

# Realignment streamlines headquarters

Recruiting Service headquarters streamlined its primary mission objectives July 11, with an internal functional realignment of responsibilities.

The three-fold transfer places manpower requirements and student pipeline management under the Directorate of Operations; establishes a Directorate of Field Support, and elevates the Medical Re-

cruiting Division to directorate level.

Explaining the realignment, Colonel Donald D. Binford, Recruiting Service vice commander said, "In the past, getting the number of accessions needed was handled by the Operations Directorate. Getting the specific type of accessions needed was monitored by the Directorate of Student Resources. The realignment brings both numbers and specialties under a single manager — the Directorate of Operations."

The Directorate of Student Resources has been redesignated the Directorate of Field Support and is charged with all training, financial management, plans, logistics, recruiter resources and enlistment entry criteria for the command's 32 detachments, five recruiting groups and some 1,700 production recruiters.

"The move will give us a much better handle on the skill problems we've encountered in the past and allow us to head-off some problems before they occur," noted

Col. Binford. "Our ultimate objective is to be able to provide a better and longer-range forecast of what the final recruiting process output will be."

The newly formed Operations activity will be responsible for officer procurement, Reserve recruiting, the Air Force Recruiter Assistance Program, the Recruiter Helper Program, and supervision of the 3507th Airman Classification Squadron at Lackland AFB, Tex. The directorate will also monitor the new Accession Manage-

ment Division — keyed to action noncommissioned officers and officers responsible for 15-25 Air Force specialties and operating similar to a personnel manning unit.

"In summary," explained Col. Binford, "we have streamlined the organization and added resources to a more finite management of production. We have also eliminated some duplications of effort through more homogenous grouping of functions. We're working smarter — not harder."

## Entrance stations, detachments face autumn change

Air Force Recruiting Service will realign recruiting unit boundaries Oct. 1.

This action is in conjunction with a nationwide Armed Forces Examining and Entrance Station (AFEES) boundary realignment being implemented on the same date. The realignment establishes common applicant flow for all services and will insure that most AFEES support only one recruiting detachment.

"Field units will undergo a minor reorganization which is primarily

an adjustment to make detachment boundaries coincide with the new AFEES boundaries," said Colonel Edward D. Young Jr., director of operations.

"All recruiting detachments and 68 counties are involved in this boundary modification move. Additionally, there are 12 other counties involved in applicant flow changes that occur completely within detachment boundaries.

"The key for continued mission effectiveness during this reorganization is close and meaningful communication between gaining and losing sector supervisors," Col. Young said.

## The AIR FORCE RECRUITER

"A great way of life"

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July 1977



WOLFMAN JACK, the nationally popular disc jockey, talks with prospective Air Force applicants at an Air Force Recruiting Detachment 609 Center of Influence

event. The event garnered more than 100 direct leads and has to date resulted in the enlistment of seven Greater Los Angeles youth.

### Wolfman appears

## Event garners 100 leads

LOS ANGELES — Air Force Recruiting Detachment 609 held a Center of Influence (COI) event that garnered more than 100 direct leads. One office has put seven people in the Air Force from the day's work.

Senior Master Sergeant Mike Hume, Det. 609 sector supervisor wanted to show his recruiters how to set up a COI and generate some business for the area. "My basic idea was to

hold a sector-wide event," SMSgt. Humes said.

Participants in the event included all of SMSgt. Hume's recruiters, the Air National Guard, some of the support troops from detachment headquarters, the 15th Air Force Band, Los Angeles Air Force Station (AFS) personnel and a special appearance by Wolfman Jack.

One-hundred-sixty potential Air Force enlistees were transported to the event held at the Los Angeles AFS Noncommissioned Of-

ficers Club. "Getting the people there was a major problem," said SMSgt. Hume. "With six offices spread over the Greater Los Angeles area we had to use various methods of transportation. A recruiter talked one of his schools into busing 50 students to the site. Another convinced the local air guard unit to supply a bus and driver. The detachment van was used to make short hops and detachment support troops and recruiters plugged the holes with staff cars," he said.

## Ad directorate slates NPS mail campaign

An intensified nonprior service (NPS) national direct mail campaign targeted at some .8 to 1.2 million potential applicants will be conducted by the Directorate of Advertising during fiscal year 1978.

"Three mailings to high school senior men are expected to generate 75,000 to 90,000 NPS leads," said Major John Williams, National Accounts Branch chief.

"The objective of the national direct mail program is to ease the recruiters workload by providing top quality prospects for the NPS program on a cost effective and efficient basis."

In September the first of the three planned mailouts to the .8 million high school senior men will be made. At the same time a copy of the list, alphabetized and zip code matched will be sent to each recruiting detachment. Following the mailing an alphabetical list by zip code will be furnished to each recruiting office for follow-up by recruiters.

During February, as a Joint Advertising Directors of Recruiting (JADOR) project, a joint Armed

Forces letter emphasizing common military benefits will be mailed to the same seniors. A pre-graduation follow-up letter re-emphasizing Air Force enlistment opportunities will be sent to 1.2 million seniors in April.

All returns will go to the Air Force Opportunities Center in Peoria, Ill., to be fulfilled. Recruiters will receive an Advertising Inquiry Card with the lead information on those which can be identified as age qualified by the birth date listed on the response card.

Other mailouts are planned during 1978 to physicians, women engineers and nurses with bachelor of science degrees in nursing.

The first national direct mail program conducted recently netted more than 70,000 leads of which some 60,000 were high school senior men. More than 90 percent of the 60,000 were age qualified.

"Again this year the name of the game is lead generation for national advertising. Combined with recruiter follow-up and subsequent accessions, FY 78 should be another great year for Air Force Recruiting Service," Maj. Williams said.

by Staff Sergeant Doug Gillert

Fiscal Year 1977 is in its last quarter, and as we entered these last months of an eventful year, there were changes amassing on the Recruiting Service horizon.

Our headquarters has undergone a realignment: read above how the Command's mission objectives have been streamlined, a move the vice commander terms "working smarter—not harder." On page 3 you'll read about another change, this time in the rank of our commander. You can also read about the first month results of the Commander's Special Emphasis recruiting program.

Two of the Air Force Specialties being booked under this program are Weapons Mechanics and Munitions

Maintenance. A page 12 article reveals another benefit, the Initial Base of Choice option, available to enlistees in these career fields.

Those units succeeding under this competition program are netting bonus points, which are the subject of this issue's "Question of the Month," on page 5. While you're there, check out the new system for ordering personalized radio spot announcements, directly from this headquarters, directly to you.

Throughout the other pages, you can find out who in Recruiting Service got promoted this cycle; see what some "pressure plate" wearers do to make their job a little easier and discover who made the Honor Roll, for the month and the quarter.

Don't stop excelling at your recruiting job—but, when you've got some spare time, check out the RECRUITER newspaper. It's named for you.

# Once over lightly



"Success does for recruiters what sunshine does for stained glass."

—Anonymous

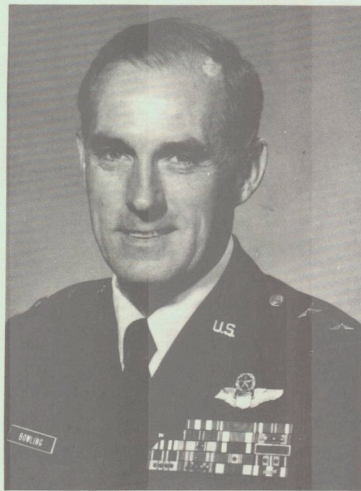
## Commanders Comment

Recruiting Service has just completed the most difficult recruiting period in the four-year history of the All-Volunteer force. I continue to be pleased and impressed with the tremendous efforts of every man and woman in Air Force recruiting. For the first time since early last Fall, the present and near-term picture is bright.

However, the tough spring recruiting period was only the first of many challenges to come. Our goals for FY 78 will reflect a substantial increase if current projections hold; and they should. We must be ready for the tougher times of the late Fall, and now is the time to "make hay."

The Recruiting Service staff is burning the midnight oil, you can be sure, looking for ways to better support your efforts. These considerations include those found most productive during the "Spring crunch," — continue or expand

"I will  
do everything  
possible  
to help!"



on enlistment incentives based on your suggestions and continue to reduce your paperwork requirements. Be tough on us, and keep the good ideas coming. In the meantime, what can you do best? As noted in the past, the acid test of good production recruiting comes with the close of the sale. This is where the recruiter and sector supervisors play key roles.

While schools are out for the summer, a large number of students are still job hunting. Many will no doubt be content to while away this time enjoying the relaxation from after school activities — a good time for recruiters to make their presence and the opportunities of the Air Force known. Perpetuate now for the cold months ahead.

The Community College of the Air Force (CCAF), the Veterans Educational Assistance Program (VEAP), tech training benefits, pay and allowances, etc. will sway an undecided youth today on the merits of an Air Force career tomorrow. The Air Force way of life, and our current efforts to make it even better, make it competitive with any activity — not just an afterthought occupation for young people who can qualify.

Work hard to make this understood. In the rare case where you may disagree, work hard to improve the shortcomings. I will do everything possible to help; and that is a personal commitment.

Use the lessons we've learned during the crunch; work to build up the DEP for the known tough months; close the sale and make us help from the headquarters. Keep charging! Your success is often only an idea or phone call away. Thanks.

*Melvin G. Bowling*

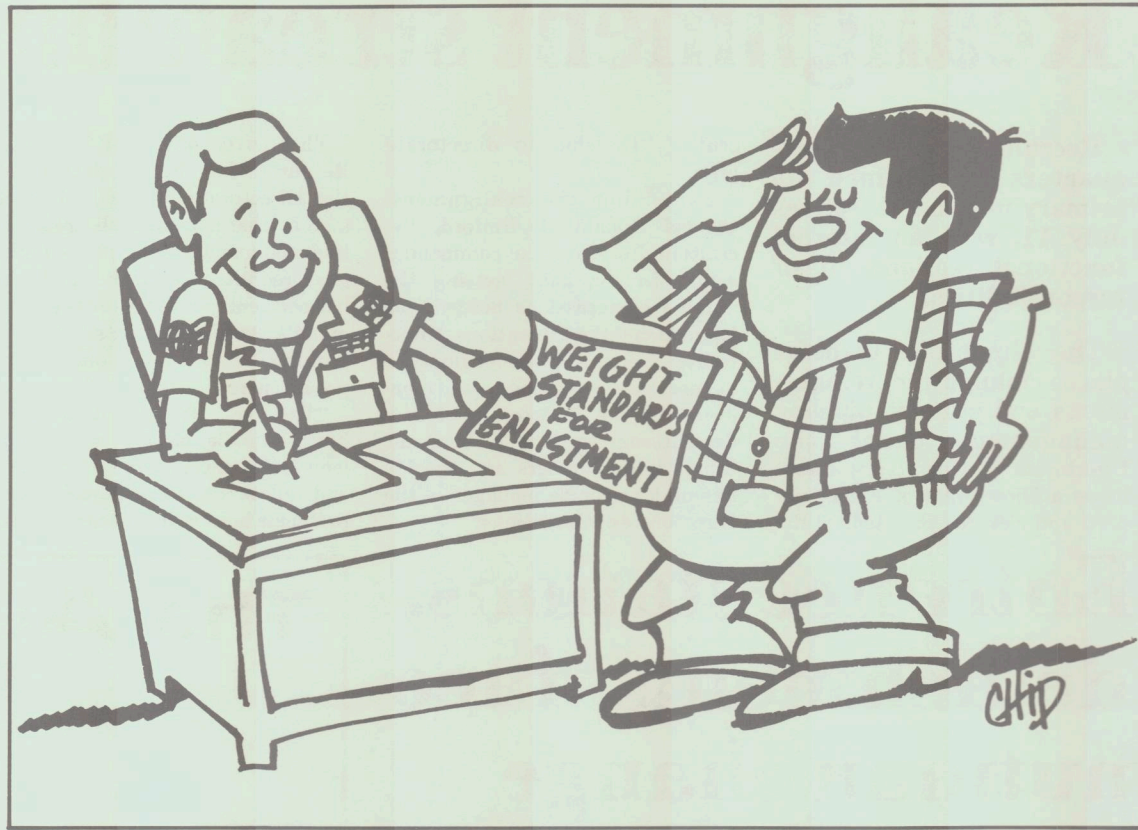
## The AIR FORCE RECRUITER

"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.

