt. Col. Galluccio said.

"The women fully understand that they were playing traditionally recognized male roles during the summer but this did not effect their self-concept as women.

"In other words, women knew they did not display the traditional appearance of women—they had no makeup, wore fatigue uniforms and quite often were dirty and perspiring," he said.

The August survey included 41 freshman women; 375 freshman men; 115 upperclass cadet BCT instructors; and 115 sophomores undergoing survival training and not involved in training the new cadets.

In the October survey, 46 freshman women and 243 freshman men responded to the questionnaire.



'06th Tiger

'In pursuit of quality'

## Logo symbolizes attitude

MATHER AFB, Calif.—A powerful tiger design and motto "In Pursuit of Quality" symbolize the new attitude of the 3506th USAF Recruiting Group. The plaque hangs in the entryway to the Group's headquarters, and another in the Recruiting Service Commander's waiting room.

The tiger logo was selected by Colonel David J.

Pennington, '06th commander, from several submissions by group personnel.

"We hope it will be an emblem with which our recruiters can relate," Col. Penington commented, "and one which they and other members of the Group will make famous in the months to come.

"If you look closely, you will see that the tiger is looking over her shoulder. Right now there aren't too many groups behind us, but we hope that with

a new spirit of teamwork and cooperation, our tiger will be looking back at the rest of the pack."

The emblem was designed by the 3506th Group's illustrator, Technical Sergeant Robert Contreras. The tiger is black and yellow with a blue background. The tiger's tongue is red and the piping on the scroll is yellow.

To carry through the theme, the Group's information bulletin was re-named "Tiger Tales."

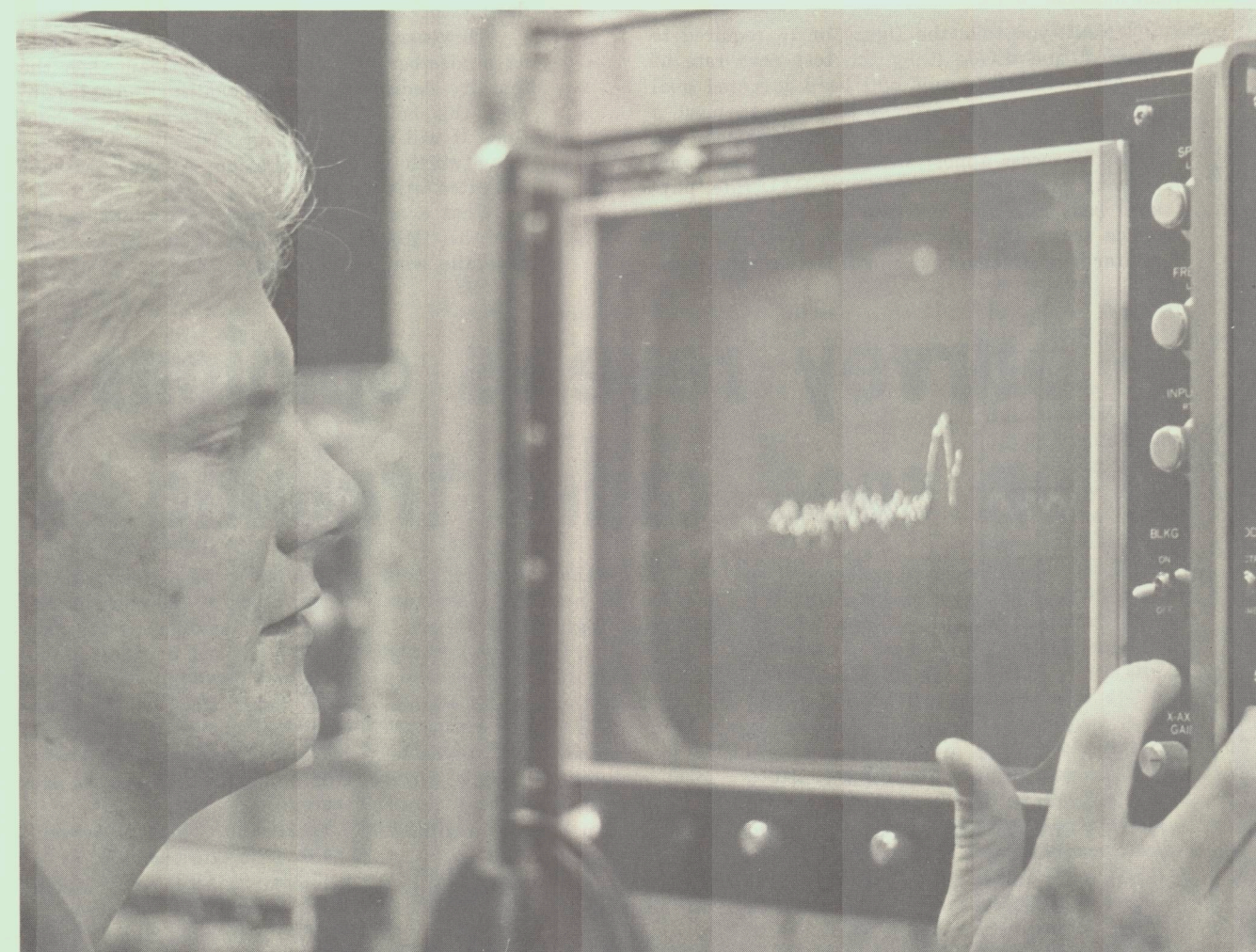




*Their eyes  
see 'round  
the world*



Above left, Senior Airman John T. Morris, Morse systems operator (207X1), and a fellow operator search assigned frequency ranges for manual Morse targets to copy. Wife, Cynthia is an Air Force computer operator also assigned to Security Service. They met during an assignment to Misawa Air Base, Japan and were married in Tokyo. Overseas is where it's at for 80 per cent of Security Service operator assignments.



Above, Airman First Class Eve LeMay, radio communications analysis specialist (202X0), pours over information transcribed by operators, sorting out items of interest and logging the results. Analysts study transcriptions collected by Morse, voice and high-speed data communications operators. They earmark potential targets of interest and process the collected data for higher headquarters.

Left, Senior Airman Dan Lowing, also a voice processing specialist, verifies the relative strength of a signal coming in over his cryptographic equipment. Airmen Lowing and Mailhan both studied their language specialties at the Defense Language School, Monterey, Calif.



Above, Staff Sergeant Daniel L. Lueking, teleprinter systems operator 207X2, transfers a computer reel to other consoles for analysis. Teleprinter systems operators specialize in high-speed teleprinter and data systems communications. They conduct frequency-search activities, record and analyze electronic signals and maintain logs and records of their activities.

Left, Airman First Class Marsha C. Mailhan, voice processing specialist 208X0 finds meaning in her foreign language dictionary while transcribing recordings under the guidance of Master Sergeant Joseph R. Sitterly, mission supervisor.

*Story and photos  
by Staff Sergeant  
Michael Laughlin*

## Security Service globe-watchers collect vital intelligence

"He told us that the information we were collecting and analyzing today may help the President make a crucial decision in world affairs tomorrow."

The speaker is Eve LeMay, a 23-year-old Airman First Class whose easy smile belies her responsibility as a radio communications analysis specialist (202X0) for U.S. Air Force Security Service. AIC LeMay was referring to the remarks of a top Washington official who recently visited her unit.

"We were all walking on air after that briefing," she confided.

"It was just what I wanted to hear. I picked a Security Service specialty because I wanted to do something more important than be a secretary somewhere."

Security Service standards are high — its people form a highly technical team of electronic communications experts, including analysts, voice

processing, Morse systems and teleprinter systems specialists.

These young men and women are helping to provide signals intelligence to Air Force commanders and national leaders, safeguard Air Force communications from compromise, and test electronic warfare techniques which help keep our pilots alive over hostile airspace.

Eve has been on the Air Force team for only a year, but is learning enough about her specialty to qualify for an overseas assignment.

Overseas is where the action is for more than 80 per cent of people in specialties used solely in Security Service operations. The command has units spanning the globe from England, across the European continent to Italy and Greece, the Far East from Japan to the Philippines, and across the Pacific to Hawaii and Alaska.

