



The new commander of Air Force Recruiting Service, Brigadier General William P. Acker, center, talks with General John W. Roberts, left, commander, Air Training Command and Major General Melvin G. Bowling during a change of command ceremonies. Brig. Gen. Acker took over the reins from Maj. Gen. Bowling who has been reassigned to Izmir, Turkey. (Photo by Walt Weible)

# 'A time for change'

by Staff Sergeant Douglas J. Gillert

Sunshine greeted about 200 well-wishers who turned out to witness a change in Air Force Recruiting Service leadership.

After several dismal days, damp with a rain that wouldn't quite fall, teased by patches of blue that couldn't quite push aside the hanging clouds, Feb. 24 arrived. With it came the beginning of a new chapter in recruiting.

This was the day Major General Melvin G. Bowling passed the Command's banner into the hands of Brigadier General William P. Acker. The book has closed on 18 intense months as recruiters nationwide faced and met the toughest challenge in Recruiting Service history. All this took place under one commander, but the new leader forecast similar times.

Spirits could not be dimmed, however, as a touch of Spring Fever gripped the crowd, along with the regal excitement of a formal military review. Different, though, than the time-honored ceremonies of the older services the Air Force today added a touch of comfort—and of class.

There were no marching troops, no passing in review, no spit-shined jeeps charioting the old and the new before the gathered gaze. Instead, there was coffee and donuts, soft talk about times past, overheard thoughts of the times to come.

It was as if an omniscient voice was telling us, "Be cool, nothing will disrupt... the situation is well in hand. We've gained a new commander to replace the old, but we're still the same... as is our mission."

"Press on," a general once said. He could have been talking about today.

## The AIR FORCE RECRUITER

*"A great way of life"*

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# OTS campaign tops new AFRAP goals

An Officers Training School (OTS) referral and awareness program is a current primary objective of the Air Force Recruiter Assistance Program (AFRAP).

Because of its contributions toward meeting fiscal year 1977 nonprior service goals, AFRAP will be expanded as an aid to meeting FY 78 and FY 79 OTS goals.

"The OTS goal this fiscal year is 1,856, of which some 850 openings are in the science and engineering areas," AFRAP chief Major Jimmie N. Murphy said. "The goal will nearly double in FY 79. We feel an OTS AFRAP can help Recruiting Service attain these goals through the use of referral cards and awareness-generating activities."

The proposed AFRAP expansion has been presented in a letter to General John W. Roberts, commander, Air Training Command. The letter outlines the types of awareness activities that could be effective, including use of base speakers' bureaus, organizations and councils, and tours.

Along similar lines, the Air Force Systems Command has been approached about designating officers with science and engineering degrees to assist recruiters through talks at various universities.

While the emphasis is on OTS procurement, AFRAP efforts to recruit the NPS force are far from relaxed, Maj. Murphy said. For the first quarter of FY 78, leads are down, however, age-qualified leads are at an all time high, he said.

"The number of first quarter leads was only one third of those received in the previous quarter. Yet, the age-qualified percentage

was 91, compared to the entire FY 77 average of 76 percent.

"What this reveals," Maj. Murphy noted, "is that the Major Commands are not competing for the most referrals. Instead, they're giving us fewer, but many recruiters say, better qualified applicant leads. This is how AFRAP is supposed to work."

Awareness programs have been substantially increased through the first three months of FY 78. Last fiscal year, the number of speeches, band performances, career days and tours totaled 6,600. In the first quarter of FY 78 alone there were 4,353 of these awareness activities.

"There's currently no means of measuring the number of enlistments derived from these activities, however, the coming 'lead-tracking system' will give us that capability," Maj. Murphy said.

The other part of the broad AFRAP plan is the Recruiter Helper Program. As of March 3, 1,343 participants had made 146,967 contacts, accruing 1,599 enlistments and 7,638 additional age-qualified leads.

There have also been significant improvements in this program over FY 77. The average number of contacts by recruiter helpers are up 15 percent. Additionally, each helper has gathered seven times more age-qualified leads.

"There are two reasons for these improvements," Maj. Murphy said. "First, recruiter nominations are getting top priority. Recruiters are asking for those individuals whom they feel can help most, and the track record is proof they've made good choices."

"Second, we're able to provide greater advance notice to recruiters of impending 'helper' visits. This allows them to obtain maximum publicity and set up the best schedule for each helper."

"One of the keys to the success of AFRAP has been its ability to change as the needs of the Air Force change," the major said. "In FY 78, changes continue as we press to meet OTS goals, establish a greater awareness of Air Force opportunities, and continue to draw the maximum assistance available from the Recruiter Helper Program."

## 'Re-up' bonuses looked at

# 'Pay' group recommends revisions

The President's Commission on Military Compensation has decided on a new "re-up" bonus program and set figures for the deferred compensation plan it intends to recommend to the President.

Agreements came March 2 at the last of the three public meetings the commission held to decide on final positions for its report.

At the meeting, the commissioners also discussed military health care calling it "an important, complex issue... too complex, they said, to allow specific proposals within the allotted time."

Pointing out widespread dissatisfaction with health care among military members, retirees and their families, the

commissioners agreed to recommend a "thorough" study to determine appropriate health care levels and cost-effective ways to deliver that care.

"The commission staff now has the job of drafting a final report which embodies what we've decided," Chairman Charles J. Zwick said.

According to Zwick, the com-

mission might submit a preliminary "executive report," which would be ready by the initial March 15 deadline. He said a full report could take until sometime in April, primarily because of printing requirements.

Also recommended was a new concept for differential pay, such as flight and hazardous duty pay,

[Continued on page 14]

## Recruiter team visits Europe

A two-man Recruit-the-Recruiter (R-T-R) team is currently visiting 12 European bases, seeking recruiting duty volunteers.

Lieutenant Colonel M.W. Mays, Airman Support Assignments chief at the Air Force Military Personnel Center and Chief Master Sergeant Harvey Rison, Recruiting Service training chief, began the visits in late February.

By the end of March, the team will have visited Air Force

units at Bentwaters, Upper Heyford, Mildenhall, Lakenheath and Alconbury, England; and Rhein-Main, Ramstein, Sembach, Zweibrücken, Bitburg, Spangdahlem and Hahn Air Bases in Germany.

During the visits the R-T-R team will provide detailed briefings on Recruiting duty, locations available, Recruiting School dates and other assignment information for selected personnel.



# PRESSURE PLATE

## Cheap TV simple, effective

Mixing outdoor (billboard) and radio advertising creates an audio-visual program similar to television, but a lot cheaper, for the 3516th Air Force Recruiting Squadron.

The squadron achieves "cheap TV" by buying radio time when a national buy isn't forecast and buying billboard space at least nine months of the year. Presently, radio spots are bought on the local rate and outdoor is bought on a two for one basis.

## '62nd navigates win

The 3562nd Air Force Recruiting Squadron has found the right formula for recruiting navigator trainees...media saturation.

"Our campaign included paid newspaper advertising, a direct mailout, news releases, posters and window cards, radio spots and public service billboards located near major colleges.

"In addition," said Master Sergeant Jack Welby, noncommissioned officer in charge of the Officer Training School (OTS) Specialist Team, "our officers made college talks and worked several career days. And, of course, there's no underscoring the bush beating our recruiters did to obtain navigator applications."

The 3566th "Tigers" placed eight navigators into the current OTS class, tops in the nation.

## Students tour Pentagon

Not one to pass up a great opportunity, somebody in the 3535th Air Force Recruiting Squadron came up with the perfect place for a tour: the Pentagon.

Recruiters from the squadron who've been taking high school students to the military center say its an excellent tour site. Following a short film on the history of the construction of the Pentagon, students are guided on an hour long walk through some of the building's 17 and a half miles of corridors.

They view aircraft exhibits and art exhibits by all branches of the armed forces; see the Time-Life Collection of World War II art and visit the recently dedicated Commanders-in-Chief and North Atlantic Treaty Organization corridors.

## Tour stirs awareness

"Awareness" could be the major result of a tour of Offutt AFB, Neb. by five Officer Training School (OTS) applicants. The tour was hosted by Captain Rex A. Stone, Advertising and Publicity chief, and Technical Sergeant Norris Berg, officer recruiter for the 3543rd Air Force Recruiting Squadron.

The OTS candidates, a newspaper editor, and high school counselor were briefed on Strategic Air Command's "Looking Glass" command and control aircraft and given a tour of the base.

Capt. Stone said he felt the favorable impressions created during the tour should greatly increase awareness of Air Force opportunities.

## Bus card 'Golden Opportunity'

Bus cards are seen daily in any metropolitan area having a mass transit system. Realizing this, recruiters in the 3569th Air Force Recruiting Squadron have given the masses something good to look at.

Using local resources, they created an oversized card version of the "Golden Opportunity" painting from an Air Force billboard and placed it on L.A. busses. The fluorescent red and yellow card caught the eyes of millions, squadron officials estimated.

## Commissionings big occasion

When physicians decide to enter the Air Force, the 3567th Air Force Recruiting Squadron medical recruiting team makes sure the welcome is warm. They try to make the commissioning ceremonies as prestigious and public as possible.

The first commissioning by the recently established team was done by Colonel Richard S. Foster, Air Force Academy Hospital commander. Viewing the proceedings at the medical facility were all the chiefs of hospital services.

Two more physicians were sworn in by Col. Edward D. Young Jr., Recruiting Service director of operations, during a squadron training meeting—with all squadron members present.

Yet another commissioning took place during a picnic planned especially for the occasion.

# 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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# Command begins 'Look Great' plan

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

Major General Evan W. Rosencrans, ATC vice commander, announced the implementation of "Look Great in 78" in a recent letter to all ATC center and wing commanders and the Recruiting Service commander.

"Look Great in 78" is designed to remind personnel to check uniform condition and plan ahead for replacing worn uniform items. It will also serve to keep everyone up to date on Air Force Regulation 35-10, Dress and

Personal Appearance of Air Force personnel, and to announce recent changes.

"Recruiters are traditionally the 'cream of the crop', so to speak, in both their personal appearance and the professional capabilities," said Brigadier General William P. Acker, Recruiting Service commander. "We must continue to put forth the best image, however," he said, "and this program can help us maintain that image.

"I urge everyone in this command to follow the program as it develops in each issue of the RECRUITER Newspaper and continually spot-check your personal appearance.

"For many of you, the nearest source for new uniform items is

hundreds of miles from your work location. Squadrons or recruiters stationed on or near Air Force installations with a uniform outlet can be of benefit in this circumstance. Each unit should work out a plan to insure outlying recruiters can keep their uniforms up to date and in good repair."

This month's topic under "Look Great in 78" deals with headgear. Although most Air Force members have received the new pamphlet, "Air Force Uniforms," the boxed information below and future boxed tips on uniform upkeep and proper wear can be clipped and fastened together for a quick reference checklist.

## 'Top cap'

**'Have a good hat; the secret of your looks Lives with the beaver in Canadian Brooks; Virtue may flourish in an old cravat, But man and nature scorn the shocking hat.'**

—Oliver Wendell Holmes

Following is a short outline for the proper wear and maintenance of Air Force headgear.

- Compare yours to a new one; is it soiled, faded or frayed?

If so, clean or replace. Note also the condition of the insignia (officers), and insure your hair does not protrude in front below the band (except beret).

- Flight Caps: Folding and stuffing in pockets shortens service life.
- Service Caps: Avoid the "fifty mission" crush, replace tarnished insignia, and make sure it's the correct shade. Women can still wear the white service hat.
- Utility Cap: Wear it squarely on the head, and clean or replace if soiled, faded or misshapen.

# First 10 women enter Flight Screening Program

by Second Lieutenant Erine McClendon

LACKLAND AFB, Tex. — The Air Training Command operates a program through the Officer Training School (OTS) here that screens potential pilot candidates.

The Flight Screening Program (FSP) was designed to reduce attrition in the Air Force

pilot training courses by early identification of those who do not demonstrate an aptitude for flying. FSP saves the Air Force millions of dollars every year through this early identification.

FSP has traditionally been the bastion of men. Now, all that is changing. Twelve students are presently attending FSP in class 78-05 and 10 of them are women.

Second Lieutenant Paula Houk says, "I love it, this is what I've wanted to do for years." Second Lt. Houk is in the Air National Guard and will be a pilot for the 160th Air Refueling Group at Rickenbacher AFB, Ohio.

First Lieutenant Mary F. Flynn says, "The program is a good place to start out." Captain Catherine A. Roeder says there isn't any difference in the training the women receive. "Overall," she says, "the program is the same and we don't receive any preferential treatment."

*'... we don't receive any preferential treatment.'*

Of the women presently in the program, four received their commissions through OTS, three through Air Force ROTC, two through direct commissions, and one received her commission through the Air National Guard. Both the men in the program received their commissions through the Air National Guard.