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Weight standards for Delayed Enlistment Program members are not light matters. Watch their pounds!

## Col. Bulka leaves 'memory joggers'

(Editor's note: Colonel Edward G. Bulka departed the 3503rd Air Force Recruiting Group's command position to become commander of Lackland AFB, Tex. recently. He left behind him four years of work in Recruiting Service and some "memory joggers", as he called them, which we believe will be of interest and use to you. His farewell message for the men and women in the '03rd was designed to help the way recruiters look at their future.)

"Recruiting is often considered a different aspect of the Air Force, perhaps like a specialized branch." Col. Bulka explains, "The Recruiting Service mission is unique, but the people and basic work and management principles of planning, organizing, controlling and follow-up are the same as any other branch.

"Our mission is to find the right people, at the right time, who are adaptable to the Air Force way of life to fill all the manning slots throughout the Air Force so the USAF is ready to fly and fight."

According to Col. Bulka, people cannot improve or grow without some amount of change. "If you feel like you're not growing — change something. When a person can face changes readily and looks forward to change, when something big changes, he will be able to use it for his benefit instead of fighting it." He offered some ways to prepare for the inevitable. "Start with something like a habit, a work method, your uniform, your daily plan, your itinerary, etc. Change something for the better every day."

In his farewell, Col. Bulka stressed his concern about the one type of person worse than a loser. "A cheerful quibbler who has just been getting by and makes mountains out of molehills concerning isolated instances that happened in the 'good old days'

is worse than a loser. He's the one that's always rezoning or needs more billboards or a new office or panelling or lower standards or a higher pass rate. The reason he's so bad is you usually have to listen to him for a while, which takes up a winner's time."

"Planning, Activity, Desire and Communication equals Productivity" is the formula Col. Bulka offers to make each recruiter a winner. "Planning and activities that generate volume movement will make winners. Everybody should have weekly net reservation gain objectives, not just forecasts. Forecasts predict what will happen if you ride along; objectives provide you a target of what you are aiming for so you can make it through daily activities.

"Desire is an individual trait and must be

*"Forecasts predict what  
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you are aiming for..."*

developed by the individual. Recruiting schools, supervisors and outside influences just establish the environment for self-development and motivation. An individual's motivation is up to him to build.

"Good communication is also a necessity. Communicating priorities is the key to the other two factors. Supervisor and subordinate relationships reinforced by quota allocations, competitive systems design, commander's special emphasis areas and visibly explained actions are the best methods of communicating," said Col. Bulka.

In closing Col. Bulka tied all his "memory joggers" together with an optimistic outlook for the future for the 3503rd recruiters saying, "The view is always better from the top."

While restoring your 1926 Humpmobile, you crawl under it without installing jackstands; the car falls on you. What should you do?

- Be grateful you are being crushed by a truly classic automobile.
- Worry about how you are going to get all this blood off the chassis.
- Resolve that if you ever get out of intensive care, you will purchase and use safety stands.
- Attempt to bleed as slowly as possible.

Answer: c.

MIKE BOWLING, center left, and Jim Bowling pin the second star on their father, Major General Melvin G. Bowling, Recruiting Service commander, during a ceremony in the office of the Air Training Command (ATC) commander here. Admiring the youngsters' handiwork are General John W. Roberts, ATC commander, and Mrs. Joan Bowling.



## Commander gains second star

Major General Melvin G. Bowling, Air Force Recruiting Service commander was promoted to two star rank effective July 1.

General John W. Roberts, Air Training Command (ATC) commander, presented Maj. Gen. Bowling his second star during a promotion ceremony marking the occasion.

Maj. Gen. Bowling assumed command of Recruiting, which is one of the four major mission areas of Air Training Command, in September 1976, and also serves as Deputy Chief of Staff, Recruiting for ATC.

Air Force Recruiting has continued to attract the number and quality of enlistees needed to fulfill all recruiting goals in spite of a reduction in the youth population and competition for their talents from other sources, primarily as a result of the attractiveness of the Air Force life and its mission. Last year approximately 96 percent of the nonprior service recruits were high school graduates or possessed a State General Educational Development Certificate. Some 52 percent scored in the top two of five Department of Defense mental categories to provide the Air

Force with the highest quality of any military force in history.

In commenting on his responsibilities, Maj. Gen. Bowling said, "The recruiters we have in the Air Force today are the best people the Air Force has to offer. They have really proved it during the tougher recruiting climate by consistently enlisting into the Air Force the highest quality, best motivated people available. The success of Air Force Recruiting is the result of a team effort within Recruiting Service and the entire Air Force."

Maj. Gen. Bowling attributes his success to the opportunities afforded him by the Air Force. He said, "No civilian firm could have given me the opportunities or have offered me the challenges the Air Force has; I believe most of our young people today will find this true once they are aware of the opportunities available. The Air Force is 'A Great Way of Life' and all the people I come in contact with today are working hard to make it better through constructive criticism. A career in the Air Force is no longer an afterthought. We are highly competitive with any profession both from the job satisfaction and rewards viewpoints."

The general's list of assignments and missions since

he entered the Air Force in 1954 through Air Force Reserve Office Training Corps at the University of Alabama is long. His assignments include 17 stateside bases and a tour with the Navy in the Mediterranean, and Southeast Asia.

Maj. Gen. Bowling has been involved in what he terms as "several significant military operations" in the Caribbean, Southeast Asia, and the Pueblo incident in South Korea. He also served a tour with the Joint Chiefs of Staff, where he was involved in the Strategic Arms Limitation Talks.

The general holds a master's degree in government from the George Washington University, is a graduate of the Air Command and Staff College and the National War College.

Maj. Gen. Bowling's operational experience includes more than 6,000 hours flying time in a number of strategic and tactical aircraft, two Pentagon tours, duty with the U.S. Readiness Command and five years in the Air Defense Command. His awards include the Silver Star, Legion of Merit, Distinguished Flying Cross and others.

He is married to the former Joan Harrison of Birmingham. They reside on Randolph AFB with their two sons, Mike and Jim.

## Reservation activity critical to production

"The most critical production program we have today is the Net Reservation activity," commented Major General Melvin G. Bowling, Recruiting Service commander, as he announced the first winner of the monthly Net Reservation Activity (NRA) Competition.

"If we do not maintain monthly reservations at the same level as monthly goals, we will find ourselves back in the current month recruiting mode this fall."

Air Force Recruiting Detachment 303, Patrick AFB, Fla., won the first month's competition by accessing nearly 135 percent of its nonprior service-men (NPS-M) goal. In second place was Det. 608, Ft. Douglas, Utah, at 118 percent. In the group standings, the 3503rd Air Force Recruiting Group took first place with an overall 109 percent.

"I am extremely concerned about our production this fall," Maj. Gen. Bowling continued. "We have less than 30 percent of our NPS-M objective committed for October and slightly more than 10 percent for November. And we don't seem to be gaining. The fact that only 14

detachments were able to make their June Net Reservation Goal indicates a sense of urgency. It is important that everyone understand this pressing need."

The NRA competition is based on Recruiting Service needs and each detachment's percent of NPS-M goals. It is included in the bonus area of the Production Competition System. June bonus points were calculated by taking 10 percent of the computed percentage and adding to the overall competition points. Because of the increased emphasis required in this program, July bonus points will be increased to 15 percent.

Air Force Recruiting Detachment 601, Seattle, Wash., is the first winner in the Commander's Special Emphasis Program (CSEP).

According to Major General Melvin G. Bowling, Air Force Recruiting Service commander, CSEP was implemented in June to provide special recognition to detachments and groups that book the Air Force Specialty Codes (AFSCs). Monthly expectations are provided to each detachment based on Air Force needs in these emphasis areas. Det. 601, commanded by Major Douglas A. Patterson, achieved nearly 250

percent of their expected goal to win first place.

Det. 401, Kansas City, Mo., was close behind with 240 percent, while Det. 307, Shaw AFB, S.C., Det. 606, Travis AFB, Calif. and Det. 409, Oklahoma City, took third, fourth and fifth places, respectively.

In the group standings, the 3506th, commanded by Colonel David J. Pennington, reached 174 percent of its expectation taking first place.

"This is a critical area that all recruiting personnel must work," commented Maj. Gen. Bowling. "Not only must we continue to

press for numbers, but we must also fill the kinds of jobs that are needed. Historically, the AFSCs in the CSEP are more difficult for bookers to fill. It's a tremendous accomplishment when a detachment can book 250 percent or 240 percent of its expectation. Recruiters and Armed Forces Examining and Entrance Stations (AFES) bookers can be proud of a job well done. I'd like to specially recognize the AFES bookers in Kansas City, Mo., Master Sergeant Robert White, Technical Sergeant Michael Simmons, Staff Sergeant Daniel Dunning and Sergeant Catherine Watson; in Seattle, MSgt. Bruce Lease, TSgt. David

(Continued on page 5)

### June 1977 Net Reservation Activity Standings (June 13-30)

#### Top Two Air Force Recruiting Groups

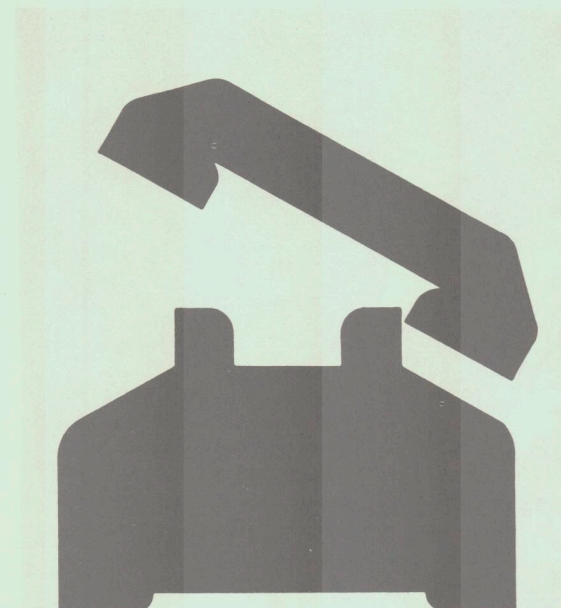
Group	Goal/Accessions	Percent	Bonus Points
3503	689/751	109	10.9
3505	593/532	89.71	8.971

#### NRA by Air Force Recruiting Detachment

Following is the list of the top ten detachments exceeding NRA goals in June.