Eve trained for her specialty at Goodfellow Air Force Base, San Angelo, Tex., home of the

USAF School of Applied Cryptologic Sciences. Her classroom instruction earned a number of college credits through the Community College of the Air Force.

Other Security Service airmen also gain college credits while attending technical training at the Defense Language Institute, Monterey, Calif., Keesler AFB, Biloxi, Miss., and Corry Station, Pensacola, Fla.

Senior Airman Dan Lowing, voice processing specialist (208X0), considers the education and training he received, especially in a foreign language, to be a valuable asset.

He found the cultural and gustatorial differences between a Far East assignment and his native Michigan to be "overall, an interesting, satisfying experience."

"I don't know how many other Grand Rapids (Mich.) natives have dined on fried squid, but, you know, it was pretty good!"

He views with mixed feelings the shift work that comes to all Security Service operators at overseas locations.

"While pulling a late shift for four nights requires a mental and physical adjustment, the reward is usually an equal number of days off.

"I found these four-day mini vacations gave me time to plan extended trips or personal activities," he said.

Kelly Air Force Base, located in San Antonio, Tex., one of the 10 unique cities in the world, is host for Security Service Headquarters.

Like a tree with vast roots, the headquarters manages a continuous flow of information from its globally dispersed units. The info is processed, reported and digested to meet the requirements of combat commanders and national decision makers.

The command also maintains a data base that is the backbone of Air Force electronic war-

fare (EW) support. Using all the electronic warfare information obtained over the skies of Southeast Asia, as well as from U.S. Army, Navy, and worldwide sources, Security Service experts analyze how well our EW-equipped pilots will fare against potential threats.

Besides signals intelligence and electronic warfare testing, the command keeps Air Force communications secure from enemy ears by providing sophisticated cryptographic devices and advising Air Force people on communications security practices.

It also manages a depot for all cryptographic materials. Some of the depot's worldwide customers include Air Force One—testing communications equipment aboard the President's aircraft; and the National Aeronautics and Space Administration—testing for deep space reliability of all U.S. cryptographic hardware in U.S. satellites.



# Supervisor devises formula for success

by Staff Sergeant Doug Gillert  
SAN ANTONIO—Senior Master Sergeant James Simmons has a working formula for success: "Strive to be Number One."

That is the position Sector E, Air Force Recruiting Detachment 406, attained in the Recruiting Service Honor Roll 150 Per Cent Sector Club for November 1976. Supervisor of the sector, SMSgt. Simmons attributes the sector's success to positive attitudes, hard—and smart—work.

"I have tried to keep Sector E's recruiters mission-oriented," the eight-year recruiting veteran says. "I tell them to be interested in the job and be willing to put forth the extra effort to be Number One."

Being "tops" isn't easy, the Chickasha, Okla., native admits. His sector covers 39,000 square miles, including San Antonio, one of the largest cities in the United States. Therefore, he says, "we concentrate our efforts in the most productive area—the high schools."

"That's where you make your money as a recruiter," he adds, "and where my recruiters spend their most productive hours."

But, no matter how hard they work, the supervisor says, recruiters still need incentive. Free dinners and time off from the job are two ways in which the veteran supervisor keeps his sector motivated.

"Another thing I do," he says, "is visit every recruiter in the sector at least once a week. I

take personal interest in their jobs, help them with any problems they may be encountering and advise them on how they can improve their production."

Production has been excellent for the sector, Det. 406 figures reveal. On a monthly breakout for the first quarter of fiscal year 1977, the sector over-produced in each of the three months.

In October, Sector E was assigned a goal of 27 nonprior-service men. They recruited 49, or 181 per cent. November's goal was 21, and the recruiters signed up 40 young men, or 190 per cent. By mid-December, towards a goal of 22, they had already recruited 28, or 127 per cent, and were headed for another banner month.

Det. 406 commander, Lieutenant Colonel Leonard Zych, projects the sector to again be on top for the second and third quarters of the fiscal year. He directly attributes the sector's continued success to the excellent supervision they receive.

"Jim (SMSgt. Simmons) is one of the most capable leaders on my staff," Lt. Col. Zych says. "I look to him constantly for advice on what will or will not work in the San Antonio area, because I know I can depend on him to be right."

"It hasn't been easy these past few months," the commander continues. "During this period, he had to break in three new recruiters. In addition, we had a change in operations superintendents and Jim was pretty much on his own for awhile. Sector E's production shows, however, that Sergeant Simmons charged ahead and really did an outstanding job."

In addition to their nonprior service goals, Sector E also has a quarterly goal of recruiting 18 persons for the Air Force Reserve. The sector put in 19 during the first three months of FY 77.

SMSgt. Simmons attributes his sector's recent success to the added enlistment incentive of the announced GI Bill revision. "Twenty-five to 30 per cent of those who enlisted in November and December did so to qualify for the old GI Bill educational benefits," he avers. "By effective communication, we really increased our production."

Advertising has also played a big part in the sector's climb to the top, SMSgt. Simmons says. "One of the most successful means has been the classified ads which we've placed in weekly 'shoppers.' We have had more response to these ads than any in other media."

"Headquarters-generated advertising programs have also helped us—especially the national leads," he says. "They enabled us to get our direct mail program rolling and aided us immensely in refining our lists of prospective enlistees."

There isn't one particular thing, then, that has enabled SMSgt. Simmons to put his sector on top. Rather, it's been a combination of long hours, dedication to the recruiting mission, and wise application of the various resources available.

There isn't anything new or unique about what SMSgt. James Simmons is doing,, except —he's striving for "Number One."

## AFRAP tour productive

# Students view Air Force life

MATHER AFB, Calif.—A tour, a writing assignment and an inside look at Air Force life made an interesting and productive day for 23 Sacramento high school seniors recently.

The career oriented tour was part of the Mather Air Force Base contribution to the Air Force Recruiter As-

sistance Program (AFRAP). The students were separated into two groups, and visits to work centers were staggered.

Air Force Recruiting Detachment 606 sector supervisor, Master Sergeant Don Kearton, Sacramento, acted as tour guide for one of the groups to help evaluate the program. He said it was "very positive."

"The kids were from careers classes from five of our schools,"

he said. "The instructor, who went with us, taught in all schools and had assigned his students a paper about what they learned."

The tour included 20-minute stops at finance ("They were amazed at the amount of money handled"), the navigator training simulator, base operations, the security police desk and a T-43 navigator jet trainer.

The tour was scheduled by Mather's information office and was the second high school group hosted that week.

"These were sharp kids," said MSgt. Kearton. "They were very interested in life in the Air Force, continually asked questions and wrote down my answers."

"As we drove around the base, I pointed out many places that we couldn't or didn't have time to visit."

"When we passed the theatre, I mentioned the price of admission. 'Wow,' one replied, 'I pay three times that, and the same movie came two months later'."

"That's the kind of things they can relate to, and it impresses them."

MSgt. Kearton said the tour accomplished its purpose. As they left, one student remarked, "The benefits are great. And I always thought that the recruiters were just lying about them."

"Seeing is believing," MSgt. Kearton said. "Three of the students were tested, and three more are definitely interested. It was a very productive day for the students — and the Air Force."

# Promotion process to combine testing, board

WASHINGTON — Air Force will soon start a new E-8 and E-9 promotion program.

The program will begin with the E-8 and E-9 promotion selections made in late spring of 1977. These promotions will be effective from Aug. 1 through July 1, '78. The new system is a two phase process to combine the best features of a Weighted Airman Promotion System (WAPS) and the selection board "whole person" evaluation process.

The Phase I process will involve WAPS-like objective factors that are measurable and visible. Factors, weights and maximum scores are as follows:

Factor	Weight	Max Score
—Revised Annual Supervisory Exams	1	100
—Airman Performance Rating Mean of Last Five Years		
or 10 APRS	15	135
—NCO Professional Military Ed (Resident or Correspondence)		
—Senior NCO Academy	20	

—NCO Academy	15
—Decorations (Same as WAPS)	25
—Time in Grade (½ Point/Month)	60
—Time in Service (1/12 Point/Month)	25
TOTAL	380

Officials say there will be a new supervisory exam for each grade that will be rewritten and given annually. They point out, however, that study references will not be available for the first testing cycle. Study references will be available for the second and following annual testing cycles.