A total of 30 women have attended FSP. The Air Force presently has 10 women officers already wearing pilot wings with six more scheduled to win their wings this month.



Flyers and the enlisted crew that helps keep the new F-15 "Eagle" in the air are depicted in this colorful new recruiting advertisement. The ad is the major one being used by the Air Force in its current national media campaign. For a complete schedule of ads for the April-June period, see page 16.

# New recruiters head nationwide

LACKLAND AFB, Tex. — Thirty-eight noncommissioned officers are the most recent graduates of the Air Force Recruiter Course.

Named distinguished honor graduate was Technical Sergeant John J. Konopka, assigned to the 3544th Air Force Recruiting Squadron, Arlington, Tex.

Honor graduates were Staff Sergeants Edward Mader, 3513th RSq., Hancock Field, N.Y., and Lawrence W. Koppe, 3516th RSq., Milford, Conn.

New recruits in the 3501st Air Force Recruiting Group are: TSgt. Walter S. Hornat, group headquarters; SSgt. Miguel A. Guadalupe and Sgt. Pauline J. Bowden, 3514th RSq., Carle Place, N.Y.; SSgt. Jimmy H. Claxton, 3515th RSq., McGuire AFB, N.J.; SSgts. Donald A. Dawson Jr. and Billy R. Green, 3516th RSq.

Also, TSgt. Daniel T. Koiro and SSgt. Patrick M. Morrow, 3518th RSq., New Cumberland, Pa.; Master Sergeant Robert E. Mansperger and Sergeant Bryan E. Lambert, 3519th RSq., Bedford, Mass.

# Eleven complete officers course

LACKLAND AFB, Tex. — Eleven officers recently completed the Recruiting Officers Course.

Graduates and their units are: Majors Edward G. Bencks, 3505th Air Force Recruiting Group; Bonnie P. Rogers, Recruiting Service headquarters; and Leroy D. Zarucchi, 3566th Air Force Recruiting Squadron.

New 3503rd Recruiting Group recruiters include: TSgt. James W. Gray, SSgts. George P. Helms and Richard A. Sprigle, 3531st RSq., Gunter AFB, Ala.; TSgt. Edward F. Holtswarth, 3532nd RSq., Nashville, Tenn.; SSgt. Sarah A. Mouzone and Sgt. Verbus A. Taylor, 3535th RSq., Bolling AFB, D.C. and SSgt. Danny R. Byard, 3539th RSq., New Orleans.

New recruits in the 3504th Group are: SSgt. Marvin L. Becker, 3541st RSq., Kansas City, Mo.; TSgt. Roger A. Fortin, 3542nd RSq., St. Paul, Minn.; TSgt. Patrick R. Bell, 3546th RSq., Houston; SSgts. Joseph Lott, James N. Moore and Ardie M. Minor, 3549th RSq., Tinker AFB, Okla.

Graduates assigned to the 3505th Group include: SSgt. Charles E. Goux, group headquarters; SSgt. William M. Stines, 3550th RSq., Indianapolis; Sgt. Ernesto J. Garcia, 3551st RSq., Elwood, Ill.; SSgt. Clarence J. Martin Jr. and Sgt. Mark M. Powell, 3552nd RSq., Wright-Patterson AFB, Ohio.

Captains graduated are: Carl H. Nyström and Carolyn M. Pittman, 3519th RSq.; John R. Olsen, 3545th RSq.; Robert Ramsey, 3515th RSq.; James M. Rawley, 3514th RSq. and Jeffrey E. Thompson, 3553rd RSq.

First Lieutenants graduated are Gary A. Cable, 3569th RSq., and Jeffrey G. Wartgow, 3555th RSq.

# Bands undergo major overhaul

An Air Force Band reorganization will result in the elimination of one band, movement of one and the loss of 128 band member spaces.

Included in the action is the deactivation of the band at Howard AFB, Canal Zone, and the movement of the Luke AFB, Ariz. band to Pease AFB, N.H.

"We are extremely pleased to see a band moved to the Northeast," said Brigadier General William P. Acker, Air Force Recruiting Service commander.

Headquarters Air Force Band is taking the largest loss 21, with the Ent AFB, Colo. band losing 20 members. Bands at Scott AFB, Ill., Langley AFB, Va., and Clark AB, Philippines will each lose 15 people. The Barksdale AFB, La., Maxwell AFB, Ala., and Keesler AFB, Miss. bands will lose 10 and the Air Force Academy band will lose seven.

Bands at Wright-Patterson AFB, Ohio and March AFB, Calif. will each gain 15 additional people due to the increase in their geographical areas of responsibility.

Some 6,300 of the 11,380

performances made by Air Force bands during 1977 to more than 30 million people were in support of recruiting.

Air Force officials said the band reorganization is based on the elimination by the House-Senate Conference Committee Report of \$1.4 million from the

fiscal year 1978 budget request of \$13.5 million. The report also directed the Air Force to make an equitable redistribution of its band resources throughout the nation.

All actions will be accomplished by Sept. 30.

## Helper...for sure

by First Lieutenant Wayne W. Crist

MARIETTA, Ga. — It was a rainy day in Georgia when a young man and his motorcycle dove into a roadside ditch. A crowd gathered to look down on the injured cyclist. The muddy 80 degree incline discouraged aid, until Airman William K. Elliott happened on the scene.

On his way to the 3531st Air Force Recruiting Squadron office here to start as a recruiter helper, Amn. Elliott noticed the crowd. "The people were just standing there staring down at the guy," the airman said.

Sliding down the incline he found the cyclist twisted and in pain with an apparent broken leg. After checking for bleeding and further breaks, Amn. Elliott straightened the man out as much as the terrain permitted. For 20 minutes he stayed, calming the man and supporting his back.

Amn. Elliott, a telecommunications specialist, was home from Eglin AFB, Fla. for 30 days. Selected to help his recruiter, Sergeant Bobby Pinyan, Amn. Elliott takes his role as a public servant seriously. A few days after the cycle incident, he noticed a car parked by the Recruiting Office.

"The car had been there a couple of days", he stated, "and the young people seemed to be living in it." Further investigation by the local police revealed that four people were living in the car and two were runaways. They have since been returned home.

For most, such public service would be a year's quota. However, Amn. Elliott, again on his way to the recruiting office, came upon a stalled school bus blocking traffic on a dangerous hill. Disregarding the heavy rain Amn. Elliott directed traffic around the bus to avoid the inevitable accident situation.

Between his humanitarian deeds, he spent the better part of his time talking to old friends at Woodstock, Ga., Cherokee High School. His efforts really paid off as his contacts resulted in three enlistments.

The term "Recruiter Helper" is hardly adequate for Airman Elliott. His helping didn't stop with the recruiters.



Big Bertha the elephant does her part in Circus World's salute to the Air Force by giving a ride to Technical Sergeant Tommy McDonald, Advertising and Publicity non-commissioned officer for the 3533rd Recruiting Squadron, Patrick AFB, Fla. Circus World's salute included a special flag raising

ceremony under the Big Top by the Florida Technical University Reserve Officer Training Corps (ROTC) Unit, Orlando Fla., Dog Demonstrations by the 6551st Security Police Squadron, Patrick AFB, and band concerts featuring the Reserve Generation, USAF Reserve Band, Warner-Robbins, Ga.



# Commander's omment

Brigadier General  
William P. Acker



Throughout the many tough years since the all-volunteer force was born, the Air Force has generally achieved its recruiting objectives. There is only one reason for that: the quality of our recruiters.

Observers of recruiting over this period have seen requirements rise, budgets drop, standards tighten and the number of young people qualified for the Air Force significantly decrease. But the quality of people in the Air Force today is higher than it ever has been. Credit for that goes to the Air Force recruiter.

If the Air Force is to continue to do the tough jobs with less, it's up to each individual recruiter to insure that we continue to enlist only the very highest quality men and women. I know it's tough to maintain "standards" in the face of the kinds of resources competing against us. But I know that I can count on each of you to insure that our high standards are not compromised and that you exercise the

utmost integrity in continuing the fine record you have set for your Air Force.

Integrity is such a key issue that, if we cannot do the job right, we will shortfall. If we cannot enlist the specific kinds of people the Air Force needs, we will not fill the seats at all, particularly with those we feel may be marginal performers.

We urgently need medical doctors and science and engineering qualified OTS candidates. Those programs must receive continuing top priority...but at the same time, we must meet our nonprior service objectives. We must meet them all! It is unthinkable to me that we would not accomplish our objectives. If my gauge of the recruiters I have met is correct, you share my view. We intend to make our goals and we intend to do it with the utmost integrity. The people we put in the Air Force will be the right kinds of people and the right numbers no matter what it takes to do it.

My job as commander of the Air Force Recruiting Service is to help each member of this command to do that job, but I need your ideas. Each of you should feel that you have the ability to get them to me—DIAL is a good way to do it.

If there is a better way to get the job done, tell somebody about it...and that includes me. It is not my intention to make drastic changes, but I think failure to make changes when they are required for the betterment of the mission is negligence. We will make those changes that we need to make in Recruiting Service. In the main, however, I am impressed with the way Recruiting Service, and recruiters in particular, have gotten the job done over the years. I pledge to do my very best to help each of you continue the proud tradition of Air Force Recruiting.

*William P. Acker*

different places — many states have differing definitions of just what it means. However, for determining enlistment eligibility, it means "booked and/or fingerprinted or the charge recorded in the law enforcement agency or court files." Once recorded, then there will also be a "disposition" such as dropped, dismissed, guilty, or whatever. The person who is "picked up" or stopped for questioning or similar circumstances does not normally require a group level drug waiver. However, and this is most important, if there is any doubt in the mind of any recruiter, in the Operations functions, AFES, or squadron that the applicant is clean — then run a waiver to protect both the recruiter and the applicant. Documentation is also very important. The AF Forms 2030/2061 and DD Form 1966 must reflect an accurate picture of what happened. Nothing must be left to chance and this can be done by asking the right questions and then recording the circumstances. Integrity and honesty are essential. And always, if in doubt — run a waiver. Thanks for the call.

## Fire fighting standards

COMMENT: Can anything be done to relax the height and weight standards for females booked into the 57130 Fire Protection Specialty? PROMIS pre-requisite dictates a minimum height of 5'6" and minimum weight of 140; whereas attachment 7-1, to 33-2 notes that maximum weight allowed for a 5'6" female is only 141 pounds. This leeway seems a little strict to me. Would appreciate your looking into the matter. Thank you.

REPLY: We should have an official "standards relief" by the October FY conversion and a change to AFR 39-1. In the interim, we've requested authority to begin recruiting people into the AFSC with an X-factor of "1" without regard to the height and weight restriction presently imposed on the AFSC. Bottom line is that height and weight standards will be relaxed. Appreciate your call and concern.

## Support tour lengths

COMMENT: I would like to remain in recruiting support duty very much, especially in my present station of assignment. Is there anything that can be done to guarantee support personnel an additional year in their present duty location? Would appreciate anything you could do.

REPLY: The current tour length for all support personnel is three years with no provisions for extensions to initial tour. However, because of restrictions on reassignments and in an effort to enhance continuity in support positions within

Recruiting, ATC Personnel has forwarded a request to AFMPC requesting the minimum tour length be changed from a three-year minimum, to a four-year minimum tour. They have also requested that extensions to DOA (date of availability) be encouraged and approved on a selective basis.

## Uniform pamphlet

COMMENT: An Air Force Times article recently mentioned a pamphlet covering wear of the uniform. How about getting a copy of the pamphlet for each AFRO? Sure would appreciate it. Have a good day.

REPLY: The pamphlet, Air Force Uniforms, is being distributed automatically from the Publication Distribution Center in Baltimore, on a one-for-one basis to all Air Force active duty, reserve and Air National Guard Military Personnel. The publication is not a directive, but compliments AFR 35-10, Dress and Personal Appearance of Air Force Personnel. It was designed to quickly answer uniform questions by consolidating and simplifying information on male and female uniform combinations. You also have a good day.

## Passport guidance

COMMENT: Sure would appreciate some guidance reference using passports as verification of citizenship. There seems to be a little confusion on this subject in our area. I appreciate your help.

REPLY: An applicant born of U.S. citizens abroad can use his/her personal U.S. passport, expired or not, for proof of citizenship. Family/group-type passports, or passports that are mutilated or altered are not acceptable. For further guidance on citizenship documentation, you should refer to ILC 78-1, to ATCR 33-2 which should be in the field shortly. Have a good day.

## Waiver waiver

COMMENT: Is there a specific phone number field recruiters can call to find out current status of HRS waivers? Do we have to go through the chain or can we circumvent any red tape? Appreciate your reply.

REPLY: Waiver status inquiries should be directed to your squadron. The approximate time required to process a waiver varies from four to six weeks. This time is required for AFMPC to obtain applicant documentation from the National Personnel Records Center in St. Louis. And, for your info, we receive on the average, 10 calls daily from squadrons and groups requesting waiver status. Thanks for the call.