Detachment	Goal/Accessions	Percent	Bonus Points
303	126/170	134.92	13.462
608	68/80	117.65	11.765
301	115/134	116.52	11.652
404	109/127	116.51	11.651
406	106/123	116.04	11.604
514	93/106	113.98	11.398
307	121/135	111.57	11.157
409	72/75	104.17	10.417
513	94/97	103.19	10.319
500	86/88	102.33	10.233





COMMANDER'S  
DIAL 3425

DIRECT  
INFORMATION  
ACTION  
LINE

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

### No more radio shows

COMMENT: Several DIAL calls have questioned the wisdom of cancelling public service radio programs; i.e. Country Music Time, Serenade in Blue and Wolfman Jack. Following is the Directorate of Advertising's response.

REPLY: Nationwide preliminary studies have indicated that public service radio programs may not be cost effective, and stations would prefer spot announcements. RSA is conducting an in-depth analysis to determine if preliminary data is valid and warrants program cancellation. Results of the study (August-October) will be published as soon thereafter as possible and a determination will be made at that time as to the continued use of public service radio programs and spot announcements.

### Better qualified people

COMMENT: An enlistee of mine was disqualified at BMT for the job he'd selected. When he asked why, he was told, "Because there are better-qualified people waiting to get the job." I understand, however, it was because of something that surfaced during a background investigation. Not telling the whole story has placed my integrity and that of the Air Force in question. Can't something be done to avoid situations like this?

REPLY: The individual was told *exactly* the reason for non-selection and was subsequently reclassified into a non-sensitive job by the 3507th Airman Classification Squadron. It is most important GTEP enlistees realize they are subject to further screenings at Lackland; and should something materialize, could lose their guaranteed job. The screening process insures airmen are certifiable under the Human Reliability Program and/or can qualify for a Special Compartmental Intelligence clearance.

### Downstream openings

COMMENT: How about offering something besides 461 for the December-January period?

REPLY: At the time of your call, there were 44 different GTEP and AI jobs available from December 1977. For January 1978, only six hard-to-fill AFSCs were available. Your LNCO and detachment should know that!

### CCAF briefings

COMMENT: I would like to suggest that prior to graduation from tech training centers, enlistees be briefed on CCAF, the major in which they'll be working, and be provided an unofficial transcript of their grades. They should also be urged to contact base education officials at their next assignment to further their educational goals. Appreciate the time.

REPLY: TTC students receive not one, but three CCAF briefings: an initial orientation, a mid-course review, and a CCAF recap just prior to graduation. Transcripts are not possible at the moment, since it takes approximately four to six weeks to prepare them following graduation. Graduates are also outbriefed from TTC on educational benefits available at their next assignment, and are urged to contact local education officials. In fact, in most cases, incoming personnel must process through the education office. Thanks for the call.

### Special orders

COMMENT: We can special order jobs for college grads and applicants with all 95s. Why not the same treatment for people such as x-ray techs, dietitians, LPNs, etc? Many would prefer Air Force-related jobs, but we have no way to identify specialties for the computer. Would appreciate some consideration.

REPLY: A special procedure for these type applicants has been considered. The problem is twofold. First there is not a national standard for training completed by the applicants which coincides with Air Force training criteria. Secondly, the number of applicants far exceeds the number of jobs, and this has not been a general problem in recruiting. Thanks for the input.

### Household benefits

COMMENT: When are OTS students entitled to household goods benefits or shipments?

REPLY: Immediately upon commissioning. The temporary promotion to E-5, while a student, is strictly for pay purposes.

### QWL or not?

COMMENT: I have two female applicants on the Qualified Waiting List for jobs in the admin or general fields. All that's being offered them are mechanical-type AFSCs. What gives?

REPLY: If admin or general jobs are available, they will be offered. Otherwise, Air Force needs dictate. If mechanics are needed, and the applicant is qualified, mechanical areas will be offered. The AFEES booker may request a particular AFSC which will be afforded if available. Many recruiters have changed their office style as a result of the added emphasis on not only numbers, but also the right kinds. If applicants are not interested in available jobs, move on to a prospect with more potential to solve your problems. In other words, maintain your integrity and tell the truth.

### Separate count

COMMENT: Why are females counted separately in our goals?

REPLY: Because Air Force Headquarters tells *us* how many men and women we must recruit into the various specialties. Therefore, your goal is based on our goal. We continue to work with AF to study alternate methods of filling the different AFSCs. Until a better solution is agreed upon, we must continue to meet specific male and female goals.

### VEAP awareness

COMMENT: Why is the new DD Form 2057 filled out in the AFEES, rather than the AFRO? It deals with the new Veterans Educational Assistance Program; and it seems to me it should be initiated by the recruiter. We will have some applicants that are not aware the old GI Bill has terminated. It's a little late to explain this to them after they've entered active duty.

REPLY: Paperwork initiation at the AFEES just streamlines the operation. However, keep copies of the form in your office to use as a sales aid and briefing tool. Applicants *should* be made aware of the new contributory educational assistance plan; and that they are not eligible for the old G.I. Bill benefits. Appreciate the call.

### One-parent verification

COMMENT: Why is it I can witness a parent's signature on DD Form 1966, but a notarized statement is required from a "single" parent, if the other is "absent"? This gets embarrassing for me and some parents.

REPLY: This is necessary to protect you, the recruiter, from liability and possible legal action by the "absent" parent. Documentation in these cases has proven necessary over the years. Better embarrassed than liable. Have a good day.

DIAL  
of the month

AFRAP leads

COMMENT: I believe too much pressure is being applied to provide referral leads through AFRAP. We're getting leads that are overweight, have law violations, or do not have the slightest interest in joining the Air Force. How about letting up on the pressure?

REPLY: We've learned this *is* a problem through several mediums, including DIAL. To correct or alleviate the "pressure," we're talking personally with commanders and recruiting liaison officers, and making our desires known. We have also released a news article throughout the Air Force noting AFRAP is not a "numbers" game — but a *quality* referral system.

Until the program gets well I can only offer this — work with the overweights, motivate the non-interested, and perpetuate for the days ahead. We're anticipating an increase in requirements for FY 78, and any assistance is most appreciated. Thanks for the call.

### Helpers — Out-of-pocket

COMMENT: Two questions, please. Why not allow our first-term recruiter helpers to drive GSA-leased vehicles? Also, how about an increase in out-of-pocket expenses? Especially since the monetary allowances were figured some years ago, and the cost of living has increased sharply. Appreciate your interest.

REPLY: Recruiting Service policy dictates recruiter helpers travel with recruiters. Why? We prefer wherever they go — you go — and get acquainted with the airman's contacts. This allows perpetuation when the helper returns to his unit of assignment. Regarding the out-of-pocket increase, we have asked for an increase and exemption from filing the Standard Form 1164, Reimbursement for Expenditures on Official Business.

### Custody clarified

(Note: Our custody clarification in last month's DIAL was not that clear. Here's the straight scoop: ATCR 33-2 criteria is still valid. Applicants for enlistment who have minor dependents, but no spouse in the house, are ineligible for enlistment. Paragraphs 1-1j, 1-18g and Table 2-3 hold the key. If there are no minor dependents, just the husband and wife, no waiver is required. Sorry about the confusion.)

# '01st posts best record

As of May 31, the 3501st Air Force Recruiting Group, Hanscom AFB, Mass., leads all groups in the percentage of nonprior service men (NPS-M) goal achieved. The 3503rd Group came in second with 101.8 percent.

Top detachment is Air Force Recruiting Detachment 104, Carle Place, N.Y., followed by Det. 303, Patrick AFB, Fla., and Det. 106, Milford, Conn.

The top ten detachments in

NPS-M accessions and their goals/accessions through May are:

Detachment	Goal/Accessions	Percent
104	1343/1750	130.3
303	1495/1938	129.6
106	1273/1592	125.0
610	1471/1746	118.6
404	1303/1461	112.1
105	1276/1406	110.1
406	1190/1300	109.2
514	1037/1128	108.7
607	964/1048	108.7
513	1091/1182	108.3

## Medical program lists top units

Fiscal Year 1977 physician and nurse recruitment, through June 30, has been posted. Listed below are the current top five detachments in these recruiting programs, as well as the top three detachments in physician recruiting for June only.

Fiscal Year 1977 Physician Recruiting			Fiscal Year 1977 Nurse Recruiting		
Det.	Goal/Commissions	Percent	Det.	Goal/Accessions	Percent
101	7/9	128.6	406	11/17	154.5
103	10/12	120.0	409	5/6	120.0
513	12/14	116.7	301	12/14	116.7
			404	11/12	109.1
			303	16/17	106.3

## Question of the month

Recruiting Service headquarters solicits substantive recommendations from all personnel on how the Command's operations and effectiveness can be improved.

Many of the best ideas on how to save money or improve procedures come from people in the field, so put your thinking cap on and pass on your suggestions.

Each month, THE AIR FORCE RECRUITER Newspaper will print a question for your response. Respondents should use the Direct Information Action Line (DIAL) telephone system to forward their ideas directly to the commander. Each suggestion will be addressed and action taken as feasible.

This month's question:

Does the chance to earn bonus competition points for your unit motivate you to excel?

### '06th leads

## Groups, detachments net points

(From page 3)					
Dugan and SSgt. David Hill; in Portland, Ore., TSgt. Arlo Ellifson and TSgt. Ben Tibbs.					
Commander's Special Emphasis Program for June 1977					
Top Two Air Force Recruiting Groups					
Group		Goal/Accessions	Percent	Bonus Points	
3506	257/446	173.54	17.354		
3503	270/467	172.96	17.296		
CSEP by Air Force Recruiting Detachment					
Following is the list of the top 10					

Trophies will also be awarded to monthly winners.

detachments that met or exceeded CSEP goals in June.

Detachment	Goal/Accessions	Percent	Bonus Points
601	39/97	248.72	24.872
401	32/77	240.63	24.063
307	47/103	219.15	21.915
606	60/118	196.67	19.667
409	36/69	191.67	19.167
311	39/71	182.05	18.205
609	47/85	180.85	18.085
309	36/65	180.56	18.056
103	23/41	178.26	17.826
106	32/54	168.75	16.875

AT FENWAY PARK, home of the Boston Red Sox baseball franchise, Major Ron Carle directs the Tactical Air Command Band in playing of the National Anthem. A nationwide television audience, as well

as 35,000 spectators, viewed the pre-game performance, first ever by a TAC Band. The band was in New England in support of Air Force Recruiting Detachment 109. (Photo by Captain Bruce Ulrich)

# Recruiters can order localized radio spots

Personalized, 30 and 60 second radio spot announcements are now just a phone call away. Air Force recruiters can order the spots from the Audio Visual Branch, Directorate of Advertising, here by calling Autovon 487-3808, Commercial (512) 652-3808 or Federal Telecommunications System (512) 748-3808.

