

NPS goal reduces by 2,000

The Air Force male nonprior service (NPS) recruiting goal for fiscal year 1977 has been reduced by 2,000 according to Air Force officials, here.

The FY 77 male goal now stands at 64,120, with some 9,231 jobs still available to be filled by the close of September 1977.

The three per cent goal reduction was implemented by Air Force Headquarters to help meet end of fiscal year strength requirements, officials said.

Air Force recruiters across the country began receiving goal reductions last month. Changes will be in affect through June, officials noted. Lower requirements have reduced the goals for NPS men in April by 700, to 4,330; by 800 in May to 4,039 and by 500 in June to 6,048.

The AIR FORCE RECRUITER

"A great way of life"

Vol. 23—No. 5 USAF Recruiting Service, Randolph AFB, Texas

May 1977

Recruiters host media

Event reaps advertising

EUREKA, Calif. — Air Force Recruiting Detachment 606 recruiters are reaping the results of a recent center of influence (COI) dinner at which they hosted 45 civilian media representatives.

At the event, the 45 guests were told how they can support Air Force recruiting objectives. Det. 606 officials adapted the Air Force Recruiter Assistance Program Action Plan slide briefing to show the guests and explained how they have a responsibility to their community to provide Air Force information to prospective

enlistees. The guests were then provided with sample news releases, radio spot announcements, television film clips and other advertising materials.

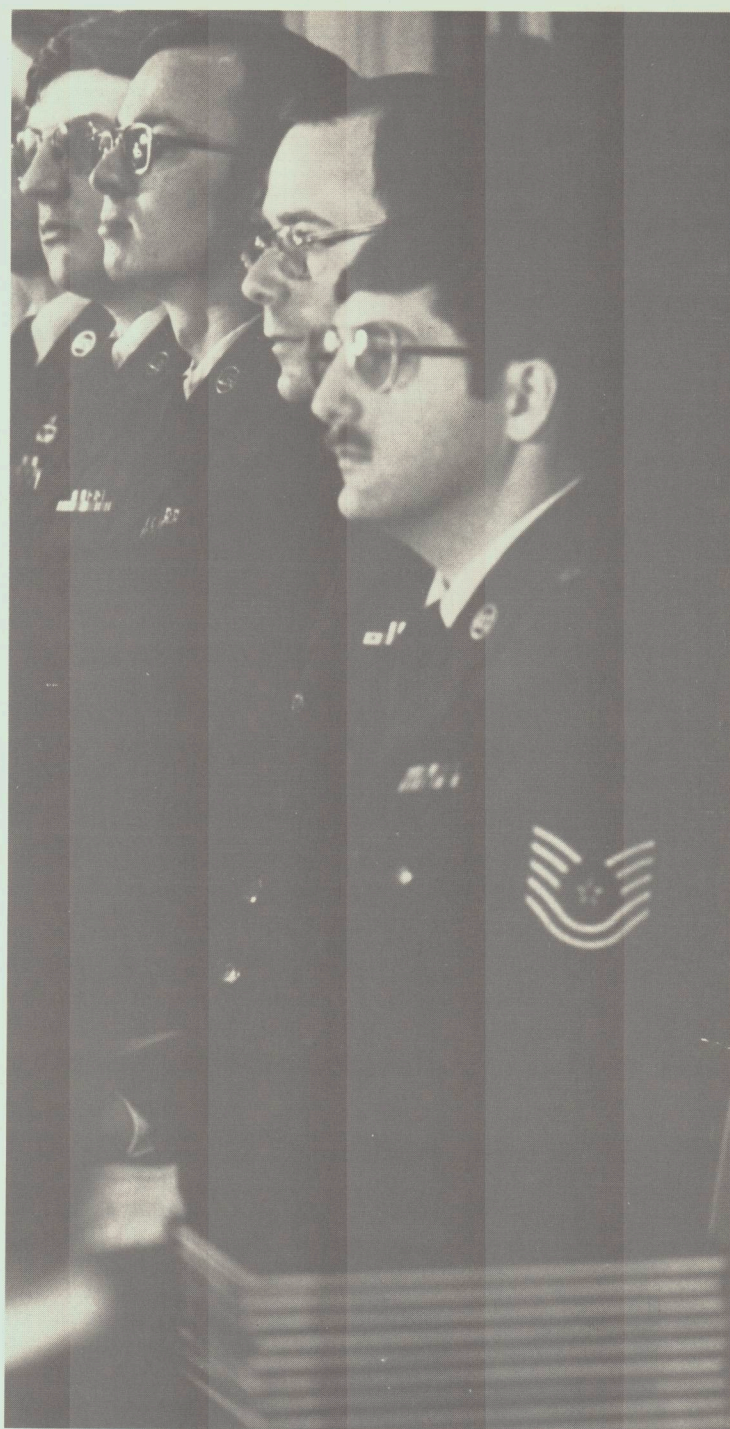
"The results were fantastic," said Technical Sergeant George Schaefer, one of the Air Force recruiters, here.

Two radio stations asked for additional Air Force programs and told the recruiters to "stop by and record some Air Force spot announcements." In addition, two high school newspapers agreed to run an "Air Force Questions" column with the recruiter's by-line.

Other results of the COI event ranged from the posting of nine public service, "Golden Opportunity" billboards, to interviews of the Air Force recruiters by two local newspapers.

"We're starting to feel the results now," TSgt. Schaefer said. "The media dinner re-sparked Air Force interest and 'walk in' prospects have increased tremendously."

Now that Eureka media representatives are pro-Air Force, said Det. 606 officials, TSgt. Schaefer plans to present "Honorary Recruiter" certificates to those who continue to support his Air Force recruiting efforts.



CCAF
grads

THE CULMINATION OF a dream was reached by 272 airmen recently when they were awarded their associate in applied science degree from the Community College of the Air Force (CCAF). See their story and CCAF's on page 8.

Center obtains 120,000 age-qualified leads

Some 120,000 young people from throughout the Free World have indicated an interest in the Air Force this fiscal year, officials here recently announced.

"This is the number of age-qualified leads we've received from the Peoria, Ill.-based Air Force Opportunities Center," stated Recruiting Service officials. "These inquiries were for active duty enlistment information and do not include inquiries about the Re-

serve, Officers Training School, Academy, or other programs. Total inquiries top the 160,000 mark."

"The charge facing our recruiting force now is to follow up on the age-qualified leads as rapidly as possible with the information they've requested. Contact by telephone or face-to-face within 48 hours after receipt of an enlistment inquiry card is a must if we are to keep the person's interest. Cards from individuals requesting information only can be responded to

later but should be answered within 14 days," said Colonel Edward D. Young Jr., Recruiting Service director of operations.

Officials attribute the influx of inquiries, in part, to a national direct mail campaign to one-and-a-half million high school senior males which began in October 1976 and was completed last month. The initial package provided information on Air Force opportunities and a mailback card to the Opportuni-

ties Center. A follow-on mailing to the senior's parents was completed in January 1977 and a second mailing to the high school senior completed in April.

Another Recruiting Service action taken to generate potential enlistments was the late 1976 implementation of the Air Force Recruiter Assistance Program (AFRAP). Implemented by Air Training Command and endorsed by the Air Force chief of staff, AFRAP is primarily designed to generate quality re-

ferral leads for Air Force recruiters and to create an awareness within the Air Force of Recruiting Service's non-prior service personnel needs. As of March 31 some 6,000 leads have been provided by this program. (See this story on page 3.)

"Achieving our non-prior service goals for the foreseeable future is now possible," Col. Young emphasized. "However, to do so, each recruiter must act immediately as current and future leads reach him."

Once over, lightly

by Staff Sergeant Doug Gillert

"You've come a long way, baby" is an old saying. These words apply to the Community College of the Air Force, founded with great expectations in 1972.

The college recently granted its first associate in applied science degrees to 272 active duty, Air Force Reserve and Air National Guard airmen. Read about the college on pages 8-9, where you can also see photos showing how graduates earned their degrees on the job.

While education is something most of us strive to get more of, another item high on recruiters' lists is the age-qualified lead. Those leads are now pouring in, through the Air Force Opportunities Center, base referrals and friends down the street. They are discussed in articles on pages 1 and 3, and in a page 2 editorial.

To help recruiters turn these leads into enlistments, however, Recruiting Service officials constantly develop better, farther reaching incentive programs. One such, the

Initial Base of Choice option, was recently extended to eight additional bases, listed on page 3.

Other lead generating activities covered in this issue include a national summer and fall advertising campaign, page 5, national tour of the Air Force "Tops in Blue" musical revue, page 12, and some tips for effective summertime recruiting, page 7.

More tips are provided on page 16 by Master Sergeant Edward Gagnon, a sector supervisor in Air Force Recruiting Detachment 106. His record is proof that good ol' hard work pays dividends.

A "Weapons Mechanics" feature on page 11 describes one critical Air Force specialty. The latest Recruiting Service promotions, page 10, a dandy one-day recruiting drive in Marietta, Ohio and a host of other stories make this another information-packed issue.

We invite you to keep on your reading glasses, sit back—and enjoy THE AIR FORCE RECRUITER.

Program changes

Filling skills, schools to net bonus points

The recruiting crunch is not over!

The 2,000 reduction in the goal this quarter has helped in getting the total numbers needed this fiscal year, Recruiting Service operations officials here said.

"Our charge now is to get more people in the critical skills that are in greatest demand by operational units throughout the Air Force," stressed Colonel Edward D. Young Jr., director of operations.

"The problem, as I see it, is to make sure no technical school seat is left unfilled in those specialties on the critical skills list. Heading the list of most

urgently needed skills are people to train as Munitions Maintenance Specialists, Weapons Mechanics, Morse and Printer Systems Operators, Security and Voice Processing Specialists," Col. Young stated.

Bonus points will be awarded to those units helping the most to fill school seats and in turn the Air Force on the job requirements, officials said.

At press time, details on just how the program will work were still being formulated. However, it is expected to become an integral part of the Recruiting Service Detachment Competition program.

Commander's Comment

For many of you, driving is a way of life. You drive your personal automobile to and from work, then spend a better part of each day driving a government-leased auto or detachment van to various itinerary stops, high schools, mall exhibits, etc.

How well most of you drive is reflected in the excellent safety record Recruiting Service maintains. However, one small slip can tarnish this image so severely as to make your recruiting job nearly impossible to accomplish.

Think about it. When you are driving that sedan with the highly visible "Air Force—A Great Way of Life" decals, or the decorative red, white and blue eye-catching van, you're just as much "Mr. Air Force" as when you are in your office. Maybe more so.

As you drive down city streets, other drivers and pedestrians can pick you out immediately. "There goes the Air Force recruiter," or just, "There goes the Air Force," they'll think. The same applies to freeway driving. Anything you do while driving a government vehicle will draw attention to the Air Force. Think of what it may mean if you're involved in an accident or pulled over for speeding. What will they say then?

It behooves you, therefore, to drive defensively and courteously. Anticipate the worst when you're behind the wheel. Practice all the safe-driving techniques the Air Force has taught you through the years, and be on a constant lookout for possible obstructions or dangerous situations which may await you just around the curve.

The effect your driving has on your job as an Air Force recruiter could spell the difference between success and failure. It can also be a matter of life or death. Drive defensively!

Major H. Bowling

For the people...

People-to-people is a topic that seems to concern many people today—especially those who are managers, and those who are tasked with providing a service to the public.

Religious leaders are realizing more and more how important people-to-people programs are. Campaigners for public office emphasize discussing the issues with the public. Public relations people realize the importance of dealing face-to-face with the individual. Good managers learned long ago that in order to get the most from their people, they had to be people-oriented.

There is no doubt that people-to-people programs work better than many of our years-gone-by systems, such as blind obedience to religious hierarchy or the "You do it because I said so" or "Pass the word down to the troops." Today, the religious leader knows that he must go where the people are. The commander or senior noncommissioned officer realizes that he must know his people. Whatever the situation, leaders must gain the respect of the people they lead in order to get more from them in accomplishing the mission.

People are important. However, not all people are alike. Someone once said, "The two kinds of people on earth . . . are the people who lift and the people who lean." Both kinds of people are important, but the leaner must be shown that he has a responsibility to help lift, too. He can best be shown this by a concerned people-to-people effort.

When a person has some good news, the first thing he usually wants to do is to share it with someone else. Normally, he does this in a people-to-people or person-to-person encounter. By telling his good news to another person, he gives that person the experience of sharing in his good fortune.

Whether it be the need to get more work out of our people, to sell the public on our product, or persuade others to our religious or moral point of view, there is no better way to get the message across than through the people-to-people approach.

(AFPS)

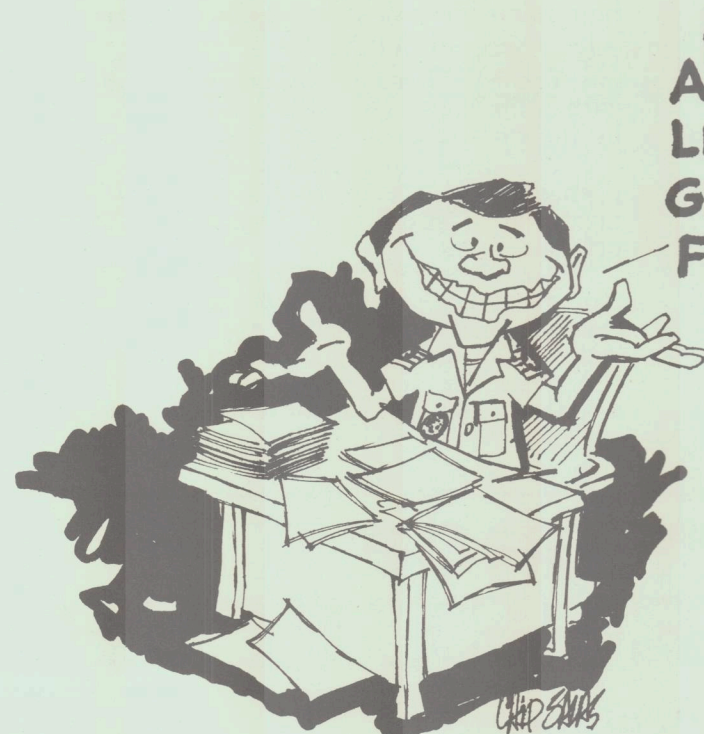
The AIR FORCE RECRUITER

"A great way of life"

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Straight talk: Follow up leads now!

by Colonel
Edward D. Young Jr.
Director of Operations
Let's talk straight for a minute.