*"It is not the critic who counts, nor the man who points out how the strong man stumbled, or where the doer of deeds could have done them better.*

*"The credits belong to the man who is actually in the arena, whose vision is marred by dust and sweat and blood, who strives valiantly, who errs and comes up short again and again, who knows great devotion, and spends himself in a worthy cause."*

*— Teddy Roosevelt*

# President reminds us of Red Cross service

WASHINGTON — President Carter has proclaimed March as Red Cross Month, "to remind all Americans of the myriad services the American Red Cross provides each day in communities across the nation."

The text of the President's memorandum follows:

"During the past year, as disaster after disaster disrupted lives and brought destruction to widespread areas of the nation, Red Cross volunteers helped ease the suffering of their neighbors. The Red Cross Blood Program expanded last year to play an even more important role in our daily lives by providing life-saving and life-sustaining blood and blood products to

more and more ill and injured Americans. Through Red Cross nursing, first aid, water and boating safety instruction, we have the opportunity to train ourselves to care for the infirm.

"Finally, our men and women in the armed forces, veterans, and their families look to the Red Cross for help in coping with their emergency problems.

"The Red Cross is a vital part of America. I urge all civilian employees of the federal government and members of the armed forces to support this essential effort through voluntary services, donation of blood and financial support in their home communities." (AFNS)

## Wife proposes column

# Formula makes 'coping' easier

*Editor's Note: Barbara Wills, the wife of an Air Force recruiter in Iowa, provided the following editorial. In her article, Mrs. Wills discusses the morale of recruiters' wives and offers a formula for coping with the long hours and the strangeness of being away from other military families.*

Mrs. Wills asked the RECRUITER Newspaper to consider establishing a wives column. It could include, she said, think pieces on coping with the problems and interviews with wives who are coping successfully.

We like this idea and solicit the help of all recruiting wives as well as the recruiters and support personnel in obtaining articles for such a column. For your information, our deadline for submissions is the 15th of the month preceeding publication. In other words articles for the May issue should arrive here by April 15.

Articles should be typewritten, double-spaced and contain the author's name and telephone number. They can be sent to RSADM, Randolph AFB, Tex. 78418. For further guidance, contact your squadron Advertising and Publicity Branch.

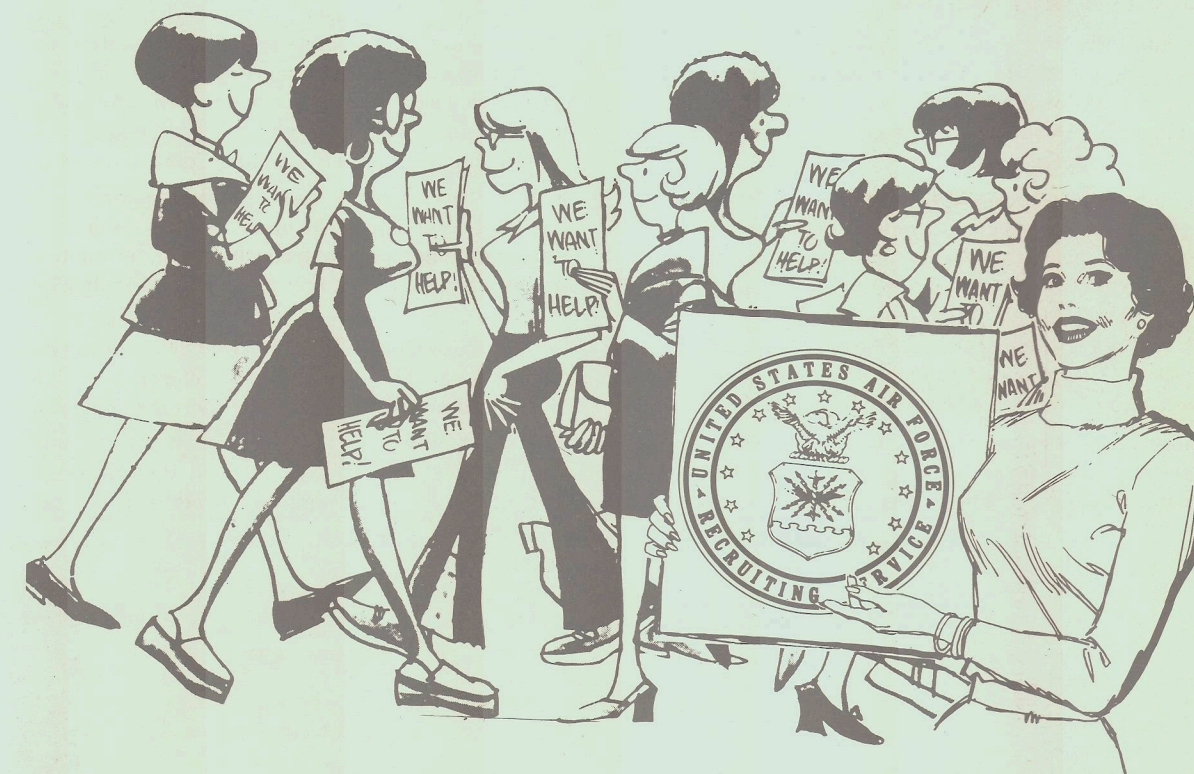
by Barbara Wills

The Air Force is a great way of life! But Air Force Recruiting? The wives of a lot of recruiters might very well produce negative replies to that question!

The main objection seems to be the long hours. There isn't much that can be done to shorten the hours. The Air Force has less money to spend on recruiting than some of the other services which means fewer men working longer hours to produce the same results. But, there are some things we women can do to make this problem more bearable.

The first thing we have to do is accept. We must accept the fact of our husbands' jobs. The Air Force needs recruiters, and our country needs the Air Force. Think about the alternative, about how life would be for you and your children if the U.S. found itself unprepared in an armed conflict. Then, be proud that your husband has such a vital role to play in our nation's defense.

Accept your husband. Accept the fact



that he loves you, even when he comes home too tired and keyed up to tell you so. Accept that he would rather spend the evening with you and the children than talking to a group of half-interested people 75 miles from home on a cold, snowy night.

When you've accepted your situation, you're ready to do something positive about improving it. This may mean taking some of the pressure off your husband by doing his mail-outs or helping occasionally in the office. Leaving the baby with a sitter a couple afternoons a month won't hurt, and helping in the office will not only get you out of the house but let you share this part of your husband's life, too.

Try to use the time you have with your husband constructively. Never nag! Greet him with a smile and dinner and give him time to unwind. If you have a gripe save it until after dinner and try to discuss it constructively. Make home a place he wants to come back to, and don't spoil your few precious hours with him by fighting.

Get to know some of your husband's contacts. It may mean paying your own way to a Center-of-Influence (COI) function, but that's also an evening out. Meeting these people will enhance your husband's image

# 'Blue door' stays open to retirees

"Line up over there for your gold watch and then close the door behind you on your way out."

Retirement might be that way on the outside, but not in the Air Force.

"Once an Air Force member, always an Air Force member." That's official policy.

Specifically, the Air Force has said military customs and courtesies enjoyed on active duty don't stop when a member retires.

Proper military courtesies include addressing retirees by their retired grade, in both speaking and in writing.

This is particularly appropriate for active duty members who come in frequent contact with retirees in hospitals, personnel offices and morale, welfare and recreation facilities.

Sure, there are some people who take off the uniform and never look back. But there are a lot more who "wear" their blue suit just as proudly on the outside as they did on active duty.

In fact, Air Force retirees have historically paved the way for better programs and smoother operations.

You don't have to "give" retirees respect. They've earned it. (AFNS)

as a family man and solid citizen and will give you some added insight into his job.

Meet other recruiters' wives in your area and plan a trip to the nearest commissary or an evening out with the children when the men have to work especially late. Try having an occasional or a regular get-together to share ideas on coping with your common problems.

Involve yourself in the civilian community. For most of us the civilian world is an almost unknown quantity. Get to know something about it. Try a part-time job or some volunteer work. Not only can you improve the Air Force and civilian relationship, but thinking about other people is a sure way to take your mind off yourself and your own problems.

Above all, think positive! Your husband's success or failure is affected by you and your attitudes. If you want your marriage and your husband's career to succeed, you must accept your situation as a recruiter's wife and use all your potential in the most constructive and positive ways you can.

Let's work together, enthusiastically, to keep Air Force Recruiting a great way of life!

## Arrest explained

COMMENT: ATCR 33-2, Paragraph 1-18 subbed f(2) [a] [2] states:

"Arrest for any drug related offense requires a waiver regardless of whether charges were dropped, reduced for less offense or acquitted." Would you please explain just what this means? I understand some units may not be processing waivers on some of the offenses, and am somewhat confused. Appreciate the help.

REPLY: "Arrest" means different things in



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.



# Recruiting names top airmen

by Joyce M. Richardson

Air Force Recruiting Service recently announced its 1977 Outstanding Noncommissioned Officers (NCOs) and Airmen of the Year.

Senior Master Sergeant Louis H. Nickerson, Directorate of Marketing and Analysis and Master Sergeant Michael P. Andras Jr., 3518th Air Force Recruiting Squadron are the Outstanding Senior NCOs of the Year.

NCOs selected were Technical Sergeant Robert E. Jacques, 3513th Air Force Recruiting Squadron and TSgt. Timothy L. Byro, Directorate of Marketing and Analysis.

Airmen honored were Senior Airman Raymond S. Filipek, Recruiting Service headquarters and

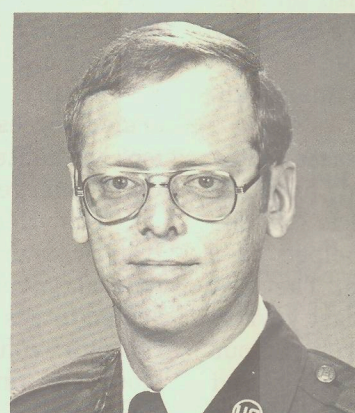
Airman First Class Craig C. Pearson, 3507th Airman Classification Squadron.

SMSgt. Nickerson, management superintendent, Recruiting Analysis Division, was nominated for his development of an innovative recruiting tracking technique and superior leadership qualities.

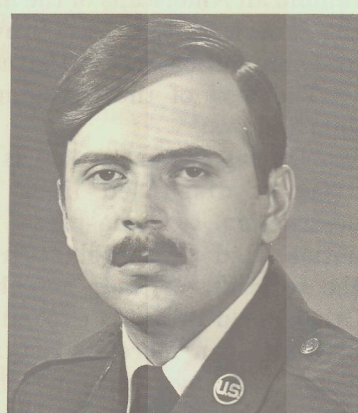
Recommending him for the award, Major General Melvin G. Bowling, former Recruiting Service commander said, "SMSgt. Nickerson's Recruiter Identification File (RIC) is the best analysis tool developed in Recruiting Service this year. It provides the basis for crucial quality control activities and for key analysis efforts. He is an absolutely superior senior NCO in every way."



SMSgt. Nickerson



TSgt. Byro



SRA Filipek

The computer file provides a previously nonexistent link between the personnel files of Air Force Military Personnel Center (AFMPC) and the recruiter production files of Recruiting Service. This analytical capability allows investigation of such critical management areas as the production of airman first class and female recruiters compared to all other recruiters.

In addition, the RIC File has saved 50-60 manhours a month for the Recruiting Service Personnel Division. It has also saved field units approximately 150 hours of combined manual personnel accounting each month.

At the request of a new squadron commander, SMSgt. Nickerson recommended a plan for tracking the production flow from the initial recruiter contact with an applicant to final shipping at the Armed Forces Examining and Entrance Station. This allowed management to detect production deficiencies early and correct them by direct training.

SMSgt. Nickerson recently earned an Associate Degree in Work Center Management from the Community College of the Air Force. His ultimate

goal is a Master's Degree in Hospital Administration.

A management analyst in the Recruiting Analysis Division, TSgt. Byro developed a decision logic matrix and designed and implemented automatic products enhancing production management.

The matrix is based on three years historical data, taking into account seasonal production and anomalies such as the demise of the G.I. Bill when production skyrocketed for one month. The matrix is easy to understand and is used monthly by Recruiting Service, Air Training Command and AF decision makers.

TSgt. Byro took it upon himself to learn a programming language from the computer manuals and then automated the Management Efficiency Program.

In addition to saving 150 manhours monthly and taking less than four hours a month now, the system is used to evaluate the performance of all recruiting units.

Recently TSgt. Byro improved the analytical design of two other computer programs. His new

approach is now used on a more sophisticated system so that management information is available on remote computer terminals throughout the nation, thus avoiding mail delays.