The spots are available in any format, such as country, top-40 and easy listening, according to Master Ser-

geant Chuck Hawsey. Audio Visual Branch. They will be produced on recently installed studio equipment at the directorate.

The following spots by subject are available in both 30 and 60 second lengths: Air Force benefits, Technical Training and Skills. Available only in 60 second lengths are: Delayed Enlistment Program, Veterans Educational Assistance Program (VEAP) Community College of the Air Force (CCAF) and a combined CCAF and VEAP spot.

"Recruiters can order these spots around the clock, on a 24-hour telephone answering service," MSgt.

Hawsey said. "When ordering spots the caller should leave his rank, name, detachment, address, telephone number, subject of spot, length, quantity needed and the music format of spot desired for each radio station. A good idea is to spell out and pronounce the name clearly when ordering the spots.

"When time permits, we can also announce recruiter participation in special events such as state fairs and base open houses.

"The spots will be produced and mailed directly to the recruiter, usually within 10 working days," said MSgt. Hawsey.

## Lt. Col. Miller assumes Advertising directorship

Lieutenant Colonel (Colonel selectee) Walter D. Miller is the new Air Force Recruiting Service director of advertising.

In this position he manages all Air Force military personnel recruitment advertising. This responsi-

bility includes advertising for the Air Force Academy, Recruiting Service, Reserve, Surgeon General, Reserve Officer Training Corps, and career motivation and retention programs conducted by the Air Force Military Personnel Center.

Prior to this assignment Lt. Col. Miller was assistant deputy commander for maintenance at Mather AFB, Calif. While there he also served as commander of the only T-43 squadron in the Air Force, operations officer of two pilot squadrons, and as the wing information officer.

Lt. Col. Miller has had a variety of assignments in his 21-year Air Force career. He is a command pilot with some 4,500 flying hours in a variety of strategic and tactical and trainer aircraft at various locations including Southeast Asia. He obtained his parachutist wings in 1964 and in 1967 attended the Army's Jumpmaster School at Ft. Benning, Ga. He has made 85 jumps.

For four years, Lt. Col. Miller served at the Air Force Academy where he taught combat operations and tactics. He was also responsible for the parachute and survival

programs there.

From 1970 to 1973 he was assigned to the Community Relations Division, Secretary of the Air Force Office of Information, handling the scheduling of the U.S. Air Force Aerial Demonstration Team (Thunderbirds), special trophies and awards programs and other information activities directly related to Air Force aircraft.

Lt. Col. Miller graduated from Memphis State University in 1956 with a bachelors degree in speech and was commissioned as a second lieutenant through the Air Force Reserve Officer Training Corps. He is a graduate of the Armed Forces Staff College and the Industrial College of the Armed Forces and a distinguished honor graduate of the Defense Information School at Ft. Benjamin Harrison, Ind. Lt. Col. Miller also holds a masters degree in communication from Denver University.

He is married to the former Charlotte Curry. They have two sons, Christopher, 19, a sophomore at the Air Force Academy and Evan, 11, and a daughter, Heather, 15.



# Honor roll

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

### Top Ten Detachments

This category recognizes those detachments whose combined positional rankings in the Competition System, Management Emphasis Program and Net Nonprior Service-Male Reservation Percentage place them in the "Top Ten" for May 1977.

1. 303*****	Patrick AFB, Fla.	6. 404*****	Arlington, Tex.
2. 106*****	Milford, Conn.	7. 105	McGuire AFB, N.J.
3. 104****	Carle Place, N.Y.	8. 607*****	Lowry AFB, Colo.
4. 103***	Syracuse, N.Y.	9. 513*****	Cleveland, Ohio
5. 109*****	Bedford, Mass.	10. 610	San Bernardino, Ca.

### Ten or More Club

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

Name	NPS-M Enlistments	Det./Sector
TSgt. Alvin S. Schiff	21****	513C
MSgt. Robert Holloway	17	610C
TSgt. Jerry L. Wieman	16	412F
SSgt. Leo Mutti	15	601C
TSgt. Billy J. Roses	15	406D
MSgt. Paul Pittman	15	303C
TSgt. Edmund Cooper	14	607C
TSgt. Ronald Deshields	14	109A
SSgt. Gerald J. Glunt	13*	513D
TSgt. Ryle P. Toland	13	404B
TSgt. Walter L. Webb	13	404E
MSgt. Jimmy L. Cantrell	13	401C
MSgt. Chuck Handren	13	106E
SSgt. James Tobin	13	106E
TSgt. Michael Leek	12	601D
SSgt. Ray Tallman	12*	600A
MSgt. Curt Davis	12	405
TSgt. Charles Reustle	12*	303E
Sgt. Thomas Willis	12	103F
SSgt. Kyle Buster	11	610D
SSgt. Frederick Dudley	11	606F
MSgt. Talmadge Swanson	11	606G
TSgt. Carl L. Barnett	11	513C
SSgt. Ernest R. Daugherty	11	412F
TSgt. James G. Kingsley	11	412C
TSgt. Bill R. Trammell	11	409A
MSgt. Jim Dawalt	11	405D
SSgt. Juan F. Alonzo	11	404C
SSgt. Stephen C. Nicoson	11	403C
TSgt. Delbert Harris	11	307B
MSgt. Walter Wilson	11****	104C
TSgt. Earl Smith	10	610D
SSgt. Ralph Rios	10	610C
MSgt. Robert Villa	10	610C
TSgt. Edward L. Blake	10	513D

SSgt. David E. Calhoon	10	513C
TSgt. David Nixon	10	500F
TSgt. Merle A. Lee	10	412D
Sgt. Gary R. Held	10	412E
SSgt. Larry G. Martinez	10	409B
TSgt. Glenn C. Craft	10	401A
SSgt. Roger D. Moulder	10	311A
SSgt. Douglas Overcast	10	307D
TSgt. Winston Cook	10	307D
SSgt. Roger Black	10	307D
TSgt. Edward Workman	10	305G
SSgt. Glenn Hanselman	10	303E
SSgt. Geraldine Griffin	10	109F
TSgt. Martin Goden	10	108D
TSgt. Thomas Fluent	10	103F

### 150 Percent Sector Club

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

Supervisor	Goal/Accessions	Percent Of Goal	Detachment /Sector
TSgt. Robert Jacques	16/57	356	103F
MSgt. David E. Lupton	34/78	229	513C
MSgt. Ken Bobzin	22/49	223***	610C
MSgt. William Casey	98/196	196*	610D
MSgt. Paul F. Butler	17/31	182	500C
MSgt. Edward Gagnon	34/62	182***	106E
MSgt. Salvadore Negro	26/44	169*	600A
MSgt. Dean D. Naylor	26/44	169	404D
MSgt. Jackie Bryant	37/62	168	513D
MSgt. Hayward D. Doty	28/47	168	404C
MSgt. Jack A. Massa	28/47	168	404B
MSgt. Donald Gresham	36/60	167	307D
MSgt. Gilbert Berry	29/48	166	406
MSgt. Carter H. Mattis	29/48	166	404
MSgt. Hugh J. Gilmore	29/47	162	500A
MSgt. James Cox	22/34	154	106C
TSgt. David Kozicki	17/26	153	108C
MSgt. Roy G. Fox	31/47	152	404
SMSgt. Robert Jones	22/39	177	405F
SMSgt. Raymond J. Wilhelm	25/40	160	405D

### 200 Percent Recruiter Club for Third Quarter, FY 77

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

Name	Goal/Accessions	Percent of Goal	Detachment /Sector
TSgt. Alvin S. Schiff	10/30	300***	513C
TSgt. Santino Almodova	11/29	264	610D
TSgt. Luis E. Astorga	12/29	242	406E
TSgt. Joseph Tencza	10/24	240*	607E
TSgt. Walter Norton	10/24	240	106E
MSgt. Paul E. Pittman	11/26	236*	303C
TSgt. Billy J. Roses	13/29	223	406D
SSgt. Kyle Buster	10/22	220	610D
TSgt. Michael Leek	10/22	220	601D
TSgt. Lynden Winstead	10/22	220	600A
TSgt. Jerry Stehman	10/22	220	600A
SSgt. Rony Tallman	11/24	218	600A
TSgt. William H. Bostedo Jr.	11/23	209	401B
SSgt. Lloyd Chaney	12/25	208	106A
SSgt. Gary Menzies	11/22	200	600A
TSgt. Ferdinand Gonzales	12/24	200	406E
SSgt. Freddie McSears	11/22	200	303A
MSgt. Walter Wilson	13/26	200	104C

## Recruiting course graduates 48

LACKLAND AFB, Tex. — Forty-eight noncommissioned officers (NCOs) recently graduated from the Air Force Recruiting Course here.

Technical Sergeant Gerald J. LaFleur, who is scheduled to be assigned to Air Force Recruiting Detachment 406, Houston, and Staff Sergeant Richard L. Arell, slated for Det. 108, New Cumberland, Pa., were named the Distinguished Honor Graduates.

Selected as Honor Graduates and their unit of assignment are: TSgt. Gregory L. Higgins, Det. 403, Omaha, Neb., and Sergeant Ryan K. Renz, Det. 504, Selfridge Air National Guard Base, Mich.

Graduates being assigned to the 3501st Group are: Master Sergeant David I. Herrick, SSgt. Barry E. Hatch, Det. 103, Syracuse, N.Y.; SSgt. James A. Sullivan, Det. 104, Carle Place, N.Y.; SSgt. David E. Malouin, Det. 106, Mil-

ford, Conn.; TSgt. Roger W. McManus Jr., SSgt. Ronald G. Lajoie, Sgts. Matthew H. Foster and Howard A. Schultz, Det. 109, Bedford, Mass.

Going to the 3503rd Group are: Sgt. Thomas G. Penny, Gunter Air Force Station, Ala.; TSgts. Jack D. Whittington, Maxie W. Williams III, SSgts. James N. Horne III, James D. Tonolini Jr., Sgt. Eric H. Frierson, Det. 303, Patrick Air Force Base, Fla.; MSgt. William B. Patrick, TSgt. Arthur G. Nowell, SSgt. Leroy O. Garrison Jr., Sgts. William F. Agee, David W. Milliken, Det. 305, Bolling AFB, D.C.; SSgts. Ernest L. Gooch and Ezekial Smith Jr., Det. 307, Shaw AFB, S.C.

Moving to the 3504th Group are: TSgt. Michael V. Hoffman, SSgt. Michael W. Rackley, Sgt. George W. Lyons, Det. 403, Omaha, Neb.; Sgt. Lawrence W. Johnson, Det. 404, Arlington, Tex.; TSgts. Joseph L. Wilson, Michael J. Zitko, SSgt. Charles T. Querrey, Jr., Sgt. James H. Bushart, Det.

