

The AIR FORCE RECRUITER

"A great way of life"

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USAF RECRUITING SERVICE, RANDOLPH AFB, TEXAS

APRIL 1978

Lead tracking starts May 1

Increasingly tight resources have been cited as a major reason for developing improved tracking of applicant leads received through the Air Force Opportunities Center (AFOC).

"We are experiencing severe funds reductions," Brigadier General William P. Acker, Recruiting Service commander, said. "It's therefore critical that the very highest quality leads be provided for recruiters to work. To evaluate the quality and cost effectiveness of our leads, we need a feedback system."

Tracking of national leads, including Air Force Recruiter Assistance Program referrals, will begin on May 1. As of that date, each lead card will have a disposition card attached. The disposition card will contain several check-off boxes which will provide insights as to the quality of the lead.

Recruiters will be provided an education and training package detailing specific instructions on the use of this card and procedures for lead tracking. Additionally, Air Training Command Regulation 33-2 will be revised and updated to reflect the new procedures.

Before lead tracking can begin, however, complete transition from the old to the new Lead Management System (LMS) contractor must take place. That change is progressing smoothly, according to Major David E. Brown, Advertising Analysis Branch chief.

"The biggest problem at this point is improving the accuracy of the office and ZIP Code files," Maj. Brown said. "Listings of current ZIP Code responsibilities have been provided to all units and Worldwide Direct Marketing (the new LMS contractor) is awaiting field responses to begin the update process."

Maj. Brown asked that all units insure they've completed

their portion of the audit and forwarded the updated listings to Worldwide. Following the audit, he said, the next major milestone will be the lead tracking system implementation.

"All of us at the headquarters are aware...that there will be

some resistance to a so-called 'lead tracking system,' Brig. Gen. Acker said. The general said he wanted it to be very clear that the system's purpose "is not to look over the recruiter's shoulder or spy on him or her."

"I want the system to be given a fair shake," he said. "I

will be personally watching our progress closely.

"I am confident that by working together the lead tracking system will prove a valuable asset to us and help us now and in the long run to improve the quality of leads we provide our recruiters to work."



Hustlers surpass all rivals

The 3546th Air Force Recruiting Squadron has won the Semiannual Nonprior Service (NPS) Recruiting award for the first half of fiscal year 1978. Outdistancing all rivals, the '46th "Hustlers" amassed a total of 118 points.

"This accomplishment is due to a real team effort," said Lieutenant Colonel Leonard P. Zych, 3546th commander. "Special praise goes to the Armed Forces Examining and Entrance Station (AFEES) booking teams, headed by Master Sergeants Nick Alonzo and Joe Medina in the Houston and San Antonio AFEES, respectively, for their super effort in supporting the selected Air Force Specialty Codes (AFSCs) program."

To be eligible for this award, squadrons must have accomplished 100 percent cumulative production in the NPS men and women and selected AFSCs programs, respectively. Their percentages are then multiplied by the following factors to obtain the overall score: NPS-men, .70; NPS-women, .15 and selected AFSCs, .15.

In their effort, the '46th accomplished 115 percent in the NPS-men, 120 percent in NPS-women and 131 percent in the selected AFSCs programs.

Taking second and third place respectively were the 3537th RSq. with 116 points and the 3519th RSq. with 110 points.

'35th makes OTS 'aids'

WASHINGTON — When the Advertising and Publicity staff of the 3535th USAF Recruiting Squadron was asked to provide some recruiter aids for an upcoming visit by an Officer Training School (OTS) science and engineering recruiting team, they immediately began developing projects from existing or local materials.

First, they had the Bolling AFB graphics branch mount and laminate in plastic selected photos from ROTC project 77-3 which stresses scientific and engineering careers. Velcro tape was attached to the photos for easy arrangement on the stand-up expandable display system.

(Continued on page 3)

New chairman named

WASHINGTON — President Carter has nominated General David C. Jones, Air Force chief of staff, to become the Chairman of the Joint Chiefs of Staff (JCS). He has also nominated Gen. Lew Allen Jr., vice chief of staff, to become the chief of staff.

Gen. Jones has been the chief of staff since July 1, 1974. He has recently been serving as acting JCS chairman for Gen. George S. Brown, whose term ends June 30.

Gen. Allen became the vice chief of staff April 1. He had previously served as commander of Air Force Systems Command, Andrews AFB, Md.

His successor as vice chief of staff has not been named. (AFNS)

Thunderbirds pilot Captain Ron Marness, standing, and Staff Sergeant Darrell Moyer, a 3562nd Air Force Recruiting Squadron recruiter, chat with prospective applicants in SSgt. Moyer's Las Vegas office. Members of the Thunderbirds can and do visit recruiting offices located near their performance cites whenever time permits and proper arrangements have been made.

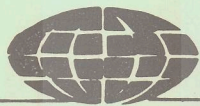
Ten squadrons join hundred percent club

Ten squadrons have been named to the Semiannual One Hundred Percent Club which is a part of the fiscal year 1978 Production Competition System.

To qualify a squadron must have met or exceeded its non-prior service men and women goals each and every month of

the first half of FY 78.

The following 10 squadrons will be presented a Recruiting Service plaque recognizing their accomplishment. They are: 3514th, 3515th, 3519th, 3533rd, 3535th, 3537th, 3544th, 3546th, 3562nd and the 3569th Air Force Recruiting Squadrons.



AIR FORCE NEWS SUMMARY

(AFNS)

PAs eligible for commission

Air Force enlisted physician assistants (PAs) became eligible for commissioning in the Biomedical Science Corps on April 1. Individuals will be commissioned to lieutenants and captains according to their qualifications. Those to be commissioned will be PAs holding college degrees and otherwise qualified. Students in training and those not meeting degree requirements will have six years to complete their degrees and elect commissioning.

New appeals procedures set

New procedures have been set for officers and airmen who appeal effectiveness and performance reports. Officers formerly bypassed the Consolidated Base Personnel Office (CBPO) by sending appeals directly to their major command as the first step in the process. Local CBPO review was added to insure officials reviewing the appeal have all the facts necessary to make a fair decision.

OTS program announced

The Air Force has established a goal of more than 2,800 graduates for Officer Training School in fiscal year 1979, nearly double the figure of 1,539 in FY 78. The first of nine selection boards will convene May 1. Application deadline for consideration by the May board is April 17. Selections will be announced May 15, for the first training class scheduled to begin July 31.

Allowances change

Junior enlisted members with non-command sponsored dependents overseas have been authorized the "with dependents" rates for housing and cost of living allowances. The change was effective March 1. Previously, junior enlisted members (E-4s with less than two years service and lower grades) with non-sponsored dependents overseas were paid the same allowances as single members. Air Force officials said the actual increase will vary according to geographical area and individual circumstances such as grade and number of dependents.

Suggestions earn President's thanks

Federal employees whose suggestions produce a first-year savings of \$5,000 or more are being personally congratulated by President Carter for their contributions to the U.S. government. The President initiated this recognition program through a memo to all departments and agencies, in which he stated:

"If we are to improve the quality and performance of our government, we must involve all government employees in that task... One way to give public employees a greater stake in the government's performance is to recognize those who have made exceptional contributions—especially, these days, in the crucial area of energy conservation. I intend to recognize these major contributions myself, to illustrate the importance I attach to them."

All those whose suggestions meet the criteria will be honored by a personal letter of commendation from President Carter. Eligibility is retroactive to Jan. 1, 1977.

The recognition program is being administered within the Air Force by Suggestion Program officials at the Air Force Military Personnel Center here.

Since the program is retroactive and applies to all Department of Defense agencies, officials expect a delay of several months before all letters are processed and reach individuals.

The AIR FORCE RECRUITER

"A great way of life"

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All photos are official Air Force photos unless otherwise indicated.

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Sergeant 'steers' squadron's safety

by First Lieutenant Virginia A. Booth

It is one thing for a squadron to reach two years free of reportable accidents in General Services Administration (GSA) vehicles.

It is quite another thing for the same squadron to reach one million miles free of reportable accidents on exactly the same day. "This was the case with the 3515th Air Force Recruiting Squadron at McGuire AFB, N.J.," said Master Sergeant William Smith Jr., safety non-commissioned officer.

Holding his safety position since July 1975, MSgt. Smith voluntarily attended a course in the Fundamentals of Air Force Safety Programs to aid his additional duty performance.

He commented, "I think you have to sell safety. It's an attitude. It is a frame of mind.

You have to get people thinking about the safe way to do things. The success of any safety program is directly related to how the receiver's emotions are stirred."

MSgt. Smith studies the past to foresee what is likely to happen in the future. "You find out problems that other units may have experienced and then take corrective action so that the same things don't happen in your unit."

An incoming safety orientation program for all newly assigned personnel is another important part of the 3515th's safety information program.

As well as the information program, MSgt. Smith's winning safety program depends on the involvement of the squadron commander and flight supervisors.

"What the boss cares about is usually what the workers care

about," remarked MSgt. Smith. "My job is only to advise. Only the commander and supervisors have the necessary authority to control accident-producing situations. My role is to work in harmony with those in authority to detect and analyze hazards and to develop effective preventative actions."

MSgt. Smith pointed out that safety is everyone's responsibility in the squadron. "The main idea behind the safety program is not to put a lot of plaques on the wall. It is to keep our people and our property safe and free of injury," he said.

"That is not just the commander's job or the flight supervisor's job. That is you and me everytime we get into a car, private or government, and hit the road. It is up to each of us to be sure the vehicle is mechanically sound and that we are alert enough to always be in control."



The Air Force Recruiter Helper Program has another name for two Air Force people—they call it "Sister Helper". The recruiter is Staff Sergeant Anita Adams, 3533rd Air Force Recruiting Squadron; the helper is Sergeant Adams' sister, Airman

First Class Malena Kagawa. The sister team joined forces to explain the "Great Way of Life" to many of the over 2,000 people who attended recent Dade County, Fla. Youth Fair.

Commission outlines major pay conclusions

WASHINGTON — The President's Commission on Military Compensation has issued a preliminary report outlining its major conclusions and recommendations to the President.

The recommendations have previously been announced in general terms after commission meetings Feb. 2 and 16 and March 2. The preliminary report provides more specific wording for the recommendations and includes brief rationale, a commission staff member said.

The commissioners recommended full travel allowances and entitlements for junior enlisted members, retaining pay and allowances rather than going to a salary system and severance pay for enlisted members as well as officers separated involuntarily from the service..