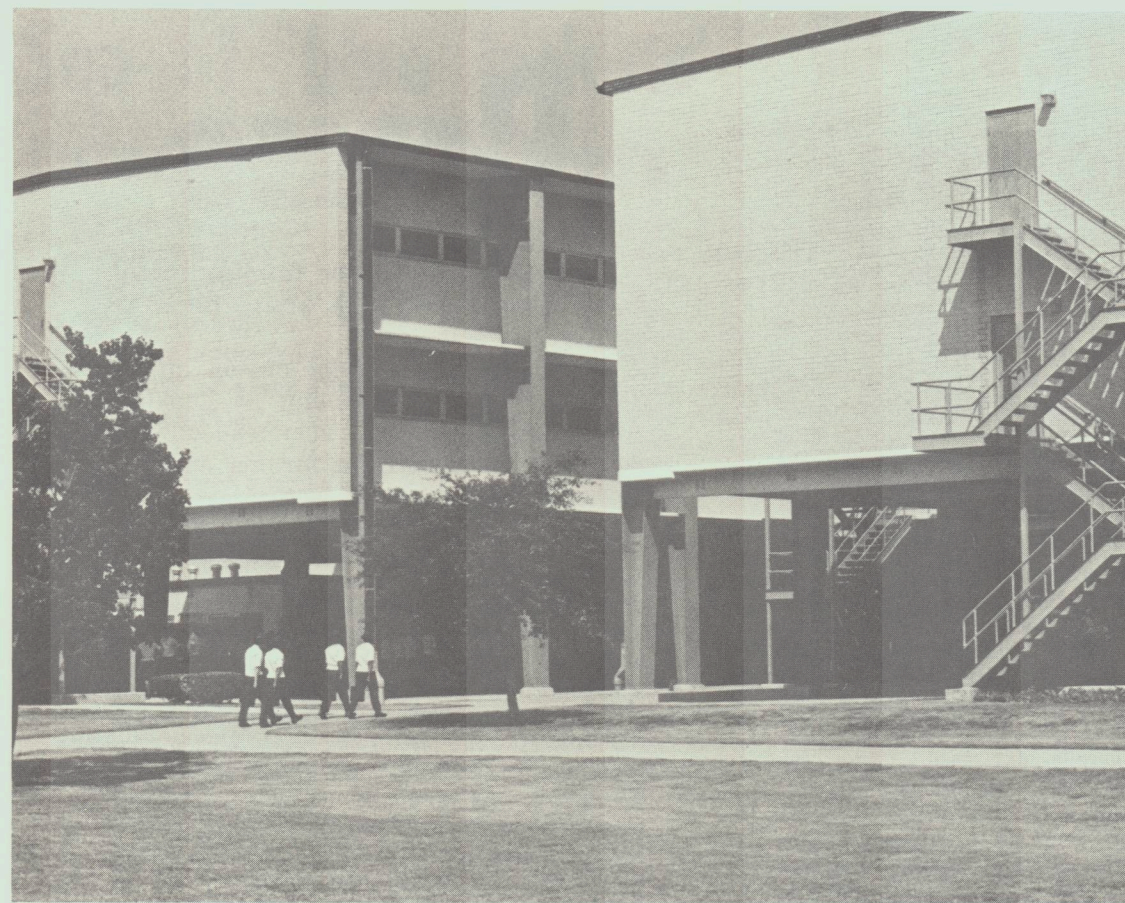
The second phase of the program consists of a central board review of the individual's selection folder. The board will score all folders by Air Force specialty code (AFSC), using the current "Whole Person" evaluation concept.

Board members will not have access to the weighted factor scores. Each of three panel members will score an individual's record. Individuals will be selected for promotion by AFSC based on their total promotion score (Phase 1 and 2 scores combined) and the equal selection opportunity quota

available for a particular cycle. Each person will then receive a WAPS type scorecard indicating weighted factor scores, board score, relative board standing, score required for selection within the AFSC, and relative total standing within the AFSC. With this information, the post board analysis data, individuals can determine how competitive they are for promotion and in what areas they need improvement.

The new system is a product of many months of planning and assessment in response to senior noncommissioned officers (NCO) desires for more feedback in their selection system. Among others, the Air Force management improvement group, various command and staff workshops, major command surveys, senior NCO advisory groups, and Lackland's human resources laboratory (HRL), all made significant contributions to the formulation and development of the new program.

Processing instructions and the schedule of next year's E-8/9 cycle events are being released to consolidated base personnel offices. (AFNS)



Trainees in the 3706th Basic Military Training Squadron at Lackland Air Force Base, Tex., recently vacated World War II-era barracks in favor of a new \$6.7

million Recruit Housing and Training facility, like the ones above. The new structure features covered drill pads, self-contained dining halls and classrooms.

# Trainees move to modern dorm

LACKLAND AFB, Tex.—Six hundred and thirty basic trainees here have vacated approximately 30 World War II vintage buildings in favor of a new \$6.7 million recruit housing and training facility.

A spokesman for the Basic Military Training School said the new facility will house 1,000 men recruits by the end of this month.

This is the 15th recruit housing and training facility to be erected on Lackland. Eight of those are of the 1,000 person variety. The ultra-modern structures are phasing out the two story wooden barracks used by the Air Force as long ago as World War II. Only three of Lackland's 14 basic military training squadrons are still operating out of the older buildings.

The new structure, which took one year and nine months to build, will house the 3706th Basic Military Training Squadron. It features numerous energy saving devices such as outside air movement capability to save on air conditioning and mercury vapor lighting.

The modern facilities include a covered drill pad for training during inclement weather; self contained dining halls, orderly rooms and classrooms. Some even have medical facilities.

The first recruit housing and training facility was built here in 1962. The last one to be completed was five years ago.

According to Maj. John Bernhard, 3706th Basic Military Training Squadron commander, his squadron will be receiving incoming recruits at an accelerated rate until they hit 1,000, the building's maximum capacity.

# Health care has personal touch

(AFNS) You might gripe sometimes about the length of time it takes to get medical appointments for you and your family at base facilities. Like standing in line for shots, or waiting 45 minutes to see a doctor.

Though there are some deficiencies in the Air Force health-care system, most military people and their families agree that for overall quality, convenience, and cost — it's one of the best.

And it's getting better. In fact, the big emphasis in recent years has been on more personalized primary health care. One example is the family practice program. This kind of medical practice involves a trained family physician who specializes in the continuing, comprehensive care of entire families.

It means that you and your family get to see the same doctor whenever you have a health problem. He gets to know you

and you get to know him. What develops is the kind of confidence on which good doctor-patient relationships are built. He can handle about 80 to 85 per cent of your family's health concerns. And even if he refers you to a consulting specialist, he still follows your case.

Often the family physician is aided by one or two physician assistants. Known as PAs, they are skilled health professionals. Although they're not physicians,

they're qualified by experience and extensive training to perform certain tasks formerly undertaken only by a doctor.

The PAs can obtain medical histories, perform physical examinations, order appropriate laboratory and X-ray studies and prescribe limited therapy.

The family physician/physician assistant team can provide quality health care for a greater number of Air Force people and their families than ever before.

This kind of health care program has been extremely successful at the bases that operate family practice clinics — and the Air Force Medical Service is training more people to staff the expanding family practice program.

## Late news

The Air Training Command Noncommissioned Officers (NCO) Academy has been granted full academic accreditation.

Five years accreditation was awarded the academy by a Dec. 15 vote of the Delegate Assembly, Southern Association of Colleges and Schools Commission on Occupational Education Institute. The move means that NCO Academy graduates will now receive seven credit hours from the Community College of the Air Force.

Previous academy graduates will also receive the credits.

Three members of Recruiting Service were recent distinguished graduates of the academy. They were Master Sergeants Jimmy W. Collins, Air Force Recruiting Detachment 311, Floyd G. Moore, Det. 403 and Frank J. Ware, Det. 606.