405, St. Louis; Sgts. Lonnie C. Morris, Ronnie E. Smith, Det. 409, Oklahoma City; SSgt. Raymond E. Krystosek and Senior Airman Bruce A. Trickle, Det. 412, St. Paul, Minn.

Six recruiters will join the 3505th

Group: SSgts. Joseph R. Duffy, Stanley J. Sosnicki, Sgts. James E. Lee, Robert R. Weir, Det. 501, Elwood, Ill.; SSgts. Daniel T. Koontz and David J. Whitaker, Det. 504, Selfridge ANGB, Mich.

Scheduled to report to the

3506th Group are: TSgt. Harold Parker, Sgt. Michael J. Evans, Det. 606, Travis AFB, Calif.; SSgt. Bob L. Sherman, Det. 609, Los Angeles; SSgts. Linford Dulin and Leslie J. Lopez, Det. 610, San Bernardino, Calif.

### Accidents reduced

## Two groups win award

Two Air Force Recruiting Groups received commendation plaques for ground accident prevention in calendar year 1976.

The 3501st Group, Hanscom AFB, Mass., exceeded its programmed reduction objective by 71 percent while the 3505th Group, Chanute AFB, Ill. exceeded its objective by 10 percent. This is the second year in a row the 3505th has received

the commendation.

General John W. Roberts, Air Training Command commander, congratulated both groups in a letter accompanying the individual plaques. Gen. Roberts said, "During these times of budget and manpower limitations, accident prevention has never contributed more directly to mission accomplishment. The people of the 3501st and 3505th are to be commended for their accident prevention efforts in 1976."

In a letter to Colonel Charles H. Keck, 3501st Group Commander, Major General Melvin G. Bowling, Recruiting Service commander, said, "I add my personal appreciation and congratulations with that of Gen. Roberts for the superior achievements you have made in the ground safety program. "Safety is something that just doesn't happen. The level of conscientiousness that must be maintained takes constant reinforcement by all of us."

## 'Fresh Start' plan funds new offices

"The results far exceeded our most optimistic expectations," said Technical Sergeant Rick Cantu at the grand opening of his new recruiting office in San Antonio, Tex.

TSgt. Cantu spoke about a new program tabbed "Fresh Start," recently implemented by the Local Advertising Management Office (RSAF), Directorate of Advertising here. The Fresh Start Program pro-

vides funds for newly opened recruiting offices to conduct a concentrated multi-media advertising campaign announcing the new office.

"Prior to the grand opening we placed ads in local newspapers, purchased radio spots on a local station and rented two mobile signs. On opening day and during the rest of the week we had free soft drinks and donuts for about 80 visitors a day," said TSgt. Cantu.

"This is the best program I've even seen for letting people in the area know there is a new Air Force recruiting office open for business. It helped establish my office partner Staff Sergeant Ernie Astorga and me in the community. Now we can get right down to our business — recruiting young men and women for the Air Force great way of life."

"The 'Fresh Start' program can be compared to opening a small civilian business," said Master Sergeant Gray DeBartolo, RSAF. "The first step a businessman takes is to advertise that the store will be open and ready for business. This same philosophy applies to newly opened recruiting offices and those which have been unmanned for 90 days or more.

"There are many things that can be done for the recruiter to further enhance the ad campaign. Billboards and news releases with recruiters' photos can be used, as well as introductory letters to all local high school and college counselors and a center of influence event at the end of the campaign.

"The program also serves as a morale factor for new recruiters. It gives them a boost in the community and helps them make a 'Fresh Start'."

## Florida educators aid Det. 303

## recruiting efforts

by Master Sergeant Charles W. Johnson

The acronym "RAN," requirement action number, was born on Jan. 1, 1972, with the implementation of the Accessions Control Center (ACC). An 11 digit number, the first six digits designated an applicant's year, month and day of enlistment, while the last five were a random sequence number for a specific monthly requirement.

During the next four years, over one million RANs were passed over the telephone circuits between ACC and recruiting offices nationwide. It's easy to see how it became a household word within Recruiting Service.

When the Advanced Personnel Data System/Procurement Management Information System (APDS-PROMIS) became the method of booking nonprior service enlistees on Oct. 30, 1976, the RAN was officially laid to rest.

## Is the RAN gone?

But is the RAN really gone? We can not go a day without hearing it mentioned at all levels—from recruiter to director of operations. We still hear about net RANs, the RAN bank, RAN cancellations, etc.

I guess we can say the RAN was officially replaced by the Reservation, but since a suitable acronym doesn't exist for the new title, we'll probably hang on to RAN.



A YOUNG BOY gains early knowledge of Air Force opportunities as he visits a recruiting display and Airman First Class Richard Mitchell at Barksdale AFB, La. A1C Mitchell, a member of the U.S. Air Force Honor Guard, was on one week's permissive temporary duty to assist Air Force Recruiting Detachment 404 recruiters in Shreveport and Bossier City, La., when he gave the youngster an Air Force brochure. He also visited several high schools, radio and television stations with the re-

### High hopes

PATRICK AFB, Fla. — High level state educators are helping Air Force Recruiting Detachment 303 recruiters do their job.

Contact was made with educators at a recent luncheon meeting of the Interservice Recruiting Committee—composed of representatives from each service branch—and plans drawn to aid military recruiting. Det. 303 recruiters, represented by Lieutenant Colonel Benjamin E. Waller III, detachment commander and president of the committee, were promised

greater support of Air Force recruiting objectives.

"We really had the opportunity to get our story to the right people," Lt. Col. Waller said. "They were receptive and promised to follow up on the discussions."

As outcomes of the meeting: • Tommye Hutto, editor of the Florida State Journal, offered to use articles on Air Force educational opportunities. The journal is distributed to all vocational instructors in the state. She also said she would use some of the same information in her monthly newsletter.

• Donald R. Magruder, Florida School Boards Association execu-

tive director, agreed to use similar Air Force information in his organization's newsletter.

• Plans are underway to host educators on a tour to Keesler AFB, Miss., as well as to bases in Florida.

Among those attending the meeting were Ralph D. Turlington, Florida State Commissioner of Education, and Joe D. Mills, director of the Division of Vocational Education in Florida.

"We're going to try to capitalize on the meeting and work with the state educators to the benefit of both the Air Force and Florida," Lt. Col. Waller said.



# Det. 501 develops broad training plan

ELWOOD, ILL.—A comprehensive training program is helping Air Force Recruiting Detachment 501 recruiters fine-tune their job knowledge.

Det. 501 recently discovered that more than 60 percent of its work force was not fully trained. This was caused both by a rapid turnover of personnel (20 new recruiters in the last six months) and a need by some recruiters for additional training. To alleviate the problem, Det. 501 developed a twofold training plan, to be managed by its Operations Division.

"One direction of the overall plan is to insure every new recruiter receives comprehensive initial training in all elements of zone level recruiting," said Senior Master Sergeant Thomas Suppa, operations superintendent.

Each detachment staff agency provides a specified number of documented training hours for each new recruiter, billed as the "New Recruiter Orientation and 'Hands On' Training Program." A follow-

up system insures the training sticks.

"The other direction of the plan focuses on recruiters already aboard who need reinforcement in lessons already learned," SMSgt. Suppa continued. "The Detachment operations staff is committed to provide 250 man-hours of training over and above the New Recruiter Program. This training is designed to help recruiters overcome problems working their zones. It will be tailored to fit the needs of the individual and his market."

New recruiter training under the plan begins with the sector supervisor. The supervisor relates the importance of the mission and how the individual recruiter fits into the picture.

He stresses the role of the professional noncommissioned officer (NCO) in recruiting and the elements of professionalism, including a 'can do' attitude, personal grooming and appearance, integrity, loyalty, planning, compliance, 'doing' in place of excuses and a 'whole person' (NCO-recruiter) concept.

All facets of recruiting and recruiting techniques fill out the schedule of first week training con-

ducted by the sector supervisor.

The operations division conducts follow-on training, spending a total of 72 hours with the recruiter in his office, zone and at schools. During this time, trainers will key in on the recruiter's problems and provide additional training where needed.

Air Force liaison NCOs, the advertising and publicity shop, detachment administration and logistics personnel all take turns introducing the new man to their operations and helping him get adjusted to his job. What it all adds up to, said detachment officials, is getting the new man started on the right foot.

"Bad habits and poor techniques—these are two of the biggest problems we want to eliminate in our detachment," said Staff Sergeant Thomas Bonvehio, data control NCO. "The New Recruiter Program is designed to avoid these problems, and our emphasis with seasoned recruiters will be to replace ineffective patterns with productive ones."

The overall goal, according to SMSgt. Suppa, is to "perpetuate success."

## 'Workshop' meeting aids counselors, recruiters

CHICAGO—Acting on the advice of a high school counselor, an Air Force recruiter here has taken steps to improve his Center of Influence (COI) events.

Staff Sergeant Paul Siegel, Air Force Recruiting Detachment 501, was told counselors really wanted to learn the "hows" and "whys" of recruiting in the high schools.

At his next COI, SSgt. Siegel took the counselor's advice and billed the event as a counselor-recruiter workshop. "We had 14 counselors, myself and three other recruiters and it worked. The coun-

selors really got involved," the sergeant said. "They answered each other's questions and shared their experiences in working with recruiters; they did a lot of work for us."

"The counselors threw out a number of complaints, suggestions and questions right away. Then the recruiters were able to answer, defend, suggest and throw some information back at them."

Det. 501 plans to incorporate this "workshop" into its overall high school program. Some items learned from the workshop COI, said SSgt. Siegel, include:

- Visit counselors during the summer when they aren't so busy.
- Invite counselors to the re-

cruiting office to observe an applicant interview.

- Get to know as many counselors and staff members at each school as possible, not just the pro-military counselor.

- Invite counselors to visit the Armed Forces Examining and Entrance Station.

- Attend departmental and faculty meetings at the schools.

- Have lunch with counselors in the school cafeteria.

- Most counselors are sincerely interested in meeting with recruiters in a workshop environment, airing their concerns, and working out solutions that take into account the needs of the schools as well as the Air Force.



WINDMASTER POSTERS, Advertising Project GS 75-10 adorn a Hall, Wall and Window Display set up in a Sacramento, Calif. shopping mall by the 3506th Air Force Recruiting Group. The posters, designed primarily for use in outdoor "A-frames," were trimmed to fit the display and were "real attention-getters," said Technical Sergeant Art Hanks.

group and we believe he was the best in Recruiting Service. He was also number one for the first quarter and first half of FY 77.

"I think SSgt. Hanselman has a record here that is going to be very difficult for someone to beat."

SMSgt. Koch adds that "Sector E is strong and on the move." Does that mean we'll soon be hearing about another Det. 303 fast burner? Keep 'em coming, Bob.

A followup to a previous claim was posted by the Los Angeles Armed Forces Examining and Entrance Station (AFEEES) and Det. 609. Back in February, the Air Force liaison staff claimed to be the busiest in the nation and according to Lieutenant Colonel Roy R. LaFerriere, Det. 609 commander, the pace continues.

