

Five to receive 'timely' honors

Five recruiters, one from each recruiting group, will be honored by Brig. Gen. Keith D. McCartney, Recruiting Service commander, for their efforts during the final quarter of fiscal year 1979.

The five are: SSgt. Franklyn T. Grant, 3514th Recruiting Squadron, D Flight; SSgt. Angel L. Santos-Morales, 3533rd RSq., H Flight; SSgt. Lonnie C. Morris, 3549th RSq., D Flight; SSgt. Clarence Sanders Jr., 3554th RSq., A Flight; and TSgt. Teodoro Cuellar Jr., 3562nd RSq., A Flight.

The five will be presented Recruiting Service wristwatches and hosted for lunch in their recruiting zones by General McCartney.

The general announced the competition for the watch earlier this year to enhance recruiting and give recruiters "something to shoot for."

The five recruited 90 enlistees in the final three months of the year.

Working hard, involved says newest survey

"The 1979 Organizational Health Survey tells us that recruiters are a group of hard working and involved people," according to Sue Bridges, Research and Analysis Branch chief, who supervised the survey.

"Because of the large number of responses and written comments, we can assume that recruiters are very interested in their jobs and any changes that may affect it," said Bridges.

The survey, completed earlier this year, was sent to more than 3,100 Recruiting Service men and women, with some 1,900 returned. In addition, 900 individuals added written comments on various subjects.

In her executive summary of the survey, Bridges notes, "Recruiting Service people are working long hours, an average of 53 per week. Job attitudes have improved on every scale and 81 percent 'love their job'."

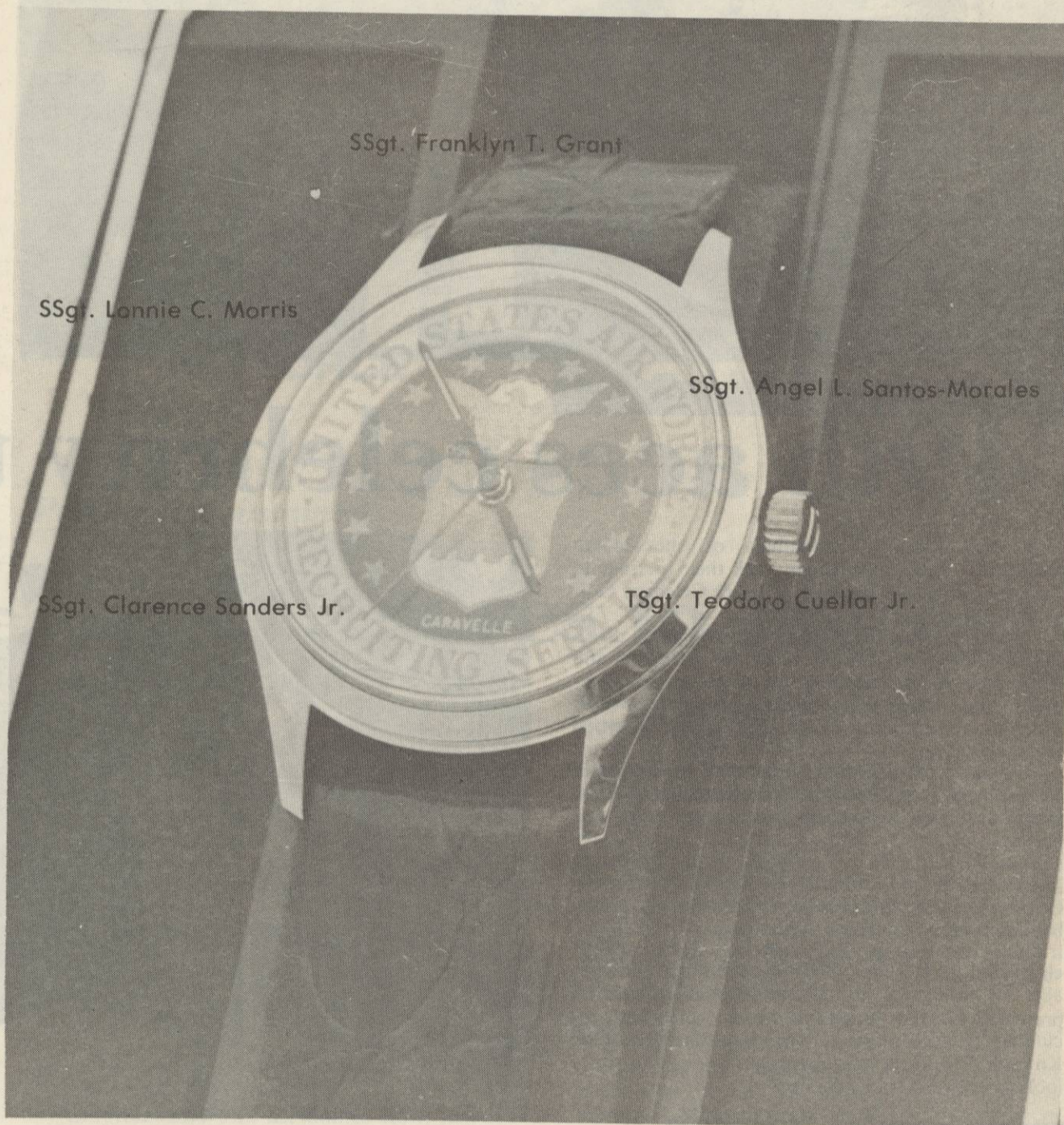
The survey also reports that bands and Air Force Orientation Group vans are the two most effective vehicles for helping recruiters get into high schools. Recruiters feel that they need eight-to-nine age and academically qualified leads to produce one accession. They also say that an average of 36 percent of their leads come from sources outside the squadron.