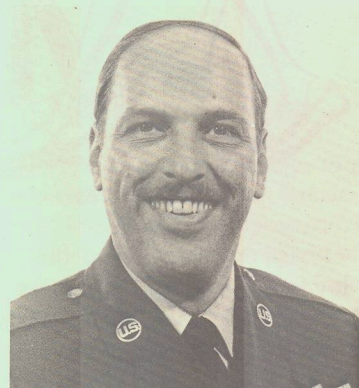
A 12 year Air Force veteran, he was selected to represent Recruiting Service at the President's Blue Ribbon Commission on Military Pay and Benefits.

A 12 year Air Force veteran, he was selected to represent Recruiting Service at the President's Blue Ribbon Commission on Military Pay and Benefits.

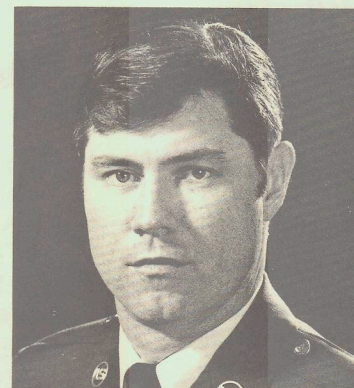
For the second consecutive year Senior Airman Raymond S. Filipek has been named Outstanding Airman of the Year. An inventory management specialist, SRA Filipek ran the entire supply function single handedly for most of 1977. During that time, his enthusiasm and job knowledge enabled him to provide outstanding support to the headquarters.

In addition to attending college and working toward an associate degree in liberal arts, SRA Filipek donates many weekend hours with the Optimist Club in programs assisting underprivileged children.

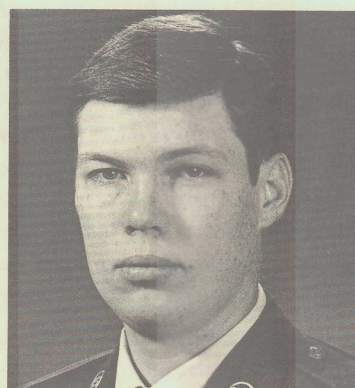
[Story continued below]



MSgt. Andras



TSgt. Jacques



A1C Pearson

MSgt. Andras topped the list of "field" personnel earning these honors.

Assigned as Flight B supervisor in the 3518th RSq., MSgt. Andras's recruiting philosophy is "if it was easy, anybody could do it and it wouldn't be fun."

In nominating him for the outstanding SNCO award his commander noted that MSgt. Andras is "personally responsible for taking charge of a historically low producing flight and making it the best of seven in the squadron. Under his enthusiastic direction, Flight B produced better than 100 percent on all recruiting programs in fiscal year 1977."

Born and raised in the northeastern Pennsylvania coal mining region, MSgt. Andras said, "The challenge I met as a recruiter and later as flight supervisor was changing negative attitudes. We had to ignore past records and start on a positive course."

The course he charted for his flight led to numerous awards and recognition in FY 77, including membership for three quarters in the 3501st Air Force Recruiting Group's 120 Percent Club.

His formula for success in terms of motivation and management is applying the concept of team effort. He said even though recruiters instinctively feel the need to perform individually, "the real success is for those who go beyond that and seek team success." To this end, MSgt. Andras' recruiters often move around in other zones within the flight. "That way everyone works together and everyone's objective is the same."

A 21 year Air Force veteran, MSgt. Andras has been in Recruiting Service since 1973.

TSgt. Bobby Jacques was nominated as Outstanding NCO of the Year for his dedication to duty, professional excellence, mission accomplishment and community involvement.

A member of the 3513th RSq. and Flight F supervisor, TSgt. Jacques has provided the leadership, character and organizational ability required to develop Flight F from mediocrity to outstanding success. These were the words of his commander, Lieutenant Colonel H.A. Fotheringham, in a letter recommending TSgt. Jacques for the award.

"We have the top recruiter of the year in the 3501st Group, top rookie recruiter in the squadron

and one of the two Rookie Recruiters of the Year. TSgt. Jacques is the catalyst that yielded such outstanding success from Flight F," said Lt. Col. Fotheringham.

In addition, Flight F has the top producers (263.63 percent) in the nation, the youngest recruiter (21) in the Air Force who is also top group recruiter for the quarter, and five of the seven flight recruiters with 150 percent or higher averages.

He was responsible for the enlistment of a 46-man buddy flight which he named "Thoroughbred Flight One." This project provided great exposure for Air Force recruiting when Governor Hugh L. Carey proclaimed their day of enlistment as "Thoroughbred Flight One Day" in New York State.

In addition to serving as liaison to the Jamestown, N.Y. Lions Club he is an advisor to the Chautauqua County Civil Air Patrol, member of the Jamestown Junior Chamber of Commerce, and is an all-star catcher in the Chautauqua County Softball Association.

[Continued on page 14]

## The AIR FORCE RECRUITER

"A great way of life"

Supplement to Vol. 24—No. 3

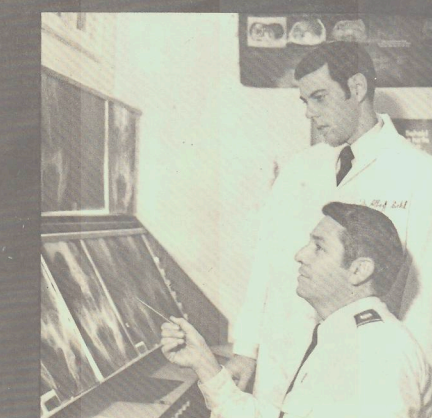
USAF Recruiting Service

Randolph AFB, Texas



## AIR FORCE

health professions



a great

way

to practice



# Is there a 'physician specialist' in the house?

Air Force Recruiting Service is placing increased emphasis on recruiting physician specialists in 11 critical areas.

They include orthopedic surgery, radiology, general surgery, ENT, neurology, pediatric neurology, OB/GYN and internal medicine (including the cardiology, allergy and infectious disease subspecialties).

"Approximately 57 percent of the Air Force's projected physician shortages between now and the end of the fiscal year are in these specialized areas," said Colonel Giles W. Hall, director, Health Professions Recruiting, Air Force Recruiting Service headquarters here.

"By concentrating our efforts in these critical areas, we will be supplying the Air Force with physicians most critical to base hospitals," he said. "Every effort must be made to meet our goal of 430 physicians. If we don't we will be letting down every Air Force member, their families and our retirees."

"Several initiatives are underway to provide medical recruiters with top notch leads," said the colonel. "We are sending a letter to every active duty physician, asking them to refer a civilian colleague who might be interested and who can qualify for the Air Force."

"We recently conducted a direct mail letter

campaign to more than 200,000 civilian physicians around the country and expect approximately 6,000 age qualified leads from the mailout.

"Also, we are sending letters to civilian physicians whose practice is located near an Air Force base, telling them they could be an Air Force physician at the base and not have to relocate their family."

"Currently, physicians who declined a commission are being contacted again to see if they will reconsider."

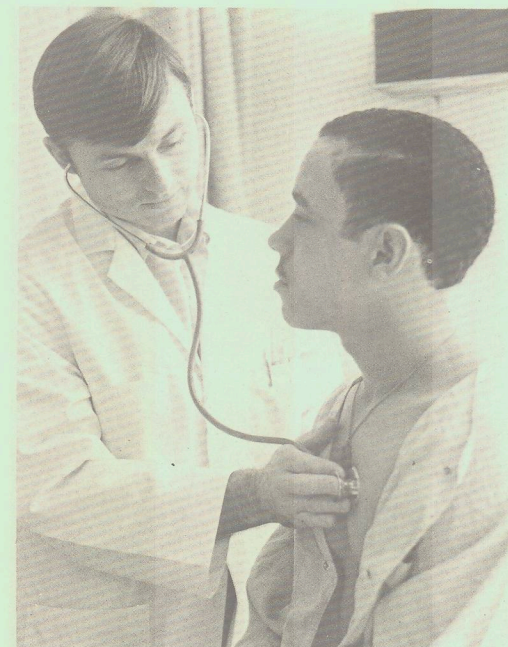
From October 1977 to February 1978, 68 physicians in all specialties have entered active duty through Recruiting Service. Eighty-three others have been commissioned and are awaiting active duty, 43 more physicians have been selected for appointment and 28 applications are being processed by Air Force Recruiting Service headquarters. Several more applications are in various stages of being processed.

There are approximately 86 physician recruiters on 32 medical recruiting teams located throughout the country. "One out of every three physicians in the Air Force today was recruited through their efforts," said Col. Hall.

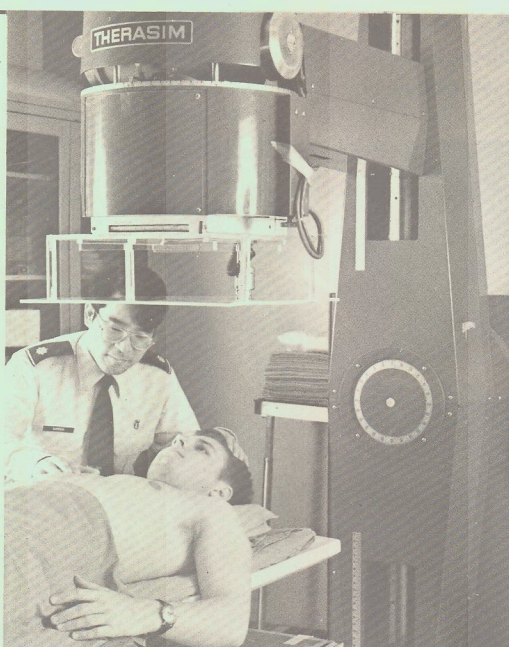
"I cannot stress enough the outstanding job our medical officers and NCO recruiters are doing in finding sufficient numbers of health professionals to make the Air Force their 'way of life.'"



Colonel Giles W. Hall

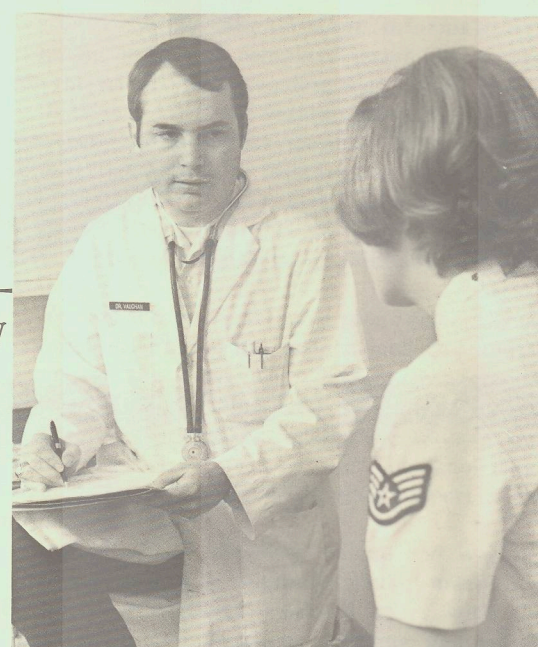


Radiation Therapy



Internal Medicine

OB-GYN



Cardiology



A look at flying



Uniform inspection

## Ten day Air Force orientation puts health professionals in 'blue'

by Captain Bob Owens

Men and women from all parts of the nation come to Sheppard AFB, Tex., for a 10 day Medical Service Officer Orientation (MSOO) course. There, they prepare for roles in the health care services of the Air Force.

These newly commissioned officers will serve as physicians, dentists, nurses, biomedical scientists, or health services administrators in medical facilities throughout the Air Force. The course curriculum is designed to prepare medical service officers to assume new roles as managers in their chosen medical specialties.

This "dual professional" role presently requires some 80 hours of processing and instruction. Processing includes:

- outfitting each student with uniforms
- establishing personnel and pay records

- issuing advance pay
- obtaining identification cards
- setting up medical and dental records

Instruction covers areas of common interest. Individual corps sessions are held for special interest items of each medical specialty.

Common interest curriculum covers such topics as Air Force customs and courtesies; uniform requirements; pay, entitlements, and personal affairs; formations, drill and ceremonies and mission and organization of the Air Force and medical service. The curriculum also includes a mission application seminar and tour; physical fitness and weight control programs; disaster medicine and management of mass casualties; chemical warfare; legal problems of the newly commissioned officer; military justice; drug and alcohol abuse programs; malpractice and forensic

medicine and aeromedical evacuation system and the traditional Air Force dining-out.

Included with the above are instructions on leadership concepts and the essentials of management instruction to better enable these new officers and managers to utilize the one billion dollar Air Force medical budget.

Classroom instruction includes participation in a retreat ceremony, an open ranks inspection, and the MSOO dining-out with formal receiving line.

Physical fitness and weight control program instruction ends with a mile and a half run where the top man and woman are awarded the "Medical Service Officer Orientation Fleet Foot Award." All participants must have been in some exercise program for a minimum of six weeks to qualify.

A multi-media mission application seminar impressively dis-

plays what defense weaponry the United States has to balance the world threat to democracy and is followed by an aircraft and missile orientation tour.