"Since September, SMSgt. Bill Meyers and his staff have 'quick-shipped' more than 350 people for Det. 609 alone," Lt. Col. LaFerriere says. The LA AFEEES also serves Det. 610. "In practical terms, 91 percent of the men who were eligible to take an Air Force job took one."

Someone once said, "You are where you are and what you are because of the dominating thoughts that occupy your mind."

This column is here to let you express those thoughts on what and where you are in Recruiting Service today. Stake your claim by calling DIAL or writing to me.

# Claim to fame

by Staff Sergeant Doug Gillert

"You can judge a man by the clothes he wears," or so an old truism goes. Borrowing on that idea, modern man, ever on the move, might conclude that "You are what you drive."

There can be no doubt about the prestige a certain British-built car holds in auto-buff circles, and that's the subject of a claim this month from Staff Sergeant Dave Tuttle. The Air Force Recruiting Detachment 403 recruiter boasts of having available for use, the most visible of advertising and publicity aids, a 1959 Rolls Royce Silver Cloud. Dave challenges all other detachments to match the "Det. 403 A & P vehicle," actually owned by Captain Rex Stone, Det. 403 A & P chief. Follow that car.

While he may not have an expensive luxury automobile to boast about, Senior Master Sergeant Koch is justifiably proud of his recruiters. Last month, the Det. 303 sector supervisor praised Technical Sergeant Charles Russell. The subject of his admiration this month is SSgt. Glenn Hanselman.

"SSgt. Hanselman was the top recruiter in Det. 303 in each quarter of fiscal year 1976," SMSgt. Koch writes. "During FY 77, he won tops for July, August and September for the sector, detachment and

# Command nets 345 promotions

Promotions of 345 noncommissioned officers in Air Force Recruiting Service were announced here this month.

Forty-five master sergeants, 144 technical sergeants and 156 staff sergeants have been selected for promotion to the next higher grade. Their new ranks and units of assignment follow.

Senior master sergeant selectees are MSgts. Kenneth L. Kuhn, Alfred B. W. Smith, Thomas K. Smith and Joseph L. Snow, Headquarters Recruiting Service; Frederick Tortorici, John F. Welby Jr., 3501st Air Force Recruiting Group; Ronald W. Brodeur, Air Force Recruiting Detachment 101; Lawrence A. Rodgers, Det. 105; Edward C. Gagnon, Det. 106; Arthur B. McMeans, Det. 108; Robert G. Turpin, Walter W. Hoffman, 3503rd Group; Robert D. Hill, Det. 301; Dale O. Brinkman, Air Force Orientation Group formerly assigned to Det. 303; Bobby L. Murphy, Det. 305; Donald G. Gresham, Det. 307; Bobbie T. Kent, Det. 309 and John C. Raney, Det. 311.

Also, Percy Brazier, Det. 401; Larry A. Schwanke, Det. 403; Hayward D. Doty, Jack A. Massa, Lois E. Morrow, Morris R. Price, Det. 404; Francis L. Clark, Det. 405; Arnold G. Berry, Billy L. Lee Jr., Det. 406; Larry M. Land, Clifford R. Smith Jr., and Charles M. Tinsley, Det. 409; Paul F. Butler, Larry W. Cooper, Det. 500; Gail L. Wulf, Det. 501; Jon M. Doty, Det. 504; Donnie J. Raines, Henry F. Smith and Richard A. Young, Det. 514.

Also, Arthur A. Benjamin, Joel R. Rosenow, 3506th Group; David C. Wood, Det. 601; Ernesto Herrera Jr., Guy T. Ventura, Det. 608 and Kenneth E. Bobzin, Det. 610.

MSgts. Gerald R. Ozment and Clyde B. Saunders, 3507th Airman Classification Squadron, were also selected for promotion.

Selected for MSgt. are: Thomas E. Alford, James C. Gitsas, Charles V. Majors, James E. Sheerin, Clifford Shepherd and Thomas C. Strack, Recruiting Service Headquarters; Roland Irvin, Howard F. Johnson and Larry F. Shreiner, 3501st Group; Roy C. Johnson, Samuel P. Lucciola, Harold L. Martin, Richard A. Snyder, Det. 101; Freddie Brown, Det. 103; Robert R. George, Roy W. Leo, Det. 104; Robert C. Johnson, Det. 105; James R. Cameron Jr., Richard E. Campbell, Joseph W. DeWitt Jr., Joseph K. Quinlan, Det. 106; Theodore R. Carl, Frederick E. Gylke, Howard Livingston, Det. 108; Merle D. Haight, Conrad O. Harmon, Donald A. LaBonte, Jared MacKillip, Robert B. Medeiros, Edward W. Rice and Edgar T. Sweeney, Det. 109.

MSgt. selectees in the '03 are: David B. Bailey, Hermon Elder, Anthony Hooks Jr., Joseph S. Jones, group headquarters; James T. Fitzgerald, John W. Harris, Jackie L. Jenkins, Thomas W. Kennedy, Terry J. Oakes, Tommy L. Wigington, Det. 301; Fred J. Cook, Richard W. Fuller, Michael J. Hatcher, Lester G. A. Landrum, Harold W. Lutz Jr., Tommy R. McDonald, Charles B. Reustle, William R. J. Rusnak,

Thomas E. Shaffer, William K. Shealy, Samuel Turner and Hugh W. Wessinger, Det. 303.

Also, Richard A. Caricofe, Merlin F. Culver, Edward W. Gardner, Carlton R. Horne, Det. 306; Edward Chamberlain, James C. Dotson, John G. Poulos, Rodrick K. Sparrow, Allen K. Wright, Det. 307; Fred W. Estes Jr., Bernard Green, Richard A. Moras, Robert H. Morrow, Det. 309; Charles L. Caldwell and Brady M. O. Mann, Det. 311.

Selected in the 3504th Group are: William K. Orner, group headquarters; Glen C. Craft, Det. 401; Albert J. Chielek, Harley T. Duffy, Donald R. Minkley, Leo C. Robertson, Stephen J. Tuosto, Det. 403; Rudolph Bailey, Russell C. Barnes, James A. Engelke, John W. Fry, Charles Q. Graf, James R. Palmer, III, John L. Stephens, James R. Tarver, Det. 404; Jimmie A. Armstrong, William D. Hastings and Gary L. King, Det. 405.

Also, Ricardo Cantu Jr., Lewis W. Ferguson, Ferdinand Gonzales, Thomas E. Mitchell, Nieves J. Rodriguez, Det. 406; Ronald C. Caine, Jack L. Gasaway, Charles J. Moyers, Terry C. Palmore, Harold W. Shaver, Det. 409; George F. Butters, John E. Connoy, Thomas J. Crandall, and Brian J. Jiverty, Det. 412.

TSgts. from the 3505th Selected for promotion include: Thomas J. Tabar, Det. 500; Charley Hetterson, Lehman Winston, Det. 501; Allen A. Bain, Lucius Green, Eugene B. Kowalski, Wayne L. Roberts, Donald E. Sheppard, Det. 504; Dennis F. Sinner, Willard C. Ziel, Det. 505; Edward C. Blake, Wayne C. Delvitto, Jon L. Mitchell, Det. 513; Walter L. Burket, and Boyce Richmond, Det. 514.

3506th group selectees are: Louis Kuchenriter, group headquarters; Don E. Bouldin, Allen J. Delsman, Michael B. Gorelick, Michael N. Leek, James H. Strobeck, Det. 601; Marvin D. Crossnoe, Robert E. Diebel, Robert A. Hvidt, Paul A. Starks, Det. 606; Patrick Archuleta, Sendarlo D. Garcia, Michael Hendricks, Gilbert C. Widner, Det. 607; Richard J. Hall, James W. Mariman, Richard A. Osborne, Det. 608; Edward J. Farrell, Julian I. Morton, Det. 609; Edward D. Allen, Charles F. Dale, Glendel D. Galloway, William L. Hendrick, Harold M. Thomas, Det. 610.

TSgts. Edward A. Camparon, Leonard E. Fields, Edward H. Kelley, Robert Silva and Russel L. Trahan, of the 3507th were also selected for promotion.

TSgt. selectees from Recruiting Service Headquarters are: Melvin C. Dockett, Elbert L. Hollins, Charlie Knolton and Randolph R. White.

In the 3501st are: Anthony F. Caputo, group headquarters; Davis W. McCutcheon Jr., Thomas A. Rygalski, Det. 101; David E. Kurau, William J. Miller Jr., Larry W. Richardson, Andrew Whah Jr., Robert J. Dow, Det. 103; Martin H. Connelley, Charles A. Teach, Det. 104; Thomas P. Bradley, Dennis O. Cullar, Morton E. Hodge, Charles McDougall, Gary M. Morris, Barry R. Nemeth, Det. 105; Perry W. Alexander, Thomas H. Butler, David N. Cannon, John W. Fletcher Jr., Richard C. Gue, Gregory Linnick, Frank A. Miccolis, and Jon K. Stathler, Det. 106.

Capt. Shea saves lives

## Nurse skills prove handy

LOWRY, AFB, Colo.—Being a trained nurse has come in handy for Captain Polly Shea, Air Force Recruiting Detachment 607 nurse recruitment officer.

Capt. Shea covers a 400,000 square mile area from Wyoming to El Paso, Tex., recruiting nurses—and she also saves lives. In a three month period she helped save two lives in three different incidents.

The first incident occurred in January when Capt. Shea and two recruiters were returning from a speaking engagement in Rawlins, Wyo. The team came upon a motorcycle accident on Interstate 70, north of Golden, Colo. They quickly treated the victim for shock. Capt. Shea also kept the victim still in case there were any broken bones. (Later it was learned the victim had a broken pelvis.)

The following month as Capt. Shea was leaving her office she noticed a Denver Rescue Team racing into a dentist's office. She followed, finding an elderly man suffering a heart attack in the waiting room.

"For 20 minutes we tried to inject an intravenous solution into the

victim," Capt. Shea said. "When a vein was located, the heart began to beat; however he never regained consciousness."

While on a routine visit to Lowry in March, Capt. Shea found an emer-

gency that once again demanded her nursing skills. An airman had been accidentally struck in the head. Applying direct pressure to the wound she stopped the bleeding by the time an ambulance arrived at the scene.

## Foster children welcome at Recruiting family home

GLEN BURNE, Md. — An Air Force recruiter and his family are involved with a problem that plagues their city and others throughout the United States. They're foster parents.

According to statistics, there are more than 9,000 foster children in nearby Baltimore alone. Technical Sergeant Wayne N. Barfield, Air Force Recruiting Detachment 305 recruiter and his wife are working with that city's foster program to provide a temporary home for some of these children.

During the past five years, the Barfields have been parents to five

foster children. Besides having three children of their own, they now care for three foster youth, all girls, ages 10, 11 and 13.

"These children are just like our own. All are treated the same way and defended equally," TSgt. Barfield said. The foster children's stay in the Barfield home varies in length. It may be as little as six months or as long as four years, the sergeant said. Normally, they stay until the problems at 'home' have been solved.