"Leased housing and CHAMPUS continued to be perceived by production recruiters as major problem areas," Bridges said.

The information gathered by the survey is being addressed by the various directors at Recruiting Service headquarters with copies being sent to each group and squadron commander.

"Because of the interest in leased housing, we are preparing a survey to be administered later this year to specifically question recruiters on their views of the leased housing program," noted Bridges.

"Surveys such as this give the commander an added dimension to the way recruiters think and work. We use the information we gather to improve the quality of life in recruiting and also improve our ability to recruit the quality people we are looking for," she concluded.



72,000 entered AF in FY 79

Air Force Recruiting Service officials have announced that more than 72,000 people entered the Air Force during the past fiscal year, which ended Sept. 30.

Included in this number were some 66,600 young volunteers without prior military service, 97.9 percent of the FY 79 objective of 68,000. Eighty-three percent of the enlistees possessed high school diplomas and some 40 percent scored in the top two Department of Defense mental categories.

Also recruited were 4,416 officer trainees, 1,300 health care professionals, and 1,200 people with prior service. Additionally, recruiters referred more than 3,000 people who joined the Air Force Reserve and Air National Guard.

"Our recruiters are doing an outstanding job in a difficult recruiting market," said Brig. Gen. Keith D. McCartney, Recruiter Service commander. "They are currently challenged by a decline in the number of youth available from which to recruit; overall desire to enlist is down; and more high school graduates are going to college."

Air Force recruiting requirements for FY 80 have increased to more than 75,000. Recruiters will seek 69,000 young people to enlist, 5,490 officer trainees, and more than 1,900 health care professionals, including 480 physicians and some 700 nurses. Also,

some 2,300 prior service men and women will be sought, along with more than 1,900 for referral to the Reserve and Air National Guard.

To help achieve the increased goals, recruiters will have the use of several enlistment incentives. These include accelerated promotions, base and country of choice, and guaranteed training to qualified applicants.

Majors don silver

Four majors assigned to Recruiting Service have been selected for promotion to lieutenant colonel, personnel officials announced recently.

The four are: Maj. David E. Brown, directorate of advertising; Robert S. Shackelford, directorate of operations; Robert E. Provines, Recruiting Service Executive; and Talvania L. Scarbrough, 3535th Recruiting Squadron commander.

They will pin on their new rank on separate dates during the next 12 months depending on their sequence numbers.

Inside:

1980 Advertising and
planning calendar

pull out section pages 6 and 7



Clapping hands

"Hee Haw's" George Lindsey joined the "Country Critters" during their entertaining for a couple songs and a little laughter. The group is part of the Air Force band located at Lackland AFB.

'49th aces celebrity tourney

TULSA, Okla. — Members of the 3459th Recruiting Squadron B Flight took their message to the links during the annual Roy Clark Celebrity Golf Classic recently.

"We heard about a problem the tournament directors were having in finding escorts for celebrities and it sounded like a great way for us to get some exposure for the Air Force and do something worth while at the same time," said SSgt. Gary Sharp, B Flight recruiter.

The recruiters attended a planning meeting and were selected to escort former President Gerald Ford, which, according to secret service representatives was "just perfect."

In addition to their escort duties, the Recruiters arranged for musical entertainment from the "Country Critters", the country group from the Air Force band located at Lackland AFB, Texas.

"The tournament went off like clock work," claims Sgt. Bob Taylor, B Flight recruiter. "We were able to receive a lot of valuable exposure and presented 12 DEP jackets to various celebrities; including former President Ford, Roy Clark, and Evel Knievel. I think it was just great, and we're really looking forward to next year."



Time out

Lindsey and members of the country group pause between sessions to talk "music" in front of the Air Force

display at the Roy Clark Celebrity Golf Tournament.