Along with numerous other recommendations, the commissioners called for replacing 20-

year retirement with an "old age" retirement program. Under the proposal, retired pay would begin at age 55 for personnel with 30 years service, and at 60 or 62 for personnel with 10 or more years, depending upon their time in service.

In addition, the commissioners called for a deferred compensation trust fund to help military personnel between the time they transition from the service into civilian life until they begin to draw retired pay.

The commission included a "grandfather clause" to allow personnel in their second enlistment, fifth year of service or beyond their initial obligation, to retire under the current system if a new program is adopted.

Commission chairman Charles J. Zwick sent the preliminary report to the Director of the Office of Management and Budget (OMB) and to the Secretary of Defense. The full report

will probably be available April 10, according to Zwick.

The President will either accept, reject or modify the commission's recommendations and propose appropriate legislation, Zwick said earlier this month when the commissioners held their final meeting to decide on basic recommendations.

OMB and the Department of Defense will review the recommendations and probably forward comments on the preliminary report for White House use in studying the preliminary and final reports, according to a commission staff member.

"Because debate on this subject (military compensation)... has created substantial unrest within the services, I believe it is highly important that the administration take an early position with regard to the major recommendations," Zwick said in his letter forwarding the report. (AFNS)

System recognizes successful AFEES

An Armed Forces Examining and Entrance Station (AFEES) competition system has been implemented by Air Force Recruiting Service to provide recognition and visibility to AFEES noncommissioned officers.

"The need for an AFEES competition system has long been recognized by managers at all levels," said Colonel Edward D. Young Jr., director of operations. "Some groups have instituted various recognition programs for their AFEES, and some squadrons with multi-AFEES have done the same.

"Problems in establishing an equitable system," said Col. Young, "included determining appropriate areas for evaluation and ways to collect the information without group and squadron manual tracking and reporting. The Advanced Personnel Data System/Procurement Management Information System (APDS/PROMIS) modifications and use of other systems now provide the capability of automating the majority of the data collection.

"This new system parallels the Production Competition System and the Management Efficiency Program. All three of these management products sup-

port Air Force needs in recruiting the proper numbers and kinds to meet personnel requirements," said the colonel.

In this system, each AFEES is compared to Recruiting Service standards in eight categories: average optimality index, person-job-match rate, sales rate, selected Air Force Skills Code factor rate, cancellation rate, error-free documentation rate and erroneous enlistment rate.

The points in each section are added to obtain monthly and year-to-date standings. The top AFEES for each month and overall for the year will receive appropriate recognition.

In the erroneous enlistment category, points are deducted for confirmed erroneous enlistments. These negative points and the points for error-free documentation rate are included

in the cumulative total and do not affect monthly totals.

"To date, comments from field units on the system have been limited," said Col. Young. "Most officials here feel comments are being reserved until the system has been in effect for several months.

"We are anxious to receive inputs, both pro and con. Future modifications to the system will depend greatly on recommendations by field managers and AFEES personnel."

The top AFEES for January and February were Chicago and New Cumberland, Pa., respectively. The Chicago AFEES services all of the 3551st Air Force Recruiting Squadron and portions of the 3550th, while New Cumberland is one of three AFEES serving the 3518th RSq.

The top 10 cumulative AFEES for January and February are listed below.

Top Ten

| AFEES | Cumulative Score |
|---------------------|------------------|
| Chicago, Ill. | 216.30 |
| Philadelphia, Pa. | 213.90 |
| Syracuse, N.Y. | 212.30 |
| Louisville, Ky. | 211.30 |
| Raleigh, N.C. | 210.30 |
| Jackson, Miss. | 209.80 |
| Portland, Ore. | 207.80 |
| Fresno, Calif. | 207.20 |
| New Cumberland, Pa. | 204.90 |
| Newark, N.J. | 202.20 |

Free and easy

Squadron produces 'aids'

(From page 1)

Three displays were made — one for each OTS recruiter and one for the squadron. Production time required: five days; cost: \$0.

A four-page science and engineering pamphlet was designed using appropriate narrative sections of ROTC project 77-3 and line art from the new ad slick catalog, NPS 77-4. The Air Force Systems Command printing plant at Andrews AFB printed the 8" x 7" brochure. Production time required: eight days; cost: \$0.

Using art work from NPS project 77-4, the Bolling graphics branch designed a poster announcing the upcoming team visit and interviews. The base reproduction branch then print-

ed 100 copies. Production time required: six days; cost: \$0.

Direct mail was not neglected as a recruiter aid. The posters were reprinted on blue paper as a letter to college engineering seniors. The same poster was also reduced in size for use as an ad in the local college newspaper. Production time required: three days; cost: \$0.

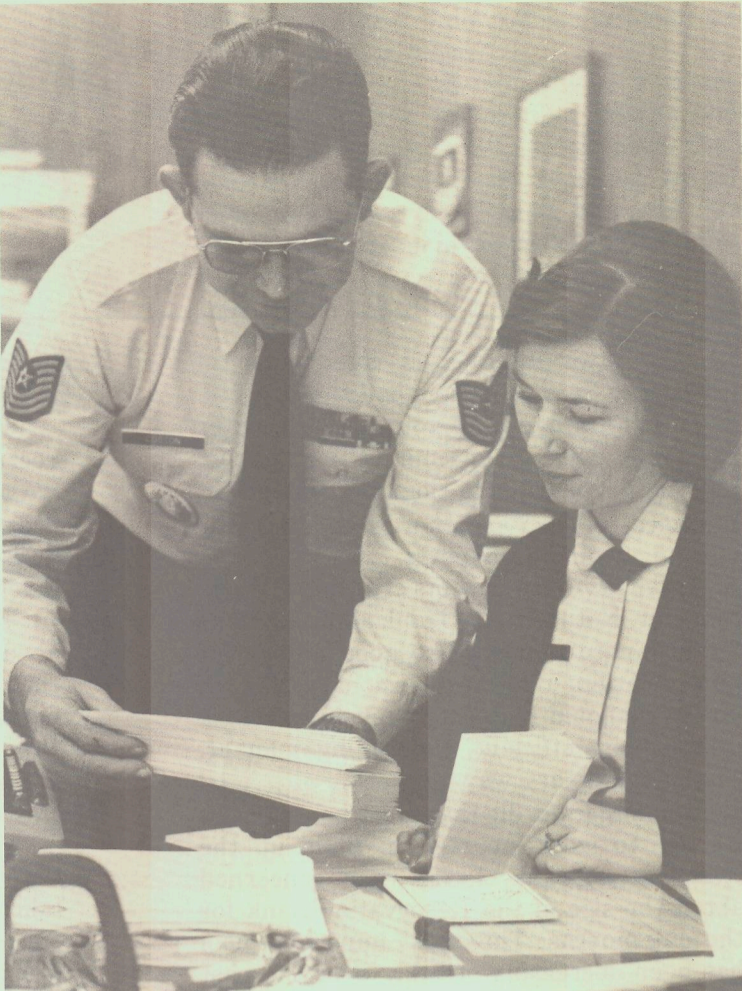
Finally, the 1361st Audio-visual Squadron in Arlington, Va., produced slicks of the 3503rd Air Force Recruiting Group's science and engineering ads. These slicks were provided to the local ad agency for placement. Production time required: three days; cost: \$0.

According to Captain Dave Abend, Advertising and Publicity (A & P) Branch chief with the

3535th, "It's a real challenge to see what you can come up with in a short time using available resources and a little ingenuity.

"I have heard many A & P staffs say they can't respond quickly to changing advertising needs, or that they are not informed of changing emphasis programs in time." But if they would look at what can be done with existing materials, and use the facilities around them to the fullest, then what they thought was a problem was really an 'opportunity'.

"What we did could be done by most recruiting squadrons located on an Air Force installation, especially if good rapport has been cultivated and maintained with base agencies," Capt. Abend added.



Listening as Master Sergeant Bill Coston, 3549th Air Force Recruiting Squadron personnel noncommissioned officer, explains how the direct mail program works, is Airman First Class Melba J. Koch. Assigned to the 2854th Air Base Group at Tinker AFB, Okla., A1C Koch and two other airmen helped with the squadron's direct mail program on a half-day rotating basis for two weeks as part of the Air Force Recruiting Assistance Program. (Photo by Captain Duane Hart)

Winners and losers

Editor's Note: The following was given to Brigadier General William P. Acker during the Recruiting Service commander's visit to the 3501st Air Force Recruiting Group. Master Sergeant Kenneth R. Christiansen, group training superintendent presented the framed copy to Brig. Gen. Acker.

How do you account for the difference between those who "make it" and those who "Bomb Out" in any effort in life?

Talent isn't the whole answer. Nor is luck. There is another element that helps separate the winners from the losers.

When a winner makes a mistake, he says: "I was wrong." When a loser makes a mistake, he says: "It wasn't my fault." A winner goes through a problem: a loser goes around it and never gets past it.

A winner says: "I'm good, but not as good as I ought to be." A loser says: "I'm not as bad as a lot of other people."

A winner listens: A loser just waits until it's his turn to talk.

A winner feels responsible for more than his job; a loser says: "I only work here."

MEP tracks enlistment quality

Tracking the quality of new Air Force enlistees is a key function of the Management Efficiency Program (MEP).

Designed to provide timely and useful feedback data to squadron managers, the MEP assists in managing areas vital to the success of the Recruiting Service mission. The MEP is not a competition system but complements both the Management by Objective (MBO) and the Production Competition Systems.

The program provides data in four special areas: enlistment, APDS/PROMIS, retention and projection efficiencies.

Enlistment efficiency records the number and percentage of high school graduates, current

year graduates and minority enlistments, in addition to non-prior service (NPS) production.

"High school graduates have proven to be the highest quality enlistees," said Lieutenant Colonel John B. Tillman, director of Marketing and Analysis.

"They stay through their first term in the Air Force at a much higher rate than other enlistees.

"We have experienced a particularly low Basic Military Training (BMT) attrition rate compared to other services due to the higher percentage of high school graduates we enlist."

According to Lt. Col. Tillman, current year graduate rates are indicators of the success of a

squadron's high school program. "They are the recruiters' primary target area in prospecting for applicants to enlist," he said.

The APDS/PROMIS efficiency section reviews the recruiter and Armed Forces Examining and Entrance Station (AFEES) bookers' success as well as the overall effectiveness of the AFEES operation. Data is provided depicting a squadron's Delayed Enlistment Program (DEP) rate, ratio of person-job-matches to reservations, current month cancellation rate and overall reservation efficiency.

Projection efficiency provides squadron managers with future months booking information in

the areas of NPS-men and women and selected Air Force Specialty Codes (AFSCs).