**Promotion announced**  
Lieutenant Colonel Hubert C. Moore, chief, Publicity Division, Directorate of Advertising, here, was promoted to his present rank, effective Jan. 1.

# Avid CB'er modulates with 'First Mama'

COOS BAY, Ore. — "Ten-four, 'Astronaut,' this is the 'First Mama.'"

With those or similar words Technical Sergeant Larry Johnson, an avid Coos Bay, Ore., CBER, made contact recently with Mrs. Betty Ford, then the Nation's First Lady.

TSgt. Johnson, a recruiter with Air Force Recruiting Detachment 601, says he has talked with many interesting folks on his CB. But, this was the first time he had reached anyone from the White House, he admitted.

TSgt. Johnson, who goes by the "handle", "Astronaut," later received a letter from Mrs. Ford, confirming their "modulation." It reads:

"Dear 'Astronaut,'

"A big 10-4 and many thanks for thinking of me.

"I am proud to be included among CB'ers who have joined together in a common network of mutual support, assistance and friendship.

"This is KNF 5933, 'First Mama,' sending all good numbers your way from the Home-20 along with many wishes for a good day today and a better day tomorrow.

"Nice modulating with you."

Betty Ford (Signed).

## Word to the wives

# Education key to husband's career

(AFNS) An Air Force career is a demanding one. Frequently, long working hours and prolonged periods of family separation are integral parts of Air Force lifestyle. An Air Force wife often gives up a lot of shared time to further her husband's career.

But most wives accept it as necessary. They learn to arrange their family's schedules well, with a minimum of personal disturbance for all — and support their husband's careers.

In today's Air Force, however, more than long hours and family separations are needed for a successful career. The education that the military member attains — both academic and professional military education — is playing a bigger role in career progression. The "name of the game" today for Air Force personnel is to take steps

to increase their value to their commanders, their units and the Air Force.

Promotions and assignments are determined by potential for performance in positions of new and greater responsibility, as much as on past performance.

To maximize this potential, the Air Force provides education and training for its people through a wide range of programs.

There are programs like Boot-

strap — that provides financial assistance to Air Force members attending off-duty courses. Bootstrap also provides an opportunity for military people to attend college for a period of up to 12 months to complete degree requirements.

Also the Extension Course Institute offers over 360 correspondence courses in general and professional military education, specialized courses, and career development courses.

These and other educational

opportunities can mean high job performance and advantage for career progression in the Air Force as well as future security for competition in the civilian job market.

Support your husband's interest in his education and encourage his endeavors. The education services officer is ready to give assistance in planning career goals and can provide more information on the educational opportunities offered by the Air Force.



## Cards generate leads

Air Force Recruiting Detachment 501 has come up with a unique use for the miniature Recruiting Service billboard cards. According to Detachment officials, the cards are stamped on back with "lead-capturing information," then handed out at Delayed Enlistment Program (DEP) parties to friends of the "DEP'ers."

The cards are colorful, officials say, they're easy to over-print, and they work.

## Posters publicize van

Persons who live in the Western United States are getting advance notice of the Air Force Orientation Group's "Thrill of Flight" van scheduled exhibit in their area. The 3506th Recruiting Group has produced a two-color, 8 by 11 inch poster/flyer which lists the date, time and place of a particular showing with the words: "Experience the Thrill of Flight—sponsored by your Air Force Recruiter."

The poster was designed by Technical Sergeant Bob Contrevez, Group illustrator.

## Telephone flyer

Another flyer is in the mail, this one being sent to recruiters in Detachment 405 by their headquarters. Its message: "Telephone Power."

Technical Sergeant Bernie Smith developed the flyer, which tells recruiters that Air Force enlistments "don't just happen"; and that the telephone plays a major part in recruiting successfully. "Try the phone," says TSgt. Smith. "It is a proven tool of the trade."

## Faces in the crowd

Two Air Force recruiters in Tacoma, Wash. are being seen everywhere these days. Technical Sergeant Dave Lewis and Staff Sergeant Gary Collins, office partners in Detachment 601, arranged to have their pictures produced on billboards and posted the boards at three Tacoma locations.

According to the two, the increased visibility the billboards have brought has been of significant help to their recruiting efforts.



# New exercises stress improved conditioning

LACKLAND AFB, Tex. —The Basic Military Training School (BMTS) here is currently testing a new exercise program which stresses better physical conditioning rather than strength.

School officials indicated that emphasis is no longer placed on repetition, but rather on the number of exercises completed in a given time period.

The self-pace program will attempt to abolish the current program where running is para-

mount, officials said. Program designers feel it will better enable trainees to meet current Air Force conditioning requirements.

According to Technical Sergeant Rene Pommerelle, creator of the program, basic training squadrons are being used as the test ground for possible Air Force-wide implementation.

The new program consists of such conditioning exercises as trunk twisting, squat thrusts, back and hamstring bounces, trunk curls and leg lifts.

In the past, trainees began a running program during their first week in basic, TSgt. Pommerelle explained. Under the new program, trainees will not run until their third week of training. By their graduation at the end of six weeks, they will be required to run one and a half miles.

According to Major Carl Urbano, of the BMTS Standardization Division, "Advantages of the new program include all-weather capability and time savings. Also, no special clothing or equipment are required."

material management, personnel management and international relations. CCAF awards 11 semester hours credit to those who complete the academy's resident course.

To receive credit for the correspondence course, offered through the Extension Course Institute (ECI), NCOs may take their ECI certificates and score cards to the base education services office. (ATCPS)



CAPTAIN KATHY LA SAUCE pulls the pin of the landing gear of the T-37 training aircraft prior to the flight that entered her name in the annals of Air Force history.

ed her name in the annals of Air Force history.

## Captain La Sauce 'number one'

# Woman pilot trainee soars into history

by Technical Sergeant Jack Bailey  
Office of Information,  
82nd Flying Training Wing

WILLIAMS AFB, Ariz.—History was made here on Nov. 1, when Captain Kathy La Sauce climbed into the cockpit of a T-37 training aircraft and became the first woman undergraduate pilot trainee in the history of the Air Force to fly a jet aircraft.

A four and a half year Air Force veteran, Capt. La Sauce was one of the first 10 women to enter Undergraduate Pilot Training (UPT), also a first in Air Force history.

Just how does it feel to be the first woman UPT student to fly a jet? "I didn't realize until the morning I went out to the aircraft that I actually was the first," said Capt. La Sauce. "And now that I've had a chance to think more about it as really being a first in history, it's quite a thrill.

"I guess everyone always dreams of accomplishing something out of the ordinary, something

they can look back on and tell their grandchildren about," she said. "It really gives me a great deal of personal satisfaction when I think that I'm lucky enough to be the first of the 10 girls to enter the program to fly a jet. I consider it to be a real privilege."

A former maintenance officer, Capt. La Sauce became interested in flying while working on the flightline. "That's exciting," she said. "That's where the action is. When they finally opened a pilot training test program to women, the opportunity was just too great to pass up, and I applied."

Commenting on her feelings before making her first flight, the captain said, "The night before was more or less a sigh of relief. With all the extensive training prior to actually being able to climb into the aircraft I thought, 'gosh, I'm finally going to get to fly.'" The next morning, the tension started building, and I started wondering if I would really be capable of flying a jet. I guess 'apprehensive' is more or less the word that best describes it. To actually get out there and crank those engines up makes you realize it's for real."

# Praise

While attending basic training recently, an airman had high praise for a recruiter.

Airman Basic Kellogg Patton, in the 26th day of basic training at Lackland Air Force Base, Tex., commended Staff Sergeant Jerry McLean for his excellent recruiting efforts and practices.

In a candid critique, the former 3709th Basic Military Training Squadron member said, "I used to be leery of recruiters, but after meeting SSgt. Jerry McLean, I no longer feel that way. He didn't give me a snow job or paint any rosy pictures . . ."