"When the children return to their real home, they go back with a sincere appreciation for their foster parents," TSgt. Barfield said. "They also have an appreciation for the Air Force way of life which, in a sense, made their brief 'adoption' possible."



REMEMBERING THEIR LIFE-saving attempts on a man stricken with a heart attack are Captain Polly Shea, Air Force Recruiting Detachment 607 nurse recruitment officer and Dr. H. C. Robertson. The episode in Dr. Robertson's Denver, Colo. dentist office is one of three emergencies in which Capt. Shea has employed her nursing skills since she arrived at Det. 607 several months ago. (Photo by Senior Airman John Wharton)



# Planning + action = success

by Captain Al Alderfer

Staff Sergeant Glenn Hanselman, Air Force Recruiting Detachment 303 recruiter, believes it takes a combination of planning, working all programs and a willingness to go where the people are to be a successful recruiter.

SSgt. Hanselman has the credentials to back him up. Listed on the Recruiting Service Honor Roll 200 Percent Club for the first quarter of 1977 and Ten or More Club in both April and this month, the sergeant says, "You have to work your programs across the board. If you forget just one of them, you're not doing your job right." (His supervisor agrees he's on the right track: See "Claim to Fame" on page 8.)

Assigned to the Air Force Recruiting Office, Sector E, in Cocoa, Fla., he has recruited more than 500 people for the Air Force in the last four years.

SSgt. Hanselman contributes his success in part to his recruiting effort in the high schools. "I get to know the teachers and students, take a genuine interest in them and offer assistance whenever possible. I try to visit each school about three or four times a month and am available anytime they call.

"Another key to being a successful recruiter is to be available when the teachers and students are and not be selfish with your time," he says.

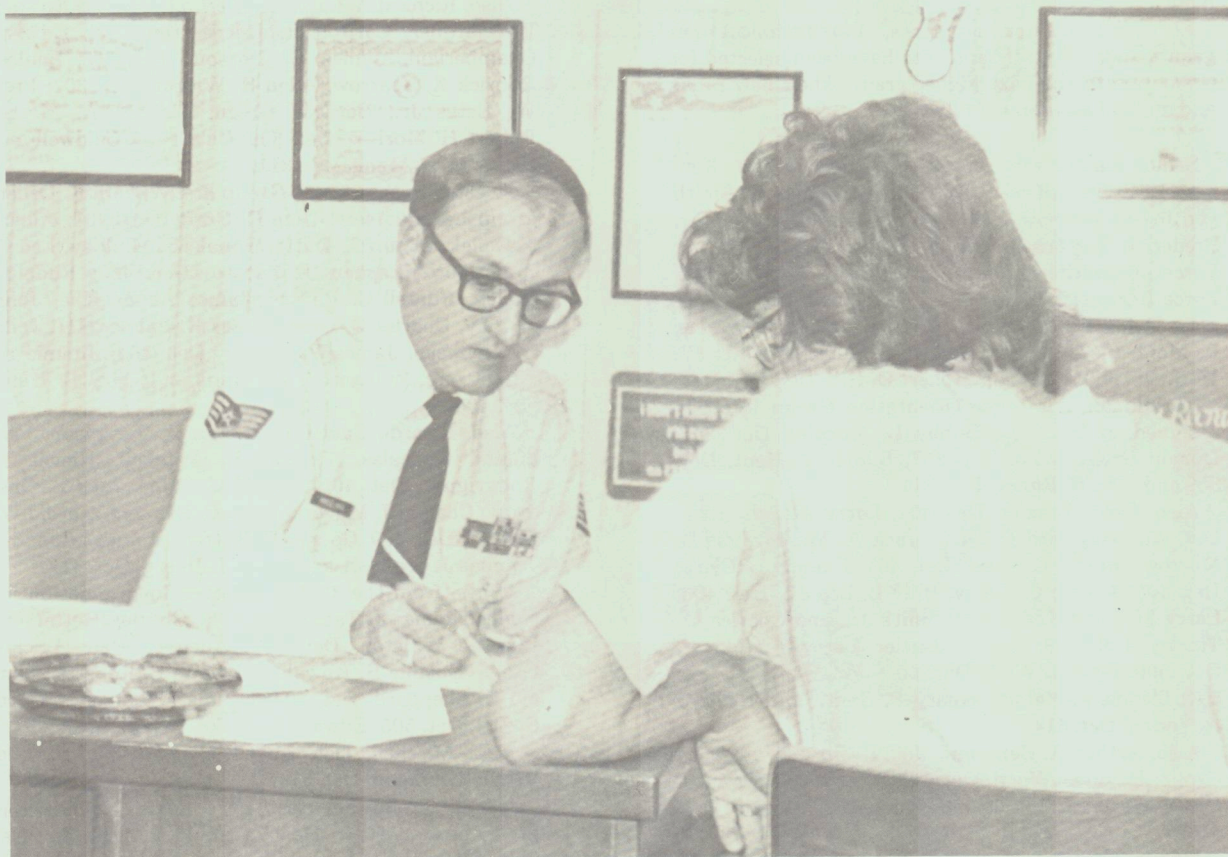
The Bogalusa, La., native says his low "no go" rate of less than one percent over a four-year period has to be credited to his willingness to go where the people are and his follow-up interest in the applicant. "Once they show a desire and meet the qualifications, I work with them until they are in the Air Force."

Because he feels he has to be where the applicants are, SSgt. Hanselman counts among his itinerary stops "any place you can meet an applicant." He has used restaurants, a Marine Corps recruiting office, coffee shops, the applicant's home, a friend's house, anywhere he can talk to a prospect to get people to "go" Air Force.

"If a recruiter loses an applicant for being overweight or for any similar reason, there is no one to blame but the recruiter. I just don't let it happen to me."

Another important part of his recruiting effort is planning. "I try to integrate all the programs, advertising and publicity, Armed Forces Vocational Aptitude Battery (ASVAB) testing and others into a workable plan and stick to it. Time is valuable; if you don't plan you just spin your wheels."

Since January, SSgt. Hanselman has added another dimension to his plan by putting the national lead pro-



RECRUITER WHO has made the national lead program work for him, Staff Sergeant Glenn Hanselman, discusses Air Force way of life with a prospective applicant. SSgt. Hanselman is assigned to the Air Force Recruiting Detachment 303, Cocoa, Fla., recruiting office. (Photo by Captain Al Aldefer)

gram to work for him. "I kept looking at the Advertising Inquiry Card but never really developed a system. I sort the cards carefully into "now" people, high school seniors and women categories, then depending on the program emphasis, start making telephone calls.

"As a result of the increased emphasis on the national lead program I have signed up 10 applicants.

"One of the most important ingredients to success is my wife, Lynda. She's been fantastic. Not only has she tolerated the long hours and time away from home but she has been my secretary and partner."

According to SSgt. Hanselman, Lynda has helped fill out case files, typed, stuffed envelopes and anything else that needed to be done. "My accomplishments are in a great part due to her help. We work as a team," he said.

"The most rewarding part of my four years as a

recruiter has been the personal satisfaction of recruiting people into the Air Force. I truly believe the Air Force is a great way of life and by giving young people the chance to become part of this life, I get job satisfaction. I have had many airmen send me letters of thanks and some have dropped by to see me — it's a good feeling."

SSgt. Hanselman will soon leave the familiar surroundings of Cocoa for Beekle, W. Va., to become part of the Armed Forces Examining and Entrance Station (AFEES) liaison team there.

"I am looking forward to the challenge. Out here I'm telling people about the Air Force. At the AFEES I'll get the chance to put the finishing touches on another recruiter's efforts."

What makes a successful recruiter? "Planning your time, willingness to go where the people are and working all programs," says SSgt. Hanselman.

RICKENBACHER AFB, Ohio—A massive advertising campaign by Air Force Recruiting Detachment 514 helped spur a quarter million people to attend an open house and "Thunderbirds" air show here.

Base officials reported the "largest turnout ever" by Ohio residents to see the Air Force Aerial Demonstration Team and view various ground displays of aircraft and equipment.

Prepublicity of the event began with the distribution of more than 5,000 posters, produced by the 3505th Air Force Recruiting Group, and contact by Det. 514 recruiters with area television stations. On the day of the open house and air show, Captain John Lapointe, a Thunderbirds pilot, was interviewed by a local television personality.

HANSCOM AFB, Mass.—Det. 106 people have devised a new system for ordering, controlling and distributing advertising and publicity literature.

They review the Stock Availability Report each month for changes, deletions and new items and within one day prepare a stencil copy for distribution to each recruiting office. Recruiters then indicate the items they need and return the list to the detachment headquarters.

Det. 106 also uses a "fair share" formula to insure that no office over-orders. When a recruiter requests literature, two copies of the requisition form (AF Form 124) are made out. One is forwarded to the Publications Distribution Center and the other is kept at the detachment Advertising and Publicity office.

When the recruiter receives his order, he notifies the detachment and the AF Form 124 is annotated.

INDIANAPOLIS, Ind.—Master Sergeant Dick Flater is the first recipient of the "Honk Your Own Horn" award. The award was devised by Det. 500 as a "traveling trophy" to be presented to the top sector each month. It is an antique brass horn mounted on a wood plaque.

MSgt. Flater is Det. 500's Sector E supervisor.

# Here n' there

## Distinguished graduates

Two Recruiting Service noncommissioned officers (NCO) distinguished themselves while attending the Air Training Command NCO Academy at Lackland AFB, Tex. Named a distinguished graduate was Technical Sergeant Leroy E. Altenhofen, Air Force Recruiting Detachment 607, Lowry AFB, Colo. Winner of the speech award was Master Sergeant Keith A. Johnson, Det. 601, Seattle.

## COI features Chinese food

Staff Sergeant Phil Ledgerwood, Air Force Recruiting Detachment 610 recruiter located in Las Vegas, Nev. took a different approach at his Center of Influence (COI) event recently. Thinking that a new twist would break the ice quickly, he arranged a dinner of Chinese food complete with chopsticks and instructions on how to use them. For those whose food started getting cold before they could finish the waitress brought relief — forks. After the dinner SSgt. Ledgerwood showed the film "I Believe in the Sunshine," then opened the session for questions and answers.

## Youth attend job fair

Nearly 2,000 young people were treated to a day of entertainment and snacks by Air Force Recruiting Detachment 514 and other Armed Forces recruiters. The event was Columbus, Ohio's second annual Military Job Fair. WCOL radio provided pre-publicity of the event and two disc jockeys who played records between performances by Air Force and Navy rock bands. The Rickenbacker AFB security police dog demonstration team also performed.

## Band highlights conclave

The Keesler AFB Band of the Gulf Coast, under the direction of Senior Master Sergeant Jim Trease, entertained over 1,500 members of the Mississippi Distributive Education Club of America at their annual conclave in Biloxi, Miss. The band highlighted the evening and supported Air Force Recruiting Detachment 309's efforts at the event.