In the three sections discussed, squadron rates are compared to Recruiting Service standards, some of which are historical averages of successful squadrons. Where historical data is not available, the standard has been established at levels to support mission objectives.

A recent addition to the MEP, retention efficiency records BMT attrition rates. Squadrons are provided rates for enlistees who were formal high school, certified General Education Development (GED) or non-high school graduates.

"Their rates," said Lt. Col. Tillman, "are compared against the established Air Training Command MBO for BMT attrition which is currently one of management's major concerns. Maximum efforts must be made to reduce this loss of personnel and dollars.

"The MEP provides squadrons with information to improve operational efficiency and ultimately to improve the quality of Air Force enlistees.

"If we are to continue to be successful, people at all levels must continue to refine and improve their management methods to insure the highest quality individuals available are entering the Air Force."

Commander's Comment

After two months as commander of Recruiting Service, I have had the opportunity to meet several of you. Each recruiter I've met has given me a suggestion, philosophy, or favorite slogan. That's great. I'm here to learn and there is nothing like learning from the experts.

One favorite seems to be, "Work Smarter, Not Harder." Think about that one for a minute. Sounds like good advice for any situation. We're professionals; as such our goal should be to accomplish each task in the most efficient, timesaving manner. That's the smart way to work.

The major hurdle that must be cleared if we are to work smarter is: Build up the Reservation Bank. I am very concerned about the size of the Reservation Bank for the out months. This most important pool has been decreasing steadily over the past three years. As a result we're working harder.

We used to associate "crunch month recruiting" with April and May. Now the

crunch period has extended itself to February, March, April and May.

The majority of our time is expended recruiting "now" people. Out of necessity we are forced to spend less time with our easy market, the current year school group, and devote our time to the more difficult older group.

The oddity of this situation is, we have always made it in the past, and I have faith that we will make it again this year. We must turn it around so we can always work the easier market. This can only be accomplished by increasing the size of the Reservation Bank.

The values of maintaining the Reservation Bank at sufficient strength are many. It takes the pressure off you, the recruiter. It enables you to have time for effective prospecting in your proven market-places. A result of having time for effective prospecting is quality.

History has proven the quality of Air Force applicants is far above that of the

other services. Our quality has been high because we have maintained a large Reservation Bank. As the size of the bank has been reduced, our quality indicators have reflected a slight decrease in the percentage of high school graduates and a slight increase in our attrition rate at BMT.

Our goal is to build the Bank to over 21,000 and maintain that level. The question is how. I am forming a task group to brainstorm this problem. This group will consist of our most experienced people, including a representative from each group.

Input will not be limited to just this group. If you have a suggestion or idea on how to improve the Reservation Bank, let me hear from you. Use DIAL, letter, or any method you choose.

Together we are going to build the Reservation Bank back to the place where we will have the time to "Work Smarter, Not Harder."

William P. Asker

Our excellent enlisted force . . .

by Colonel Donald D. Binford

There are numerous advantages as the vice commander of the best military recruiting force in history. Because of my position I'm often asked by officials to share the Air Force secret to success.

The first thought that comes to my mind is that I believe we have the best product to offer and consequently should do better. However, as everyone knows a good product does not always ensure success. In fact, history reveals that many sound organizations with excellent products have failed to succeed due to various circumstances. Therefore, looking deeper into the organization beyond the product one discovers an outstanding enlisted force. The key of our success!

Throughout our recruiting history the Air Force has been blessed with an outstanding NCO Corps comprised of the recruiters, supervisors, and support personnel. Knowing this and trying to explain why our enlisted force

has always succeeded regardless of the changing recruiting environment is sometimes difficult to do. I'm sure we all agree that leadership, motivation, esprit de corps, and the fact that we only select the best for recruiting duty are all contributing factors to our success.

Another contributing factor which in my opinion may be the most significant reason for our success is that the recruiting mission and the recruiting NCO are inseparable.

The NCO is to recruiting what the pilot is to a flying wing, the individual who completes the mission. He is virtually his own manager and most often can determine his own success or failure as well as his contribution to the success or failure of the Recruiting Service mission.

It is evident to me that our people not only get the job done, but enjoy the challenge. Responsibility, professionalism, and dedication to the recruiting mission by our enlisted force is what makes us successful.

"...a primary goal of our efforts should be to work closely with our recruiters in the continuing effort to build a quality all-volunteer force...."

*— General William V. McBride [Retired]
Former Vice Chief of Staff*

Day — 1978

"We must portray to the civilian community a sense of the commitment to a challenging and demanding way of life that service in today's all-volunteer force requires."

*— General John W. Roberts
ATC Commander*



Intelligence, integrity, patriotism

by Master Sergeant Dick Larsen

"We believe that the military is basically doing a fine job," he continued. "We believe that the people who lead the military are basically patriotic, decent and honorable men and women. But it is our function to find the bad apples in the barrel."

He denies being antimilitary, although he admits that he is guilty of often using unflattering adjectives to describe military leaders.

"Nothing would please me more than to be able to write that the military is perfect," he said. And he promises that the day it is, "We'll write it.

"We try to be fair and accurate in our reporting," he said, "but those who get hit will never think we are fair.

"We have to have two independent sources who witnessed the event or who have access to the facts," he said, before he

An 'opportunity' with PROMIS . . .

by Captain Harry P. Haltman

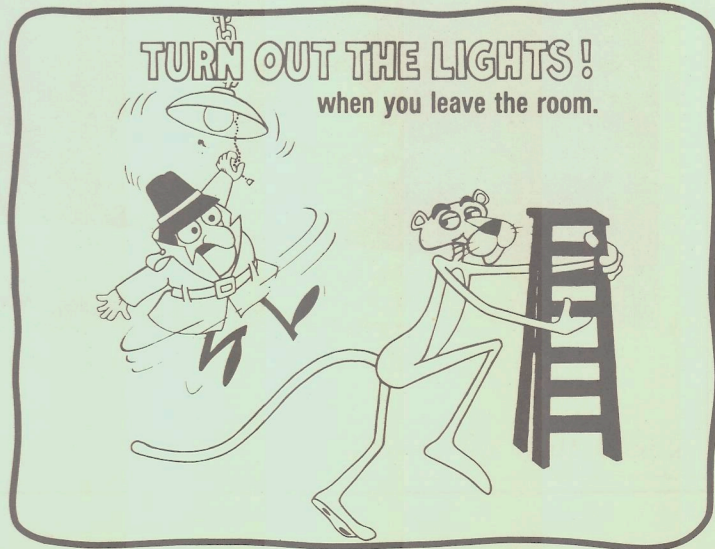
Ever notice how Air Force opportunities are getting better all the time? This is nowhere more true than in our own OPPORTUNITY, the job search, match, and reserve command in APDS-PROMIS.

For quite some time we have been testing various methods of running the complex OPPORTUNITY process to make it more efficient so that it could do more in less time. Progress has been steady but slow until a few weeks ago when, thanks largely to a modification in the computer software at the Air Force Military Personnel Center, we were able to significantly improve the job search logic and thereby drastically reduce total response time for the Person-Job Match to an average of 9-12 seconds.

A special tip of the Recruiting Service bonnet to our friends on the APDS-PROMIS programming shop at AFMPC for their fine support in this effort — just another step in the never-ending quest to make APDS-PROMIS a more useful tool for the troops on the front lines and management as well.

By the way, since many of the changes we make are the direct result of recruiters' comments, observations, and criticisms, we would appreciate hearing your suggestions for future improvements as well.

DON'T WASTE ENERGY!



There are two days in every week about which we should not worry. Two days which should be kept from fear and apprehension...

One of these days is Yesterday . . . with its mistakes and cares; its faults and blunders; its aches and pains. Yesterday has passed from beyond our control. All the money in the world cannot bring back Yesterday. We cannot undo a single act we performed; we cannot erase a single word that was said. Yesterday is gone...

The second day that we should not worry about is Tomorrow, with its possible adversities; its burdens; its large promise and poor performance. Tomorrow's sun will rise, whether in splendor or behind a mask of clouds, but it will rise. Until it does, we have no stake in Tomorrow, for it is as yet unborn...

This leaves but one day . . . Today. Anyone can fight the battle of just one day. It is only when you and I add the burdens of those two awful eternities, Yesterday and Tomorrow, that we tremble. It is not the experiences of Today that drive people to distraction, it is the remorse or bitterness for something that happened Yesterday and the dread of what Tomorrow may bring. Let us therefore live but for one day at a time... TODAY.

Moral for recruiters: Don't worry about the applicant who changed his or her mind yesterday and don't fret about that "talk" you have prepared for tomorrow... Take care of business today and things will work out right in the end.

Recruiter interview

Brig. Gen. William P. Acker

Editor's Note:

Sometimes it's difficult to get in to talk to the boss, and we were somewhat apprehensive when we decided to interview Brigadier General William P. Acker.

The new Recruiting Service commander does have a busy schedule and a time for the interview was adjusted a couple of times. However, we found out that with Brig. Gen. Acker, the "open door" policy definitely rings true.

We think you'll agree, as you read the following questions and answers, that interviewing the new boss was a good idea. We hope the interview will help you become more familiar with the man and his plans for leadership — and that it will inspire you to continue your dynamic work.

RECRUITER: We've heard you were the best man for the job as the new Recruiting Service commander. Why do you think this is so?

GEN. ACKER: Well, I'm flattered that you would pose the question that way. I don't know that I'm the best man for Recruiting Service commander, but I suppose what you're referring to is my previous assignment. In that regard, I was the deputy commander of the Military Enlistment Processing Command (MEPCOM), which manages the AFEES.

All the bag carrying recruiters know about AFEES. That's where we send all the applicants for processing prior to going to basic military training.

We gave them a mental and physical exam and processed the paperwork for entry into the Armed Forces. And I did work some of the issues that involved test compromise and recruiter malpractice. If you were trying to beat the system, you didn't particularly like me or the job I was doing. If you were recruiting correctly, I probably had very little effect on your job. But I did, for that two years, work very closely with recruiters and recruiting problems, trying to maintain integrity in the recruiting effort.

Therefore, I guess you could say I have some experience already. I don't start from ground zero but someplace well above that.

RECRUITER: How do you rate this assignment alongside your many others?

GEN. ACKER: I think this is probably the top assignment in my career. Most every job I have ever had in the Air Force has been good and has stretched me, but this one will definitely be my very best.

There's an awesome responsibility that goes with this job of recruiting people to man one of the greatest powers that has ever been put together in the history of man. I'm proud to have the responsibility to man against such an organization as that, an organization designed for peace and maintaining peace in the world.