Enrichment seminars are also scheduled with guest speakers from all walks of Air Force life. Each event is designed to prepare these medical service officers to support the overall Air Force mission, build esprit de corps, and strengthen the bonds of officer comradery.

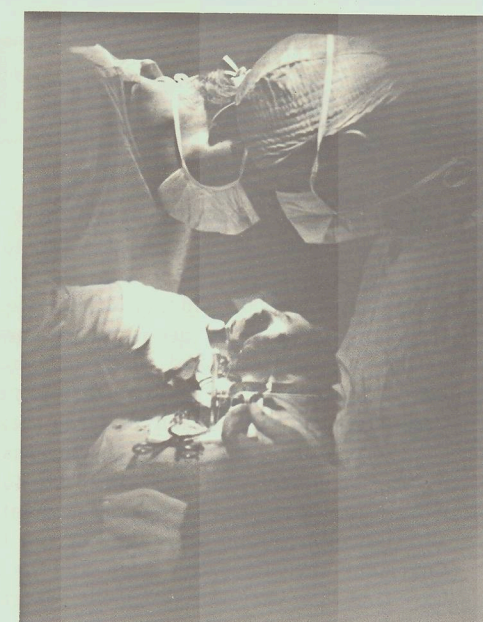
Class sizes range from 50 to almost 200. Most sessions average about 100; approximately 50 percent are nurses. Most physicians enter the Air Force and attend the course during July.

In addition to people going on extended active duty, the course is attended by medical service personnel of the Air National Guard and the Air Force Reserve. Some 65 of these ready reserves attended the course in 1977.

The School of Health Care Sciences, part of the MSOO, takes great pride in the fact that students of the course go into the field with not only their given medical expertise, but also a good understanding of the professional officer's role.

Medicine in the military is not much different than that—practices in the civilian community—it's good medicine. However, the critical circumstances under which some of our members must perform, and the drastic consequences for failure to keep our nation's defenders healthy is different. This course is to make each and every new medical service officer entering the Air Force comfortable in his or her new role and environment.

Our mission is to support the defenders of our country on behalf of all of our professional counterparts across the United States. We do it, we do it well, and we do it proudly.



General Surgery

Photos by  
Walt Weible



Orthopedics





For 2nd Lt. Yarborough the program provides  
"in-depth and hands-on experience."



Taking the pulse



Classroom instruction

## Malcolm Grow hosts course

# Nurse internship begins

ANDREWS AFB, Md. — When 10 nurses began their 20-week internship on Nov. 2 at Malcolm Grow USAF Medical Center (MGMC) here, it became the first Air Force medical center to have a nurse internship program, according to Major Elaine L. Dominowski, MGMC's nursing education coordinator.

"Four other medical centers will be involved with the Air Force Nurse Corps internship program," Maj. Dominowski said, "but we were the first."

The other medical centers participating in the program are Wilford Hall, at Lackland AFB, Tex.; Wright-Patterson AFB, Ohio; Scott AFB, Ill.; and Keesler AFB, Miss.

The 10 nurses in the program are Second Lieutenants Kathleen Rix, Chase Bauer, Nancy Bernadic, Martha Brown, Philip May, Antionette Milligan, Dawn Oerichbauer, Gayle Meseck, Carolyn Yarborough and Ardella Mathias. Two of the nurses, 2nd Lts. Milligan and Brown, are scheduled to remain at MGMC after they complete their internship.

To qualify for the internship, the nurses had to be graduates of a baccalaureate nursing program, have less than a year's experience in a civilian hospital and be recommended by the Nurse Accession Board at Randolph AFB, Tex.

The purpose of the internship is to facilitate the transition of the initial active duty nurse from beginning practitioner to that of a professional Air Force Nurse Corps officer.

"The program is skill oriented," noted the major, "...we get some well educated nurses—they have a lot of theory—but most of them haven't

had a chance to practice their skills. We provide that opportunity here...we also try to develop their leadership qualities."

Maj. Dominowski said that MGMC tries to tailor the internship to fit the needs of each nurse. "Each of the nurses was asked to identify his or her goals," she said. "We then proceeded to personalize the training to help the nurses reach these goals."

There are some areas all the interns have to cover. For instance, all of them receive 40 hours of classroom training in Physical Assessment. They're all required to spend some time at the In-patient Pharmacy, the Emergency Room and the Intensive Care Unit. The rest of their time is generally spent

*"The program is  
skill oriented,"  
noted the major*

in medical or surgical areas of the hospitals.

"The beauty of the program," continued Maj. Dominowski, "is that they have five months to function as a staff nurse knowing they won't be alone—the interns will have an experienced nurse supervising them."

"The staff nurses, also known as preceptors, assigned to supervise and instruct the interns feel some sort of peer relationship with them and yet look up to them because of their experience," said Maj. Dominowski. "Each of the nurses works the

same hours as his or her preceptor."

What do the interns think about the program? "I think it's really valuable, commented 2nd Lt. Bernadic, a Reserve Officer Training Corps (ROTC) graduate and native of Royal Oak, Mich. "It provides the transition from a nursing school environment to that of a real job, and from civilian life to the military. I think I'll be able to function a lot more efficiently when I get to my initial duty base."

For 2nd Lt. Yarborough, who claims Spring Hope, N.C., as home the program provides "in-depth and hands-on experience." "I worked for about six months in Nashville, but after awhile I felt stagnated in my job. I decided to come into the Air Force, and so far I'm very pleased with the educational opportunities," said 2nd Lt. Yarborough.

"I found out that those running the program are more than willing to accommodate our learning needs," said 2nd Lt. May, Singers Glen, Va. "It gave me the opportunity to get experience in areas I wouldn't have otherwise been able to," noted 2nd Lt. Meseck, Sheboygan, Wis.

Another group of nurses is due to begin their internship in February, said Maj. Dominowski. "We should have approximately 50 nurses go through the program here this fiscal year."

Apparently Maj. Dominowski won't have any complaints if any of the other groups are like the present one. "They're very highly motivated," she said of the present group. "They seem to have fit right in—we've heard nothing but positive things about them."

## Claim to fame

by Staff Sergeant Douglas J. Gillert

"The difference between a good office and an excellent one is about 10 seconds"—Arleigh Burke.

Those "Tigers" of the 3566th Air Force Recruiting Squadron just can't help reminding us how good they are every chance they get. 'Sokay, though, we like to hear and pass on success stories.

Their most recent claim deals with longevity; that is, the combined time in service of the headquarters staff. Four squadron "heavy weights," each with 24 years service, substantially boosts the total active duty time of 317 years.

Now that's enough to make any Tiger growl with joy.

And from the Motor City comes a claim somewhat the opposite—a staff with the least time to do. Seems the 3554th RSq. Advertising and Publicity Branch is "abandoning ship," so to speak. I know how it goes, having left that scene myself sometime back for the warmer climes of San Antonio and a steadier supply of bond paper.

Captain Dennis J. Gauci, the chief, will be leaving in August for an AFIT assignment, possibly to the University of Texas; guess he couldn't hack the cold?

Master Sergeant Cal Hartman, the NCOIC, is retiring this spring and about the same time, Staff Sergeant John Miller, long time administrative NCO, will be packing up and moving with the wife and kids to Sembach, Germany.

The squadron commander has lined up some replacements for these fine folks, however, so the shop should not only stay afloat but continue on course. Bon Voyage, gents...we'll miss you.

## Sergeant shares personal triumph

by Colonel Melvin N. Ledbetter

I like the idea of this particular newspaper!

In the relatively short time since I joined the Air Force recruiting team last summer, my predominant impression of our recruiting force has been the universal sense of professionalism that prevails in just about everything we think, say, and do.

I have always believed that you could distinguish the genuine professions from more conventional jobs and occupations by the sharing of common goals, the unity of purpose, the personal commitment and motivation that characterize the authentic professions.

These are my yardsticks, and today's Air Force recruiters definitely qualify as full-fledged members of a true and legitimate profession. This publication, the RECRUITER, serves as our professional journal!

Because I believe that real professionals share their triumphs, the "ecstasies of their victories," and the "secrets" of their successes with their colleagues for the ultimate good of their common profession, I am proud to announce that Chief Master Sergeant Dominic F. Mattone, our '01st Group operations superintendent, has graciously agreed to share a very rewarding and a very personal triumph with those of us fortunate enough to be his friends and professional colleagues.

Above, you can find coverage of the early January enlistment of Chief Mattone's daughter, Jena, on the 27th anniversary of the Chief's first Air Force enlistment. In early February, just before she successfully completed her basic training, Jena Mattone sent the birthday message to her father that appears at right.

One of the most compelling and constant concerns of our challenging profession, an anxiety that Chief Mattone has shared with his fellow recruiters for a long time, is the need to find the always elusive time to balance effective and loving response to family obligations with continuous commitment to the successful accomplishment of the recruiting mission.

I consider it conspicuously significant, satisfying, and relevant, therefore, that the recipient of this treasured message of daughterly love just happens to be the illustrious "Godfather" of all our "Minutemen" recruiters, a remarkable man who has reached the pinnacle of our justifiably proud profession!

Share with me now, the eloquent and cherished tribute to a loving father, a real pro who has captured the respect, admiration, and confidence of our entire profession.

# Seventeen finish NCO Academy

Seventeen members of Air Force Recruiting Service recently graduated from the Air Training Command Noncommissioned Officer (NCO) Academy at Lackland AFB, Tex.

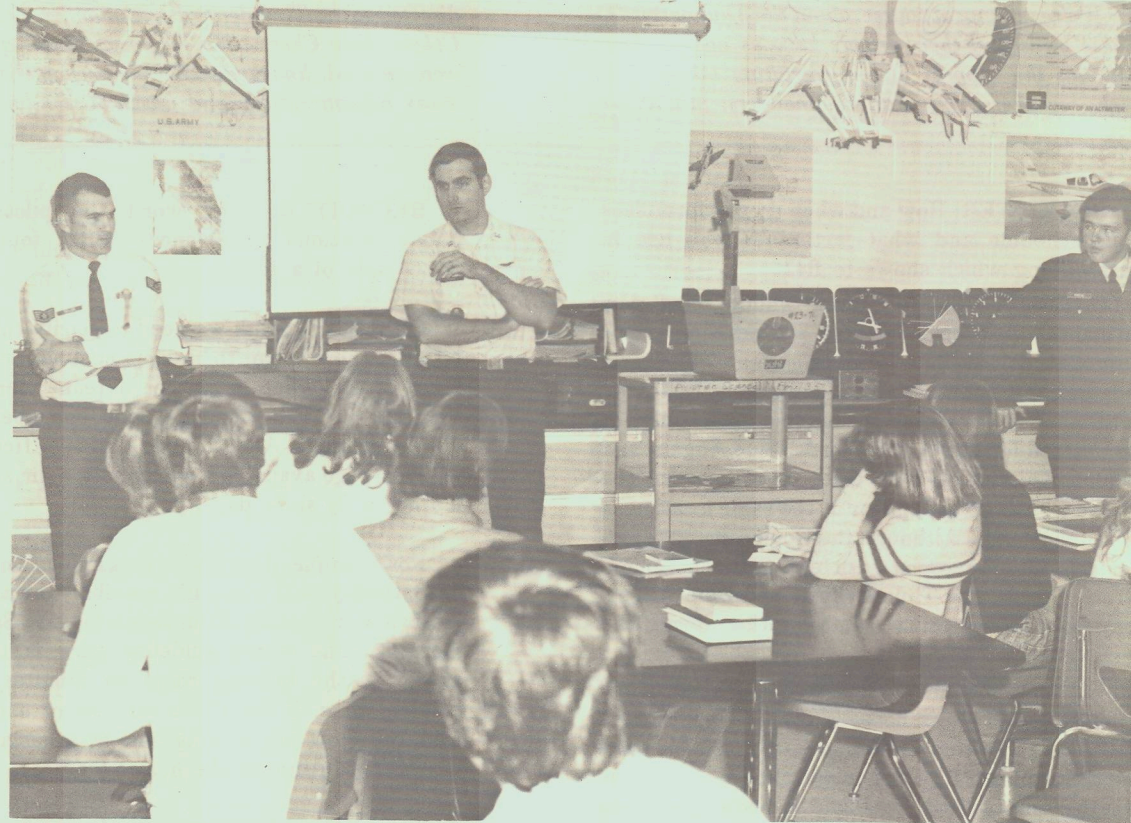
Technical Sergeant Dale A. Lamphere, 3568th Air Force Recruiting Squadron earned the Citizenship Award. TSgt. Thomas J. Bienias, 3533rd RSq.

was named a distinguished graduate.

Other graduates were: Master Sergeants Allen L. Harp, 3550th RSq., Charlie Hetterson, 3551st RSq. and Donald R. Minkley, 3543rd RSq.; TSgts. Gerald D. Aldorf, 3507th Airman Classification Squadron, James M. Bolt, 3515th RSq., Vincent R. Donnelly, 3501st Air Force Re-

cruiting Group, William G. Goodman, 3504th Group.