## Commander's award

Colonel Charles H. Keck, 3501st Air Force Recruiting Group commander, was given a replica of the Recruiting Service Commander's Award during the Air Force Recruiting Detachment 104 semi-annual awards banquet. Presented by Major Walter H. W. Young, Det. 104 commander, the award commemorates the contributions made by Col. Keck during his year as commander. The '01st Group earned the original award for its fiscal year 1976 recruiting accomplishments. This month. Col. Keck is scheduled to become Accessions Policy Branch chief, Directorate of Personnel Plans, U.S. Air Force headquarters, Washington.

## Man of the Year

Staff Sergeant Tom Schroeder, Air Force Recruiting Detachment 405, recruiter located in Rolla, Mo., has been selected for inclusion in the 1977 edition of "Outstanding Young Men of America." The Outstanding Young Men of America Program is co-sponsored by the U.S. Junior Chamber of Commerce and numerous other leading men's civic and service organizations throughout the nation.

## Air Force opportunities

Air Force awareness was increased in Fort Wayne, Ind., when three Air Force Recruiting Detachment 500 recruiters and two recruiter helpers were guests on WOWO radio's "Stump the Staff" program. Answering questions about Air Force opportunities were Master Sergeant Jim Jeffries, Staff Sergeants Dan Rodgers and Steve Wagner, Airman First Class Bruce Johnson, Keesler AFB, Miss., and Airman Basic Jonny Nash, Carswell AFB, Tex.

## Award earned

Air Force Recruiting Detachment 303 has been presented the Air Force Outstanding Unit Award for July 1, 1974 to Jan. 31, 1976. Det. 303 earned the award for superior management and meeting or exceeding all assigned production goals during that period.

## New Creative Branch chief arrives

Major Frank M. Benton Jr. has taken over as Creative Branch chief, Directorate of Advertising, here. As such, he will oversee much of the creative advertising done in support of Air Force Recruiting Service, including the design of fact folders, brochures, and other print projects and ads. His predecessor, Maj. Troy Brand, has taken Maj. Benton's former job as the 3504th Air Force Recruiting Group advertising and publicity chief, Lackland AFB, Tex.

## 'Road show' aids recruiting

More than 2,500 high school students at four Little Rock, Ark. schools have been visited by a "traveling Air Force show." A Little Rock AFB team employed helicopters, security dog demonstrations, medical and missile maintenance displays in support of the Air Force Recruiter Assistance Program (AFRAP). "The people of Little Rock AFB made AFRAP a reality. Taking the Air Force to the people has given recruiting here a big lift," said Technical Sergeant Ed Gilbert, Air Force Recruiting Detachment 409 recruiter.

## Military life, benefits aired

Major Douglas A. Patterson, Air Force Recruiting Detachment 601 commander, participated with Army, Navy and Marine Corps recruiting commanders in a Portland, Ore. television interview. The men discussed military life and how it benefits young men and women. They also talked about the recruiting progress in each branch. KPTV's Public Affairs Director, Gene Brendler, conducted the show.

## Recruiter selected for OTS

Staff Sergeant Thomas F. Deppe, Air Force Recruiting Detachment 405, recruiter, has been selected to attend Officer Training School in August. SSgt. Deppe has been a recruiter for three years. He earned his baccalaureate degree from Tarkio College, Mo., through a combination of off duty courses and Community College of the Air Force credits.



"ALLEY THE FLORIDA Alligator" dropped by the Air Force display at a recent Ft. Lauderdale Career Fair. Alley wasn't there to sign up, but to help Technical Sergeant Fred J. Cook, Air Force Recruiting Detachment 303 recruiter and Airman Grace Harrison, a member of the Recruiter Helper Program, talk to visitors about Air Force opportunities.



TRAVIS AFB, Calif.—The Det. 606, red, white and blue van is serving as tour bus for Staff Sergeant Sam Cope.

SSgt. Cope, the Air Force recruiter in San Jose, Calif., uses the van to transport small groups of potential enlistees here for day-long tours of base facilities. The tours include a meal in the airmen's dining hall, visits to various shops and a firsthand look at such aircraft as the C5-A Galaxy and C-141 Starlifter.

ELWOOD, ILL.—The Air Force recruiters at the Chicago Armed Forces Examining and Entrance Station (AFEES) are no longer "faceless strangers," Det. 501 officials announced. The detachment recently provided pictures of each of the two recruiters, Technical Sergeant Dave Shonk and Staff Sergeant John Farrell, to each Det. 501 production recruiter.

"The photos help recruiters impress upon the applicants the importance of these recruiters' role," said TSgt. Leroy F. Brigham. "They also help the applicant feel more at ease because they get an idea of who they are going to meet at the AFEES during qualification and enlistment processing."

The photos are captioned, "We're here to provide complete professional services for all your applicants. If we can be of any assistance, just let us know."



## Base of Choice option extends

The Initial Base of Choice (IBOC) enlistment option has been reinstated by Air Force Recruiting Service for four year Guaranteed Training Enlistment Program enlistees in either of two Air Force specialties. They are Munitions Maintenance (461X0) and Weapons Mechanic (462X0).

The new IBOC option guarantees initial assignment for a minimum of 12 months at 35 Air Force bases. They are: Barksdale and England, La.; Bergstrom, Dyess and Lackland, Tex.; Cannon, Holloman and Kirtland, N.M.; Davis-Monthan, Luke and Williams, Ariz.; Hurlburt, Homestead, Tyndall, Patrick, MacDill and Eglin, Fla.; Ellsworth, S.D.; Fairchild, Wash.; Griffiss and Plattsburgh, N.Y.

Also Hill, Utah; K.I. Sawyer, Mich.; Langley, Va.; Mountain Home, Idaho; Moody, Robins, Ga.; Pease, N.H.; Nellis, Nev.; Shaw and Myrtle Beach, S.C.; Seymour-Johnson, N.C.; Minot, N.D.; Mather and George, Calif.

IBOC began as a five-month enlistment incentive program in January designed to complement existing enlistment incentives. The new option will be available through September and was prompted by the need to increase manpower inputs into the Munitions and Weapons specialties.

# Computer gains new functions

Data contained in the Recruiting Service Advanced Personnel Data System/Procurement Management Information System (APDS/PROMIS) is slated for modification.

The move will increase the system's functions and will also eliminate some paperwork currently needed to process Air Force enlistments. Modifications are planned to take effect this month, and an Operations Information Letter (OIL) outlining changes was in production as this newspaper went to press.

APDS/PROMIS modification is twofold. First, new data items will be added. Second, the File Control Reports format, available in the system each day for the Armed Forces Examining and Entrance Station (AFEES) Air Force liaison noncommissioned officer (LNCO), was improved.

The modified system will contain information on applicants' depth perception, zip codes and a new, five-digit advertising survey code. In addition, the person-job match format has been revised and correspondingly, the assignment record form for nonprior service (ATC Form 1371).

"Basically, the changes were designed to increase APDS/PROMIS

responsiveness to recruiting requirements," said Captain Harry P. Haltman, PROMIS Development Branch chief.

"It's important recruiters understand the changes as outlined in the OIL to insure applicants are properly prepared for the job-matching process once they arrive at the AFEES."

File Control Reports have been modified to better reflect "real time" status, the captain said. For instance, the computer automatically generates the number of projected enlistments for the day the first thing in the morning. Then, as these enlistments are finalized, the information is added to the system and the name dropped from the "Projected" list. "By day's end, the AFEES should show a 'zero' balance on the APDS/PROMIS screen," Capt. Haltman said.

Advertising programs will benefit from the new, five-digit advertising survey code, according to Major Robert A. Fuller, Local Ad-

vertising Management Office chief. "If an applicant tells the AFEES recruiter he responded to a magazine ad, we can also enter into the system how he responded; e.g., mailed in a coupon, called the toll free number or contacted a recruiter. We'll also be able to enter it in if he was initially influenced by a Recruiter Helper or Air Force Recruiter Assistance Program volunteer."

"After several months' data is collected, we'll forward a summary to detachments for use in evaluating and improving their local ad programs. This PROMIS modification should go a long way toward improving our total advertising effort," Maj. Fuller said.

"Other management changes to the APDS/PROMIS system will occur down the road," said Capt. Haltman. "The Recruiting Service Headquarters is doing everything it can to improve operational efficiency and effectiveness and to assist production and AFEES recruiters."

## 'PLATO' helps out

# Rapid planning saves tour

INDIANAPOLIS, Ind. — "Necessity, who is the mother of invention." — Plato. Thus did the Greek wise man proclaim man's ability to overcome setbacks to his plans and aspirations and move forward.

"PLATO" played a key role in the successful tour of Air Force training facilities by midwestern educators, hosted by Air Force Recruiting Detachments 500 and 501. "PLATO" (Programmed Logic for Automatic Teaching Operations) was part of a tour-saving game

plan devised by 3505th Air Force Recruiting Group and Chanute AFB, Ill. information office personnel, when rain halted a scheduled airlift of the educators to another training center.

The quickly-planned Chanute AFB tour for the 15 Central and Northern Illinois educators included a visit to PLATO, the teaching computer, as well as a "live burn" demonstration by the Fire Protection School and a trip to a Minuteman missile silo.

"I'm totally amazed by the amount and quality of the equipment used in the laboratories," said Mary Jones, a counselor from Lidlothan, Ill. "That computer (PLATO) is almost human."

"I never realized they were so small," one educator remarked about a simulated Minuteman warhead. Terry Binnion of Tuscola, Ill. said, "The live burn demonstration was spectacular. I've seen them fight fires like that on television, but it's really nothing until you've seen it in person."

In addition to the tour, the educators were briefed on the Air Force training mission by Major General Edwin W. Robertson II, Chanute Technical Training Center commander. Said one tour escort, "The personal attention of the center commander on such short notice really impressed the educators."

WASHINGTON — President Carter has appointed a nine member commission to review previous studies of the military compensation system and recommend changes to current pay and benefits.

Charles J. Zwick, former director of the Bureau of the Budget and now a Florida banker, was named to head the study. The commission will submit a report to the President by March 15, 1978.

Previously referred to as a "Blue Ribbon" panel, the group will review studies of the Defense Manpower Commission and the Third Quadrennial Review of Military Compensation.

The President ordered the fresh review of pay, benefits and the military retirement system because previous attempts to provide an equitable and efficient total military compensation system failed

to achieve general agreement.

For example, in April 1976 the Defense Manpower Commission recommended that members of the Armed Forces be paid in the form of a fully taxable salary. In contrast, the Third Quadrennial Review of Military Compensation concluded last winter that members should continue to be paid through a modified pay and allowance system. Similarly, reviews of military retirement pay came up with different approaches.

President Carter said he expects the commission to resolve these differences and propose an integrated, long term solution to military compensation. He expects the solution to be fair to the taxpayers of the United States, as well as members of the Armed Forces.

Among the commission members is retired Air Force Lieutenant General Benjamin O. Davis, former U.S. Forces, Korea, commander and United Nations Command chief of staff. (AFNS)

ILLINOIS EDUCATORS ON tour of the Chanute Technical Training Center, Ill., watch as an Air Force student fire fighter enters the inferno of a simulated aircraft fire. The tour was sponsored by Air Force Recruiting Detachments 500 and 501, after a scheduled tour of another training center was rained out. (Photo by Captain Robert N. Rhodes)