Suppose all you had at your disposal to do your job with, was the absolute minimum — an office, desk, phone and the required enlistment forms. Let's throw in a typewriter for good measure. Could you recruit?

You have no leased vehicles, no advertising or printed literature, no money for special events, advertisements, films, spot radio or television support. Could you still do it?

Some of you, depending on your location, possibly could. But for the majority it would be tough—if not practically impossible.

I mention this only to drive home a point. If it's readily admitted that without so many things going for us we could not survive—it only stands to reason that everything is designed to help you recruit. Now, the straight talk.

A recent check with the Air Force Opportunities Center revealed that from July 1, 1976, through Feb. 28, we were provided some 157,000 leads for active duty Air Force enlistment. These leads were not for

ROTC, the Academy, Reserves or any other programs — some 117,000 were age-qualified leads.

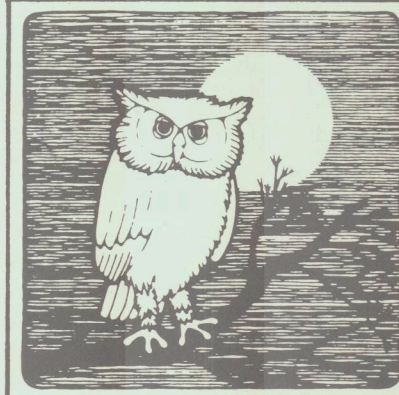
According to my math that averages out to approximately 71 potential enlistees per recruiter, or about 124 potentials per office.

As pointed out in Chapter 16 of Og Mandino's book "The Greatest Salesman in the World," "My dreams are worthless, my plans are dust, my goals are impossible. All are of no value unless they are followed by action—I will act now . . ." Each of you should have a copy of this book on hand. Read it and you will agree with me that it's time to act!

Wisdom

*We must be silent before we can listen;
We must listen before we can learn;
We must learn before we can prepare;
We must prepare before we can serve;
We must serve before we can lead.*

—William A. Ward



CHAMPUS news

A financial break

(EDITOR'S NOTE: This is the first in a series of articles designed to assist in the understanding the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) more fully. Each item deals with one particular aspect of the new CHAMPUS regulation.)

To give active duty servicemembers a financial break, the regulation provides that successive admissions for their spouses or children will be considered as one confinement in computing their share of inpatient charges, provided no more than 60 days have elapsed between admissions. There are two exceptions to this rule:

- Successive inpatient admissions related to a single maternity care episode will be

counted as one confinement regardless of the number of days that elapse between admissions.

- A maternity admission and an admission related to an accidental injury will be considered separate confinements and cost shared accordingly.

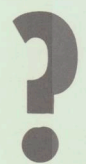
(Note: Only spouses and children of active duty servicemembers are affected by this provision, because the formula used to determine their share of inpatient costs is different from the formula used for other beneficiaries. Spouses and children of active duty servicemembers are responsible for \$4.10 per day or \$25, whichever is greater, while other beneficiaries are responsible for 25 per cent of allowable charges.)

Use of alcohol in any amount when operating a Recruiting Service vehicle will:

- Help on the next promotion board.
- Result in reassignment out of Recruiting Service.
- Result in appropriate judicial/non-judicial punishment.
- Both b and c.
- Prove that you can "hold your liquor."

Answer: d

Safety



Groups vie for position

Three Air Force recruiting groups exceeded their enlistment objectives during April, the third month of the "crunch" recruiting period.

The 3506th Air Force Recruiting Group, commanded by Colonel David J. Pennington, led all groups, enlisting 971 nonprior service (NPS) men against a goal of 859, for 113 per cent.

Close behind were the 3503rd and 3501st Groups, with 109 and 105 per cent, respectively.

"Superior," Col. Edward D. Young Jr., director of operations, termed the groups' success. "The achievements of the recruiters and supervisors in these units reveal a truly professional response to the extra efforts required during this tough recruiting period."

Placing first in the Commander's Incentive Competition Program for the third straight month was the 3503rd Group, commanded by Col. Edward G. Bulka. The group posted 14.47 bonus points in April for recruiting NPS men, and continues its cumulative lead of 53.07 bonus points over the second place 3501st Group with 47.24.

In detachment competition, Air Force Recruiting Detachment 309 outdistanced all others with 24.18 bonus points. Det. 103 was runner-up with 17.29 bonus points.

The top five detachments and their cumulative bonus points are: 303, 61.66; 104, 59.88; 311, 57.63; 103, 56.11 and 309, 55.80.

Formal awards for the 3503rd Group and Dets. 309 and 103 are forthcoming, officials said.



TECHNICAL SERGEANT PATRICIA Goff, 3505th Air Force Recruiting Group graphics specialist, helps a commercial sign painter put the finishing touches on one of two billboards supporting Chanutte Air Force Base, Ill.'s Air Force Recruiter Assistance Program (AFRAP). TSgt. Goff designed the billboards to provide a re-

cruiting message to civilians passing by and an AFRAP message for people at the base. The project was a joint effort of the 3505th Air Force Recruiting Group and Colonel Edward Menecks, recruiting liaison officer at the base. (Photo by Technical Sergeant Steve Nemerow)

Leads flow through AFRAP channels

Three months following its introduction into the acronymic world, AFRAP (Air Force Recruiter Assistance Program) is paying top dividends for field recruiters. Recruiting Service officials here announced today.

Initiated in late 1976 by Air Training Command (ATC) and implemented Air Force-wide in January 1977, AFRAP is designed to create in-service awareness of recruiting programs and problems and to tap the full potential of the Air Force in support of the recruiting effort. Assistance, primarily, is sought

through referrals of quality leads to Air Force recruiters for follow-on contact.

As of March 31, some 6,089 AFRAP leads had been processed by the Air Force Opportunities Center (AFOC) in Peoria, Ill. AFOC is the clearing house for requests for Air Force enlistment or commissioning information.

Some 766 more leads resulted from 87 AFRAP career days hosted by various Air Force bases. More than 780 enlistments were directly attributed to the Recruiter Helper Program. Formerly known as HASTY RAP, the Recruiter Helper Program has selected 3,100 first-term airmen since January to return to their home-

towns for short periods to assist their recruiters.

Explaining the driving force behind AFRAP, Brigadier General Melvin G. Bowling, Air Force Recruiting Service commander, said, "Because of increased skill requirements and limited recruiting resources during the most challenging recruiting environment since the beginning of the all-volunteer force four years ago, additional internal efforts were necessary to meet Air Force quality goals. The Air Force mission and sophisticated equipment to meet that mission require top notch young people to be cost effective — to do more with fewer

people and not hamper the ability of tomorrow's Air Force to carry out its assigned mission.

"The continued assistance of every Air Force member is needed to keep our young people informed about the opportunities available and attract a sufficient number to meet our requirements. AFRAP provides the means for this assistance. Every phase of the program is designed to provide information to young men and women who may be trying to formulate future plans. Not only quality lead referrals, but also career days, open houses, speeches, base tours — all the awareness acti-

vities — are vital in presenting an accurate picture of the Air Force as a viable career alternative immediately after graduation from high school or later after civilian occupations or further schooling," he concluded.

Officials noted that the end result of AFRAP is a "top quality Air Force." The "blue-suiters" in the field, they emphasized, who submitted leads, escorted tours, gave speeches or had taken active roles in other AFRAP activities could take pride that the Air Force is working as a team to insure that tomorrow's Air Force is the "best Air Force in the world."

Interviewing techniques provide 'unified voice'

CLEVELAND, Ohio — Compatible interviewing techniques between production recruiters and liaison noncommissioned officers (LNCOs) are paying dividends for members of Air Force Recruiting Detachment 513, officials recently announced.

"In some instances, production recruiters are somewhat isolated from our LNCOs at the Armed Forces Examination and Entrance Stations (AFEEES)," Major Wayne Tongue, detachment commander, explained. "However, we still want the two parties to compliment each other and to speak with a unified voice on enlistment options, and that the needs of the Air Force come first."

To insure "interviewing harmony," detachment recruiters stress to potential applicants that the Air Force is a great way of life, full of benefits. They note, however, that it is a career calling for dedication and commitment on the part of the individual. LNCOs, on the other hand, talk specific jobs and in-

sure the individual's job preferences and abilities coincide with the needs of the Air Force.

"By eliminating the need for recruiters to discuss job possibilities with potential enlistees, it allows our LNCOs to pick-up with the specialty screening interview in a smooth transition, and eliminates possible job placement confusion on the part of the enlistee," explained Maj. Tongue.

"Working together as a team, each complimenting the efforts of the other, is our key to success. "And, by doing so, it's

easier to fulfill our mission of meeting the needs of the Air Force in the jobs and months necessary to meet Air Force requirements."

EDITOR'S NOTE: The success of Det. 513's "compatible interview techniques" is reflected in its nonprior service-men production record between Oct. 1, 1976 and March 31 this year. With a goal of 853, Det. 513 recruiters signed up 1,003, or 117.6 per cent. It has also been one of the "Top Ten Detachments" in Recruiting Service since December 1976.)

Operations distributes revised ATCR 33-2

A revised, more readable edition of "Recruiting Procedures for the U.S. Air Force" has been sent to recruiters, Directorate of Operations officials here announced.

"It is important for recruiters to read and understand the entire regulation," said Colonel Edward

D. Young Jr., director of operations. "This way, you will readily perceive the few but important changes we made and later avoid costly enlistment processing delays."

The revised Air Training Command Regulation (ATCR) 33-2, which left the printers on April 18, contains very few changes in content or format, officials said.

Blind ads

COMMENT: I am upset about having to run a blind ad in a local newspaper. A blind ad is one that doesn't identify the Air Force—just gives the office phone number. I think we have more to offer—that we should be proud of who we are—and not try to trick people into calling.

REPLY: Blind ads have been effective in some areas in the past. However, they did not work in your area . . . and will not be used there again.

Double shots

COMMENT: I have had enlistees return from BMT who received immunizations over again. Why?

REPLY: Innoculations are not repeated for enlistees with acceptable proof of immunization. Chances are they were due boosters.

A recruit from the Guard

COMMENT: I have a young Air National Guard (ANG) member who has just completed Air Force technical training—who wants to come on active duty in that specialty. It seems the Guard eliminated the slot he was trained for. The ANG unit has told me they will release him. Why can't I get him into the AFSC he was trained for?

REPLY: You can if he meets our NPS qualifications—and we have a requirement for his AFSC. Of course, the Guard unit will have to release him.

Recruiter training

COMMENT: Why is all new recruiter training left to the sector supervisor? With the influx of personnel, a sector supervisor could have as many as five to train at once. Can't experienced recruiters be trained to do some of it? It makes sense in a two-man office—with a seasoned recruiter. No supervisor can handle five at once.

REPLY: Trained recruiters are encouraged to help their new office partners, however, they cannot train full time. Their production could suffer. Remember, the sector supervisor is responsible for all training. He must certify, evaluate and document training records. Overworked supervisors can get help from their group.

OJT or tech training

COMMENT: I have an applicant who is concerned about his training. He wants to be a cook—but doesn't like the "either/or" in the contract—either technical training or OJT. Can't we take the "either/or" out of the contract?

REPLY: We can not guarantee specific training to GTEP enlistees for cooks and some other specialties. School openings are assigned during classification at BMT. If a school seat is open, chances are he will go; if not, it is OJT.

Fee update

COMMENT: The fees listed in ATCR 33-2 for verifying births are wrong for some states. Can we get a change to the regulation listing the correct rates?

REPLY: The new ATCR 33-2 lists the current fees. This information is based on the latest Department of Health, Education and Welfare data.

DIAL of the month

Awkward form

COMMENT: Whoever dreamed up the new ATC Form 1319 didn't do recruiters in the field any favors. It's big and cumbersome—and the information is in the wrong places. Can't we go back to a small card we can carry with us?

REPLY: Thanks, we're redesigning the form and expect it in the field by June 30.

Honest shoplifter

COMMENT: An applicant admitted he once shoplifted a 98-cent item. This admission disqualifies him from the 81130 field. He would have been a May shipper. It's hard to explain to an open and honest applicant—that by his honesty he disqualified himself. He has no criminal record. Can't we get some leeway for minor things like this? This shoplifting incident occurred three years ago. It's hard enough to fill the 81130 requirements without these restrictions.

REPLY: The 811X0 criteria concerns me, too. The matter is being reviewed at Air Force Headquarters level. We hope some of the restrictions will soon be waivable.

COI fund ledgers

COMMENT: Why do groups have to maintain COI fund ledgers when Recruiting Service Headquarters maintains ledgers and monitors these funds by detachment? As part of the effort to reduce paperwork, why not handle COI funds from headquarters to detachments with copies, of course, to groups?