Photos

By

TSgt. Ed Gilbert

Thanks

Former President Gerald Ford thanks MSgt. Terry Palmore, B Flight recruiter after receiving his DEP jacket. The recruiters from B Flight served as escorts for the former president.



Tournament host, Roy Clark, also took time for a song and some guitar pick'n with the "Country Critters."

New NPS ad in TV Guide

The 1980 NPS advertising effort gets off the ground this month with the appearance of a full page ad with double card insert in the Nov. 10 TV Guide. Featuring the F-16 as its focal point, the ad will emphasize the experience gained through enlistment in the Air Force.

According to Maj. William Austin, National Advertising Branch chief, "We are taking advantage of the new 10 million dollar Joint Services Advertising Campaign. The joint service theme sells the armed services as a great place to start and where a young person can get experience for a lifetime skill. The Air Force theme will closely tag the joint theme, but adds a second dimension that places Air Force as top of the line."

Tie in all three

"The idea of having a single theme in all Air Force recruiting ads will tie the three programs—joint ads, national ads and local ads—into a complete package with a single message. We urge all advertising and publicity staffs to keep this message in mind when purchasing space in local publications or on local radio."

In addition to TV Guide the ad will also appear in publications such as Jet, Senior Scholastic, Decca and Vica.

A new General Support version of the ad is currently on the drawing board.

Base guides add new accessions

Unofficial base guides are helping one recruiter perpetuate NPS enlistments. TSgt. Douglas Bell, 3533rd Recruiting Squadron, Patrick AFB, Fla., maintains guides from as many stateside bases that provide them. When his former applicants come home from basic and technical training, they stop by to review the guide to their next base of assignment.

"Over 95 percent of all my enlistees return to my office and really appreciate the opportunity to get a glimpse of their future base," said Sergeant Bell. "But what really helps is when they bring in their friends to look at the guides."

Sergeant Bell's advertising and publicity program was rated best in his squadron in fiscal year 1978. His office is in Brunswick, Ga.

Thirteen key jobs opening

Experienced recruiters and recruiting supervisors are being sought to fill key positions within the 3501st and 3505th Recruiting Groups.

Under a recent policy change, volunteers accepted for duty in certain areas within these two groups will serve 36 months in the assignment with assurances of a follow-on assignment of their choice, if desired.

These provisions, along with other benefits of this program, apply only to volunteers who fill requirements in these groups, people already in the groups will serve a normal four-year tour, as will those individuals applying for initial recruiting duty there.

Interested personnel should submit volunteer statements through Recruiting Service channels for squadron or group commanders' recommendations to HQ USAFRS/RSSP.

Further information is available from CMSgt. Kenneth C. Bragg or MSgt. Ellis F. Tyson at Autovon 487-3511/6440/2782 or commercial (512) 652-3511/6440/2782. Following is a list of the positions, locations and reporting dates.

Position	Unit	Location	Reporting
OTS Recruiter	3501	Hanscom AFB Mass.	Dec. 79
A&P NCO	3501	Hanscom AFB Mass.	Dec. 79
OPNS NCO	3513	Rochester N.Y.	Dec. 79
Flt. Supv.	3516	Patchogue N.Y.	Dec. 79
OTS Recruiter	3505	Westover AFB Mass.	Apr. 80
A&P NCO	3505	Chanute AFB Ill.	Feb. 80
OTS Recruiter	3505	Chanute AFB Ill.	Apr. 80
OPNS NCO	3552	Wright-Patterson AFB	Dec. 79
OPNS Supl.	3553	Cleveland Ohio	Dec. 79
OPNS NCO	3553	Cleveland Ohio	Dec. 79
Flt. Supv.	3553	Berea Ohio	Dec. 79
Flt. Supv.	3554	Dearborn Mich.	Jan. 80



Yes, I am interested in Air Force Experience. I understand there is no obligation.

Name _____ Sex _____ M _____ F _____
 Address _____ Apt. # _____
 City _____ State _____ Zip _____
 School Name _____
 Year Graduated/Will Graduate _____
 Date of Birth _____ Phone _____
 Send information _____ Contact me immediately _____

A GREAT WAY OF LIFE
AIR FORCE



MOVE UP IN THE WORLD!

Everybody knows you've got to have experience. So think about it this way: Experience will get you off the ground. AIR FORCE EXPERIENCE will take you as far as you want to go.

See your Air Force Recruiter. Mail in the attached card. Or call toll free 800-523-5000 (in PA: 800-362-5696).

A GREAT WAY OF LIFE
AIR FORCE

Production sustained

'50th moves to success

INDIANAPOLIS — "It's just never been done in this squadron before." That is how 3550th Recruiting Squadron commander, Maj. Frank M. Terrell, described his squadron's August production. "A goal of 127 RANs seemed like an unattainable goal to most of our recruiters three months ago. But they've started to believe in themselves and with 147 RANs in August (116 percent of goal) some other people are going to start believing."