I think all of us like responsibility — good responsibility — and I am one of those that happens to like it. I suppose we like it until it gets too large for us to handle and sometimes right then, we wish we didn't have it.

I look forward to this job, though. Probably one of the major reasons is because of the really super top notch people that are in the recruiting effort and my having a chance to work with them. So, I think it will probably be the very best assignment of my career.

RECRUITER: What was your impression of Recruiting Service when you first took over a couple of months ago?

GEN. ACKER: Well, I came in thinking very highly of Air Force Recruiting. Having worked with recruiters of all the services, I was very high on Air Force recruiters. Not that the others are bad. That's not so. We all have our share of bad recruiters, so to speak; or recruiters that will cut the corners — that will compromise. There are always those few.

But in my opinion, the Air Force has a very small percentage of these individuals. When we worked some of the MEPCOM initiatives to prevent test compromise and to assist in the attrition problems at the basic training centers, I think we probably had a deeper affect on some of the other services than the Air Force. This was mainly because of the way the Air Force was recruiting. Although we had an affect, it was probably smaller.

In traveling around the country with a nationwide command, I was impressed with the Air Force recruiters. They look good, they're sharp, they believe in the Air Force, they're responsible, they think what they're doing is important and it is. It was just a pleasure to be with these people.

RECRUITER: As every commanding officer goes from assignment to assignment, there's a grapevine that precedes him. One of the things we heard is that you were a little concerned about personal appearance. What value do you place on the personal appearance of Recruiting Service members?

GEN. ACKER: I appreciate you even asking me that question. It is an important personal attribute for a recruiter. It is essential.

In recruiting we are the gateway to the Air Force. We are the first thing an applicant sees involving the Air Force and the Air Force way of life. It is essential, from their view, that we be right and correct so that their future looks clear, and so they have a goal or standard to shoot for.

But probably more than that would be the fact we are what the American public sees. Oh, there are a few locations around the country, near bases, where the public can see other enlisted people in action, but the one individual everyone sees is the recruiter. He's in almost every city of any size across our country. And even then he's out traveling to every corner of the United States.

I think if the American public has an image of an Air Force individual it would probably be the recruiter who is associated with the Air Force. So appearance is terribly important.

I want to assure you, however, I am not making personal appearance a vendetta or really a special effort. I just want to keep appearances up because I feel we're there now. There's an occasional complaint, but I find for the most part recruiters are the best dressed, best looking men and women in the Air Force today. I'm proud of this fact, and we all want to keep it that way.

RECRUITER: Since you took over as the Recruiting Service commander, what has become your top priority?

GEN. ACKER: As you know I'm new but I have several priorities. I'd say probably one of the major priorities I have, of course, is to make the proper numbers and at the same time make the right kinds of people the Air Force can use.

If we have too few security policemen and too many air traffic controllers, although we have met our end strength as far as total numbers are concerned, we are not successful as far as getting people to do the jobs the Air Force needs.

This is not as easy as it sounds. You'd think you could go out knowing how many cooks we need and get them. But as a matter of fact requirements

change. We have about 245 different jobs in the Air Force and the requirements are constantly changing for many of them.

Now recruiting has to be somewhat stable and you just don't change a requirement without causing repercussions downstream. For instance, if one weapon system goes out of the inventory, we immediately have an excess of those kind of people. Because we have already booked people months ahead for that job, now we are overbooked or oversold for a job that doesn't exist.

So, working the proper kinds is a lot tougher than it looks on the surface. It's getting involved with the people in the Air Force that set requirements, it's trying to look downstream at long range requirements, it's trying to phase-in the people as a new system comes into being and do it properly.

Another priority close by is recruiting with integrity. We have it now, but one of my main objectives is to make sure it stays that way. We in Recruiting Service can never look the other way in recruiter malpractice cases. Recruiting is a tough business for some, for others it's easy. There's a temptation for the guy that finds recruiting almost impossible to cut some corners but that's not the way it's going to be. What we need to do if an individual is not suitable for recruiting, and many are not, is move that individual out and get someone who is suitable.

Another major priority, of course, is getting the resources we need to do our job. Over the years our successes have caused a drop in resources. Because we are successful, as much or more than some of the other services in meeting our goals, there's a tendency to think we can get by with less.

For the last several years we've taken a cut in our budget to the extent I now feel it is beginning to hurt the recruiting effort. I think we need to turn those budget figures around. I think we need additional resources, especially in the advertising area, and I'll work toward that effort. Of course, it involves being able to articulate the case and press the right people exactly what we need and why we need it to do the job.

RECRUITER: If they don't give us what we need do you have a plan whereby we can cope with this continually shrinking budget?

GEN. ACKER: You can only continue to do so much with less, as the old saying goes, for so long. I don't know when the string will run out.

I can say, as I look back on the previous commanders' innovative management techniques, I am amazed at how everyone continuously found a solution to doing the job with less money.

AFRAP is an example where everyone in the Air Force pitches in to make up for a lack of funds to generate leads for the Air Force. It's a beautiful example. Here we have the whole Air Force involved. Additionally, the leads we are getting from the AFRAP program are very good leads.

They may not have been at first, but they are now being refined, they're the right age and of good quality. As for how much money it would take to do that kind of job out there with advertising funds — I don't know.

I am convinced that there are similar programs we can instigate to stretch our dollars. I am also convinced we have the kind of people that can come up with the new ideas. One of my responsibilities is to foster the type of working environment where it

RECRUITER: You've been quoted as saying Recruiting Service still faces a tough challenge, but you are confident the field recruiters will meet it. How do you intend to meet the challenge and avoid a shortfall?

GEN. ACKER: Well, that's a difficult question. It's not what I intend to do, it's what the recruiters intend to do. First you have to know Air Force recruiters to know they will not fail; they don't want to.

I feel very confident working with the kinds of individuals who, when called upon during a tough time, come through. They find a way. They are of that quality.

As for recruiting being tough, well, I guess you might say recruiting is difficult, especially for some. Our numbers are high and we do want quality. But I am discovering that for many recruiters the job is fairly easy.

Now don't get me wrong. They're doing a good day's work but they can do it fairly easy because they're organized and well trained, they like what they're doing, they're good at it and it doesn't take them as long as one might think.

I like that. If they can do it in less than the average number of hours a week, my hat's off to them, and I think they should.

There are some others that find recruiting very difficult. They either find it difficult because they're not trained properly, not good at it, or they're in a particularly difficult area. For those who are finding it really hard, I think we could assist them in training, staff visits and a consultation type of approach where we find out with real experts what the problem may be.

I would say that there is even a smaller number who find recruiting impossible. And for those I think we need to find another job outside of recruiting.

For the majority of recruiters, though, it's a good job and a real challenge, one they wouldn't swap with anybody else in the world.

RECRUITER: We've heard that our standards may be too high; do you care to comment?

GEN. ACKER: The standards are high and as a matter of fact, because of this we probably have the best Air Force today we have ever had in our history. Also, you will find we have fewer disciplinary problems in the Air Force today.

All the rates are positive. There are some problems in working with this type of young individual. It's a challenge for managers. These people ask questions, they're bright, they're observant and they want to know "why". If the modern manager is not prepared to answer the question "why," he's in a bad situation. Probably, he shouldn't have been a manager to start with.

Although these bright young folks offer a challenge to a manager, there's not any manager worth his salt that doesn't like to have them. And, there isn't a single manager who has been around a long time that doesn't appreciate the difference in the quality of the youngsters we have in the Air Force today.

Yes, the standards are high but I believe we should keep them so, as long as we can meet the Air Force objectives. Our ability to do this will, of course, depend to some degree upon resources. My experience has taught me that it costs more to recruit a high quality force.

RECRUITER: During the past two years many new programs, such as AFAP, which you already mentioned, Recruiter Helper, APDS/PROMIS and enlistment incentives have been initiated to increase enlistments. Will we continue to follow these programs and, if so, are there any new initiatives planned?

GEN. ACKER: We have already covered this in a previous question but some additional thoughts come to mind. Let me just say, I'm new here but after two months, I'm very impressed with the staff. I have been to all the groups and I'm extremely impressed with these people. I'm convinced if we need a new initiative, we're going to find it.

Do I specifically have one in mind at this moment? A major breakthrough in recruiting? No, I do not. However, I am very impressed by the efforts the groups are making. I believe we will meet the challenge and the goal for this year with the right kinds and the right numbers. I have absolutely no doubt the staff, the management, we have in recruiting today will continue to develop new and innovative ideas that will assist us in meeting the objective just as we have in the past.

RECRUITER: Your predecessor, Maj. Gen. Bowling, placed a great amount of emphasis on a recruiter spending as much time as he could with his family and the role his family played in helping him accomplish his job. What role do you see the family playing in the overall recruiting mission?

GEN. ACKER: I agree with Maj. Gen. Bowling. Recruiting is different than any other job. One of the more important factors in recruiting is wife and family involvement — their peace of mind and feeling a part of the mission.

Recruiting takes time that doesn't necessarily

'I look forward to this job...because of the...top notch people that are in the recruiting effort'



come between eight and five. It takes an enlightened family to understand and appreciate that fact that recruiting comes in hard times, in different places. Recruiting calls for sacrifices other AFSCs do not require. Such things as being away from an installation, the commissary, the base exchange, and other blue suiters in the course of the day.

Because of this, I personally feel it would be almost impossible for a good recruiter to do an outstanding job if he didn't have a family who was involved and understood his mission and was glad to be a part of it.

Recruiting also offers the family a great deal of opportunity that many like. A chance to return to a civilian community. A chance to work with civic groups. A chance to get closer to home. Recruiting is a family affair and all the good recruiters know this.

RECRUITER: How do you summarize your impressions of where we are, where we're going and how we're going to get there?

GEN. ACKER: Well, I think Air Force recruiting is on top. Not without some problems and some difficulties to overcome, but we're the best. The problem with this is that it's harder to stay on top than it is to get there from the bottom. We are all going to have to give extra effort if we are to stay the best.

I'm sure everyone in recruiting agrees with me that we are going to continue to be the very best. We're going to continue to stay on top and we're going to continue to come up with management initiatives that will accomplish this objective. We're going to accomplish it by smart, hard working recruiters who recruit with integrity.

We are going to stay there by all of the staff working hard to support the bag carrying recruiter in the field. We are going to stay there by making each one of our dollars do just a little bit more now than they have ever done in the past. It won't be easy, but then I'm like the rest of the recruiters. I like a good challenge and I can see a real one for us in recruiting.

Photos by Walt Weible



COMMANDER'S DIAL 3425



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.