REPLY: Proper management of COI funds is a field unit responsibility, too. Group commanders are responsible for effective use of the funds. The present system allows them to redistribute funds when necessary . . . and where needed.

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: It's summertime, but another school year is only three months away. What preparations would you recommend a new recruiter take during the summer months to be successful in working his high schools next fall?

Directorate places ads, slates projects

Forty-five Air Force recruiting advertisements are scheduled to appear in national publications between May and September 1977, officials here recently announced.

Also scheduled for field distribution in support of Air Force recruiters are seven in-house-developed advertising projects.

"Our advertising campaign during the coming months will continue to stress the 'Golden Opportunity' available through the Community College of the Air Force degree-granting program," said Colonel Donald E. Burggrabe, director of Air Force advertising. "We're still in a tough recruiting environment and need to create as much walk-in, call-in traffic as possible at Air Force recruiting offices throughout the country. Our overall theme of the Air Force being a Great Way of Life will continue to be used since it incorporates the principles of dedication and commitment which the Air Force stands for, institutionally."

Fifteen of the ads will cover all Air Force programs, nine are directed at educators, five are primarily for young people without prior service, 12 are targeted to health professionals, including three ads for Air Force nursing, three will support the Air Force Reserve recruiting, and one will key on the Air Force Reserve Officer Training Corps.

Advertisements for people without prior service are scheduled to appear during May in Career World, Ebony and Senior Scholastic (May 19 issue); the Sept. 8 issue of Jet Magazine, and the Sept. 5 issue of Sports Illustrated.

Publications scheduled to carry the general

support ads during May are Jet (12th), National Future Farmers and People (16th), Popular Mechanics, Popular Science and Reader's Digest. They are also scheduled for the June, July and September issues of Air Progress, Aug. 11 issue of Jet, and during September in Ebony, Popular Mechanics, Popular Science, Reader's Digest and Senior Scholastic (22nd).

Ads targeted to educators scheduled for May publications include the American Vocational Journal, Community and Junior College Journal, Distributive Education Clubs of America Distributor, Industrial Education, Office Education Association Conference Program, Personnel and Guidance Journal, and the Vocational Industrial Clubs of America publication. They are also planned for the July issue of the Future Business Leaders of America Conference Program and the September issue of Today's Education.

Health care advertisements are scheduled for May and September publication in the American Family Physician, Journal of American Medical Association, New Physician, and Resident and Staff Physician. One is also scheduled for the May issue of Hospital Physician.

Air Force nursing opportunities ads are scheduled for the May issue of the American Journal of Nursing, Nursing '77, and in the September issue of RN Magazine.

"Coming Soon Projects"

In-house created advertising projects scheduled for distribution to field recruiting units include a Recruiter Kit, Notebook Inserts, Metric Converters, Book Covers, A Questions and Answers Booklet, Nurse Drug Computer, a "Things to Remember" fact folder and a special Veterans

Educational Assistance Program (VEAP) and Associate Degree Fact Sheets.

The Recruiter Kit is a loose-leaf, 10 by 11-and-a-half inch binder, designed for desk top use to supplement local "pitch" books. Each recruiter should be provided a copy, and copies will be given to new recruiters completing the six-week recruiter course at Lackland Air Force Base, Tex.

Notebook Inserts (GS-77-2), are scheduled to be in the Requisition Distribution System (RDS) this month. The inserts, officials said, are similar to previous editions; however, the popular "History" insert has been substituted for "Agriculture."

Metric Converters (GS 77-3) are now in production and scheduled for July distribution. Printed in two colors, the converters will feature the "Great Way of Life" logo, with a space provided for each recruiter's name.

Book Covers (GS 77-4) are scheduled for June availability through RDS. The Questions and Answers Booklet (GS 77-35), published by the Secretary of the Air Force Office of Information, contains the latest authoritative information on various Air Force programs and benefits.

Updated to explain the role of the Personnel Management Information System (APDS/PROMIS) to prospects, the new "Things to Remember" fact folder should be available for order through RDS next month.

Scheduled for May distribution, the Special VEAP and Associate Degree Fact Sheets feature information on the Community College of the Air Force and the contributory VEAP. The single-page "flyer" is a miniature of a newspaper.

'Great Way of Life' one of three films due

Three Air Force Recruiting Service films, two in the production stage and one ready for distribution, are scheduled for release soon by the Directorate of Advertising, here.

"Air Force — A Great Way of Life" (GS 77-22F) will show all facets of Air Force life and that Air Force enlistment requires commitment, dedication and service to country, officials said. The proposed nine-minute film will

be produced by D'Arcy, McManus and Masius, Air Force contract advertising agency, for primary distribution to movie theaters.

Film prints will also be sent to Air Force recruiting detachments for use at center of influence events, high schools and device functions, advertising officials said. Release of the film is scheduled for September.

A nurse orientation film (NM 77-2F) is currently being produced by the Aerospace Audio-Visual Service. The film depicts

orientation training and Air Force nurses on the job. It is designed for showing to potential nurse applicants and is scheduled for release in October.

"General High Flow Jobs" (GS 75-45F) is scheduled for release this month. This film depicts general aptitude area jobs the Air Force has highest requirements for. It will be distributed to all groups, detachments, recruiting offices and Armed Forces Examining and Entrance Stations.

Radio spot test aids tough recruiting areas

Air Force recruiters assigned to difficult recruiting areas across the nation are getting help with professionally produced, personalized radio spots.

The spots produced on requests from recruiters are forwarded directly to them as part of a test program of the Directorate of Advertising, here, said officials. Detachment advertising and publicity shops will be notified of each transaction.

"This is a test program designed to help detachments located in difficult recruiting areas, as well as to determine the capabilities of our newly installed radio production studio equipment," said Colonel Donald E. Burggrabe, Director of Advertising. "If the results are favorable in these locales, the service may be extended Recruiting Service-wide."

"This is an excellent opportunity for recruiters to get professional quality announcements on their stations and greatly enhance our public service air time."

Participants in the test are: Air Force Recruiting Detachments 108, New Cumberland, Pa.; 309, New Orleans; 403, Omaha, Neb.; 501, Elwood, Ill.; 601, Seattle and 608, Fort Douglas, Utah. Two 60-second scripts were furnished to groups, for dissemination to the recruiters in these detachments. The scripts feature the "Golden Opportunity" theme, detailing the Community College of the Air Force associate degree program and the Veterans Educational Assistance Program.

Space is provided in the scripts for recruiters to localize them. Then, all the recruiter has to do is call the localization in to the audio visual branch, Commercial (512) 652-4911/3971 or Autovon 487-4911/3971.

"Turn around time, from the date the call comes in until the recruiter receives his spots, is about 10 days," said Major Elliot Johnson, audio visual branch chief.

To date, the branch has received requests for some 30 spots. Major Johnson predicted

a dramatic upswing in the numbers of requests, however.

"We're installing a 24-hour 'Ansa Phone' answering service," the major said. "This will accommodate recruiters in time zones different from ours. The answering service should reduce our turn around time."

Recruiters aren't limited, however, to just using the two scripts, the major said. They can also request production of spots from any of 24 previously approved scripts sent to groups earlier this year.

Youth attend taping session

Now our college has almost everything but a football team.

And cheerleaders.

The Community College of the Air Force grants 2-year Associate Degrees.

AIR FORCE

A great way of life.

THIS ADVERTISEMENT APPEARED in the Senior Scholastic (May 19), Career World (May) and will appear in Sports Illustrated (Sept. 5) Magazines. It is one of several ads developed by the Directorate of Advertising, here, portraying the Community College of the Air Force degree program and slated for publication May through September. See related story above about the ads and other directorate projects to support Air Force recruiters.

NASHVILLE, Tenn. — Technical Sergeant Dallas Kelly, Air Force Recruiting Detachment 311 recruiter, recently invited members of the Delayed Enlistment Program to a Country Music Time taping session to meet the recording artists who perform for one of the most widely syndicated radio programs. Among the artists visited were "Red" Sovine, Charlie Mc-

Coy, "Cajun" fiddler Rufus Thibodeau, Jimmie Newmann, and Archie Campbell, of "Hee Haw" fame. The DEP enlistees also met and talked with "back-up" studio musicians and the Jordanares, who have sung background music on an estimated 250 "gold records." The group was accompanied by a member of the detachment advertising and publicity staff who took individual photos and provided news articles to the enlistees' respective hometown news media.



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.

ASVAB reading level

COMMENT: Can we include the reading level in future ASVAB 5 results? Some of our high school counselors have asked for it.

REPLY: Adding a reading level score is being considered. However, it is difficult to gain exact reading levels from ASVAB tests. A reading score was included in the ASVAB-2 printout. It was experimental and was not provided to counselors.

AFRAP Support

COMMENT: I would like to suggest advertising and publicity NCOs, leaving recruiting, be utilized at their new assignment in AFRAP.

REPLY: We like your suggestion. Unfortunately, we can't guarantee you an AFRAP post at your next base. One way or another, we know you'll be involved in AFRAP. Thanks for the suggestion; sorry we couldn't be more positive.

Claim to fame

'Blazer' goes ATB

by Technical Sergeant Chuck Majors

Technical Sergeant Al "Trail Blazer" Schiff has struck the big one, the rainbow pot! And he's staked a whole of a claim that is near and dear to our hearts at this headquarters.

Al writes from his Warren, Ohio office . . . "On Dec. 18 I went across-the-board (ATB) for male and females in the Armed Forces Examining and Entrance Station (AFEESS) to make my fiscal year 1977 goals. This was based on goals of 60 men and 12 women. At present time (mid-March) I have 81 men and 17 women to my FY 77 credit."

"Also, our sector, 'Charlie' sector of Air Force Recruiting Detachment 513, on March 4 went ATB for both men and women based on goals of 400

and 48, respectively. And the outstanding thing about it is all applicants are in the Delayed Enlistment Program."

What can we say, Al, except "fantastic!"

From the land of Miller's Cave in Waycross, Ga., TSgt. Grady Smith says he's ready to stake a claim jumped by TSgt. Dave Nixon from Danville, Ill. Grady writes "I have been assigned to two different detachments, three different sectors, and five different supervisors during the two years I've been in recruiting—and have always been assigned to the same office."

But Grady doesn't stop there. "I would like to challenge Howard L. 'Bionic' Davis, or at least cause him to run a little faster."

"My best time is eight min-

utes, 10 seconds for the mile-and-one-half run. I ran this in 1973 while stationed in the Philippines. I was 32-years-old at the time. Now, at 36, I get up at 5:45 every morning and run three miles in 21 minutes. Can you beat that?"

And although this one wasn't posted, it's truly one for the books. A radio disc jockey from one of our great western states recently called the Air Force Opportunities Center in Peoria, Ill. He didn't want any enlistment information, but he was sure craving to receive some Air Force public service spot announcements. Just goes to show you that even though you might live in the woods, if you've got a good product, the world will beat a path to your door. Or at least to your opportunities center.

Enlistment process: *Only nine forms always essential*

(EDITOR'S NOTE: An Air Force Recruiting Detachment 514 recruiter recently asked the question, "Why must we use 15-20 forms on each Air Force applicant when a failed physical, no-show, nonacceptance of a job or just a change of mind can make all those forms worthless?" The Directorate of Operations provided the following answer.)

Not all forms must be completed on all Air Force applicants. That's the summation of Recruiting Service's Directorate of Operations reply to a recruiter who asked, "Why?"

Only nine forms are absolutely essential to a recruiter in qualifying an applicant for enlistment, operations officials said. Other processing forms will be completed by Armed Forces Examining and Entrance Station (AFES) liaison noncommissioned officers, as required. Forms the recruiters may need to use are best explained when broken down into three processing steps, officials said.

Step One

On the initial interview, Recruiting Service requires an AF Form 883, Privacy Act Statement; ATC Form 1319, Personal Interview Record and AF Form

2030, USAF Drug Abuse Certificate. When these forms are completed, they said, the recruiter should have the applicant "tentatively qualified."

The other form needing completion in Step One (for non-prior service (NPS) applicants only) is the ATC Form 1302, Applicant Handout.

Step Two

Most recruiters are testing their applicants before they do a complete case file, said officials. This normally involves use of DD Form 1666, Application for Enlistment, page 1Ws (worksheet). Using the Enlistment Screening test can also give the recruiter an idea of how the prospect will do on the Armed Services Vocational Aptitude Battery (ASVAB) test, they said.

"If you feel the applicant is going to pass the test, a little more preparation can be done now," continued officials. "Give the applicant a copy of ATC Form 1359, Enlistment Processing Worksheet, and explain what information documents will be needed when you complete the case file."

"The ATC Form 9, Preliminary Physical Review, might also be done now so any required medical documentation can be explained and requested."

Three other forms may be completed during this phase of processing, said officials, but it's strictly up to the recruiters and the given situation.

At this point, officials said, it's a good idea to complete the DD Form 368, Request for Discharge or Clearance from a Reserve Component, as required, on an applicant who will probably qualify for enlistment.

The DD Form 369, Police Record Check and DD Form 372, Application for Verification of Birth for Official U.S. Armed Forces Use Only, can be completed as required, the officials said.

Step Three

After passing the ASVAB, the applicant is mentally qualified, but still "tentative" until the physical examination is completed. Now the case file can be completed and mailed to the

AFES to arrive 48 hours before the applicant.

With the advance work completed in Step Two, said officials, this should be a simple matter of "filling in the squares." The basic form required is the DD Form 1666, but officials cautioned, "If the applicant is not fully committed, delay this step. Your time is too valuable to waste."