Also, Rondle A. Hall II, 3535th RSq., Brian M. Healey, 3552nd RSq., Ginger K. Jones, 3546th RSq., Robert W. Kepley, 3532nd RSq., Ronnie G. Moore, 3552nd RSq., Raymond J. Richer Jr., 3519th RSq., Johnny F. Scamardo, 3549th RSq. and Ivan E. Tucker, 3544th RSq.



A day long Air Force "class" is taught to Melrose, Mass., High School students by Staff Sergeant Keven Thriller, recruiter, and Captain Harry Cook, operations officer for the 3519th Air Force Recruiting

Squadron. Helping the two was Airman Edward Freda, far right, a Recruiter Helper and Melrose native. (Photo by Captain Bruce E. Ulrich)

# Daughter enlists

by Master Sergeant Fred Fagan

HANSCOM AFB, Mass. — Jan. 3, 1951, Queens, N.Y. A young boy raises his hand and is sworn into the Air Force.

This act has been repeated by countless others since then, but this individual rose to heights beyond the majority of others. He flew in 'Nam, savored the delights of Europe, experienced the colds of Newfoundland, trekked thousands of miles throughout New England as an outstanding recruiter, flight supervisor and operations superintendent and brought hundreds of new faces into the Air Force.

As operations superintendent of the '01st Group, he led the way to the Commanders Trophy in '76 and '77. He is the "Chief!"

Jan. 3, 1978, Boston. On the anniversary of his 27th year in the Air Force, Chief Master Sergeant Dominic Mattone, operations superintendent of the 3501st Air Force Recruiting Group, accompanied by Colonel Melvin N. Ledbetter, 3501st commander, participated in the swearing-in ceremony of his daughter, Airman Basic Jena L. Mattone, who is now attending Air Traffic Control Operator training at Keesler AFB, Miss.

According to the Chief, "I love the Air Force and everything it stands for and consider it an honor that my daughter joined our team."

Col. Ledbetter commented that "Chief Mattone is one of the most outstanding noncommissioned officers I have ever had the opportunity of working with. I feel certain that Jena will carry on the Mattone tradition of excellence in all endeavors."

*A  
poem  
of  
love*

**Dad,  
At this time I need you more than I did in my first week of life.  
Please understand that I have come to realize  
How much you mean to me and who you really are.  
You are my idol and my number one  
I'm by your side forever, my time has come.  
I've taken all that you've offered, and owe you double in return.  
It's more than a pleasure to be a daughter to you  
You will teach me more and you can learn from me, too.  
I'm on a new road from here on so  
Nothing could be better than having you around the bend.  
I'm farther away in miles but yet closer to your soul  
Your footsteps to follow couldn't fit better.  
Love me now, love me later  
A daughter forever and ever and ever.**



# Recruiter interview:

## DAN CHERRY

*[Lieutenant Colonel, USAF Thunderbirds commander]*

*Editor's Note: The sleek red, white and blue aircraft are well-known throughout America. Their presence gather great crowds and just about anyone seeing the USAF Air Demonstration Squadron perform goes away with a renewed sense of patriotism, a stronger identification with the Spirit of America, perhaps awed by the capabilities of modern Air Force aircraft...and pilots.*

*We're talking, of course, about the Thunderbirds. These birds and their drivers have as one of their missions the support of our recruiting mission. As such, recruiters, squadron commanders, just about*

*everybody connected with Recruiting Service can approach the subject of "Thunderbirds" with a little inside knowledge and, generally, a lot of likes, dislikes and not sures.*

*Why do the Thunderbirds conduct their mission the way they do? Are they really supporting recruiters? Can they do more...can we get more out of them? These questions and others were recently directed to the Thunderbirds commander, Lieutenant Colonel Dan Cherry. His responses to our questions were relaxed, knowledgeable and, we feel clear up many misconceptions and misunderstandings.*



**RECRUITER:** How and when do you formulate your schedule and what factors do you use in determining which shows to fly?

**CHERRY:** Requests for a Thunderbird performance must be submitted by September for demonstrations the following year. Then, in December, we attend the DoD scheduling conference at which a master schedule is formulated for the Thunderbirds, Blue Angels, and Golden Knights. This is done to make sure the Thunderbirds do not appear at the same location as the Blue Angels. Although the Golden Knights can perform in conjunction with either flight demonstration team, the Thunderbirds and Blue Angels may not perform at the same location during the same year.

Formulating our schedule from the hundreds of requests received is no easy task. In addition to Recruiting Service preferences, we consider the operational limitations of our airplanes, safety, the weather outlook at the time a show has been requested at a particular site, the anticipated number of people who will attend, and the sponsor's ability to obtain needed support equipment.

Whether we're on a two-day trip or a twenty-day trip, we are limited operationally in what we can do. Since our T-38s cannot be air refueled we can fly only 700 miles before we must land to refuel.

Each flight is called a "hop." For instance, say the first show of a deployment is at Scott AFB, Ill., on a Saturday. It takes two "hops" to get from Nellis to Scott, so we will plan to arrive on Friday afternoon.

Now then, if we have a show on Sunday, it can only be one "hop" from Scott. That's called a fly-show day...arriving in the morning, flying that afternoon. TAC regulations stipulate that we cannot perform more than three consecutive fly-show days for safety reasons, and that fly-shows days cannot be in excess of one "hop" between show sites.

Now you can begin to understand why we sometimes have to decline to perform at some locations. We don't like to do that, but some requests just don't fit in with the operational restrictions.

If we receive a request for a show in Michigan in March or April when the weather is likely to be poor, we may be able to work with the sponsor to switch it to a date when the weather is likely to be better, perhaps July or August. If you look at our past schedules, you'll note that our spring and fall shows are usually in the south and west, while our summer shows are usually scheduled in the northern states and Canada.

Also, there are some shows we fly traditionally each year, like the Air Force Academy graduation. And, there are some large civilian shows which we alternate with the Blue Angels, like Chicago and Cleveland. These shows are set for a specific date each year.

There are some bases and sponsors who want us on specific dates only, and those who are more flexible—"any weekend in June or July" or "any date available." This flexibility enables us to schedule our "musts" around our operational limitations without conflict with the Blue Angels schedule.

It is difficult to mesh these requirements and end up with a show schedule that can be realistically met, provide the type of exposure we need, and at the same time benefit as many as possible.

**RECRUITER:** Why won't the pilots make public relations appearances (PRs) four hours either side of a show?

**CHERRY:** I think we need to clarify this one a bit since there seems to be some misunderstanding. First of all, whether or not a team member is available for PRs depends upon our operational circumstances. All Thunderbirds—officers and enlisted—are available for PRs before air shows, if it's not a fly-show day.

For example, if we arrive on a Friday for a show on Saturday at 3 p.m., it's possible to plan a TV interview, reception or luncheon for late Saturday morning. The prime guideline here is that we arrive at the briefing room 30 minutes before briefing time. If the PR is off-base or a distance from the show site, driving time becomes a critical consideration due to the heavy traffic.

Now then, on fly-show days where we arrive in the morning and perform that afternoon, we're sorry, but we just cannot handle any PRs before the show. That's because it takes a minimum of four hours to "turn" the jets and get them refueled, waxed, towed, and ready for the show. For the enlisted crew (EMs) who take care of all these tasks, it also involves a clothes change in the support aircraft and quick shine on their boots.

During this time, the officers are interviewed by the media and have a flight debriefing. Following that, the solo pilot and I are required to take a short survey flight while the other pilots are getting a final check on the weather, show line,

*'...when we hurry it's easy to make mistakes...critical or embarrassing to us, the Air Force, and you.'*

etc. If everything goes smoothly, we sometimes get a chance to grab a bite to eat before we begin briefing for the show. There is just no time to squeeze in a PR.

In addition, we can't arrive earlier due to the fact that the narrator must arrive two to three hours prior to the arrival of the rest of the team, and he cannot depart for any show site before the official time of sunrise. Add the required crew rest time and you can begin to see some of the whys that limit what we are permitted to do.

Following the show, we normally have an autograph session. Then the officers debrief the show and the EMs bed down the jets for the night.

Just like your car, we sometimes have to fix our aircraft. That may involve changing an engine or performing some other type of needed maintenance. Those are things we can't predict. Consequently, we must plan for them as best we can. If a PR is scheduled, we'll need to pick up our suitcases, check in at our quarters, clean up and change clothes. All this takes time and rather than commit ourselves to a PR requirement that we know we can't meet, we set the four-hour limit.

We pride ourselves in being extraordinarily punctual. Even though your guests may understand, it is impolite to arrive late and keep them waiting—and it doesn't enhance the Air Force's image.

There are also a few other aspects I'd like to mention. We prefer not to rush in order to attend PRs. The adage "haste makes waste" is definitely appropriate in our case. We find that when we hurry it's easy to make mistakes—ones that can be critical or embarrassing, not only to us, but to the Air Force and to you.

And, when we've got a PR especially after a fly-show day, it's really nice to have just 15 minutes relaxing alone in our rooms to catch our breath and call home to see how everything is. You'd be surprised how important those few moments are after flying to a show site, performing on a hot afternoon, spending an hour or so for autographs, another hour debriefing, a stop at the club for a commander's reception, then rushing to our quarters to change for a PR.

**RECRUITER:** Why won't pilots sign autographs at the recruiting booth?

**CHERRY:** The most important reason we haven't provided pilots for pre-show autograph sessions at the recruiting booth is the limited time we have available for air show responsibilities. Each pilot has responsibilities that extend far beyond climbing into the airplane and performing the demonstration. The same is true for our enlisted crew. Those of you with previous operational experience know exactly what I'm talking about.

Secondly, we always host an autograph session after the show. People like to get close to the airplanes, and this is the only opportunity for them to do so. By spreading out near our aircraft, it gives us the opportunity to sign autographs for more people than if we were snuggled up together behind a recruiting table.

Because we do not have much time to spend with any single individual when hundreds or thousands are trying to get near us, I think you have to be realistic about where we can do the most good for you. And, that's meeting as many people as possible. To support that end, our enlisted members sign autographs, too, to help ensure the maximum number of people attending your event take something home from the Thunderbirds.

Part of our mission is to provide a "soft sell" vehicle to attract the people in your area so you can do your job. In one rather rural location last year, the squadron commander critiqued us by saying, "If this request [for signing autographs at the recruiting booth] is not supported in the future, we seriously question the value of (recruiting) participation at such events next year."

That doesn't strike me as particularly rational. If he wasn't satisfied with the 90 leads he generated from that open house, someone on his end dropped the ball. We put 20,000 people on his doorstep, and he's looking for excuses.

However, even though it has not proven successful or efficient in the past, I am willing to offer the following recommendation:

For those who request it, we will provide two team members for a 30 minute appearance at recruiting booths prior to the show to answer questions and sign autographs. However, we cannot provide anyone on a fly-show day. We just can't spare people on those days.

Also, we can not provide any promotional literature or materials to autograph. You'll have to supply those yourself. Recruiting headquarters has an excellent pamphlet called "The Thunderbirds and You" which is perfect for this purpose.

Those who want two Thunderbirds for an appearance at the recruiting booth must request it ahead of time like any other PR—through the show sponsor or base information officer. We'll need to know the location of the recruiting booth, the recruiter's name, and what time he or she will be set up and "open for business."

I'd also like to comment about those who have "complained" about seeing some of our EMs walking through the crowd carrying a hot dog and soft drink, chatting with some of the spectators. To the casual observer it might appear as though they've nothing else to do but eat and talk with the people who have come to see the show. However, some of our best PRs come from such conversations, and chances are that hot dog is the first food they've had all day—and it might be their one and only "meal".

**RECRUITER:** How can the Thunderbirds adequately support recruiting when they spend so little time in one place? Wouldn't it be better to fly fewer shows and be able to maximize publicity in these locations?

**CHERRY:** Perhaps, but our current guidance calls for us to appear before as many people as possible to give the Air Force maximum exposure. One of our objectives is to encourage those who are interested in the Air Force to ask questions or seek information from you, their local recruiters. Even with the relatively short time we have at some locations we support recruiting as best we can.

You must remember, however, that our mission is to plan and present aerial maneuvers to exhibit the capabilities of Air Force people and equipment. Our mission is not to recruit per se, but to support you along with support of retention, community relations, and people-to-people programs. We also strive to reinforce the public's confidence in the Air Force professional competence and strengthen morale and pride among Air Force people.

In some cases, we perform two shows at a particular site which allows us more time in the community. In these instances, we are able to accommodate more interviews, school assemblies, luncheons, etc.

There are many functions we attend that do not directly involve recruiting people, but which support recruiting efforts just the same. These include meetings with civic organizations, military/civilian receptions, Reserve Officer Training Corps (ROTC), Scouting, and school visits. A recruiter need not be present at each and every event we attend in order for us to effectively support recruiting efforts.