Jobs requirements tough

COMMENT: I'm a flight supervisor. I was just reading a DIAL in the January newspaper about area job releases. Sir, this is a real hard spot with my recruiters; it seems like all our high school seniors since October 1977 have got nothing but "hard-to-sell" jobs. They're going back to school and not sending us new prospects, and they continually ask us to change their jobs. Right now, one recruiter has five high school seniors who don't want to ship because they got 462 and 811 jobs they'd like changed. It's very difficult to keep kids motivated in this situation.

REPLY: The PROMIS job bank is built according to Air Force trained personnel requirements. One of every eight enlistees must be an 81130 to meet AF needs. Your recruiters are required to sell the Air Force, not jobs. The PROMIS system was designed to match individuals' qualifications and desires with AF needs — and needs must have priority. If the line chief on the flightline needs weapons mechanics he would be justifiably upset if we sent him communications personnel. We cannot send biomedical equipment maintenance specialists to the hospital commander who needs medical service specialists. What it boils down to is the Recruiting Service mission — to recruit and classify to meet Air Force requirments. We know it's tough, but keep on charging.

DEP and school seats

COMMENT: I always thought the DEP program was designed to more or less preserve an individual's "seat" in a technical school. I have one young man who just finished basic training and has two months to wait before he starts school, and I wonder why.

REPLY: The enlistment of GTEP airmen into the DEP is based on a technical school seat being available immediately to them upon completion of basic training. Your young man's situation is an exception to this. The procurement bank for December 1977 enlistees was developed in May 1977. At that time, there was a 90130 class entering on Feb. 21, 1977, and he was committed for that job. Subsequently, this class was canceled due to a change in AF requirements. He finally entered training on April 10. Normally, delays such as this do not occur. The vast majority of airmen proceed from basic training directly into a technical school.

Tour grounded

COMMENT: After much effort in arranging for several educators to tour Chanute AFB, Ill., we got word the whole show was canceled, because of a lack of airlift support. I find it hard to believe that out of all the active duty and Reserve flying squadrons, this transportation could not be arranged. These educators made special arrangements with their respective school districts, families, etc., to attend the tour. The tour was planned in January but not canceled until March. Needless to say, we looked pretty silly to those who planned to attend. Where is the support we recruiters need?

REPLY: I appreciate and share your concern for the school counselors who made special arrangements to attend the tour. While you may find it hard to believe, it is a fact that no military airlift was available to support our mission requirements. Due to the money crunch Recruiting Service is experiencing, there were no funds available for commercial airlift. We waited until the last minute to cancel your tour in order to work every possible angle to obtain airlift support. We didn't exhaust all possibilities (MAC, National Guard, Reserve) until two weeks prior to the tour. At that time we notified your squadron and they in turn notified you. I realize it's tough to sell something to an educator and then have it break down. I assure you we are working hard to get the money to conduct these tours. In the meantime, if military airlift isn't available we will be forced to cancel.

It's up to the doc

COMMENT: I have an applicant who has been permanently disqualified for enlistment because of a partial thumb amputation. According to AFEEES doctors, we have no recourse, but I believe this young man is quite capable of being in the Air Force. He has good scores and wants to come in, but the doctor refuses to send a waiver forward. Can anything be done?

REPLY: After discussing the problem with you by telephone, we talked to the ATC Surgeon General's office to determine any possibility for waiver consideration. The procedures are spelled out in ATCR 33-2, para 2-3a; there is no provision for further consideration once the AFEEES medical officer has made his determination. It's up to the AFEEES doctor to determine if an "exception to the physical standards is appropriate," and without the doctor's recommendation, AFEEES LNCOs are prohibited from forwarding physical exams to the ATC Surgeon for consideration. In this particular case, too much of the applicant's thumb was missing to warrant waiver consideration. We have to rely on the doctor's judgement.

Direct Information 3425 Action Line

A great sales aid

COMMENT: I am an Air Force recruiter who worked in your headquarters operations directorate some two and a half years ago. I know how effective your command staff program is. An article in the February RECRUITER noted that recent Recruiting School graduates are receiving transcripts of the hours received under CCAF. If each recruiter could receive a transcript of all creditable hours from the Air Force courses he's completed, it could be a better management tool in selling the Air Force. Educational courses are one of our greatest entitlements. We in the field welcome you to Recruiting Service and want to support you the way we always supported the previous commanders. If you ever should be in Decatur, Ga., please stop in.

REPLY: You are the second person in a month to come up with this fine suggestion. We already plan to publicize, through this newspaper, how recruiters can go about obtaining a transcript of their work from CCAF.

Who's responsible?

COMMENT: In reference to ATCR 33-2, Table 1-2, Figure 1-1 [Improper Parking], if an applicant received a parking ticket while driving his father's car, and his father paid the ticket, is he morally responsible? If so, can he be processed by AFEEES?

REPLY: For recruiting purposes, you must consider the applicant's driving record or, if not obtainable, you must rely on self-admission and act accordingly. When commercial, leased, borrowed or rental vehicles are involved, most states' statutes make it clear the driver is intended to be responsible. In such cases, when determining moral eligibility for enlistment, the driver is considered the recipient of the conviction or adverse adjudication. For your information, Air Force headquarters has just approved a Recruiting Service proposal to eliminate "overtime parking" from consideration for moral waiver purposes. However, other types of improper parking (fire hydrant, tow away zone, etc.) must still be considered. We are sure you'll agree that this helps you, and we will continue to work to improve the system when possible.

DIAL of the month

COMMENT: First of all, congratulations on being our new commander. One thing I'd like to mention: There are people out here who have been here a long time and some a short time. Promotions, from staff to tech and tech to master sergeant have been difficult for all. I would really like to see some enlisted men get promoted. If you look, you will see that we do the job for half the price. We deserve a higher promotion rate out here, and it may be a good time for you, General, to take a strong look at that and improve that possibility for us.

REPLY: Thanks for the congratulations. Concerning your point, we first have to look at Air Force's promotion objectives, policy, and philosophy. The promotion objective is to promote airmen to fill requirements in specific grades in each Air Force Specialty within the limits established by annual grade ceilings. The policy is to advance those airmen who have shown potential for more responsibility while the philosophy is based on the principle of equity.

In simpler terms, Air Force annually promotes enough airmen to meet its needs but cannot exceed the annual grade ceilings. These requirements are filled by eligible airmen selected by a system that insures those airmen receive fair and timely consideration for promotion. Consequently, each airman is guaranteed the same opportunity for advancement as all other airmen, regardless of specialty or command of assignment.

A review of Recruiting Service vs. Air Force selection rates indicates we are receiving our fair share of promotions each cycle. Nonetheless, I will take advantage of every opportunity to solicit and encourage increased promotions for our people.

How far back?

COMMENT: A recent change to 33-2 and 1966 requires that we only go back five years to determine applicants' past residences. That's an excellent idea; however, on DD Form 1584, National Agency Check, if we only get information on people's background for the last five years and if someone is 23 or older, we'll have an insufficient amount of data necessary to fill out residency for the ENTNAC.

REPLY: DD Form 1584 requires us to list residences "from 18th birthday or during past 15 years, whichever is shorter. If under 18, list present and most recent address." Since the great majority of our NPS applicants are between 17 and 21 (average age for NPS enlistees in FY 77 was 19.3), there will seldom be a need to exceed the five years of residency information required on the DD Form 1966. The small number of applicants who will need the additional residency information doesn't warrant requiring the information from all.

Michigan-assignee paces USAF Recruiting Course

LACKLAND AFB, Tex. — Twenty-five noncommissioned officers recently graduated from the Air Force Recruiter Course here.

Named distinguished honor graduate was Technical Sergeant Arthur L. Wedmore Jr., assigned to the 3554th Air Force Recruiting Squadron, Selfridge ANG Base, Mich.

New recruiters in the 3501st Air Force Recruiting Group are: Staff Sergeants John D. Hester Jr., 3513th RSq., Syracuse, N.Y.; Albert L. Holloway, 3514th RSq. Carle Place, N.Y.; Thomas P. Decato, 3516th RSq., Milford, Conn.; James L. Bowers and Sergeant John M. Doucette Jr., 3519th RSq., Bedford, Mass. and Master Sergeant John M. Krupa, 3518th RSq., New Cumberland, Pa.

New 3503rd Group recruiters include: TSgts. Ronald G. Leblanc and Roger B. White, 3531st

RSq., Gunter AFS, Ala; TSgt. James W. Bolser and SSgt. Robert A. Schlemmer, 3532nd RSq., Nashville, Tenn.; SSgt.

Richard W. Thompson, 3535th RSq., Bolling AFB, D.C. and TSgt. Carnis W. Littlefield, 3537th RSq., Shaw AFB, S.C.

CHAMPUS contractor changes

As of April 3, Blue Cross and Blue Shield of Southwestern Virginia began processing all claims for professional and institutional care received in North Carolina and South Carolina by Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) beneficiaries.

Affected CHAMPUS beneficiaries should submit all claims to the new contractor after April 2, even if the care was received before that date. The address is: Blue Cross and Blue Shield of Southwestern Virginia, P.O. Box 13828, Roanoke, Va. 24034.

Three new recruiters in the 3504th Group are: MSgt. James Cantrell, 3541st RSq., Kansas City, Mo.; Sgt. Susan R. Brigger, 3542nd RSq., St. Paul, Minn. and SSgt. Melvin Herron, 3546th RSq., Houston.

Graduates assigned to the 3505th Group include: TSgt James P. Craft, 3550th RSq., Indianapolis; TSgt. David A. Highlands, Sgts. Douglas E. Wilson and Avis O. Daniels, 3552nd RSq., Columbus, Ohio and SSgt. Charles L. Nix, 3554th RSq.

New recruiters in the 3506th Group are: Senior Airman Henry M. Wade Jr., 3516th RSq., Sand Point, Wash.; SSgts. Douglas A. Whitney and Patricia G. Hoban, 3566th RSq., Travis AFB, Calif., and SSgt. Steven D. Boyer, 3567th RSq., Lowry AFB, Colo.

Floridians visit Keesler AFB

Educators view 'AF life'

by Captain Al Alderfer

It was mid-afternoon when the District of Columbia Air National Guard C-131H took off from Orlando, Fla. International Airport. On board were a group of 19 Florida educators on their way to Keesler AFB, Miss. for a firsthand look at Keesler Technical Training Center.

The ANG scheduled the airplane—a former vice presidential airplane turned over to the guard to use for training purposes—to transport the group and fulfill training requirements at the same time. "This way we get maximum use out of the aircraft," said a spokesman.