The recruiter, assigned to Air Force Recruiting Detachment 606 and stationed at Chico, Calif. ". . . went out of his way to make sure I got the job I wanted. He rushed me over to the county seat at 4 p.m. on Friday afternoon to get my birth certificate, knowing I'd need it Monday morning at 6:30 when I got sworn into the Air Force," AB Patton explained.

"Without his concern, help, honesty and integrity, I might still be looking for a future."

AB Patton is currently at Chanute Technical Training Center, Ill., for training as a weather observer.

Concluding the critique, AB Patton said, "I have grown up a lot. I learned about my capabilities, sense of accomplishment and responsibility. I am pleased with my future — the Air Force.

"I know what it feels like to have self-pride, discipline and military bearing. It feels great!"

## 'Agents from MARS' give recruiters a hand

WASHINGTON — Air Force recruiters teamed with representatives of the Virginia State Military Affiliate Radio System (MARS) recently to man a booth at the state fair in Richmond, Va.

While the MARS operators took messages and passed them to high frequency stations via the Richmond repeater, recruiters from Air Force Recruiting Detachment 305 discussed career opportunities with visitors to

the exhibit. During the 11-day fair, more than 600 messages were taken from fairgoers.

According to Master Sergeant Elmer Sheen, Recruiting sector supervisor with Det. 305, the exhibit drew a lot more attention than the previous year's display and provided a meaningful public service.

Project coordinator Gary Ober, Virginia State MARS director, called the joint effort a success both in terms of creating a positive attitude towards the Air Force and in terms of the sheer numbers of people introduced to the Air Force MARS program.

After the hour and 15-minute flight, the smile on her face indicated that things went pretty well. "When I climbed out of the aircraft, I think my first reaction was that I think I will be able to learn to fly."

If all goes well, she will graduate next year and be awarded the silver wings of an Air Force pilot. With her experience as an aircraft maintenance officer and working around heavy aircraft, she hopes to fly a C-141. "The 141 was my first aircraft," said Capt. La Sauce. "It's a safe aircraft with a good mission. It goes places like the Orient and Europe, and that would be a great experience."

Capt. La Sauce is making a career in the Air Force and may even be shooting for the stars. "I think my long range goal is to get into a position of deputy commander of maintenance. With my maintenance background coupled with an operations background, I think it would make for a solid foundation to be a good commander. I hope that some day I might even be able to become wing commander, and yes, maybe even a general."

Capt. La Sauce's hometown is Medford, N.Y.

# Sea of 'blue jackets' surrounds recruiters

by Staff Sergeant  
Charlie Fick

KANSAS CITY, Mo. — Air Force Recruiting Detachment 401 attended a recent meeting of more than 15,000 of America's finest young people.

The seemingly endless tide of blue-jacketed youngsters were here for the Future Farmers of America (FFA) National Convention.

Beginning early in the week with a center of influence event for the national board of directors, Air Force Recruiting Service was, for the first time, very much in evidence throughout the convention.

The highlight was this year's keynote speaker, Colonel Charles M. Duke, the former astronaut, now an Air Force Reserve officer. In his address, Col. Duke pointed out that the FFA develops in their members many of the same qualities that have helped make the Air Force such a "Great Way of Life."

During his speech, Col. Duke showed a film he helped shoot during an Apollo moon mission. Scenes of him driving on the moon in the "world's most sophisticated dune buggy" were well-received by the audience. After a standing ovation, Col. Duke left the stage for an appearance at the Air Force booth.

Surrounded at the booth by admiring youngsters, Col. Duke drew attention to the educational and training opportunities in today's Air Force.

The Air Force booth was a busy place throughout the convention as young people from all 50 states and Puerto Rico sought information for themselves and the more than 400,000 FFA members throughout the nation.

Recruiters across the country should reap the benefits of the favorable impression created by following up with local FFA units and their advisors.

Next time you see a young person in a blue corduroy jacket, greet him or her, they might be just who you're looking for.

## Tech trainees gain leadership experience

Airmen attending courses at technical training centers throughout Air Training Command are getting a chance to develop their leadership potential.

The Student Leader Program (STL) plays a significant role in student squadrons, according to officials at Keesler Air Force Base, Miss., training center. Squadron commanders there said that, without STL, student squadron effectiveness would be greatly reduced.

There are two procedures followed by squadrons in selecting "ropes," as they are better known, said officials. They may seek volunteers, or persons recommended by student training advisors.

All prospective ropes are usually interviewed by both the chief advisor and the squadron commander, officials explained. Following the interviews, persons with the potential are recommended for Rope School.

Rope School is aimed at developing leadership in the student, they said. Instruction includes leadership, management, mass movement of troops, dormitory standards, security, command voice and guidon responsibilities.

The school lasts two weeks, with two hours of classes daily. Upon completion, students are awarded one of three ropes — green, yellow or red. Each color

signifies the particular duties the ropes will have: green for bay chiefs, yellow for floor or marching ropes and red for shift leaders. The ropes are worn around the shoulder when the student leader is in uniform.

Officials at Keesler AFB called the "ropes" true student leaders. The "ropes," they said, play a significant role in assisting commanders and instructors get the job done.

## Cyclist enlists

# Det. 101 achiever signs him up

STEUBENVILLE, Ohio —Have you ever thought that recruiting is as easy as falling off a motorcycle? Probably not, but for a member of the Recruiting Service "Ten or More Club," it was just that simple recently.

According to Air Force Recruiting Detachment 101 officials, a young man was passing through town, riding a motorcycle when he had an accident. Without any money to repair the damaged bike, and



EACH WEEKDAY MORNING, Staff Sergeant Samuel H. Goodrich leaves his home in Crawfordsville, Ind. to make his rounds as the Air Force recruiter there. A real

attention-getter is the car he owns and drives—a 1937 Plymouth painted red, white and blue, with "Go Air Force" panels on the doors.

# All-American car draws public 'eye'

by Master Sergeant George L. Guthrie  
INDIANAPOLIS — The home town folks of Crawfordsville, Ind. are about as friendly, hospitable and patriotic a group of people as you will find any place in the Midwest. "Old Glory" flies proudly in front of the many homes along the town's main street, and the curbside fire hydrant's are gaily decorated in the bicentennial colors of our nation's 200th birthday.

A recent arrival in Crawfordsville, recruiter Staff Sergeant Samuel H. Goodrich, Air Force Recruiting Detachment 101, has managed to maintain the patriotic image present in this all-American community in a way that brings a smile and a friendly greeting from the townspeople whenever he appears on the scene.

SSgt. Goodrich is a vintage car buff and the

current, proud owner of a 1937 Plymouth sedan. He put in hundreds of hours sanding the fading paint from the old car and restoring its original luster. When it came time for the new paint job, he elected to go with the town's bicentennial color scheme and his vintage Plymouth ended up sporting a red roof, white body, blue fenders and a banner on each door panel which reads "Go Air Force."

Everybody in the community is getting to know SSgt. Goodrich as he drives his sedan from his home across town to his recruiting office.

SSgt. Goodrich is a 14-year Air Force veteran and has served in Thailand, Turkey, Okinawa, Japan and the Philippines, not to mention such stateside assignments as Mountain Home Air Force Base, Idaho, Maxwell AFB, Ala., and Little Rock AFB, Ark.

As far as his present assignment is concerned, he and his family "couldn't be happier."

without a job, the young man set about to find work.

After four days without luck in locating employment, officials recounted, he was referred by the local postmaster to the Air Force Recruiting Office—and Technical Sergeant Tommy Blevins.

TSgt. Blevins, who was honored in the last issue of THE AIR FORCE RECRUITER for recruiting 11 nonprior service men in October; began to recruit this young man. First, he explained the opportunities the Air Force would provide him. Then, said officials, he loaned

the man enough money to repair the cycle—with no strings attached.

The young man realized, however, that he was "on his way to nowhere—without money or employment," said officials. "TSgt. Blevins persuaded him that the best thing he could do was enlist in the Air Force."

The recruiter obtained one day processing for him, and the new airman departed Steubenville for basic training. "Eight months later," said officials, "the man returned to reimburse TSgt. Blevins and claim his now-repaired bike."

The Det. 101 recruiter has many such stories, officials said, and he attributes his recruiting success to advertising and publicity.