This is especially true at civilian show sites. They are paying \$2,100 per performance to have us perform and it's their ballgame. Their preferences come first, but we encourage them as much as we can to include recruiting activities in their shows. Please don't feel that you're purposely being left out or that recruiting will not be supported. Our presence alone can be sufficient for the "soft sell" approach to recruiting.

**RECRUITER:** Why must all PRs be planned so far in advance? Sometimes, recruiters aren't able to set up a school visit or TV interview until almost the last minute.

**CHERRY:** It's been our experience that schools like to have as much lead time as possible in order to schedule activity assemblies and out-of-class time to conform with their state's particular education laws. In the event of a TV interview, stations must plan studio time so that lights, sound, and camera equipment will already be arranged. Some stations plan their programs and studio time six months in advance to tape commercials and plan for local shows and interviews.

In any case, we must know the details of each PR prior to every deployment. We print a very detailed itinerary for each visit which indicates arrival and departure times, key people, PRs, and billeting for each show site. That way, every Thunderbird on that particular trip knows exactly where he or she is expected to be at virtually every moment of the entire trip.

Our deployments average 10 to 20 days, so if you're at the end of a particular deployment, you've got to plan ahead that much more. It takes a day for our itineraries to be printed and before that, the entire itinerary must be coordinated and approved.

If there is a time conflict—and this happens frequently—it takes even longer to coordinate, especially when you're looking for approval of your PRs and the team is on the road. We realize this requirement is difficult for those "tail end" show sites, but it can be done with proper planning and organization.

Also, we need the information on PRs prior to deployment so we can bring along the right kind of

equipment, clothing, and other items necessary to do the proper job. We've only got so much room for our supplies, equipment, and suitcases, and once we leave Nellis there's no turning back to pick up another coat and tie for a PR that's been added on 15 minutes before we depart Nellis. Believe me, it's happened. And we find that these last minute add-ons usually cause confusion and aren't very successful.

While we're talking about the scheduling of PRs, I'd like to suggest recruiters eliminate restaurant and pizza parlor commitments, particularly where no banquet type room is available for a presentation. I know the pizza party atmosphere can work for you in other circumstances, but for us they have been very ineffective.

Our best presentations consist of a talk, followed by a film and questions and answers. We've been amazed at the number of times we have been requested to bring a film, only to find there's no place to show it. Even more amazing are the times we find a projector and screen set up in the middle of a restaurant...or we find ourselves making a speech not only to your DEP's and their friends, but to every patron who is eating there.

In order to do the best possible job for you, we need a quiet, intimate and private area to talk to the people you want us to reach. We can't be effective and give personal attention to your 30 guests if 175 other people are in various stages of dining or milling about.

Because of operational necessity, we are often billeted in hotels or motels near our performing location. As an alternative to restaurants, I'd like to recommend that recruiters seriously consider the banquet and meeting rooms generally available where we are staying. They have restaurants, of course, but you could even cater the pizza in if that's what you prefer. These rooms are ideal.

In any case, look at what you are trying to accomplish and select a location and atmosphere conducive to maximizing that effort.

**RECRUITER:** The back-up aircraft would be a prime attraction on static display. Can't this be done if adequate security measures are taken?

**CHERRY:** At each show site we have two spare aircraft which are parked at the end of the taxiway. In case we have difficulty during engine start and taxi, it's quite simple to switch to another aircraft without much delay.

*'...we attend many functions not directly involving recruiting, but supporting recruiting efforts just the same.'*

If we were to put a spare on static display, this capability would be diminished and could be detrimental to the entire performance. All five show aircraft are available for a close-up view during the autograph session which follows the air show so there's no need to set up a special static display.

We also have Thunderbirds stationed around each aircraft for security and safety reasons and they're available to answer any questions. This works out exceptionally well and is easily accomplished, since we remain at the aircraft until everyone who wants an autograph or has a question is satisfied.

Setting up a spare for static display just isn't necessary and would require additional support, like where to park it, who would be knowledgeable and available to answer questions, provide security, etc. Everyone has enough to do at an air show as it is, and I feel this would be a duplication of effort.

Additionally, the Air Force Orientation Group (AFOG) people have some super T-38 Thunderbird aircraft for display which are ideal for the viewing public, but again, to use a spare aircraft is not feasible or efficient.

**RECRUITER:** Shows would probably draw larger crowds if a pilot was sent out in advance to help generate publicity. Any chance of this being done?

**CHERRY:** For civilian show sites, yes. We visit all civilian show sites to look over their facilities to determine if there will be any problems in supporting our requirements. We check on the runway, hangar space, maintenance complex, control tower, etc. At these sites we will arrange with the publicity chairman for planeside interviews or a visit to a TV station to generate publicity. As a matter of fact, this has already been done for three of our civilian show sites. Also, the individual who will advance a show site may not be

a pilot. We may send one of our support officers, either the information, maintenance or executive officer.

**RECRUITER:** What are the chances of getting orientation flights for some of our centers of influence (COIs)?

**CHERRY:** At the present time, somewhere between slim and none. I don't want to sound pessimistic, but TAC guidance says that orientation flights will be approved "only in exceptional circumstances when benefits to be derived by the Air Force can be clearly demonstrated." That's open to a wide range of interpretation, so let me explain further.

Our last orientation flight was last June for Sandy Hill of "Good Morning America." In other words, "benefits to be derived by the Air Force" have been historically interpreted to mean that flights will not normally be approved unless "national" publicity will result. Consequently, flights for your COIs, radio deejays, and school principals are out.

True, our policy is quite different from the Navy's Blue Angels and we can't begin to compete with them in this area, but we must abide by Air Force policy.

However, you may be able to arrange for an orientation flight for your COIs in an aircraft other than a Thunderbird T-38. Last year, for example, the information office at Vance AFB arranged for five media flights in the T-38s. The requests were approved by Air Training Command and we understand they were quite successful in telling the Air Force story. While it may not be the preferred result, it is a viable alternative and one which should be explored for your COIs.

**RECRUITER:** What is the reason for the 30 mile/30 minute travel limitation to PRs?

**CHERRY:** First of all we must abide by crew rest restrictions to allow sufficient time between the end of each day's official activities and the beginning of the next crew day.

We find the 30 mile/30 minute limit allows us more time to meet with the residents of the local community. After all, that's one of the reasons we are there. And finally, we must draw the line somewhere or we would find ourselves traveling an hour or more one way to attend a PR.

In 90 percent of our requests, there is usually no problem with the 30 mile/30 minute limitation. We realize that in some areas, your COIs live quite a distance from the show site. In these instances we suggest a mutual half-way point which would place your event within the 30 mile/30 minute limit.

There is also the consideration of a proper time to begin your COI. Say for example, that we fly our show at 3:30 p.m., a normal take-off time for us. That means we're on the ground at 4 p.m. and have an hour for autographs. This makes it 5 p.m. It will be 7:30 p.m. before the maintenance man can be available for the PR. Add on an hour's driving time and you begin to see the problem.

Few people enjoy attending such a late-starting event in the first place, and we need to adhere to the standard 12 hours crew rest prior to any flying activities the following day.

Also, the guys and gals on the support crew have been up before dawn preflighting the planes, reloading the support plane, and getting ready for the day's activities. We repeat this process several hundred times each year and we have to have guidelines that permit a reasonable amount of rest for everyone.

We realize that sometimes it seems we really don't do enough for you. A Thunderbird performance in your area means extra work for you and in some cases a lot of square-filling. We know you work hard in a tough environment and that your weekends are precious to you. Well, we're all in the same boat. We go from mid-March to mid-November with virtually no days off. And, we are bound by operational restrictions and various regulations. Some things we have control over and some we don't.

By having this opportunity to share my thoughts with you, I hope I've helped you understand some of the parameters which guide me in the decisions I make regarding the Thunderbirds and our relationship with you. Both recruiting and the Thunderbirds have come a long way in their mutual support in the last few years and we look forward to working closely with you during this '78 season.

One thing I can guarantee you. We strive for total participation in everything we do, from the maneuvers in the air to our support effort on the ground. If we sometimes appear demanding, it's because we are even more demanding of ourselves, and we will never give less than 100 percent in representing you to the American public.





During lunch at the Tinker AFB, Okla., dining hall, Sergeant Rick Rogers, 3549th Air Force Recruiting Squadron recruiter talks with some of the 45 Purcell, Okla. high school students touring the base. In addition to creating more awareness through the tour, Sgt. Rogers garnered nine leads. (Photo by Technical Sergeant Gary Free)

NCOs, Airmen of Year

Pierson improves ACS

[From page 6]

"As accessions clerk at the 3507th ACS, A1C Pearson has significantly improved the accuracy, speed, and overall efficiency of data collection and processing procedures," said Lieutenant Colonel William M. Coleman, 3507th ACS commander.

The native of St. Petersburg, Fla. prepared punch cards for 300 to 500 trainees daily to build the Headquarters Air Force and Joint Uniform Military Pay System computer file. "His speed and accuracy enabled him to have the computer cards processed so that payroll listing and clothing issue rosters were available to trainees" said the colonel.

"His actions increased the input accuracy rate of accession data to the computer file to 99.9 percent, exceeding the Management by Objective of 98 percent."

On his off-duty time, A1C Pearson has been a positive spokesman for the Air Force. While attending Culver-Stockton College, Canton, Mo. under Operation Bootstrap, he spoke to high school classes about the benefits of an Air Force career. He also assisted the recruiter in Quincy, Ill., by speaking to potential enlistees.

A1C Pearson graduated from Culver-Stockton in December 1977 with a degree in history and political science.

Controls streamline ad project system

New controls designed to streamline internal monitoring of the Requisition Distribution System (RDS) will go into effect April 14.

The revised system will provide computer control of group shares, readout of monthly activity and automatic filling of requisitions with the follow-on project when the requested project is out of stock.

"We've designed the program to be responsive to the needs of all Recruiting Service personnel," said Robert Allen, Production Management Division chief in the Directorate of Advertising. The new system, Allen said, "will assure everybody gets a 'fair share' of each advertising project."

All print projects entering the RDS after April 14 will come under the new system. Each group will be reserved its share of every project.

When one group's share is depleted, Allen said, it cannot get another group's share. "All requests received after a depletion will automatically be rejected and code transactions will read 'exceeding formula share,'" he said.

If a new project is declared "open," formula share instructions will not apply nor have to be reported to this headquarters. Projects having been in RDS for

Professional Performers

Seventeen win award

Seventeen people assigned to Air Force Recruiting Service were selected to receive the Air Training Command (ATC) Inspector General Professional Performer award.

Honored for job performance and for demonstrating exceptionally positive attitudes during Management Effectiveness Inspections (MEIs) were members of the 3507th Airman Classification Squadron, 3531st and 3545th Air Force Recruiting Squadrons.

Chosen from the 3507th ACS were Master Sergeants Joseph M. Trevino Jr., Chester A. Moore, Neal T. Clifton and Technical Sergeant Charles L. Ford. All are orientation classification interviewers.

Professional performers from the 3531st RSq. were TSgts. James W. McClung, operations noncommissioned officer (NCO), James T. Fitzgerald, recruiter, Jackie L. Jenkins, logistics NCO and Staff Sergeant Gail A. West, Armed Forces Examining and Entrance Station (AFEES) Liaison NCO.

Nine people in the 3545th RSq. were selected for the

award. They were Senior Master Sergeant Ivy L. Armstrong, flight supervisor; MSGts. James P. Dawalt, recruiter, Freddie L. Dunlap, administrative NCO in charge, John M. Stroud, operations superintendent and TSgt. Michael Kimberlain, squadron trainer.

Other professional performers in the 3545th included: TSgts. Michael E. Perks, AFEES Liaison NCO, Keith D. Winstead, personnel NCO in charge; Staff Sergeants Daniel M. George, recruiter, and Jerry G. Riley, logistics NCO.

'Pay' commission nears decisions

[From page 1]

to prevent or ease personnel shortages. In essence:

- Enlisted members would continue to draw bonuses and incentive pay based on skills, duty, pay grade, location and other factors related to retention.
- For officers, the commissioners recommended consolidating existing flight pay, variable incentive pay for doctors and other special pays into a single bonus system.

They felt lump sum bonuses were more "visible" than monthly pay and more effective in keeping people in the service.

The majority of the commissioners agreed on percentages of a member's base pay to be set aside under the deferred compensation trust fund decided upon at the Feb 2. meeting.

They proposed that after five years service, the government set aside an amount equal to 20 percent of a member's basic pay for each year through 10. The figure would be 25 percent for 11-20 years; 15 percent for 21-25 years and 5 percent for 26-30 years of service.

It was not specified when a member could withdraw the deferred money or whether it would be available in lump sum, partial payments or limited to certain percentages of the total fund.