An hour and 55 minutes later the airplane touched down at Keesler. In a few minutes educators chosen from schools throughout the state were sitting in a Keesler briefing room being welcomed by the Training Center commander, Major General John S. Pustay. A fast-paced two and a half day tour had begun.

"The tour as a whole was a fantastic success; the Air Force has a very complete training program and has an exceptional educational program for the young people today," said Alton Duxbury, an occupational specialist from Sanford.



Sergeant Matt Hancock checks the military bearing of Airman Basic Gail Johnson, one of nine women in the 3706th Basic Military Training Squadron's Drum and Bugle

Corps. The flight became the first coed flight to earn an Honor Flight designation at Lackland AFB, Tex. (Photo by Senior Airman Stuart Swardloff)

Look great!

"Look Great in 78" is the theme of Air Training Command's new program to increase the awareness of command personnel of proper wear and upkeep of the Air Force uniform.

Each month this year, the RECRUITER will print a short outline about the proper wear and maintenance of specific uniform items. This month's topic deals with handbags, belts, buckles and gloves. For a handy reference file, clip this and other "Look Great" outlines and retain.

- Handbags: Watch for fading and scuffing; repair or replace.
- Belts: When they become soiled, faded or frayed, replace.
- Buckles: Replace if tarnished or scratched; chrome buckles are for honor guards only.
- Gloves (men's: black/grey; women's: black/white): Replace when faded, torn or scuffed.
- Flight Gloves: These may be worn with the flight jacket for other than cockpit duties when authorized by the installation commander. Repair or replace if torn or when stitching breaks.

Next month: Trousers and slacks

Following the dinner there were brief speeches and a question/answer session on Keesler and Air Force life. "The dinner was fantastic," said Thomas Duncan from Robinson High School in Tampa, "and the chance to ask questions and get frank answers was much appreciated."

On the third day the educators had a chance to talk to the Florida students. Twice during the day students from various parts of Florida were asked to speak before the group and to answer questions. "I was amazed at the frankness of the students and the discipline shown by them; the Air Force surely produces some positive changes in the young men and women," said Carl Miller, from Hillsborough County education department.

One of the educators summed up the tour this way: "I learned more about the program than I ever knew and will not hesitate to offer it as another alternative to young people who are seeking a future for themselves," said Ruford Wilson, an occupational specialist at Lakeland Senior High School.

Nearly 80 hours after departure, at 7:45 p.m., the C-131H touched down at Orlando International Airport. The trip—now at its end—had been a success.

'Womanized' corps wins 'Honor Flight'

LACKLAND AFB, Tex. — Men in Lackland's Drum and Bugle Corps (basic training flight 54) stepped to the tune of a different drummer as they earned an Honor Flight designation recently.

That different drummer was a woman.

The corps — 36 men and nine women — became the first coed basic training flight to earn the honor. "Having women in the flight really motivated both the men and the women to do better," according to Sergeant Matt Hancock, chief military training instructor for the flight.

Lackland's drum and bugle corps is formed from musicians entering the six-week basic military training course.

Because the corps is a basic training flight, a unit that has traditionally trained and lived

together, some changes had to be made when the corps went coed.

Training schedules presented little problems, since men and women receive almost identical drill, physical conditioning and academic instruction. Living arrangements were settled by housing the women in a separate dormitory.

In earning the Honor Flight designation, the flight competed against all-male flights in the 3706th Basic Military Training Squadron in areas of dormitory arrangement and cleanliness, drill precision, dorm guard procedures, open ranks inspection and academic testing.

Although the women were housed separately from the men, they were still inspected and evaluated as a flight on dormitory ratings. Ratings from the individual dorms were combined for total evaluation as a flight.

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.

Ten or More Club

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

| Name | NPS Enlistments | Sq./Flight |
|--------------------------|-----------------|------------|
| TSgt. John E. Stoval | 12 | 61G |
| TSgt. John Fletcher | 12 | 16D |
| MSgt. Louis C. Rehwinkel | 11 | 61G |
| TSgt. Casey Morris | 11 | 15A |
| TSgt. Micky Mignon | 11 | 19B |
| SSgt. Steve White | 11 | 14D |
| SSgt. Bill Leamy | 11 | 19B |
| MSgt. Edwin Hartwell | 10 | 14C |
| TSgt. Mike Lazonis | 10 | 19I |
| SSgt. Felix Cruz | 10 | 14D |
| TSgt. Steven A. Fowler | 10 | 37A |
| SSgt. Karl W. Porter | 10 | 62D |

Ten or More Net Reservation Club

This category recognizes recruiter who netted 10 or more NPS male reservations during March.

| Name | NPS-M Enlistments | Sq./Flight |
|---------------------------|-------------------|------------|
| TSgt. Casey Morris | 15 | 15A |
| MSgt. Joe Jones | 14 | 39D |
| MSgt. Ernie Gallant | 14 | 19H |
| SSgt. Donald C. Torrenti | 12 | 61C |
| TSgt. Joseph A. Bello | 12 | 53C |
| SSgt. Daniel P. Rodgers | 12 | 50D |
| TSgt. Lawrence R. Hammett | 12 | 32E |
| SSgt. Bill Leamy | 12 | 19B |
| TSgt. Norman Gaver | 12 | 15A |
| MSgt. Charles Viands | 11 | 33D |
| TSgt. Charles D. Hodges | 11 | 35F |
| TSgt. Bobby Houle | 11 | 19G |
| SSgt. Jesus Semprum | 11 | 14E |
| Sgt. Dennis Magdule | 11 | 18C |
| SSgt. Robert E. Moore | 10 | 61G |
| SSgt. Bruce T. McComb | 10 | 44C |
| TSgt. Gene Landrum | 10 | 33C |
| SSgt. Alfred Anthony | 10 | 33C |
| TSgt. Peter Kyrimes | 10 | 14C |
| SSgt. Philip Capps | 10 | 14C |
| SSgt. Art Chasse | 10 | 19A |
| SSgt. John McGloin | 10 | 19G |
| SSgt. Greg Jones | 10 | 14D |
| Sgt. Joseph Dunleavy | 10 | 15A |

One Hundred Percent Squadron Club

This category recognizes those squadrons that enlisted 100 percent or more of their combined NPS male and female goal for the month of March.

| Squadron | Goal/Accessions | Percent |
|----------|-----------------|---------|
| 3533 | 258/360 | 139.5 |
| 3514 | 178/236 | 132.6 |
| 3546 | 192/241 | 125.5 |
| 3537 | 220/265 | 120.5 |
| 3562 | 235/283 | 120.4 |
| 3544 | 205/231 | 112.7 |
| 3567 | 151/169 | 111.9 |
| 3515 | 190/210 | 110.5 |
| 3549 | 134/147 | 109.7 |
| 3516 | 187/202 | 108.0 |
| 3519 | 272/293 | 107.7 |
| 3545 | 158/170 | 107.6 |
| 3541 | 114/122 | 107.0 |
| 3535 | 239/255 | 106.7 |
| 3566 | 247/261 | 105.7 |
| 3569 | 199/210 | 105.5 |
| 3561 | 195/204 | 104.6 |
| 3553 | 157/164 | 104.5 |
| 3539 | 152/156 | 102.6 |
| 3532 | 190/191 | 100.5 |

One Hundred Fifty Percent Flight Club

This category recognizes flights and their supervisors placing on active duty 150 percent of their NPS male goals during March.

| Supervisor | Goal/Accessions | Percent | Sq./Flight |
|-------------------------|-----------------|---------|------------|
| SMSgt. Bobby Kent | 25/35 | 184 | 39D |
| MSgt. Carlton M. Dalton | 20/34 | 170 | 66A |
| MSgt. Purcell Hunt | 20/34 | 170 | 14C |
| MSgt. Robert George | 15/25 | 166 | 14G |
| MSgt. Edmund Schierer | 21/35 | 166 | 14F |
| SMSgt. Arnold G. Berry | 80/131 | 163 | 46E |
| MSgt. Morris R. Price | 25/40 | 160 | 44E |
| TSgt. Bill Goodwin | 24/38 | 158 | 19B |
| MSgt. Jack Scoggins | 21/33 | 157 | 44H |
| SMSgt. Richard Conrad | 14/22 | 157 | 11F |
| MSgt. Jared Mackillip | 18/28 | 155 | 19H |
| MSgt. C.D.M. Clark | 20/31 | 155 | 14D |
| SMSgt. Robert Koch | 31.47 | 152 | 33E |

| | | | |
|---------------------------|-------|-----|-----|
| MSgt. Dan Bowden | 29/44 | 152 | 33D |
| TSgt. Daniel B. Kiefer Jr | 29/44 | 152 | 35C |
| MSgt. Ira Stanley | 18/27 | 150 | 16A |

One Hundred Fifty Percent Net Reservation Club

This category recognizes flights and their supervisors who met or exceeded 150 percent of their NPS-male net reservation goal for March.

| Name | Goal/Accession | Percent | Sq./Flight |
|--------------------------|----------------|---------|------------|
| MSgt. Salvatore Negro | 21/49 | 233 | 61G |
| MSgt. Jared Mackillip | 15/35 | 233 | 19H |
| MSgt. John Allen | 22/48 | 218 | 19G |
| TSgt. Carey Pierce | 15/32 | 213 | 14A |
| MSgt. Mike Smith | 28/58 | 207 | 14F |
| MSgt. Richard R. Harvey | 18/37 | 205 | 42C |
| MSgt. Walt Prescott | 17/35 | 205 | 13D |
| TSgt. Frank Lucas | 35/68 | 194 | 15A |
| MSgt. C.D.M. Clark | 19/36 | 189 | 14D |
| TSgt. Roberto Medeiros | 24/45 | 187 | 19A |
| TSgt. Billy Goodwin | 26/45 | 173 | 19B |
| MSgt. Purcell Hunt | 21/36 | 171 | 14C |
| TSgt. Julius P. Lundy | 20/34 | 170 | 50D |
| MSgt. Ronald B. McCarthy | 17/28 | 164 | 51E |
| MSgt. Raoul Girard | 31/49 | 158 | 33C |
| SMSgt. Richard Conrad | 14/22 | 157 | 11F |
| SMSgt. Arnold Davis | 22/34 | 154 | 13A |
| MSgt. Lyle V. Andersen | 28/43 | 153 | 43A |
| SMSgt. Charles Sullivan | 21/34 | 151 | 19D |
| SMSgt. Francis Onzay | 16/24 | 150 | 68D |
| TSgt. Ron Brown | 26/39 | 150 | 19C |