"Everyone in Steubenville knows him because he makes himself visible," officials said. "TSgt. Blevins gets quality referrals, such as the 'fallen cyclist,' through the exposure he obtains on local radio and television, at indoor and outdoor theaters, through school talks and his association with fraternal organizations."

In other words, said officials, if it's available to him, he'll use it.

# Professional police work nabs suspects

Professional work by security police at two Air Training Command (ATC) bases recently ended with the apprehension of two separate incidents of three civilians wanted in connection with major crimes.

The first capture occurred in the early morning hours recently at Chanute Air Force Base, Ill., when a gate guard stopped a vehicle for following another car too

closely. According to security police reports, the driver appeared to be drunk, did not have a drivers license and did not resemble the photograph on a Navy identification (ID) card he presented.

Navy officials located the true owner of the ID card who reported the card had been taken from him during an armed robbery in Rhode Island, according to security police officials. Rhode Island police confirmed

the robbery and also reported that the car driven by the suspect had been stolen in Las Vegas, Nev.

Establishing the suspect's identity also revealed that he was wanted in Alabama in connection with three armed robberies, security police officials said. A woman traveling with the suspect was also wanted for questioning in connection with the robberies.

The second incident occurred

recently at Lowry AFB, Colo. An off-duty security policeman reported to Lowry security police that a car had narrowly missed hitting him. Security police patrols stopped the car and requested a vehicle check through the National Crime Information Center. The center reported the car had been stolen in Atlanta and that the owner had been murdered, according to security police reports. The suspect also had a credit card

belonging to the murder victim, security police officials said.

Security policemen involved in the captures were praised by Colonel Richard E. Katz, ATC Chief of Security Police, for exceptional duty performance. "Alertness, aggressive actions, correct procedures and timely use of tools available, paid off in professional law enforcement operations," Col. Katz said in a letter to the two security police units. (ATCPS)



# Advertising films win six awards

Air Force recruiting films and commercials won six awards during three film and television festivals recently.

"Thunderbirds—A Salute to America" captured two medals, a gold at the Virgin Islands Film Festival and a silver at the 19th Annual International Film and Television Festival of New York. At both events the film was entered in the theater release short subject category. The film has been viewed by more than four million moviegoers and features the USAF Thunderbirds Aerial Demonstration team.

Winning gold medals at the 19th Annual International Film and Television Festival in the

public service category were three of a series of seven "Great Way of Life" commercials. An eight-minute film "I Believe in Sunshine" won a gold medal in the animation category.

A 60-second Thunderbird public service commercial also took a gold medal at the Virgin Islands Festival.

The Council on International Non-Theatrical Events (CINE) Golden Eagle Award went to "Celebrate Life," a film showing AFOTC opportunities available to minorities.

The films and television public service announcements were produced by the Directorate of Advertising, Air Force Recruiting Service here, in conjunction with its advertising agency, D'Arcy, MacManus & Masius, Inc., of New York.



AS TOP SUPPORT Recruiter for fiscal years 76/77 in Air Force Recruiting Detachment 501, Staff Sergeant John R. Farrell III accepts the Chicagoland Chapter of the Air Force Association Award from Secretary of the Air Force Thomas

Reed. SSgt. Farrell is an Armed Forces Examination and Entrance Station Liaison noncommissioned officer in Chicago. Secretary Reed spoke to the Rotary Club and met with local Air Force personnel while there.

## Officials release new major list

Eighteen captains assigned to Air Force Recruiting Service have been selected for promotion to temporary major, recruiting officials announced recently.

Soon to be majors in the 3501st Recruiting Group are Capt. John J. Foncanon, operations officer, group headquarters; Edward F. Bentley, operations officer, Det. 103, and Angela T. Rynieski, nurse recruitment officer, Det. 108.

New major selectees in the 3503rd Group are Capt. David C. Ward, operations officer, Det. 301; Robert B. Kenschaft, Det. 303, medical recruitment officer, and Joyce E. Carlson, nurse recruitment officer, Det. 309.

Chosen for promotion in the '04th Group were Capt. Drayton J. Lieb, support officer, Det.

409; Janice M. Utt, nurse recruitment officer, Det. 404; Terry R. Moore, nurse recruitment officer and Joseph V. Balesky, medical recruitment officer, Det. 406.

Those scheduled to don the major insignia in the 3505th and 3506th Groups are Capt. Harold P. Chapman, support officer, Det. 500; Juanita M. Willis, nurse recruitment officer, Det. 514; Jay W. Hansen, operations officer, Det. 601; Michael W. Roden, operations officer, and Jerry N. Lee, medical recruitment officer, Det. 608; James E. Watson, operations officer, Det. 609; Roy W. Holmes, medical recruitment officer, Det. 610.

Selected for promotion from Headquarters Recruiting Service are Capt. James F. Wortman, Directorate of Marketing and Analysis.

## Sixty-five graduate from recruiting course

LACKLAND AFB, Tex. —Sixty-five Air Force noncommissioned officers were recently graduated from the six-week recruiter course here.

Selected as Distinguished Honor Graduate from the course was Technical Sergeant James A. Pack III, Air Force Recruiting Detachment 311, Nashville, Tenn. Honor graduates were Sergeants David Funches, Det. 104, Carle Place, N.Y.; Gaston D. Jackson, Det. 106, Milford, Conn.; Staff Sergeant James L. Williams, Det. 301, Gunter Air Force Station, Ala.; Sgt. Ronald A. Loivas, Det. 412, St. Paul, Minn.; TSgt. Sidney D. Rogers, Det. 504, Selfridge Air National Guard Base, Mich.; and SSgt. John E. Buchweitz, Det. 513, Cleveland.

New recruiters assigned to the 3501st Air Force Recruiting Group are TSgt. William R. Tschorn, Sgt. Gary R. Collins, SSgt. Bruce A. True, Det. 101, Pittsburgh; SSgts. Dale D. Connell and David R. Peary Jr., Det. 103, Syracuse, N.Y.; SSgts. Jo-

seph W. Gallagher Jr., Robert A. Herbert, Sgts. Nelson Rosado, Jesus E. Sempun, Det. 104, Carle Place, N.Y.; Sgts. Joseph K. Dunleavy, John R. Hazzard, Robert A. Jones, John P. Riley, Det. 105, McGuire Air Force Base, N.J.; SSgt. James R. Shepley, Det. 106, Milford, Conn.; Sgt. Bertram G. Dunlop III, Det. 108, New Cumberland, Pa.; Sylvia E. Lapointe, Nathan A. Stairs, Det. 109, Bedford, Mass.

Moving to the 3503rd Group are TSgts. James M. Keeler, William R. Rusnak Jr., Sgt. Charles L. Smart, Det. 303, Patrick AFB, Fla.; SSgts. Richard D. Sweat, Wanda L. Vowell, Det. 307, Shaw AFB, S.C.; SSgt. Ronald E. Phillips, Det. 309, New Orleans; TSgt. Darrell W. Johnson, Det. 311, Nashville, Tenn.

Reporting to the 3504th Group are Master Sergeant James R. McDonald, Det. 401, Kansas City, Mo.; TSgt. Dennis D. Joslyn, Det. 403, Omaha, Neb.; MSgt. Donald D. Bruce, Det. 404, Arlington, Tex.; SSgt. Charles R. Goode, Det. 405, St. Louis; SSgts. Robert D. Gallegos, Ginger K. Jones, Sgt. Fortunato Tinoco III, Det. 406, Houston;

## Annual report discloses veterans better educated

WASHINGTON — Today's veteran is better educated, more consistently employed and earning more than his nonveteran counterpart, according to a Veterans Administration (VA) annual report.

Almost 90 per cent of the Nation's living vets — 26,367,000 men and women — served in the Armed Forces during periods of war or armed

conflicts, VA said. The remaining 3.1 million are those whose only service came between the Korean and Vietnam conflicts.

The median educational level of veterans is 12.6 years. Their median income during calendar year '74 was \$11,360, the report noted. The VA said that during 1974, vets with less than a high school education earned \$6,870 (median income) while their nonvet counterparts brought home \$4,730.