The commissioners decided

these aspects of the program should be determined "by legislation or some other process."

At their Feb. 16 meeting the commissioners agreed that members in their fifth year of service or beyond their initial enlistment or obligation period should be allowed to retire under current rules.

They decided March 2 that members protected by the "grandfather clause" should not have the option to select between the current retirement program and any new system which might be developed.

Members under the "new system who leave the service would become eligible for base exchange, commissary and health care privileges according to their time in service.

Personnel with 25 years service would be immediately eligible for health care and to use support facilities. Those members with 15-24 years would become eligible at age 60 or 62 when they begin to draw retirement pay.

On Feb. 2 the commission recommended a military retirement program similar to Civil Service. The new program would start retirement pay at age 55 for members with 30 or more years of service.

Those with 20-29 years service would draw retirement pay at age 60; those with 10-19 years service would receive payments at 62. (AFNS)

Ready to use

Several new advertising projects are now available in the Requisition Distribution System and are listed below. In addition, formula share restrictions have been lifted on three projects:

GS 76-36, Recruit-the-Recruiter Fact Folder, NM 75-1, Nurse Brochure and NM 75-3, Nurse Display Card. These projects appeared on the Feb. 15 Open Project List distributed to groups and squadrons.

**New Projects**

GS 75-3 Educational Opportunities in the USAF Fact Folder

GS 75-3A Correction to Education Folder

GS 77-64 CCAF Fact Folder

NPS 77-41 Direct Mail Letter (Senior)

NPS 77-42 Direct Mail Letter (ASVAB)

NPS 78-16 Direct Mail Letter (ASVAB to Previous Year Graduates)

When requisitioning GS 75-3, a like quantity of GS 75-3A should be ordered. A separate AF Form 124 should be used for each project.

Command seeks \$13,800 in assistance fund drive

The annual Air Force Assistant Fund (AFAF) campaign, which supports the Air Force Aid Society, the Air Force Enlisted Men's Widows and Dependents Home and the Air Force Village began Feb. 22 and ends March 31.

Here 'n there

DEP Club clicks

Last year, Recruiting Service adopted the Delayed Enlistment Program (DEP) Club concept as a means of keeping DEP members motivated and getting their friends interested in the Air Force. Two 3561st Air Force Recruiting Squadron recruiters attest to the concept's success. Salem, Ore. recruiters Master Sergeant Mike Gorelick and Technical Sergeant Leonard Kaply have some 50 young men and women in their DEP Club and report good turnouts at all club events. A recent article in the local newspaper has created further awareness of the club and Air Force opportunities, the recruiters reported.

Academy graduate

Technical Sergeant Jerry W. Michaelis, assigned to the 3562nd Air Force Recruiting Squadron, has graduated from the Military Airlift Command Noncommissioned Officers Academy, Norton AFB, Calif. TSgt. Michaelis is a recruiter in Clairmont, Calif.

Compiled and edited by  
Staff Sergeant Douglas J. Gillert

Chief meets educators

Taking time out from his tour of Air Force facilities in Alaska, Chief Master Sergeant of the Air Force Robert D. Gaylor attended a center of influence dinner and addressed Alaskan educators. The Air Force's top enlisted man also presented several awards to the Anchorage area high school educators, on behalf of the 3561st Air Force Recruiting Squadron. Two '61st recruiters, Technical Sergeant George Morris and Staff Sergeant Guy Watson, are the sole recruiters in Alaska, an area nearly one third the size of the continental United States.



Great fit

Checking the fit of the new "Air Force, A Great Way of Life" T-shirt now available at the Lackland AFB, Tex. Main Exchange is Margaret Collins. The T-shirt helps to spread the word about Air Force life. (Photo by Senior Airman Stuart Swerdloff)

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 February.

| Name                   | NPS Enlistments | Sq./Flight |
|------------------------|-----------------|------------|
| SSgt. Larry Kelly      | 14              | 14D        |
| TSgt. Norman Gaver     | 12              | 15A        |
| SSgt. James Tobin      | 10              | 16E        |
| MSgt. Charles Viands   | 10              | 33D        |
| TSgt. George Richards  | 10              | 31C        |
| TSgt. Edward L. Cooper | 10              | 67C        |

Ten or More Net Reservation Club

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

| Name                      | NPS-M Enlistments | Sq./Flight |
|---------------------------|-------------------|------------|
| TSgt. Charley R. Ferguson | 12                | 45B        |
| MSgt. Russell C. Barnes   | 12                | 44E        |
| SSgt. Morris M. Coate     | 12                | 44F        |
| TSgt. Ivan V. Johnson     | 11                | 61G        |
| SSgt. Joe Forstman        | 11                | 39A        |
| TSgt. Henry Wood          | 11                | 13F        |
| TSgt. Robert Carpenter    | 11                | 14F        |
| TSgt. George Harsel       | 10                | 13A        |
| TSgt. Laster Landrum      | 10                | 38C        |
| TSgt. Roland Wilson       | 10                | 33D        |
| SSgt. James R. Montgomery | 10                | 46E        |
| TSgt. Leonard R. Kaply    | 10                | 61E        |
| SSgt. Robert E. Moore     | 10                | 61G        |

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 February.

| Squadron | Percent |
|----------|---------|
| 3514     | 140.0   |
| 3533     | 124.3   |
| 3516     | 116.5   |
| 3535     | 114.4   |
| 3562     | 113.1   |
| 3544     | 112.1   |
| 3569     | 110.7   |
| 3537     | 110.2   |
| 3546     | 108.0   |
| 3567     | 105.5   |
| 3566     | 105.3   |
| 3513     | 104.2   |
| 3519     | 102.6   |
| 3515     | 102.5   |
| 3545     | 102.2   |
| 3554     | 101.7   |
| 3542     | 100.7   |
| 3561     | 100.0   |

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 February.

| Supervisor              | Accessions | Goal/Percent | Sq/Flight |
|-------------------------|------------|--------------|-----------|
| MSgt. C.D.M. Clark      | 16/36      | 225.0        | 14D       |
| MSgt. Barry Becker      | 19/37      | 194.7        | 16E       |
| MSgt. Purcell Hunt      | 16/31      | 193.7        | 14C       |
| MSgt. Salvatore Negro   | 29/56      | 193.1        | 61G       |
| SMSgt. Mike Hume        | 23/41      | 178.3        | 68A       |
| MSgt. Lehman L. Winston | 20/35      | 175.0        | 51C       |
| TSgt. Frank Lucas       | 27/47      | 174.1        | 15A       |
| MSgt. Edward W. Gardner | 13/22      | 169.2        | 35D       |
| SMSgt. Ivy L. Armstrong | 18/30      | 166.7        | 45C       |
| MSgt. Raoul Girard      | 21/35      | 166.7        | 33C       |
| TSgt. David Kozieki     | 15/25      | 166.7        | 18C       |
| MSgt. Arnold G. Berry   | 24/40      | 166.7        | 46E       |
| MSgt. Rick Osborne      | 16/24      | 150.0        | 15E       |
| MSgt. Dale Reynolds     | 24/36      | 150.0        | 69E       |



# AF film scorer real 'good buddy'

**by Captain Rex Stone**

OMAHA, Neb. — Breaker! Breaker! good buddies, this here is the Wolf Pack of 3543rd, coming to you on the flip side of good music.

Approximately one block from the Omaha based 3543rd Air Force Recruiting Squadron is the recording studio of the man who wrote the music to "Born in the Blue" and C.W. McCall's "Convoy."

Louis "Chip" Davis, a personable, down home musician and song writer scored the music that will be heard by thousands of people who'll see and hear

"The Eyes of the Eagle, The Wings of the Dove", the 10 minute recruiting film released to Universal Pictures.

Staff Sergeant Dave Tuttle and I, the Advertising and Publicity (A&P) team, sat down recently with Chip Davis to learn about the man behind the music that captures the essence of our Great Way of Life.

With roots in music that started at the University of Michigan, Chip gained his apprentice time with a traveling choral group and later with connections to the rock musical "Hair."

In Omaha, Chip joined up with Sound Recorders Studio and became musical director; it also started his relationship with singing artist C.W. McCall of CB fame. Chip scored the melody and C.W. wrote the lyrics.

Sound Recorders were told by major publishing companies that "Convoy" wouldn't be a hit, yet several million records later, the finishing touches are now being applied to the movie of the same name. Not bad for a 30 year old musician from Omaha.

We left the interview with the idea that it would be nice if we could write a hit song. Maybe a country song about the life of an Air Force recruiter entitled, "I'm so blue and I want you". Oh well, Omaha's on the side for now, we're gone bye-bye.



Following a snowfall in Northern Ohio, these vehicles of the 3552nd Air Force Recruiting Squadron appear to be fairly well "snowed in". However, the photo was taken before the worst Ohio blizzard in 100 years. (Photo by Captain Paul J. Lavanish)

## CHAMPUS lets contract

On March 1, Wisconsin Physicians' Service began processing all claims for professional and institutional care received in Arkansas by Civilian Health and Medical Program of the Uniformed Services (CHAMPUS) beneficiaries.

Affected beneficiaries should submit claims to the Wisconsin Physicians' Service. Professional claims should be addressed to the Service at P.O. Box 7938, Madison, Wis. 53701. The address for institutional claims is P.O. Box 7923, Madison.

# Recruiters snowed in, not on.

*Editor's Note: "The Great Blizzard of '78" has left its mark on the Northeast quarter of our nation. Despite towering drifts, extreme cold and power outages, life goes on, and Air Force recruiters continued to meet their mission requirements. From Cleveland, home of the 3552nd Air Force Recruiting Squadron, came this report:*

"Recruiting goes on despite the worst blizzard anyone can remember. The white hurricane struck Ohio early in the morning. Snow and gale winds paralyzed the state, making travel almost impossible.

However, it also spawned great acts of

dedication and endurance by our recruiting family.

Despite a wind chill factor of nearly -50 degrees, members of the 3552nd RSq. made every effort to still get to work.

Major Dorral J. Calvert, commander, made it to the headquarters daily to man the office and serve as the focal point of information for recruiters throughout Northern Ohio.

Technical Sergeant Richard H. Bost normally took the bus to the downtown Cleveland Armed Forces Examining and Entrance Station. The bus didn't show, and he walked more than two miles to the train. If he'd gone home, no one would have thought less of him. But he went to work.

Master Sergeant James I. Browning, flight

supervisor in Toledo, Ohio was trapped in his home by 12 foot drifts, without heat, electricity, or telephone.

Despite National Guard efforts to rescue him, he remained trapped, spending two and a half days under 'survival' conditions before power and heat were restored.

'We were burning wood in the fireplace to keep warm, and we almost reached the point of breaking up our furniture when the power was restored,' MSgt. Browning said in a telephone interview. More than five days passed before MSgt. Browning and his family were able to leave their home.

If you think recruiting isn't tough, try it in the snow belt."

## New ads due

Twenty-seven national periodicals will carry Air Force advertisements from April-June. The Recruiting Service ads cover every recruitment program and are listed below by program, periodical and issue.

| Program         | Publication                        | Issue           |                        | Program                                   | May                             |                  |
|-----------------|------------------------------------|-----------------|------------------------|---|---------------------------------|------------------|
| General Support | Ebony                              | April           |                        | Personnel & Guidance                      | June                            |                  |
|                 | National Future Farmer             | April/May       |                        | Health Care                               | New England Journal of Medicine | April 27, May 11 |
|                 | Senior Scholastic                  | April 6         |                        |   |                                 |                  |
|                 | Air Progress                       | June            |                        |   |                                 |                  |
|                 |                                    |                 |                        |   |                                 |                  |
| Nurse           | Imprint                            | April           |                        | Drug Therapy                              | May                             |                  |
|                 | Nursing 1978                       | May             |                        | Hospital Physician                        | May, June                       |                  |
|                 | RN                                 | May             |                        | Journal of American Medical Ass'n         | 15 May                          |                  |
| Reserve         | Air Force Times                    | April 10        |                        | New Physician                             | May, June                       |                  |
|                 |                                    |                 |                        | Resident & Staff                          |                                 |                  |
| Education       | American School Board Journal      | April           | NPS                    | Physician                                 | May                             |                  |
|                 | American Vocational Journal        | April, May      |                        | Journal of American Medical Women's Ass'n | May                             |                  |
|                 | Community & Junior College Journal | April, May      |                        |   |                                 |                  |
|                 | DECA Distributor                   | April           |                        |   |                                 |                  |
|                 | Industrial Education               | April, May/June |                        |   |                                 |                  |
|                 |                                    |                 |                        |   |                                 |                  |
|                 |                                    |                 |                        |   |                                 |                  |
|                 |                                    |                 |                        |   |                                 |                  |
|                 |                                    |                 | Jet                    | June 8                                    |                                 |                  |
|                 |                                    |                 | National Future Farmer | June/July                                 |                                 |                  |