Also required are: the DD Form 1584, National Agency Check Request; ATC Form 9, if not already completed; ATC Form 1371, Assignment Record (NPS), completing only required items and sections; ATC Form 1408, Sensitive Jobs Checklist and AF Form 3010, Statement

of Understanding (for dependency) when required.

"After checking all the required forms for accuracy and completeness, you can put the case file together, including source documents for AFES liaison noncommissioned officer verification, and mail it to the AFES," said officials.

"In all, nine forms are always used, while in some cases, one to five others must be completed. It's a big administrative job. We will, however, continue to search for ways of further reducing the paperwork required to process a young person for enlistment, and make your job a little easier," Recruiting officials said.

Three bases to close under streamline plan

WASHINGTON, D.C. — The proposals to close Craig Air Force Base, Ala., Kincheloe AFB, Mich., and Webb AFB, Tex. have been reviewed and approved by the Deputy Secretary of Defense.

Officials said, "These actions, streamlining our organization and reducing overhead, are necessary if

we are to modernize our combat forces—as we must. These actions alone will save at least \$775 million per year. There is no alternative to such actions in light of the hard realities of defense budgeting."

The proposal to close the three bases were announced as part of a major Air Force base realignment package on March 11, 1976. Since that time, these proposals have been subjected to detailed study and the provisions of the national environmental policy act have been complied with.

The movement of people and equipment at Kincheloe AFB will occur during the summer of 1977. Students at Craig and Webb AFBs will complete their current phase of training in place and those bases will be reduced to a caretaker operation within six months and then declared excess to Air Force requirements.

Regular colonel board results

A total of 621 officers (17 per cent of the 3,597 eligibles) has been selected for the grade of regular colonel. The selection rate for line officers was 41 per cent (544 selected out of 1,325). Pilots, navigators and nonrated personnel were selected at rates of 42, 39, and 39 per cent, respectively. Recruiting Service selectees are listed on page 10.

Daedal Award announced

The 15th Supply Squadron, Hickam AFB, Hawaii, has won the Daedal Award for 1976. The award is presented annually to the supply organization with the best performance record for supporting aircraft or missiles.

Airlines continue leave fares

The nation's airlines have extended their military reservation air fares—sometimes called furlough fares—for at least 12 months beyond the March 31, 1977, expiration date according to the Military Traffic Management Command. Military reservation air fares permit service people traveling on leave to buy a reserved seat on a scheduled flight for 25 per cent less than the normal fare.

Kuhfeld Award winner named for 1976

The Albert M. Kuhfeld Award for the Air Force's outstanding young judge advocate for 1976 will go to Maj. Daniel J. Gallington, staff judge advocate, 42d Combat Support Group, Loring AFB, Maine.



On guard

INSIDE THE E-3A airborne warning and control system (AWACS) aircraft Air Force crew members monitor a host of communications and control systems used in air defense and tactical air operations. The first production E-3A was recently turned over to its operational wing at Tinker Air Force Base, Okla.



His accomplishments with the Air Force have been noteworthy, but his work with youth made him one of the most important men in the community.

THE "SHORT SERGEANT," Staff Sergeant Roy Rodriguez, spins records and tales at KPSO, Falfurrias, Tex. SSgt. Rodriguez, now assigned to Altus Air Force Base, Okla., was the Air Force Recruiting Detachment 406 recruiter for Falfurrias and other South Texas communities for four years.

Reassigned recruiter leaves lasting impression

the Kingsville Record and Bishop News, Kingsville, Texas.)

"Kingsville's losing a major asset this month when Sergeant Roy Rodriguez packs his duffle bag (or whatever it is the Air Force uses) and heads north for his next assignment," Massbarger wrote.

"Rodriguez, the Air Force recruiter in Kingsville the last five years, is being transferred to Altus (Air Force Base), Okla.

"His accomplishments with the Air Force have been noteworthy, but his work with the youth sports program of Kingsville and Kleberg County has made him one of the most important men in the community. He has had the reins of the American Little League program under his control the past two years and his involvement in helping the Kleberg County Youth Football

"Just keeping up with Rodriguez over an eight hour day would wear out three grown men, two mules and a quick elephant."

League organize was, to say the least, valuable.

"Rodriguez is part Machiavelli and part Casey Stengel. He is a master at organizing, and his administration has drawn praise from those he worked with and envy from those who have had to compete against him.

"It was Rodriguez, along with Dave Thomas and Wally Lynch, who ramrodded the local Little League program into existence. They quietly moved the Kingsville Boys Baseball League into the closet while unveiling the Kingsville-Kleberg County Little League in 1974.

"Rodriguez started in Little League years ago when he was stationed in California. It took a tour of duty in Vietnam to make a break in his string of years involved with youth sports activities.

"As soon as he arrived in Kingsville, he put himself into the thick of the program. The first year I met Roy was his baptism of sorts in Boys

created by the departure of Rodriguez—but nobody will replace him."

During his tour with Recruiting Service, SSgt. Rodriguez was credited with 411 accessions against an assigned goal of 201, Det. 406 officials reported. Also, he left an additional eight non-prior service accessions in the Delayed Enlistment Program (DEP) for the second quarter of fiscal year 1977; four DEP accessions for the April-June quarter, and two for the fourth quarter. His production percentage ranged from 197.7 per cent his first year to 325.5 per cent his second year. The lowest he ever received was 189 per cent his final year on Recruiting, officials said.

SSgt. Rodriguez became part of the community and was appointed to key community positions as President of the Little League and President of the Parent Teachers Association for an elementary school, they said.

Summertime tips: Warm weather offers unique advertising and publicity options

EDITOR'S NOTE: With summer vacation just around the corner for the nation's youth, the Local Advertising Management Office (RSAP), here, has compiled some tips for effective use of advertising and publicity.

The ideas were accumulated during visits to groups and detachments from suggestions made by recruiters and supervisors.

Major Bob Fuller, RSAP chief, suggests that recruiters, supervisors and advertising and publicity branch members clip and save these useful tips. If you have any other "summertime tips" and wish to submit them to RSAP, THE AIR FORCE RECRUITER newspaper will publish them in future issues.

- Place billboards, mini-boards and mobile boards near youth areas (beaches, parks, municipal pools).

- Place window cards in resort and youth areas, to include bowling alleys, theaters, hot dog or dairy stands, summer school areas and youth centers. Get your Delayed Enlistment Program (DEP) members or active duty airmen on leave to assist you in this.

- Put together an attractive display for vacant storefront windows near bus stops, youth centers, recreation centers, etc.

- Set up modular displays (hall, wall and window or multi-purpose units) in youth-oriented areas.

- Arrange for Air Force bands to perform park pavilion-type rock and country/western concerts. Avoid areas where alcoholic beverages are served.

- If available, place 35mm film clips in drive-in theaters.

- Pick up Wolfman Jack and Roger Carroll albums that are no longer being used by local radio stations and take them to drive-in theaters for playing during intermissions. You might also want to offer these programs to youth centers to play at dances.

- Increase radio emphasis. Television viewing is down during this period. Localize radio spots and push the Community College of the Air Force, using the approach, "If you've recently graduated from high school and you're not exactly sure what you want to do, maybe the U.S. Air Force is the answer . . ."

- Use the detachment van and plan your routes to take you by beaches, ball parks and other areas where youth congregate.

- Provide feature stories to your media on DEP members who have interesting summertime hobbies, such as sailing, golfing, swimming, diving or water skiing.

- This is an excellent time for DEP and prospective applicant parties (picnics, beach parties, ball games, etc.).

- Plan and conduct a direct mail campaign. If you haven't already, order the high school graduate letter (NPS 7T-22) now. Mail a post-grad letter between June 15-30. Follow up with another letter about Aug. 1-15.

- Work on some Air Force Recruiter Assistance Program initiatives at bases in your area. DEP and applicant tours are excellent tools for perpetuation.

- Place classified ads in local newspapers. Youth are looking for jobs; tell them the Air Force has openings.

- Plan your itinerary stops for areas where youth gather. Be sure to publicize your schedule through radio, newspapers and direct mail.

- Publicize this year's high school graduates who have enlisted in the Air Force. Prepare a DEP release and an active duty release on all quick shippers as well as those who have been in the DEP for more than 30 days.



(Above) TECHNICAL Sergeant Jared W. Carithers, a native of Reno, Nevada, checks radar equipment at RAF Station Bentwaters in the United Kingdom. Carithers received an associate in applied sciences in radar technology from the Community College of the Air Force. Like all of the college's degrees, it was earned through a combination of Air Force training and courses in civilian colleges.

(Below) MASTER SERGEANT John D. Turner, a native of Capron, Okla., who earned his degree in aircraft electrical systems from the Community College of the Air Force, checks work done on a crash-damaged F-4 Phantom. A maintenance specialist at Hill AFB, Utah, MSgt. Turner serves as a quality assurance technician and chief of a traveling team of F-4 maintenance experts.



(Left) STAFF SERGEANT John W. Shinstock, one of the 15 Community College of the Air Force graduates attending the formal ceremonies at Lackland Air Force Base, Tex., accepts his degree from General John W. Roberts, commander of Air Training Command. The other 257 graduates received their degrees in ceremonies at Air Force bases around the country. Three graduates received degrees in two specialties.

(Right) AIRCRAFT ENVIRONMENTAL systems mechanics (42331) can earn up to 13 semester hours of credit for their initial technical training from the Community College of the Air Force. This credit, along with related civilian college course work, can lead toward an Associate in Applied Science degree in Environmental and Ejection Systems Maintenance.



Community College of the Air Force grants first degrees

by Joyce Richardson

"I earned my associate in applied science degree in Petroleum Distribution Technology by combining civilian college credits and my Air Force training," said Staff Sergeant John W. Shinstock, one of the first of 15 graduates to receive the Community College of the Air Force (CCAF) two-year associate degree.

"I am sold on the CCAF program and tell my co-workers and friends they can also get a degree and use it as a stepping stone to further their education."

Representing the Air Training Command, SSgt. Shinstock of Columbus Air Force Base, Miss., made the remarks following the CCAF

graduation ceremony at Lackland Air Force Base, Tex.

The 15 airmen and noncommissioned officers represented Air Force major commands, the Air National Guard and Air Force Reserve. A total of 272 graduates were in the first class, however the others were to receive their diplomas in ceremonies conducted by their local bases and commands.

In a commencement address General William V. McBride, Air Force vice chief of staff said, "I know all of you share the extreme pride we have in the fact that the Air Force has always been an all-volunteer force and that it has continued to hold an attraction for young men and women."

The ceremony was a milestone for the Air Force and the nation, according to the general. Degree granting authority for the Community College, approved earlier this year, "is the recog-

nition by this nation's educators of the real quality and value of our military training."

The general said "We are most proud that along with the opportunity to serve their country which our young people still list as a prime reason for joining the Air Force, they find an incentive, the challenge, the opportunities and now the academic rewards in our training."

"We know that programs such as CCAF will go a long way toward insuring that we continue to get the quality enlistees that will allow us to sustain the quality Air Force this nation deserves."

General John W. Roberts, commander of Air Training Command, Randolph AFB, Tex., presented the degrees to the graduates.

The authority to confer the degree was provided by the passage by Congress of Public Law 94-361 as signed by the President on July 14, 1976. The college received final degree grant-

ing approval from the U.S. Commissioner of Education in January 1977.

Fully accredited by the Southern Association of Colleges and Schools, CCAF boasts a worldwide campus. The college first opened its doors in 1972 to meet the education and career development needs of Air Force enlisted men and women.

The primary purpose of CCAF is to integrate technical instruction and civilian education into a pattern of personal and career growth. Progress is transcribed and copies are available for individual job or educational pursuits.

Air Force personnel can earn a two-year degree by combining military instruction which the CCAF certifies as equivalent to college level courses with specified courses from civilian institutions. A member's credits must meet rigid CCAF standards outlined under a specific study program for each student.

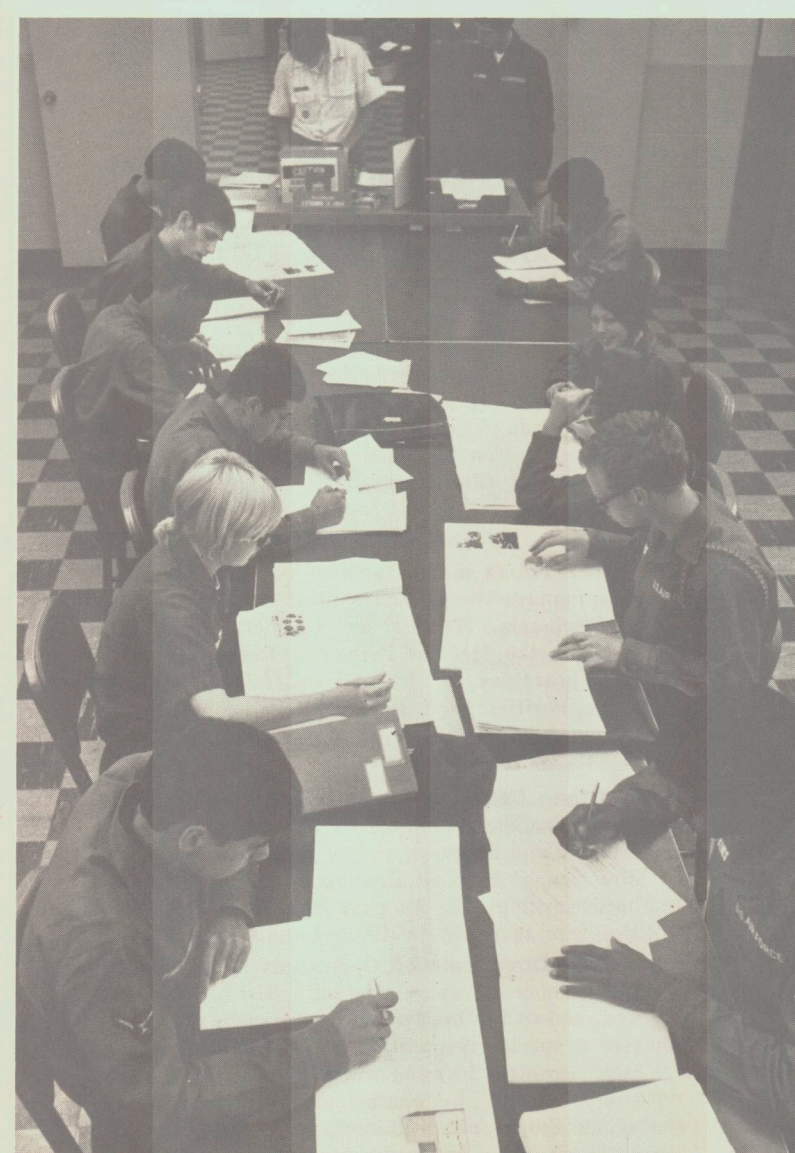
CCAF curriculum requirements include tech-

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

More than 90 fields of study are available through CCAF, ranging from avionics radar technology to aircraft maintenance and environmental services technology. Some 50,000 people stationed throughout the world are registered in the Community College.