High-school-graduate vets had a median income of \$11,350 while nonvet graduates got about \$2,500 less in their paychecks.

College graduate vets earned \$17,240 during 1974. By contrast, nonvets earned \$11,870.

Of the 6.1 million Vietnam vets 20 to 34 years old holding civilian jobs at the end of fiscal

year 1975, 5.5 million (about 90 per cent) were employed and 589,000 were jobless. The seasonably adjusted unemployment rate for these young vets, according to the report, hit 9.7 per cent in June 1975 as compared to the 10 per cent nonvet counterpart no-work level.

The average age of U.S. veterans on June 30, 1975, was 49.5 years. Vietnam-era vets averaged 28.3 years, although VA estimated that 57,000 were less than 20 years old.

Almost 45 per cent of the U.S. population are potential beneficiaries of various veterans' legislation. In addition, the report noted, there were 3.8 million dependents of deceased vets at the end of fiscal year 1975. There were 2.7 million widows or widowers, over 900,000 dependent children and 175,000 dependent parents. (AFNS)

## Inspector General names professional performers

Fourteen members of the 3506th Air Force Recruiting Group were recently selected to receive the Professional Performer Award by the Air Training Command (ATC) Inspector General.

Identified as "Professional Performers" during Management Effectiveness Inspections (MEI's) for demonstrated expertise in job performance and attitude in the group headquarters were Senior Master Sergeant David W. Morgan, Training noncommissioned officer in charge (NCOIC), Master Sergeants L. C. Johnson, Logistics NCOIC, Ralph P. Mitchem, Administrative NCOIC, and Cyril H. Hill, Logistics NCO, Technical Sergeants Edward H. Morales, Personnel NCO and Louis C. Kuchenviter, production control, Staff Sergeant Michael J. Tortolini, Training NCO and Mrs. Margaret E. Cornelison, budget officer.

Recipients of the award in Detachment 606 were Captain Johnnie L. Young, support officer, TSgts. Paul W. Senior, Armed Forces Examining and Entrance Station NCO, Charles K. Wells Jr., advertising and publicity NCO, SSgts. Richard E. Deuel, recruiter, William A. Laton Jr., Logistics NCOIC and Marilyn M. White, Det. 606 secretary.

A letter from the Air Force Recruiting Service commander and certificates signed by the ATC commander and Inspector General were presented to the selectees.

### APDS aired

Viewers in the Seattle, Wash., KHQ/TV area recently learned how the Advanced Personnel Data System (APDS) will benefit Air Force applicants. Colonel David J. Pennington, 3506th Air Force Recruiting Group commander and Master Sergeant Bill Topor, central booker, Armed Forces Examining and Entrance Station (AFEES) Seattle, explained the system to KHQ's television audience. Filmed at the AFEES, the report was aired during the 5:30 and 11 p.m. news which reaches four northwestern states.

### Promotions

Air Force Recruiting Detachment 401 commander and operations superintendent changed rank insignia on the same day recently. The commander Alan M. Forker, pinned on the gold leaves of Major and Donald L. Knowles, operations superintendent put on Chief Master Sergeant chevrons.

### Air Force Day

Margaret Sloan, mayor pro tem of Hurst, Texas, recently presented Master Sergeant Dean Naylor, Air Force Recruiting Detachment 404 recruiter, with an official city proclamation announcing Air Force Day in Hurst. Highlights of the day were the Air Force Orientation Group's Thrill of Flight Van and an evening concert by the 8th Air Force Band of Barksdale Air Force Base, La.

### Outstanding contribution

Technical Sergeant Bernard Smith, Air Force Recruiting Detachment 405 recruiter, recently presented Mr. and Mrs. Robert J. Huneke with an Outstanding Contribution Certificate for their help in accomplishing the recruiting mission. As publishers of the North St. Louis County Community newspaper, the couple ran ads free of charge throughout the past year for TSgt. Smith.

### Distinguished graduate

Technical Sergeant Thomas Strack, Directorate of Recruiting Operations, here, recently graduated from the Air Training Command Noncommissioned Officers (NCO) Academy, Lackland Air Force Base, Tex. He was one of four NCOs selected as a distinguished graduate from the class.

### Ten-A-Day

Master Sergeant Ron McCarthy, Air Force Recruiting Detachment 504, recently escorted 11 Air Force applicants to the Armed Forces Examining and Entrance Station in Detroit, to be sworn in to the Delayed Enlistment Program (DEP) together. While one of the group was temporarily disqualified for medical reasons, the other ten are now enlisted in the DEP.

# Here n' there



STAFF SERGEANT Darrell Moyer, a recruiter in Air Force Recruiting Detachment 601, assists one of the approximately 188,000 visitors at a recent Las Vegas Jaycee State Fair fill out a mailback card. Using the Air

Force Orientation Group display and with the assistance of Civil Air Patrol and Delayed Enlistment Program members, SSgt. Moyer says he was able to gain maximum exposure for the Air Force.

### Former recruiter honored

Technical Sergeant Robert E. Jacques, former Air Force Recruiting Detachment 109 recruiter, was presented a plaque for his work with high school counselors in the Fall River, Mass. area. At a recent dinner in his honor TSgt. Jacques was lauded by Mr. Jay Anderson, head of the Seekonk High School guidance department, Seekonk, Mass., for "... making a better Air Force by making sure the students got what was best for them." TSgt. Jacques is presently a sector supervisor in Jamestown, N.Y.

### A little bit better

"When you open a recruiting office as nice as the one located in Oxford Valley Mall, Langhorne, Pa., you've got to do it just a little bit better," says recruiter Technical Sergeant Van Conway. Assigned to Air Force Recruiting Detachment 105, TSgt. Conway and his partner Staff Sergeant Randy Stonbraker held an open house with the assistance of Marine Corps recruiters who also relocated in the mall. William Sullivan, mall manager and Lieutenant Colonel Charles S. Della Peruta, Det. 105 commander, cut the ceremonial ribbon officially opening the Langhorne office for business.

### Number one

Ten mounted and framed Bicentennial silver dollars, arranged to form the number one, were recently presented to Technical Sergeant Jack Walker, High Point, N.C., by Major Winston R. Youngblood, commander, Air Force Recruiting Detachment 307. The silver dollars were contributed by the major and Senior Master Sergeant Billy R. Jones, operations superintendent, to TSgt. Walker for being selected as top nonprior service recruiter in the detachment.

### Ambassadors

The 502nd Air Force "Spirit of 76" Rock Band from Keesler Air Force Base, Miss., recently played to a capacity audience at the Great South Fair in Hattiesburg, Miss. Staff Sergeant Roy Mosely, Air Force Recruiting Detachment 309 recruiter in Hattiesburg, cited the band members as ambassadors of goodwill for helping him present a good picture of the Air Force to the local community.

### Bob Hope aids recruiting

Mr. Bob Hope and Ms. Air Force Lowell "76" Bicentennial Queen Mary E. Cahill recently assisted recruiter Staff Sergeant Geri Griffin, Air Force Recruiting Detachment 109, in publicizing Air Force jobs. For the weekend celebration SSgt. Griffin used the recruiting van, participated in a parade and helped man an exhibit.

### 300th enlistee

Technical Sergeant Charles R. Adams, recruiter, North Charleston, S.C., recently attended the swearing-in ceremonies of his 300th enlistee at Armed Forces Examining and Entrance Station, Ft. Jackson, S.C. TSgt. Adams, who is assigned to Air Force Recruiting Detachment 307, has averaged five enlistments per month since becoming a recruiter in 1971, according to Det. 307 officials.

### Sertoman of the Year

Technical Sergeant Ronald Owen, a recruiter in Morristown, Tenn., was recently named "Sertoman of the Year" during a banquet for the installation of officers. Mr. Adrian Green, past president of the local Sertoma Club said "TSgt. Owen is very active in club activities and made humanitarian objectives to area civic, business professional and school groups. He is a credit to the United States Air Force, and a welcome member of this community," he concluded. TSgt. Owens is assigned to Air Force Recruiting Detachment 311.