Two Hundred Percent Net Reservation Club

This category recognizes flights and their supervisors who met or exceeded 200 percent of their NPS-male goal during January-March.

| Name | Goal/Accessions | Percent | Sq./Flight |
|-------------------------------|-----------------|---------|------------|
| MSgt. Joe Jones | 10/34 | 340 | 39D |
| SSgt. Robert E. Moore | 9/30 | 333 | 61G |
| MSgt. Ernie Gallant | 9/25 | 277 | 19G |
| MSgt. Louis C. Rehwinkel | 8/21 | 263 | 61G |
| TSgt. Bobby Houle | 10/26 | 260 | 19G |
| TSgt. Joseph A. Bello | 10/24 | 240 | 53C |
| TSgt. Casey Morris | 14/23 | 235 | 15A |
| TSgt. Gerald Yochim | 9/20 | 222 | 31C |
| TSgt. Gene Landrum | 11/244 | 218 | 33C |
| MSgt. Bobby Edwards | 8/17 | 213 | 31F |
| TSgt. Clarence M. Johannesson | 9/19 | 211 | 42C |
| SSgt. Robert Pruett | 9/18 | 200 | 33C |
| SSgt. Carl Zinich | 9/18 | 200 | 15D |

Two Hundred Percent Flight Club

This category recognizes flights and their supervisors placing on active duty 200 percent of their NPS male goals during January-March.

| Supervisor | Goal/Accessions | Percent | Sq./Flight |
|-------------------------------|-----------------|---------|------------|
| TSgt. Thomas W. Koblinsky | 6/18 | 300 | 37C |
| MSgt. Darrell N. Bird | 6/18 | 300 | 35G |
| TSgt. Lee Jarmon | 6/16 | 266 | 15E |
| TSgt. Gary J. Campbell | 8/21 | 263 | 35A |
| Sgt. James E. Lee | 5/13 | 260 | 51B |
| SSgt. James Tobin | 10/25 | 250 | 16E |
| Sgt. Mark Booth | 6/15 | 250 | 53D |
| MSgt. Bobby W. Edwards | 4/10 | 250 | 31F |
| TSgt. Norman Gaver | 9/22 | 244 | 15A |
| Sgt. Joseph Dunleavy | 10/24 | 240 | 15A |
| SSgt. Randolph Quinn | 6/14 | 233 | 51B |
| MSgt. Loyal L. Henderson Jr | 7/16 | 229 | 35A |
| TSgt. Gerald Yochim | 7/16 | 229 | 31C |
| TSgt. George Richards | 7/16 | 229 | 31C |
| SSgt. Roger E. Black | 7/16 | 228 | 37D |
| TSgt. Casey Morris | 8/18 | 225 | 15A |
| TSgt. Casey Morris | 8/18 | 225 | 15A |
| TSgt. Charles R. Reynolds | 8/18 | 225 | 37D |
| SSgt. Troy Vaughn | 8/18 | 225 | 31D |
| TSgt. Andy Whaw | 4/9 | 225 | 16C |
| MSgt. Thomas D. Murphy | 5/11 | 220 | 53D |
| MSgt. Willie H. Thompson | 6/13 | 217 | 35E |
| SSgt. Richard McKenzie | 6/13 | 216 | 16D |
| TSgt. Clarence M. Johannesson | 7/15 | 214 | 42C |
| TSgt. Richard Brennan | 7/15 | 214 | 18F |
| SSgt. Barbara Costino | 8/17 | 212 | 16B |
| MSgt. Antonio R. Busquets | 10/21 | 210 | 37E |
| MSgt. Jose Jones | 9/18 | 200 | 39D |
| TSgt. Michael J. Zitko | 8/16 | 200 | 45C |
| MSgt. Ronald E. Owen | 6/12 | 200 | 32C |
| TSgt. John Flood | 5/10 | 200 | 15D |
| SSgt. Ray A. Davis | 6/12 | 200 | 53B |
| SSgt. James Fowler | 7/14 | 200 | 16A |
| Sgt. Michael W. Prowell | 7/14 | 200 | 32C |
| SSgt. Steve A. Danyi | 5/10 | 200 | 53D |



Amazing

Scratching his head in amazement at the data given by the 3515th Air Force Recruiting Squadron APDS/PROMIS receiver is Master Sergeant Stanley Staples, 3515 RSq. flight supervisor. Holding the transmittal containing openings for Air Force physicians is Staff Sergeant Frank White, 3515th RSq. operations noncommissioned officer.

All in the family

Staff Sergeant John J. Ducady Jr., 3514th Air Force Recruiting Squadron recruiter, recently said goodbye to the third member of his family to join the Air Force. Now recruiting in his hometown of Peekskill, N.Y., SSgt. Ducady processed his brother Daniel in the Delayed Enlistment Program last August.

Recruiter's A & P different

Technical Sergeant Oneal Busby, assigned to the Charlotte, N.C., recruiting office, 3537th Air Force Recruiting Squadron, recently made use of a sports program on television. He set up a television and a literature display in the Eastland Mall during basketball finals between the University of N.C. and Marquette University. With a friendly smile and the TV he drew a crowd of 85 people. TSgt. Busby said, "Why not watch the game, draw a crowd and enjoy it." And that is exactly what he did.

NCO saves life

Staff Sergeant Dick Blades, 3543rd Air Force Recruiting Squadron recruiter, has saved the life of a man having a heart attack. Applying cardiopulmonary resuscitation, SSgt. Blades was credited with level-headed action where human life was endangered. He was honored by the Nebraska Funeral Directors Association with their Certificate of Merit for Meritorious Action.

Poster contest helps recruiter get started

by Technical Sergeant
Chuck Wells

TRAVIS AFB, Calif. — How a recruiter gains acceptance and visibility in a newly assigned area could best be answered by Staff Sergeant Rick Rountree, 3566th Air Force Recruiting Squadron.

SSgt. Rountree called our advertising and publicity shop and asked for help in creating an odd-sized A-Frame insert to fit a free-standing sign at a local store in Fowler, a small farming community south of Fresno, Calif.

"The entire senior class of Fowler High hits there for lunch," SSgt. Rountree said, "and an A-Frame insert would certainly help gain visibility and be a great asset to my recruiting efforts."

Two months later, there is an A-Frame insert in the free-standing sign, created by the senior art class of Fowler High. In addition, Technical Sergeant Bob Contrarez, 3506th Air Force Recruiting Group illustrator, has used a design by one of the art students to create a new group-wide 11" x 14" poster entitled, "Air Force Now."

The idea was to promote a poster contest through the art class. Dick Vonratibur, Fowler High art instructor, quickly picked up the idea and had his students design posters.

"We provided Air Force literature and lithographs for the students to use for inspirational

purposes," SSgt. Rountree added. "A school selection committee picked the five best designs. The class, in turn, painted an insert to fit the A-Frame and the group illustrator selected another design to create the poster."

More than 20,000 posters have been created and distributed throughout the 3506th Group, which encompasses 14 western states.

"The students have become very Air Force conscious and my credibility and association in the school are great. We helped put Fowler on the map and everyone in the school's administration and faculty are now really receptive.

In fact, we even posted an Air Force billboard on the wall of the art department and local merchants are placing the poster in their windows.

"Radio station KLIP-AM conducted an interview with the contest winner and me," SSgt. Rountree concluded. "That in itself was great because prior to the poster contest, the station wouldn't talk to me, and now I'm playing localized tapes daily during prime time."

For SSgt. Rick Rountree, hard work and dedication are paying off. His production is on the upswing and the name Rountree is synonymous with community service.

Writing contest begins

People on active duty or serving in the reserve components have until Oct. 1 to submit their entry for the Freedoms Foundation competition. The 1978 theme is "Why am I in the Uniform of my Country?"

Statements (letter, poetry, or essay) of 100-to-500 words should be sent to Awards Administration, Freedoms Foundation, Valley Forge, Pa., 19481. Both senior and junior Reserve Officer Training Corps (ROTC) members are eligible to compete.

Taking honors in the 1977 Freedoms Foundation competition were a total of 96 Air Force, Air National Guard, Air Force Reserve and retired members. In addition, 28 senior and junior ROTC personnel were named winners.

Wife has fun, too

Not content with letting husband Master Sergeant John W. Fry have "all the fun," she said, Olga Fry tried her hand at recruiting. After discussing Air Force opportunities with co-workers in an Amarillo, Tex., grocery store, Mrs. Fry invited them to a pizza party sponsored by her husband, a 3544th Air Force Recruiting Squadron recruiter. Three of her guests entered the Delayed Enlistment Program.

Old idea, new application

Burma Shave signs have returned to the Reno, Nev., area, according to Technical Sergeant Chuck Sorter, 3566th Air Force Recruiting Squadron recruiter in Reno. TSgt. Sorter uses a menu slick resembling the signs, featuring about 12 different Air Force ads, to attract students to his career seminars when he visits high schools. He says it works, and curiosity leads the pack to his seminars.