All active duty, Air National Guard and Air Force Reserve enlisted members are eligible for enrollment in the CCAF, according to CCAF officials.

The college, which recently moved from Randolph to expanded facilities at Lackland, expects enrollments to rapidly increase as Air Force personnel become more aware of the value of the degree, according to officials at the college.



(Left) AIRCRAFT ELECTRICAL Systems specialists (42330) install, inspect, repair and troubleshoot aircraft electrical systems and components. Nineteen semester hours of credit can be earned from the Community College of the Air Force for initial technical training. Combined with related education courses, these courses can add up to an Associate in Applied Science degree in Aircraft Electrical Systems Technology.

(Right) SENIOR MASTER Sergeant Dennis A. Lindquist, a native of Wausa, Neb., loads data reels for processing at Headquarters Pacific Air Forces, in Hawaii. Lindquist's data processing degree from the Community College of the Air Force documents the 25-year veteran's Air Force training and college work.



Twenty-two earn promotions

'01st Group bowlers finish one, two, three

by Master Sergeant
Fred Fagan

HANSCOM AFB, Mass. —Competition within the 3501st Recruiting Group doesn't end in the recruiting office.

During the past year, the '01st Group has been generally "bowling" them over in production and proud of it.

The "Minutemen" have expanded their goals, however, and added the actual game of "bowling" to the schedule. During the first half of the intramural season here, they've literally "bowled" them over on the base lanes.

Out of a field of 14 teams participating, recruiters have finished in the first three positions. The competition was so close the 3501st "Minutemen" team from group headquarters had to have a roll-off with Air Force Recruiting Detachment 109 recruiters for the first place slot.

The standing sheet wound up with the "Minutemen" in first, Det. 109 in second and 'The '01st

Kernels Keglers," another group team, in third place.

After such a spectacular finish, the teams then participated in the Greater Boston Tournament and finished a respectable second place out of 97 participating teams.

Members of the 3501st "Minutemen" team are: Captains John J. Foncannon and Steve Carlino; Chief Master Sergeant Dominic Mattone, Master Sergeants John Larson, and Robby Robertson; Technical Sergeant Larry Hayward and Staff Sergeants Walt Armstrong, Tony Caputo and Paul Morin.

Det. 109 team members are: Captain Harry F. Cook; Technical Sergeants Lester L. Beale Jr. and Walter V. Miceli; Staff Sergeants George S. Boucher, Paul Anderson, Harold Jordan, Raymond J. Richer and Rick D. Young.

Members of the "Keglers" are: Master Sergeants Jack Welby, Connie Paquette, Fred Fagan, Bob Hopewell; Technical Sergeants Roland Irvin, David Nelson, Larry Schreiner and Staff Sergeant Mike Williams.



Triple threat

UNWINDING AT THE lanes after duty hours are, from left, Master Sergeant Jack Welby, Technical Sergeant Lester Beal Jr. and MSgt. John Larson. The three are members of "The '01st Kernel's Keglers," Air Force Recruiting Detachment 109 and

tenant Everett L. Hysten, Group minority procurement officer.

CMSgt. selectees are: Senior Master Sergeants James E. Ames Jr., operations superintendent, Air Force Recruiting Detachment 106; Norman B. Lomas, operations superintendent, Det. 109.

3503rd Recruiting Group
CMSgt. selectee is SMSgt. George B. Herring, sector supervisor, Det. 309.

3504th Recruiting Group
Captain selectees are 1st Lts. Robert M. Scheibler, group administrative officer and Harold D. Hart, advertising and publicity officer, Det. 409.

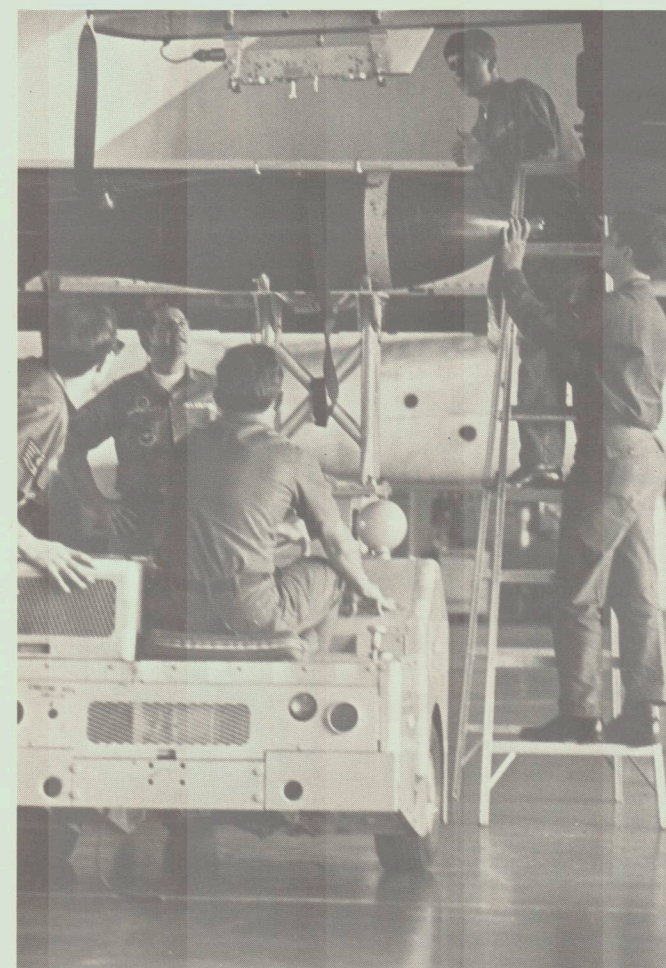
3505th Recruiting Group
Captain selectees are: 1st Lts. Samuel R. Davis, group minority procurement officer; James A. Adams, medical recruitment officer and Thomas R. Kuyken-

dall, advertising and publicity officer, Det. 501.

CMSgt. selectees are SMSgts. Harold R. Whitney, group operations supervisor, and David N. Flick, operations superintendent, Det. 500.

3506th Recruiting Group
CMSgt. selectees are: SMSgts. David W. Morgan, group operations supervisor, and Eddy N. Betenson, sector supervisor, Air Force recruiting office at Honolulu, Hawaii; David R. Herod, operations superintendent, Det. 610.

Recruiting Service Headquarters
CMSgt. selectees are: SMSgts. Kenneth G. Bragg, Directorate of Student Resources; Rolf C. McDonough, Fred H. Negast, Eugene M. Piga, Directorate of Operations and Ernest P. Tyler, Directorate of Marketing and Analysis.



LOADING THE TWENTY-FOUR 750-pound bombs the B-52 Stratofortress carries externally can be a tense time, but Weapons students, above, under the watchful eyes of instructors with years of actual experience, learn it right by doing it.



Weapons Mechanics

Airmen learn skills critical to vigilance

by Senior Airman
John Wharton

Of all the jobs within the Air Force, perhaps none relates more directly to vigilance than the job of the Weapons Mechanics. They are the men and women who load and handle the thousands of tons of high explosives essential to the security of America.

Also known as 46230s, the Air Force Specialty Code for Weapons Mechanics, they receive specialized training at the 3400th Technical Training Wing, Lowry Air Force Base, Colo.

After six weeks of basic training at Lackland AFB, Tex., the Weapons Mechanics are enrolled in the course at Lowry. Upon graduation, they will be trained aerospace technicians, able to safely and efficiently load, troubleshoot and ensure that a weapon functions properly.

It's no easy school, however. From the very first day of academic training, the 462, as he is often called, learns all background material in his field before he leaves the classroom to begin "hands on" training, actually working with equipment and weapons. He studies basic

"The condition upon which God hath given liberty to man is eternal vigilance; which condition if he break, servitude is at once the consequence of his crime and the punishment of his guilt."

John Curran

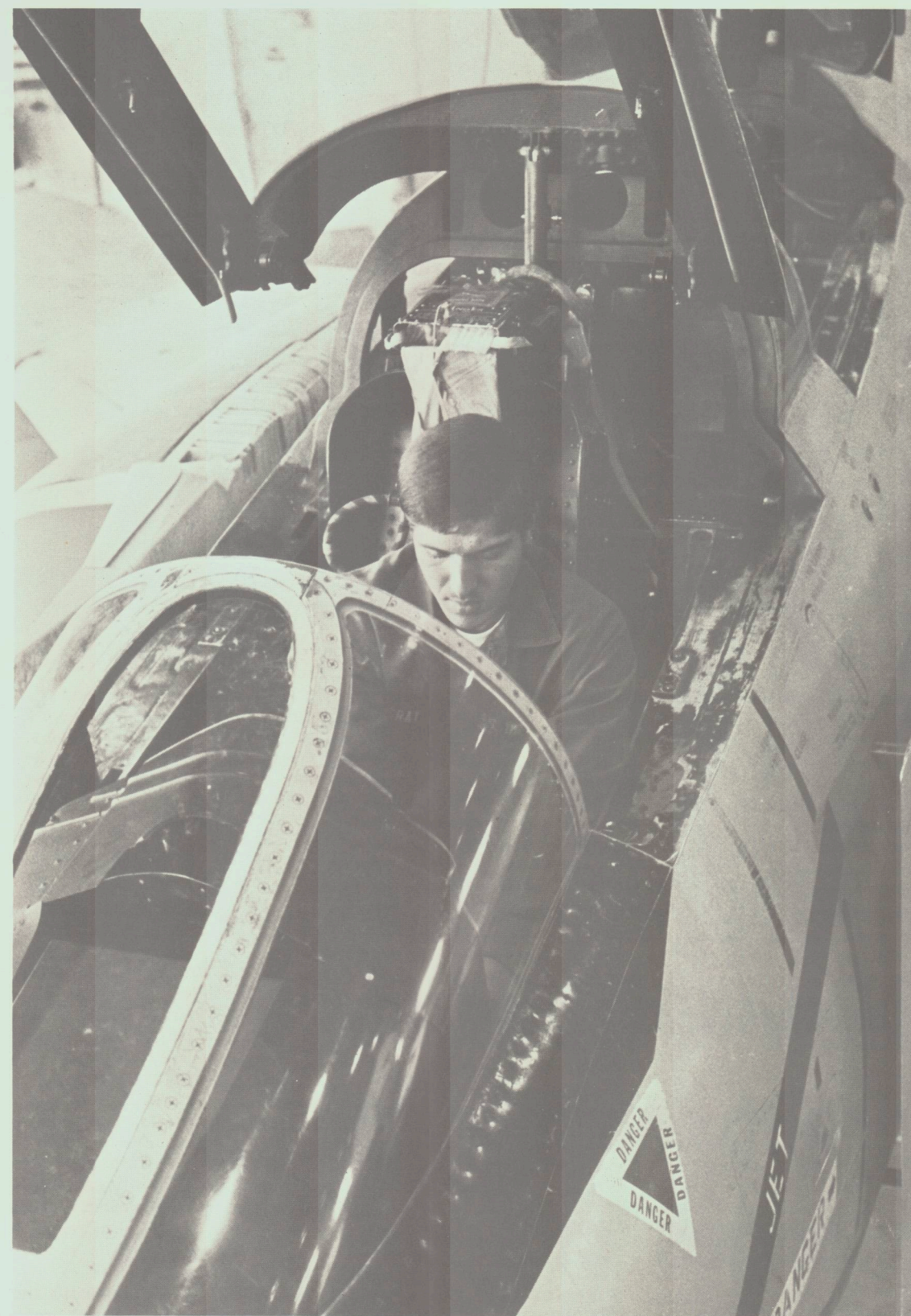
and solid-state electronics, introduction to air munitions, and gun maintenance on the "bread and butter" weapon in the Air Force inventory — the 20mm Gatling gun.

Major Edward Anibal, branch chief of Weapons training, emphasizes that although the job title states "mechanic," electronics plays a large part in a 462's training.

"We're really misnamed in the Weapons Mechanic field," Maj. Anibal says. "People who don't know us think we're only fixing weapons."

"Nothing could be further from the truth. For one thing, we almost never attempt to tamper with or fix a weapon. If there is the slightest thing wrong with that bomb or missile, we won't touch it. We just call on the Explosive Ordnance Range and personnel from there solve our problem, usually by destroying the defective weapon."