### Outstanding employee

Mrs. Marie McGowan, secretary to the commander of the 3501st Air Force Recruiting Group, was recently awarded an Outstanding Performance Rating for her sustained service and performance.



## National 'mail' leads great, says recruiter

"It's a fantastic program." With these words, Technical Sergeant Edward J. Gilbert, a recruiter in North Little Rock, Ark., began to describe the quality of leads he has been getting since the national direct mail program began in late 1976.

"When the advertising inquiry cards arrive, I know I better follow-up immediately because the individual is definitely interested in becoming a part of our great way of life."

Initiated to generate some 75,000 to 100,000 leads to help recruiters, the first direct mail drop began in October with the mailing of more than one million letters to male high school seniors. The letter provided information on Air Force opportunities and a mail back card addressed to the Air Force Opportunities Center (AFOC) in Peoria, Ill.

The first direct mail letter mailout in October resulted in approximately 36,000 age qualified leads being made available to recruiters for immediate

follow-up. Another mailing will be made to the parents of the seniors this month. During the March-April time frame, a third letter will be sent to the seniors as a graduation reminder. The mailing list will be refined to delete the names of those who have responded previously and undesirables.

"As a direct result of the quality of the response cards and by immediate follow-up, I put four young people into the Delayed Enlistment Program," said TSgt. Gilbert, assigned to Air Force Recruiting Detachment 409. "Compared to the old lead referral system, the names being provided by AFOC are top notch—a 100 per cent improvement," he added.

"In my opinion," said the sergeant, "the key to success in meeting our production goals, is working the high schools, using the Armed Services Vocational Aptitude Battery list and following up as soon as possible on the ad response cards. We are hitting the market we need with the direct mail program and are getting good solid leads from prospects sincerely interested in joining the Air Force. With this combination, 1977 should be a very good year."



SKIP YOUNG, KNOWN to millions as "Wally" on the old "Ozzie and Harriet" television show, lends a helping hand to Navy recruiter, Chief Petty Officer Harry Penny and Air Force recruiter Staff Sergeant Jack Campbell. SSgt. Campbell, a member of Air Force Recruiting Detach-

ment 610, teams with CPO Penny for the "Happy Harry and Smilin Jack" radio show on KAVR, an Apple Valley, Calif. station where Young is now a radio personality. (Photo by JO2 R. Adam Katala, USN)

## Joint broadcast keeps them 'Happy and Smilin'

by Technical Sergeant Robert Spivacke

BARSTOW, Calif.—What started as simple curiosity several months ago has now turned into 60 minutes of air time a week on two different radio stations for the Air Force and Navy recruiters here.

When Navy Chief Petty Officer Harry Penny walked into station KIOT several months ago asking about public service time and making his own spot announcements, he had no idea that eight months later he and Air Force Staff Sergeant Jack Campbell would be known to thousands of Barstowians as "Happy Harry and Smilin Jack."

When SSgt. Campbell ("Smilin Jack") and CPO Penny ("Happy Harry") teamed up, they weren't aware of their similar backgrounds. They soon dis-

covered so many similarities between them that they found the situation almost unbelievable.

To begin with, CPO Penny is a Navy recruiter, SSgt. Campbell is an Air Force recruiter—and both are assigned to the Barstow area. However, each came from the other's service.

CPO Penny entered the active Navy in 1955, but got out after a four-year tour and went into the Air National Guard. He was recalled to active Air Force duty in 1961 during the Berlin Crisis. That was the same year SSgt. Campbell entered the Navy. Both left the service completely during the mid-1960s and subsequently served with the San Diego Police Department. They both also happen to be from San Diego.

In 1971, CPO Penny left the Police Department to rejoin the Navy, while SSgt. Campbell left to enter the Air Force.

They entered their respective recruiting services shortly thereafter, and finally met for the

first time in 1975 when both were assigned recruiting duties here.

They didn't realize how much they had in common until they began working across from each other in the same building.

Now, as "Happy Harry" and "Smilin Jack" they reach an estimated 83 per cent of the high school students through two radio stations, KIOT in Barstow where they started with a 15 minute program (now up to 30 minutes a week), and KAVR in Apple Valley, where they have another 30 minute program.

When they're not mikeside or recruiting, Harry and Jack both enjoy fishing, golf, pistol shooting, bowling and working with various youth groups in the community. Both are over 6-foot-2, weigh over 200 pounds and are left-handed. But the most important factor is they both have fun while doing an outstanding job. Teamwork keeps them "Smilin" and "Happy."

## Paid radio spots reach 74 areas

A national paid radio advertising test aimed at 18-24 year old men was recently conducted by the Directorate of Advertising here through its agency, D'Arcy-MacManus & Masius, Inc. (DMM).

More than 180 stations in 74 markets were selected for the three-week test which began in late November.

"The decision to purchase national radio time was made because of adverse recruiting trends in November and December, and the need to generate as much awareness as possible, primarily in large metropolitan areas with a heavy density of

potentially qualified applicants," Recruiting Service officials stated.

Two 60-second spot announcements featuring Ron Howard, co-star of Happy Days, and Wolfman Jack were used in the test. Copies of the announcements were sent to recruiting groups, detachments and offices for local public service advertising through Nov. 15, 1977. The ads may be used for local paid radio through Feb. 21, 1977 only, officials stated.

Group and detachment RSAs were provided the list of stations participating in the test via APDS/PROMIS message and were authorized to supplement the national radio buy on other stations in their area with local funds.

## Air Force enters educational liaison pact

The Department of Defense has contracted with the Council of Chief State School Officers (CCSSO) to conduct educational military liaison with the academic communities in 32 states.

According to Air Force Recruiting Service officials, the CCSSO will work with the military to develop a system of disseminating military career information from the top levels of state departments of education down to community high schools.

"Our interaction with the CCSSO should be geared toward production, i.e., getting into the schools, conducting the Armed Services Vocational Aptitude Battery Test, and making the academic community more aware of Air Force opportuni-

ties," said Lieutenant Colonel Silver C. Crim, Deputy Director of Operations here.

The contract is a follow-on to an FY 76 pilot program conducted in eight states by the U.S. Navy. The Air Force agreed to participate in the program because "we believe it has the long range potential of im-

proving our high school marketing," Lt. Col. Crim said.

In each of the 32 participating states, a representative from one branch of the service will be designated the military liaison officer to the CCSSO. He will be responsible for providing information about all military services, and in establish-

ing a cooperative working relationship with the CCSSO, he said.

"In our seven states," Lt. Col. Crim said, "recruiting detachment operations officers will fulfill that role."

Air Force has primary responsibility as the DoD representative in Illinois, Maryland, Michigan, Minnesota, New Jersey, Tennessee and Utah. Those states were selected because they are difficult recruiting environments with a high propensity for increased production, recruiting operations officials pointed out. In addition, each of the states was at or near the top of a list of states refined by operations, marketing and analysis, and advertising personnel. All concurred that the Air Force could benefit most through direct involvement with the CCSSO in these states, the officials added.

Other participating states and

the primary service jurisdiction are:

U.S. Navy—Maine, North Carolina, Wyoming, New Hampshire, Indiana, Alaska, Louisiana, Texas and the Canal Zone.

U.S. Marine Corps—Virginia, South Carolina, Vermont and Connecticut.

U.S. Coast Guard—West Virginia.

U.S. Army—Georgia, Oregon, Colorado, California, Ohio, Wisconsin, Massachusetts, Oklahoma, Mississippi, New Mexico and Florida.

"The CCSSO program has the potential to provide the Air Force and other services with the best long range relationship for productive recruiting in high schools," Lt. Col. Crim said. "With effective liaison, the assigned officers can make this association with the CCSSO pay increased recruitment dividends."

### Did you know . . .

. . . that the Delayed Reenlistment Program (DRP) was suspended more than two years ago?

Apparently not, says Edwin M. Eugenio, chief of programs in the Directorate of Personnel Procurement, Military Personnel Center here. According to Mr. Eugenio, some recruiters are still referring recently separated airmen to consolidated base personnel offices for reenlistment under the DRP. The program was suspended indefinitely on June 1, 1974.