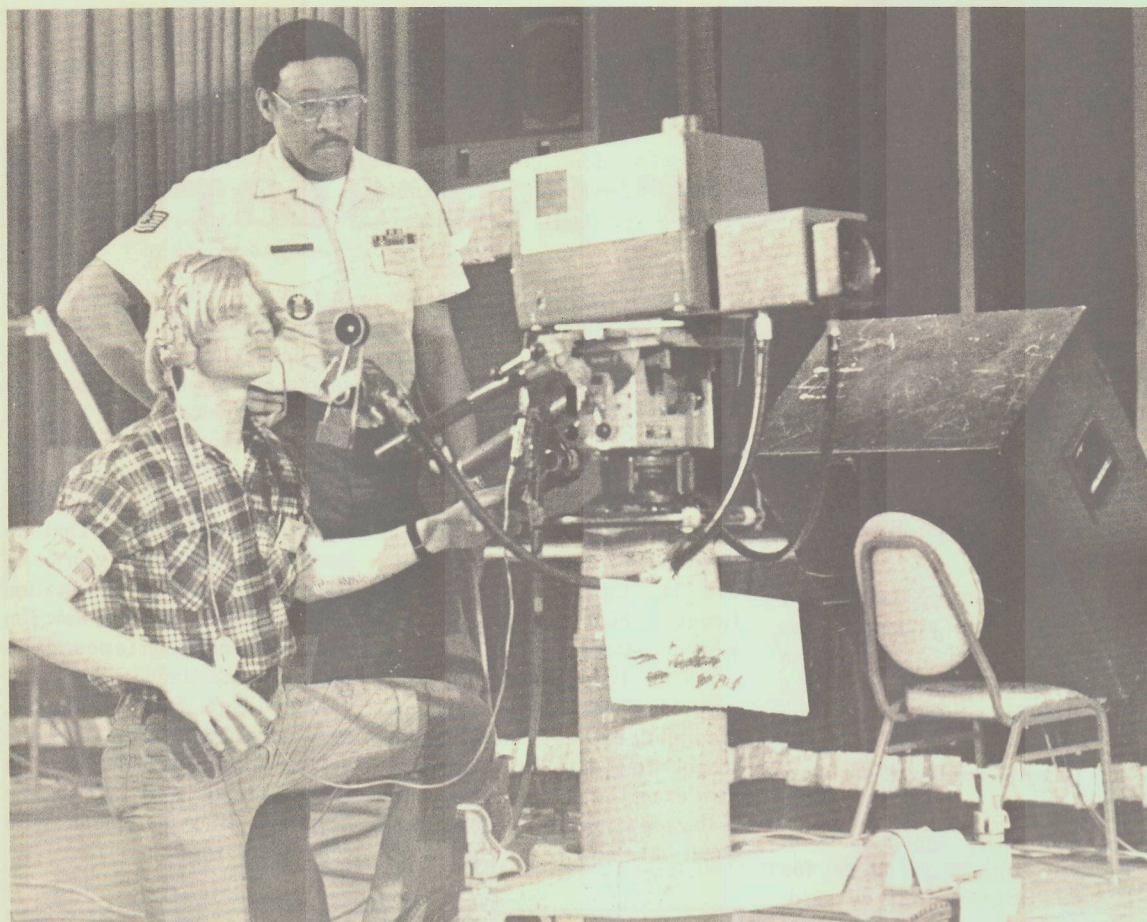
Pool tournament winner

He may not be Minnesota Fats or Willie Moscone, but Staff Sergeant Terry King thought he was as he won first place in the Mather AFB, Calif. pool tournament. SSgt. King, administrative noncommissioned officer, 3506th Air Force Recruiting Group headquarters, used his talents to win third place in the Air Training Command (ATC) pool tournament, held at Reese AFB, Tex. As SSgt. King put it, "The talent and competition at the ATC tournament was great. If you missed a shot all you could do was sit and watch and hope for a mistake."

Compiled and edited
by
Joyce M. Richardson

Counselors recognized

During a recent center of influence (COI) dinner, Master Sergeant Andy Andersen, Flight A supervisor, 3543rd Air Force Recruiting Squadron, presented Mr. John Miller, Papillion High School, Neb., counselor with an Outstanding Public Service Award plaque. Miller was directly responsible for generating 28 leads. The 40 counselors at the event, representing five recruiters from Omaha and Council Bluffs, Neb., heard Colonel Lyle Kaapke, Commmmunity College of the Air Force president, speak on Air Force educational opportunities. MSgt. Andersen presented a total of nine awards during the event.



Observing a Cable 6 cameraman during the recent 1978 Cerebral Palsy Telethon in Suffolk County, N.Y. is Technical Sergeant James Cowan Jr., 3514th Air Force Recruiting Squadron recruiter. TSgt.

Cowan, along with other 3514th recruiters and secretaries, helped man cameras and move equipment for the telethon. (Photo by Technical Sergeant Bill Tkacs)

Col. Ellis takes 3505th reins

Colonel Donald E. Ellis, a command pilot with 4,700 flying hours, has assumed command of the 3505th Air Force Recruiting Group, Chanute AFB, Ill.

As commander of the '05th, Col. Ellis is responsible for directing and administering recruiting efforts in the Midwestern United States.

A native of DeQuincy, La., Col. Ellis graduated from Texas A&M University in 1954. He played professional football for Hamilton of the Canadian League before entering active duty in May 1955.

Upon graduation from pilot training at Bryan AFB, Tex. in June 1956, Col. Ellis completed flying-tours in both Air Training Command (ATC) and Alaskan Air Command. In 1964 he became assistant football coach at the Air Force Academy (AFA). From

there, Col. Ellis went to Vietnam, where he flew combat missions in the A-37. Upon his return he was assigned to the AFA as offensive coordinator for the 1971 Sugar Bowl team.

In July 1971 he became operations officer at Webb AFB, Tex. and was subsequently assigned as commander of the 560th Flying Training Squadron at Randolph AFB, Tex.

Prior to his present assignment, Col. Ellis served as chief, Operations and Training division, Inspector General, ATC.

Among Col. Ellis' awards and decorations are the Distinguished Flying Cross with two Oak Leaf Clusters, Meritorious Service Medal, Air Medal with 15 Oak Leaf Clusters, Air Force Commendation Medal with two Oak Leaf Clusters, and the Vietnamese Cross of Gallantry with Palm.

Phone power gathers leads

ST. PAUL, Minn. — From Feb. 13 through March 2, an intensified lead-generating, telephone prospecting program at Grand Forks AFB, N.D. resulted in 390 contacts and numerous Air Force enlistments.

The plan was implemented by the Grand Forks-area recruiter using the Air Force Recruiter Assistance Program (AFRAP).

Eight first term airmen from Grand Forks AFB tended a bank of telephones in the 321st Strategic Missile Wing briefing room. These telephones are normally used to conduct Air Force exercises and recalls, but there were put to use in aiding Recruiting Service efforts.

Technical Sergeant John R. Drost, 3542nd Air Force Recruiting Squadron recruiter in Grand Forks, trained the airmen in using "phone power" and how to obtain qualified leads.

Airmen First Class Brenda Ellis, Bruce Slack, George Stone, Jose DaRosa and Airman Keith Gulliver of the 321st Supply Squadron; Sergeant Richard Scott of the 319th Missile Maintenance Squadron; and A1C Scott Seidenstricke of the 321st Security Police Squadron contacted 66 percent of all eligible high school graduates, covering the past three years, within TSgt. Drost's recruiting zone.

"I attended a Stand-up Briefing for the 319th

Bombardment Wing on Jan. 18 and asked for their support of AFRAP in a concrete and accountable form; a way in which Grand Forks AFB would be put on the AFRAP map," said TSgt. Drost.

"I further explained the Air Force's need for immediate enlistments and the contribution they would be making to AFRAP by crediting themselves with numerous 'contacts.' I agreed that the task of providing 'qualified' leads was a difficult one, and that this may be a way for the base to become involved on a base-wide level," TSgt. Drost explained.

With the help of Colonel John A. Brashear, 319th BMW commander, and Major George W. Niece, Grand Forks AFB recruiting liaison officer, eight volunteers were located. The program opened on Feb. 13 with a two-hour training session.

The training session covered the program's purpose (that of obtaining appointments from qualified leads). The Personal Interview Record (PIR) qualification blocks and how to fill them out over the phone were covered, as well as "getting the appointment."

Time was also spent with the "forced choice" question, theory, and demonstration. Next covered were high school folders, who to call, and how to document. The subject of "what to say" was covered in detail. Each Air Force entitlement was

covered one step at a time. Briefing charts were then hung on the wall for easy reference.

Following the training session, a few calls were made by each airman. Afterward, the calls were discussed.

On Feb. 14 the program went operational. The airmen participated during their off-duty time (4:30 - 6:30 p.m.) calling, talking, and attempting to make appointments. They worked through the 17th, paused the next week due to weather and logistical problems, and then worked through March 2. During the week they were shut down, the results realized thus far were analyzed.

What were the results of this program? Sixty-nine man-hours were expended, nearly 1,000 calls were made, 390 people were contacted, 44 appointments were scheduled, and 40 PIRs were started. Continued recruiter activity has resulted in five men passing the ASVAB, 17 men still processing, and four women qualified and waiting.

TSgt. Drost said on closing, "Why didn't I think of this earlier? Nearly 1,000 people heard about the Air Force during this program and I'm sure we'll be realizing results from this campaign months from now. The thing that made the whole program a success were eight young men and women who have found a Great Way of Life and were willing to tell others."

Seasonal adjustment helps meet command objectives

With the approach of high school graduation nationwide, Recruiting Service has made its second annual seasonal adjustment of recruiting goals.

The adjustment is necessary to offset the adverse effect of lopsided graduation dates and primarily involves the 3501st and 3504th Air Force Recruiting Groups.

"High schools in the '01st for the most part graduate their seniors in the latter part of June. Conversely, most '04th-area schools will graduate in late May," said Captain James Wortman, Market Goal Branch chief.

"This has a tendency," Capt. Wortman said, "to hamper squadrons in the '01st and other squadrons with late June graduates in that month's production. Last year, therefore, we made a

goal adjustment, increasing goals in units that could handle a greater June load, then offsetting the increase with a decreased goal the following one to three months. The same process worked in reverse for units with a decreased June goal, so that the annual production objective in each squadron remained the same.

"Feedback from the squadrons involved in last year's goal adjustment was positive," the captain added.

Three factors were used to determine where seasonal adjustment should be made this year. First, Recruiting Service examined the high school data file furnished by the Curriculum Information Center, Denver, to determine area graduation dates.

Second, before an increased goal was assigned, the production status of each squadron

involved in the increase was looked at to determine if they could handle a goal increase and to what degree.

Finally, last year's production record for June and July was reviewed to learn squadrons' potential ability to meet an increased June objective.

"Before finalizing this year's adjustment," Capt. Wortman said, "we consulted the group commanders. Based on all these inputs, we made the final adjustments."

"The most important thing to remember is that this is a temporary adjustment and does not affect the annual objective of any squadron or group. The seasonal adjustment is designed to provide the command with a balanced, equitable means of meeting annual objectives and be responsive to the problems and needs of all recruiting units."

Claim to fame

by Joyce M. Richardson

In the February issue we carried a claim from Technical Sergeant Bobby Jacques, 3513th Air Force Recruiting Squadron, saying his Flight F had the top recruiters and were the top producers in the nation for fiscal year 1977.

A follow-up to this claim has been posted by the 3561st RSq. "Although the record of TSgt. Jacques' Flight F is impressive, Flight G, led by Master Sergeant Sal Negro is the true top performing flight in the nation," writes Captain Mike W. Cornett, 3561st RSq. advertising and publicity officer.

"MSgt. Negro's people finished FY 77 at 156.5 percent," noted the captain, "and had four recruiters over the 200 percent mark for the last half of the fiscal year."

"Not only was MSgt. Negro the top producing supervisor in the nation for FY 77, but he stakes a claim that Flight G is still number one. They are 159 percent cumulative for all programs with 175.3 percent for nonprior service (NPS) men. Production for his eight recruiters ranges from a low of 128 percent to a high of 194 percent, and six of the eight are over 150."