The 462 field, while far safer



HANDLING EXPENSIVE AND potentially dangerous weapons requires intensive training. Experienced instructors make sure the students understand how missiles like the AIM-4, left, are to be handled safely and correctly.

WEAPONS MECHANICS TRAINING finds young enlistees in places usually restricted to Air Force pilots. In the cockpit of an F-4 Phantom, above, a Weapons man finds plenty of controls to check and doublecheck.

Operations mission:

To manage recruitment of Air Force personnel

... One function remains as the focal point of Recruiting Service management—the Directorate of Operations.

by Master Sergeant
Alfred B. W. Smith

Through the years, the makeup of Recruiting Service headquarters has undergone many changes. However, the mission has remained constant—to qualify and enlist sufficient numbers of personnel to meet Air Force needs.

Though personnel have come and gone and procedures have varied, one function of the headquarters remains as the focal point of Recruiting Service management—the Directorate of Operations.

Currently guided by Colonel Edward D. Young Jr., director, and Lieutenant Colonel Silver C. Crim, deputy director, operations is comprised of four divisions—Plans, Production Control, Training and Medical Recruiting. Although the functions of each division vary widely, their singular responsibility is to provide maximum support and responsiveness to the recruiting force.

Production Control

The Production Control Division, with Captain Bill Castleberry as chief, is responsible for all policy and procedural operations directives. It manages all recruiting programs except in the medical area.

Within the division, the Accessions Management Branch monitors accessions for all programs and processes all waivers or requests for eligibility determination requiring headquarters action. Management of the Officer Training School selection process, Prior Service, Band and over-

seas enlistment programs are also handled here.

A constant flow of guidance to recruiters is provided by the Special Actions Branch. These include changes to Air Training Command Regulation 33-2, Interim Letter Changes, Operations Letters and the bi-weekly "RSO Happenings" bulletin. Management of inquiries and investigations from all sources is also centralized in this branch.

Additionally, the Production Control Division manages operation of the Advanced Personnel Data System/Procurement Management Information System (APDS/PROMIS) computer. Through daily coordination with liaison personnel at Armed Forces Examining and Entrance Stations (AFES), detachments and groups, timely and responsive assistance is provided.

Plans

All real estate actions and logistical support are the responsibility of the Plans Division, headed by Capt. Jim Pfefferkorn. Leased family housing, vehicles, communications and host-tenant agreements with support bases are just a few of the areas in which Plans supports the recruiting force.

Manning and personnel actions are also handled in the Plans shop, as is liaison with the Military Enlistment Processing Command regarding testing, AFES policies and boundaries.

Training

Chief Master Sergeant Harvey Rison heads the Training Division, most recently charged to develop a mobile, hard-hitting recruiting management course for sector supervisors. Course development and field validation were completed

in late 1976, and more than 75 supervisors have since completed the course.

This course was modeled after the highly successful APDS/PROMIS training program conducted last summer which provided for a very successful transition to the automated system.

Future Training Division plans include a review of the basic recruiting school curriculum, development of sales refresher courses for recruiters and AFES bookers, and establishment of a production and management oriented publications and film library for use by recruiting managers.

Medical Recruiting

The fourth major function of the directorate is to manage the procurement of Air Force health professionals. Headed by Colonel Charles A. McAfee, the Medical Personnel Recruiting Division processes all health professional applications, verifies their qualifications, convenes selection boards and appoints health care professionals to the Air Force.

Other functions currently within the Directorate include management of the Reserve Recruiting and Recruiter Helper programs, under the direction of Lt. Col. Emmett Matthews, and the hard-working Air Force Recruiter Assistance Program team led by Capt. Lannis Larson.

The Directorate of Operations has the highest number of recruiters with field experience assigned to the headquarters. As such, they exercise a special responsibility to keep the production recruiters in mind when considering any and every change to operations policies—policies which they could still support if they were to carry the bag tomorrow. Along with their directorates, our charter remains "Mission First," however, the success and welfare of every recruiter is running a very close second.

'Tops in Blue:' Bases provide seats for enlistment prospects

"Tops in Blue," made up of winners of Air Force-wide talent contests has begun its annual, worldwide tour of Air Force installations.

This year, special emphasis is being placed on the troupe's value to Air Force recruiting activities nationwide.

Contacting host base special services officers earlier this year, Military Personnel Center officials, here, stressed the usefulness of the roadshow to Air Force recruiters. "In the interest of supporting the ongoing Air Force Recruiter Assistance Program (AFRAP) effort, we have agreed to dedicate a number of performance site seats to the Air Force recruiter enabling him to bring his top prospective applicants to the show.

"Local recruiting officials will be contacting you to determine the number of seats needed . . . Your cooperation in this matter is greatly appreciated and can make a significant contribution to an important Recruiting initiative."

As of May 5, recruiters had indicated their desires to take prospective enlistees to performances at 31 sites. The "Tops in Blue" schedule follows:

Date	Location	Number of shows	Det.
May 15	Griffiss AFB, N.Y.	2	103
17	Plattsburgh AFB, N.Y.	1	106
18	Charleston AFS, Maine	1	109
19	Loring AFB, Maine	2	109
21	Pease AFB, N.H.	1	109

22	Westover AFB, Mass.	1	106
23	McGuire AFB, N.J.	2	106
25	Wright-Patterson AFB, Ohio	1	514
26	Grissom AFB, Ind.	2	500
28	Port Austin AFS, Mich.	1	504
June 1	K.I. Sawyer AFB, Mich.	1	505
4	Duluth IAP, Minn.	2	412
7	Grand Forks AFB, N.D.	1	412
10	Ellsworth AFB, S.D.	1	403
11	F.E. Warren AFB, Wyo.	1	607
12	Air Force Academy, Colo.	1	607
13	Peterson AFB, Colo.	1	607
15	Hill AFB, Utah	2	608
17	Mountain Home AFB, Idaho	1	608
18	Kingsley Field, Ore.	1	601
19	Klamath AFS, Calif.	1	606
20	N. Bend AFS, Ore.	1	601
22	McChord AFB, Wash.	1	601
25	Blaine AFS, Wash.	1	601
26	Fairchild AFB, Wash.	2	608
28	Kalispell AFS, Mont.	1	608
29	Malmstrom AFB, Mont.	1	608
July 3-4	Minot AFB, N.D.	2	412
6	Malmstrom AFB, Mont.	1	608
8	Mountain Home AFB, Idaho	1	608
10	Travis AFB, Calif.	2	606

(EDITOR'S NOTE: The schedule for August will appear in the next issue.)

New orientation group commander pledges more exhibit dates

"Tell us what you need and we'll try to help."

That's what Colonel Arthur F. Creighton Jr., new commander of the Air Force Orientation Group (AFOG), Wright-Patterson Air Force Base, Ohio, told the top Air Force recruiter recently.

Meeting with Brigadier General Melvin G. Bowling, Recruiting Service commander, during a visit here, Col. Creighton again pledged AFOG's support of recruiting.

In a follow-up letter to the commander, the colonel said, "We've been re-examining our support to you to find any other possible means to offer more help.

"One action that certainly should help is to approximately double the tour days supporting your field activities, in fiscal year 1978."

Another action Col. Creighton has taken is to provide detachments located in the more difficult recruiting areas additional aircraft exhibits. The tentative schedule is as follows:

Exhibit	Dates	Detachment
F-104	July 15-31	608
	Aug. 1-14	412
	Aug. 15-31	403
F-4	June 1-30	501
	July 1-21	500
	July 22-25	Dayton Air Fair

July 26-Aug. 31	101
Oct. 24-Nov. 14	309
Nov. 15-30	311

According to Directorate of Advertising officials here, firm display schedules are being worked with the groups and detachments concerned.

Col. Creighton came to AFOG from Washington, D.C., where he served as executive officer for the Air Force Inspector General. As AFOG commander, he directs the organization's efforts in depicting Air Force progress, activities and missions through exhibits designed to inform the American public and motivate qualified Americans to join the Air Force.



Assembly line

A DIRECT MAIL assembly line is formed in the Grand Forks, N.D., office of Technical Sergeant John Drost, Air Force Recruiting Detachment 412 recruiter. Helping him stuff envelopes are, from left: Sergeant John Tobin, Chapter 511, Air Force Sergeants Association (AFSA) president, Airman Frist Class James Riso, a First Term Airman Assistance Program participant, SSgt. Raymond Sikes and A1C Leslie Earll, AFSA members. All are stationed at Grand Forks Air Force Base, N.D.

AFSA members and first termers assist recruiter

GRAND FORKS, N.D.—First term airmen and members of the Air Force Sergeants Association (AFSA) are providing weekly assistance to the Air Force recruiter, here.

Technical Sergeant John Drost, Air Force Recruiting Detachment 412, has used the services of first termers and AFSA members from nearby Grand Forks Air Force Base in conducting direct mail campaigns and perpetuating Air Force enlistments.

Twice a week, AFSA Chapter 511 members and First Term Airman Assistance Program participants leave their normal duties to help the recruiter stuff direct mail letters and cards. According to TSgt. Drost, the service has helped him to stay about six months ahead in mail-out preparations.

An additional service is provided by the AFSA members. TSgt. Drost arranges for prospective enlistees to be excused from school for a day, then has the applicant accompany an

AFSA "sponsor" home. The sponsor's family dines the prospect and provides him overnight accommodations. The next day, the prospect "goes to work" with his sponsor, where he gets an overview of the duties the sergeant performs.

Through this orientation, said Det. 412 officials, prospects learn first hand how active duty airmen live and work. The favorable impressions many prospects get through this program help TSgt. Drost immensely in perpetuating enlistments, they said.

General praises first term help

Letters of Appreciation are being sent to the commanders of airmen identified by recruiters as outstanding participants in the First Term Airman Assistance Program.

Signed by Brigadier General Melvin G. Bowling, Recruiting Service commander, the letters ask unit commanders to convey the general's thanks for "voluntarily assisting one of our recruiters. 'I am happy that we have sharp, motivated, professional airmen who are eager to tell the

Air Force story to other young people," Brig. Gen. Bowling said. "With their continued assistance, recruiters will be able to do an even better job of guiding thousands of high quality young men and women toward meaningful, productive Air Force careers."

Part of the multi-faceted Air Force Recruiter Assistance Program (AFRAP), this program seeks first term airman volunteers to help recruiters located in the vicinity of their home bases. AFRAP officials urge recruiters to identify especially helpful airmen for Letters of Appreciation.

Overseas postal duties open to all specialties

On April 30, the postal specialist job was disassociated from the 702X0 career field and given a special duty identifier (SDI) of 99604.

With this change, enlisted personnel from all career fields are eligible to apply for the job, in the same manner as they can for recruiting or instructor duty. All job openings will be in overseas areas.

The change is being made because the job is no longer considered standard Air Force duty (U.S. Post Office directives are used) and does not offer normal career progression. People will move into the duty for a standard overseas tour length (either short or long tour) and will return to their former career field upon reassignment back to the states.

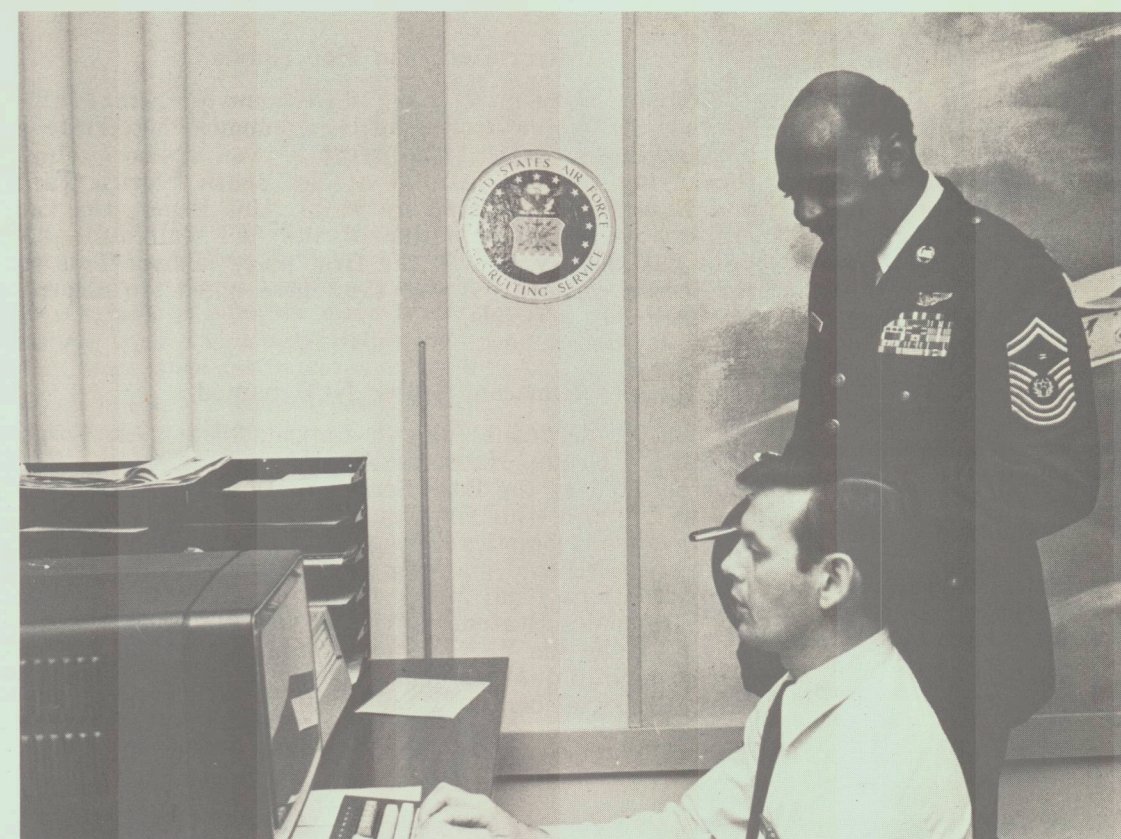
The action happened as the result of a congressional directive, effective July 1, 1976, which disestablished the U.S. Air Force Postal and Courier

Service, and instructed the U.S. Post Office to assume complete postal responsibilities for state-side bases, thereby eliminating duplication of services. As a consequence, there are no longer postal specialist positions in the states.

The designation of the postal specialist job as an SDI was made in conjunction with the application of shreds to the administrative career field, which becomes effective on the same date. The Air Force Military Personnel Center will control the assignments.

Individuals selected for this duty will attend the postal operations course at Keesler AFB, Miss., in a temporary duty status enroute to their overseas duty station. Reporting dates will begin in August.

Final decision on whether an individual will be accepted for this duty is dependent on how critical the manning is in the person's career field. The deciding factor will be whether postal duty makes the best use of the member.



CHIEF MASTER SERGEANT of the Air Force Thomas Barnes gets a look at the Advanced Personnel Data System/Procurement Management Information System computer terminal in operation during a recent visit to the 3505th Air Force Re-

cruiting Group. As part of the demonstration, Staff Sergeant James Powelson, group production control noncommissioned officer, conducted a simulated enlistment of Chief Barnes.

Colonel Burggrabe gets command information post

Colonel Donald E. Burggrabe, director of advertising, here will become the new director of information for Air Training Command (ATC), Randolph Air Force Base, Tex., next month.

He replaces Col. Roy P. Burnett who is being reassigned as Deputy Chief, Public Information Division, Secretary of the Air Force Office of Information.

Lieutenant Colonel (Colonel selectee) Walter D. Miller, 454th Flying Training Squadron com-

mander, Mather Air Force Base, Calif., will be the new director of advertising, reporting in July. He has previously served in the Community Relations Division, Secretary of the Air Force Office of Information.

Assigned to Air Force Recruiting Service since August 1973, Col. Burggrabe became director in August 1975 and managed all Air Force military personnel recruitment advertising. This responsibility included advertising for Air Force Recruiting Service, Air Force Reserve, Air Force Academy, Air Force Reserve Officer Training Corps, Air Force Surgeon Gen-

eral, and career motivation and retention programs conducted by the Air Force Military Personnel Center.

In addition to supervising an in-house staff of writers, artists and marketing professionals and a national ad agency contract, he conducted a nationwide information and educational affairs program for Recruiting Service.

In April of this year, he was selected as Chairman, Joint Advertising (JADOR), an organization of six military services which cooperatively produces joint military advertising and coordinates mutual items of interest.

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 asterick 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 March 1977.

1. 303**** Patrick AFB, Fla.	6. 513**** Cleveland
2. 106**** Milford, Conn.	7. 109**** Bedford, Mass.
3. 104** Carle Place, N.Y.	8. 514**** Columbus, Ohio
4. 103* Syracuse, N.Y.	9. 607**** Lowry AFB, Colo.
5. 404*** Arlington, Tex.	10. 105 McGuire AFB, N.J.

Dets. 103, 404 and 513 tied.

Ten or More Club

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

Name	NPS-M Enlistments	Det./Sector
TSgt. Edward Searcy	12	109A
SSgt. Lloyd Cheney	12	106A
SSgt. Glenn Hanselman	12	303E
TSgt. Faustino Alamadova	12	610D
SSgt. Felix Cruz	11	104D
SSgt. Luis Astorga	11	406A

150 Per Cent Sector Club

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

Supervisor	Goal/Accessions	Per Cent of Goal	Det./Sector
SMSgt. Robert Koch	24/52**	217	303E
MSgt. Kenneth Bobzin	16/32*	200	610C
SMSgt. Charles Council	22/42*	191	303D
MSgt. Cecil Matthews	31/57	184	303A
TSgt. Richard Caricose	19/35	184	305B
SMSgt. James Simmons	30/54	180	406C
MSgt. Carlyle Clark	21/36*	171	104D
TSgt. Eugene Rathfon	19/32	168	108E
MSgt. Dale Reynolds	15/25	167	609E
MSgt. Richard Crosby	25/41	164	303F
MSgt. James Bondarek	29/47	162	109A
MSgt. Hayward Doty	28/45	160	404C
MSgt. William Beighley	25/40*	160	106A
MSgt. William Casey	35/56**	156	610D
TSgt. Archie Webster	17/26	153	105C
MSgt. Edward Gagnon	33/50*	151	106E

Recruiters win blue ribbon

Master Sergeant Bobby Fairchild and Sergeant Marie Howard, Air Force Recruiting Detachment 303 recruiters at West Palm Beach, Fla., recently won a blue ribbon for having the best exhibit at the South Florida Fair and Exposition. Assisted by MSgt. Hal Beaty, the recruiters used a combination of the hall wall unit and light box display to win the first place ribbon. This is the second consecutive year they have taken top honors, say Det. 303 officials.

Hanscom Senior NCO named

Master Sergeant John A. Larson, 3501st Air Force Recruiting Group, Hanscom Air Force Base, Mass., has been selected as the Base Senior Noncommissioned Officer (NCO) for the first quarter of fiscal year 1977. MSgt. Larson, logistics division NCO in charge, was presented a certificate marking the occasion. In a letter of congratulations from Major General Henry B. Stellings Jr., Electronics Systems Division, vice commander, told MSgt. Larson his "... demonstrated dedication, ability and leadership qualities mark you as the most deserving of this recognition."

\$100

Staff Sergeant Dan Altenes, Air Force Recruiting Detachment 609 recruiter, was recently awarded \$100 in an Air Force Association (AFA) contest to name its "Comments and Opinion" column. His suggestion of "Perspective" was chosen from more than 100 entries and will head future columns in the AFA magazine.

Boy Scouts tour

One-hundred-five Boy Scouts from Houston, Galveston, Texas City and Baytown, Tex., recently got a first hand look at Air Force life when they toured Lackland Air Force Base, Tex. Master Sergeant Jerry Siegel, Air Force Recruiting Detachment 406 recruiter escorted the Scouts on the tour.

Judge drill tourney

Two recruiters assigned to the Air Force Recruiting Office in Richmond, Va., recently participated in judging the Eastern Regional Meadowbrook Invitation Drill Tournament, Chesterfield, Va. Technical Sergeant Ernest Morton and Staff Sergeant Dennis Thompson, Air Force Recruiting Detachment 305, were cited by Philip D. Search, sponsor of the tournament, for their community service.

Recruiter Helpers

Airman First Class Brett Barger and Senior Airman William Giano appeared on KUTV-TV's "Early Watch" show in their hometown of Salt Lake City, Utah recently to discuss Air Force opportunities with host Craig Clyde. The two Recruiter Helpers participants also assisted their recruiters, Staff Sergeant Tony Guarcello and Technical Sergeant Gary Anderson, by visiting high school and career fairs to talk with students about the Air Force way of life.



MASTER SERGEANT Paul Pittman, the recruiter assigned to Air Force Recruiting Detachment 303's Temple Terrace, Fla. office, is recorded on video tape as he talks to a prospective applicant about Air Force opportunities. Part of a video presentation produced by Rick Williams, a recent Air Force recruit, the completed production

will be shown to high school seniors on WEBH, the closed circuit television outlet at the city's East Bay High School. Williams and another former East Bay student came up with the idea to include their recruiter in the special project. (Photo by Sergeant Bob Hempel)

Soviet awareness

As one of the first steps in developing an active military awareness program, Recruiting Service officials here have arranged for each of its units to receive Air Force Now film 81 for viewing by all its personnel. The 16-minute film takes a look at the Soviet military power through the perspective of a January 1976 study by the Library of Congress.

Welcome sign out

Air Force Recruiting Detachment 311 greets all its newly assigned recruiters with a welcome sign prominently placed in the detachment headquarters. Major Bernard M. Stein, Det. 311 commander, sees to it that each incoming recruiter knows he is part of the team. His latest sign in part, reads:

Welcome
to
Det. 311
TSgt. Bob Keypley

Tent recruiting

Seventy-one accessions and 14 follow-up leads were obtained at the recent Thunderbird Air Show at Davis-Monthan Air Force Base, according to Air Force Recruiting Detachment 610 officials. Technical Sergeant Pete Combs and other Det. 610 recruiters set up a tent on the midway so visitors could get out of the hot Arizona sun. In addition to using the Hall, Wall and Window display as background, they displayed bus cards and other recruiting materials. Approximately 110,000 people attended the two-day open house, Det. 610 personnel said.

Fifteen leads

Staff Sergeant Bill Moyer, a Las Vegas-based recruiter, says "Take-Off," the rock group of the Luke Air Force Base, Ariz., Band, is a great crowd pleaser and an excellent aid to his recruiting efforts in his area. Their recent performance at Lake Havasu City, Ariz., High School produced about 15 leads for the Air Force Recruiting Detachment 610 recruiter. "They are not only great for generating leads, but help establish a fantastic rapport for later contacts with local civic and business leaders," SSgt. Moyer says. "I normally try to schedule two concerts a year, one with the full stage band and the other with their eight piece rock group. During each performance I also make extensive use of the hall, wall and window display and other materials promoting the Air Force."

Recruiting gets assistance

Members of the 671st Radar Squadron in Key West, Fla., are assisting the recruiting efforts of Air Force Recruiting Detachment 303. First Lieutenant Karleen A. Grant and 10 other members of the squadron helped set up and man a recruiting booth at the 10-day Monroe County Fair recently. Staff Sergeant Kenneth Hightower, Det. 303 recruiter assigned to the Cutler Ridge Air Force Recruiting Office, says 1st Lt. Grant volunteered to continue as the Key West liaison for recruiting in the area.

Medals

Ten members of two Air Force Recruiting Groups were recently awarded the Air Force Commendation Medal (AFCM). During a visit to the 3501st Air Force Recruiting Group, Brigadier General Melvin G. Bowling, Recruiting Service commander, presented the award to Technical Sergeant Roland Irvin, noncommissioned officer in charge (NCOIC) of Administration. In ceremonies at McGuire Air Force Base, N.J., Lieutenant Colonel Charles Della Peruta, Air Force Recruiting Detachment 105 commander, presented the AFCM to TSgts. Norman Gaver, Robert Tomlinson and John Flood, Staff Sergeants Frank Flagello, David Jackson, William Roper, William Denbleyker and Sergeant John Hazzard. Earning the medal in the 3505th Recruiting Group was TSgt. John L. Klein, NCOIC of Administration.

Nurse recruiter joins medical personnel shop

Technical Sergeant Earle C. Timmins, a former Air Force Recruiting Detachment 109 nurse recruiter, has been assigned as non-commissioned officer in charge of the nurse recruiting branch, Medical Personnel Division, Directorate of Operations, here.

In this capacity, he acts as liaison between nurse recruiters and Recruiting Service Headquarters and is responsible for processing

and coordinating all nurse applications prior to their submission to the nurse selection board which meets every six weeks.

"We have been receiving about 150 nurse applications each month and from those some 65 per cent have been selected for commissioning as nurses in the Air Force," said TSgt. Timmins, a native of Lowell, Mass. "Recruiters are doing an outstanding job in preparing the applications."

Intensive drive garners 10

MARIETTA, Ohio—A multi-media advertising campaign, followed by an intensive, one-day recruiting drive by eight of Air Force Recruiting Detachment 514's recruiters garnered 10 applicants and 25 additional prospects.

Prior to the drive, the local recruiter, Technical Sergeant J. D. Quillen, hadn't been too successful in this Southern Ohio border city, Detachment officials said. For him, Marietta was a twice-a-week itinerary stop, and he couldn't compete with the other services' fulltime recruiters and area industry for available enlistment-age people. Frequent loss of potential enlistees prompted Det. 514 to take corrective action.

Detachment officials planned a broad advertising program, to support a one-day, intensive recruiting effort.



Jobs display

An attractive photographic display depicting currently available Air Force jobs is making applicant counseling a little easier for Armed Forces Examining and Entrance Station personnel in Baltimore, Richmond, Va. and Beckley, W. Va.

The exhibits, consisting of 8x10 color photographs highlighting "critical" jobs are mounted on "hall, wall and window" and "stand-up expandable" displays, explained Air Force Recruiting Detachment 305 officials. The photographs were provided by the 1361st Audiovisual Squadron, Arlington, Va. Job descriptions were clipped from THE AIR FORCE RECRUITER Newspaper and sealed in plastic to increase durability.

Full course

An Air Force Recruiting Detachment 606 recruiter has found a way to stretch his center of influence (COI) dollars. Staff Sergeant Corey Jansen made arrangements to provide prospective enlistees full course dinners for only \$1.35 per guest. The place is the Airmen's Dining Hall at Castle Air Force Base, Calif.

"The luncheon gives the prospects a great idea of what Air Force food is like and adds a lot of credibility to my recruiting endeavors," SSgt. Jansen said. "At \$1.35 per person, it really stretches my COI budget."

In addition to the meal, SSgt. Jansen provides his guests base tours and the opportunity to meet and talk with base first-term airmen.



CHIEF OF PEDIATRICS at Vandenberg Air Force Base, Calif., Dr. (Lieutenant Colonel) Maria L. Falter discusses Air Force medical opportunities with a prospective Air Force physician. Dr. Falter was in New York recently to assist her recruiter, Captain Jack Aenchbacher, Air Force Recruiting Detachment 104 medical recruiting officer. (Photo by Staff Sergeant Charles A. Teach)

Countdown to the event began.

Three weeks prior to the drive: Detachment headquarters officials and the area sector supervisor select a suitable site for the drive. While at Marietta, they contact news media outlets and a high school to get their assistance.

Two-and-a-half weeks: Invitations are sent to educators and media representatives to attend a center of influence (COI) dinner the evening before the drive.

Two weeks: Officials visit area schools to promote the recruiting drive; approximately 1,100 direct mail letters are sent to high school seniors.

One week: Detachment officials participate in an hour-long radio interview, tape spot announcements on two radio stations and distribute copies of the spots to four other radio stations. Two-hundred window cards are placed in Marietta businesses.

Next three days: Newspaper ads appear in the Marietta Times.

One day: The detachment van, towing an F-111 model aircraft display, tours the city's streets.

Twelve hours: The COI dinner is held. Saturday, April 2: Another live radio interview is conducted with detachment operations and advertising officials; the drive begins. Inclement weather almost ruins the efforts, but TSgt. Quillen and the other seven Det. 514 recruiters tentatively qualify 25 persons for Air Force enlistment.

Ten who are now processing, said Det. officials, include five for the nonprior service program, three prior servicemen and two Officers Training School candidates.

Based on the drive's success, Det. 514 officials planned a similar event to be staged this month in Findlay, Ohio.



DURING AN INTENSIVE recruiting drive in Marietta, Ohio, Technical Sergeant J. D. Quillen, Detachment 514 recruiter, discusses Air Force opportunities with a

prospective applicant. TSgt. Quillen is one of eight Det. 514 recruiters who took part in the one-day drive. (Photo by Captain E. M. Brown)

Active duty physician aids medical recruiting

CARLE PLACE, N.Y.—Can today's Air Force physicians help assure the high quality of tomorrow's "blue suit" medical corps? Yes—and better than anyone else—according to an Air Force medical recruiting officer, here.

Active duty physicians can play a big role in attracting top-notch future colleagues by sharing military medical experiences with prospective Air Force doctors, says Captain Jack Aenchbacher, chief medical recruiter at Air Force Recruiting Detachment 104. "Doctors have an obvious edge in relating with other doctors," says Capt. Aenchbacher. "And when you're talking with high caliber applicants, this advantage is crucial."

As an example, Capt. Aenchbacher cites a meeting last month between one of his recent recruits, now chief of pediatrics at the U.S. Air Force hospital, Vandenberg Air Force Base, Calif., and a group of some 30 interns, residents and medical education officials at Long Island College Hospital, Brooklyn, N.Y. Austrian born and educated Dr. (Lieutenant Colonel) Maria L. Falter, an Air Force physician since last May, gave a "vivid and detailed picture of Air Force medical op-

portunities which no recruiter alone could have presented," says Capt. Aenchbacher.

"Dr. Falter, former clinical associate professor in pediatrics at Downstate Medical Center, a branch of the State University of New York in Brooklyn, voluntarily joined the Air Force to add new direction and meaning to her medical career. This motivation plus her civilian medical credentials gave her presentation a degree of credibility that's

hard to match," says Capt. Aenchbacher. "Her talk directly resulted in several high quality applicant leads."

Capt. Aenchbacher sees Dr. Falter's assistance as more than mere perpetuation of his original recruiting efforts with her. "She's evidence that doctors have an advantage relating with other doctors and that Air Force physicians can influence the quality of applicants for tomorrow's medical corps."

Minnesota airwaves tell Air Force story

ST. PAUL, Minn.—There is more than one way to become airborne when you're in the Air Force.

That's the conclusion reached by recruiters, Captain Bunny Cox and Staff Sergeant Daryl Hanson, Air Force Recruiting Detachment 412. The two became "airborne" recently—on radio "airwaves."

According to Det. 412 officials, a Cornell, Wis. radio station, WWIB, requested an interview with the Air Force recruiters, in

an attempt to compare life in today's Air Force with that of years gone by. Capt. Cox, Det. 412 nurse recruitment officer and SSgt. Hanson accepted the invitation and "the dynamic duo took to the air," officials said.

Mr. Pete Token, WWIB program director, conducted the interview. Because there was so much information provided by the recruiters, officials said, Token turned the interview into two recorded, one-hour programs. On the air, the questions and answers about the Air Force were intermixed with music, officials said.

MSgt. Gagnon



"I try to motivate them with my own positive, 'can do' attitude."

'Hard work' builds successful Det. 106 sector

MILFORD, Conn. — For four years Master Sergeant Edward C. Gagnon, of Springfield, Mass., has consistently supervised one of the best sectors in Air Force Recruiting Detachment 106 and the 3501st Air Force Recruiting Group.

Since fiscal year 1975, Sector "E" has averaged more than 138 per cent of its nonprior service (NPS) men production goal and has been across-the-board in other programs as well. In the first quarter of FY77, the sector produced 142 per cent of its NPS men goal and in March, made the Recruiting Service

Honor Roll with 158 per cent.

How he manages to maintain this record has been a question frequently asked by other sector supervisors and detachment commanders. The answer, says MSgt. Gagnon, "is work — most times a heck of a lot of it!"

With a sector population of nearly one-and-a-half million people and eight recruiting offices, MSgt. Gagnon manages to keep busy. He explains his working relationship with his 11 recruiters this way:

"I try to motivate them with my own positive, 'can do' attitude. I believe that attitude is 90 per cent of the job, and I spend a lot of time with a new recruiter developing that atti-

tude. Then, with efficient, dependable recruiters, we develop a team spirit. Our strength lies in unity — not numbers."

His commander, Major William J. Gates, strongly agrees with and supports the supervisor's philosophy. "There are no hidden secrets, no tricks, that will keep a unit on top. It's just a matter of hard work, backed by careful planning with specific objectives in mind," Maj. Gates said.

MSgt. Gagnon's specific objective for FY 77 is to continue meeting or surpassing his sector's recruiting goals, he says. So far, figures show, he's doing just fine.

Seventy-one complete recruiting school

Seventy-one noncommissioned officers completed the Air Force Recruiting Course here prior to their assignments to recruiting units throughout the country. Distinguished Honor Graduate from the course was Sergeant John A. English, who is scheduled to be assigned to Air Force Recruiting Detachment 610, San Bernardino, Calif.

Selected as honor graduates and their units of assignment are: Technical Sergeant Henry E. Smith,

Det. 309, New Orleans; Staff Sergeants James L. Paisley II, Det. 101, Pittsburgh; John Rudzianski, Det. 106, Milford, Conn.; Michael F. Katis, Det. 406, Houston; SSgts. Thomas G. Shafran, and Beverly A. Inch, Det. 105, McGuire AFB, N.J.

3501st Recruiting Group

New recruiters in the 3501st Air Force Recruiting Group are: SSgts. Richard P. Heath, Jay C. Kennedy, Det. 101, Pittsburgh; TSgt. Kenneth E. Stutz, SSgt. John A. Szalasny, Det. 103, Syracuse, N.Y.; TSgts. Albert DeGuzman, Peter N. Ky-

rimes, Sgt. Esteban Rivera, Det. 104, Carle Place, N.Y.; Sgt. Christina Glasco, SSgts. James E. Heflin, Allen J. Hutzulak, Det. 105, McGuire AFB, N.J.; SSgts. Richard S. McKenzie, William E. Winney, Sgt. David H. Morhiser, Det. 106, Milford, Conn.; Sgt. Roy E. Myers, Det. 108, New Cumberland, Pa.; SSgts. James H. Peterson, Samuel R. Rhyne, Sgt. Jackson L. Williams, Det. 109, Bedford, Mass.

3503rd Recruiting Group

Recruiters going to the 3503rd Group at Robins AFB, Ga., are:

TSgt. John P. Palmer, Det. 301, Gunter Air Force Station, Ala.; SSgts. James W. Brett Jr., John P. Ivey, TSgt. Ozell Jones, Det. 303, Patrick AFB, Fla.; Sgt. Barbara J. Johnson, SSgt. Henry L. Moore, Det. 305, Bolling AFB, D.C.; TSgt. Steven A. Fowler, Det. 307, Shaw AFB, S.C.; TSgt. Charles E. Roe, Det. 309, New Orleans; TSgt. Robert D. Smith, SSgts. Forrest L. Scott, John T. West, Sgt. Gary L. Vestal, Det. 311, Nashville, Tenn.

3504th Recruiting Group

Newly assigned to the 3504th Group are: SSgt. Ronald D. Taylor, group headquarters; Sgt. Darrell G. McDannald, SSgts. DeWayne A. Moore, Lloyd A. Stewart, TSgt. John C. Newberry, Sgt. Edward R. Rogers, Det. 403, Omaha, Neb.; TSgt. William D. Bordelon, Det. 404, Arlington, Tex.; TSgt. Arthur L. Siddons, Det. 405, St. Louis; SSgt. William D. Poague, Det. 409, Oklahoma City, Okla. and SSgt. J. D. Heckmaster, Det. 412, St. Paul, Minn.

3505th Recruiting Group

Moving to the 3505th Group are: Sgt. Melvin L. Oliver, Det.

500, Indianapolis; Sgt. David Lopez, Det. 501, Elwood, Ill.; Master Sergeant Albert Good, Det. 504, Selfridge, Mich.; SSgt. Daniel R. Berry, MSgt. Dennis E. Douglas, Det. 505, Milwaukee; TSgt. Willard J. Grier, Sgt. Johnny D. McAdams, Det. 513, Cleveland; TSgt. Thomas N. Tomlins, SSgts. Vernon J. Zeger, and Charles F. White, Det. 514, Columbus, Ohio.

3506th Recruiting Group

Fifteen new recruiters are being assigned to the 3506th Group. They are: MSgt. McArthur Smith, TSgts. Robert L. Abner, Edward R. Theodore, Det. 601, Bellevue, Wash.; SSgt. Richard T. Bradford, Darren E. Judkins, Donna M. Medellin, Sgt. Martin D. Cordery, Det. 606, Travis AFB, Calif.; SSgt. James D. Gregory, Det. 607, Lowry AFB, Colo.; Sgts. James K. Bills, John E. Sawyer, SSgt. Corrie J. Southworth, TSgt. John K. Smith, Det. 608, Ft. Douglas, Utah; SSgt. David C. Totsch, Det. 609, Los Angeles; TSgt. Donald R. Conley, SSgt. John E. Bouscher, Det. 610, San Bernardino, Calif.

Search on for 1,629 officer school applicants

Air Force recruiters are now seeking qualified Officer Training School (OTS) applicants to fill the 1,629 Fiscal Year 1978 openings, Recruiting Service officials here announced.

"Our recruiting efforts are primarily focused on young men and women college graduates with techni-

cal degrees in computer science, engineering, mathematics, meteorology and physics," said Master Sergeant Joseph L. Snow, Accessions Management Branch, Directorate of Operations, here. "Persons possessing non-technical degrees may apply but should expect exceptionally keen competition for selection."

Class entry dates for the in-

tense, three-month OTS course begins Aug. 15, with the last FY 78 class beginning April 11, 1978. Some 190 openings are for navigator trainees and 315 for engineers.

Active duty personnel possessing baccalaureate degrees and desiring to apply for OTS should contact their Consolidated Base Personnel Office for details, officials said.

Commissioning program essential, says director

WASHINGTON — The Air Force director of personnel programs has told the U.S. Senate that in view of needs to recruit and maintain the highest quality force, the Airman Education and Commissioning Program (AECP) provides "a visible program that assists highly motivated career airmen to attain commissioned status."

Testifying before the Senate Armed Services Committee, Major General Charles G. Cleveland said the Air Force was requesting a student input of 200 and student load of 400 for the program for fiscal year 1978. He said although armed services

committees have supported the AECP in the past, "we were nevertheless directed to stop entering students into the program during FY 75."

However, permission was granted for entries for the current fiscal year even though funds for tuition were deleted. This was done on the basis that enlisted personnel sent to college to obtain degrees for commissioning purposes should be required to pay their own tuition, the general stated.

"The Air Force does not concur with this position and has included the necessary funds in the President's budget for payment of the students' tuition in FY 78," said Maj. Gen. Cleveland.

He explained that the Air Force determines the AECP student study and the university the student will attend. Also, he said that most student entries will be obtaining degrees in computer science, engineering, and the physical sciences to meet Air Force officer accessions requirements in FY 80.

The general pointed out that each student is selected to attend a university based on a variety of factors: academic background to minimize program length; current location and end assignment of the individual to minimize costs; student preference; and tuition costs and program quality at the various colleges. (AFNS)

Eighty-three gain AECP acceptance

WRIGHT-PATTERSON AFB, Ohio — The Air Force selection board for the Airman Education and Commissioning Program (AECP) selected 83 enlisted personnel for entry into the academic phase of the program.

Applications from 476 eligible personnel were reviewed.

Selection results by academic disciplines were: eight for computer technology/business, eight for computer technology/electrical engineering, seven for computer technology/mathematics, four for aeronautical engineering and five for astronautical engineering. Also, five for civil engineering, 28 for electrical engineering, five for industrial engineering, five for mechanical engineering, seven for meteorology and one for physics (optics).

AECP provides up to 36 months of on-campus education, ending with an undergraduate or lateral degree. Airmen with at least one year of active duty and 45 semester hours of college credit or who already have a college degree are eligible for AECP. Up to 15 semester hours from the Community College of the Air Force may be applied toward the requirement.

Applicants must be able to complete degree requirements, plus the 12 weeks of Officer Training School before their 35th birthday. (AFNS)