Started to rebuild

Hovering near the bottom of Recruiting Service production for years, the 3550th has recently started to rebuild its total production effort. During the third quarter the '50th was the top EAD squadron in the '05th Group, finishing with 102 percent enlistments for the quarter.

"Unfortunately, with our limited flow, that sustained EAD effort was at the expense of our out month bank," according to Indianapolis AFES Liaison NCO SMSgt. Larry Cooper. "As always, our only long range hope of improving our standing was to increase our RAN flow."

"After reviewing historic production problems and 'fixes' that we tried in the past, we decided two moves had to be made," according to SMSgt. Glen Masters, operations superintendent. "First, we divided our largest flight in half. Before, Muncie and Fort

Wayne, Ind., had been in the same flight. These cities, effective July 1, were independent flights. Next, we separated two suburban Indianapolis offices from the rest of the Indianapolis area.

"The net effect of this realignment was to reduce the span of control for our supervisors," summarized Sergeant Masters. "However, to go along with this realignment, we also made several key personnel changes and managed to fill many of our vacant recruiting positions," added Major Terrell. "This, coupled with programs to minimize cancellations, improved lead refinement and greater compliance in all areas have helped improve our recruiting effort across the board."

The end result

"The end result has been a substantial increase in RAN flow which has been sustained for three months," Major Terrell continued. "In June, the '50th broke the magical 100 barrier for the first time this year with 102 RANs. Then in July, the squadron posted another increase to 104 RANs. August production was 147 reservations and marked the first time the squadron had met its reservations objective in over three years. We're beginning to build a hunger for success, a pride in ourselves, and a confidence in our abilities. For the first time, we have the total team effort needed to succeed and we're out to show what our 'Pacesetter' logo really means."

viewpoint...

Driving: We set the pace, keep it that way

I don't know what Henry Ford envisioned when he brought the automobile into the modern age of mass production; causing untold confusion on the highways and pollution in the air. I do know, however, it is up to us to use his idea with the best intent.

We continually hear from recruiters, during field visits, from DIAL calls and from questionnaires such as the Organizational Health Survey. "Why can't we drive government vehicles home the same as the other services' recruiters?"

The answer is simple. The vehicle can be driven to your home under conditions set forth in ATC regulation 77-1, and I see no reason to change this policy. I am very proud and pleased with the manner in which our recruiters have used recruiting vehicles in conducting official business. I see problems, however, developing if we allow the vehicles to be driven home on a routine and continuing basis. Problems such as increased vehicle accident rates and vehicle abuse, inquiries from congressional and other concerned sources may increase.

I do not expect anyone to take it upon themselves to condone or ignore violations of the domicile-to-duty policy. These actions, I believe, will damage the high standards of integrity and professionalism exhibited by you as members of the "number one" Armed Forces recruiting team. Be proud to do it right and keep setting the pace. Our standards of integrity and professionalism are the envy of our sister services. Let's keep it that way.

Keith D. McCartney

'No Americans have done more...'



The following is President Carter's Veterans Day proclamation:

"No Americans have done more to win and protect the peace than the men and women of our armed forces, past and present.

"Veterans Day affords each of us the opportunity to join our fellow citizens in communities across the nation in honoring those whose lives of country knew no bounds — those to whom patriotism was principle, not mere sentiment.

"Without the sacrifices which our brave veterans made so freely and so generously, our cherished freedom would long ago have vanished.

"On this historic day, let us resolve anew to keep faith with those who have done so much to shape this nation with their honor and valor. The flag under which they served is the emblem of our unity, our power, our purpose as a nation. It has no other character than that which we give it from generation to generation.

"Now, therefore, I, Jimmy Carter, president of the United States of America, do hereby invite citizens everywhere to join with me in observing Veterans Day on Sunday, Nov. 11, 1979.

"Let the past and present unite in prayer that America will ever seek the ways of peace, and, by her example at home and throughout the world, hasten the return of goodwill among men.

"This is a particularly appropriate time to remember with respect and affection our sick and disabled veterans. I urge their families and friends to visit with them and reassure them of their country's enduring gratitude."

(AFNS)

Thanksgiving tradition

Old-fashioned holiday

Thanksgiving is so old-fashioned. "Over the river and through the wood..." Today it's over the freeway and through the tolls. That is, if you can afford the gas.

"To grandfather's house we'll go..." Actually, it's a senior-citizen condominium.

"The horse knows the way..." and he's probably faster than a car.

"To carry the sleigh..." Which gives you a wild impression of a knock-kneed horse on its hind legs, with a sleigh as a backpack.

"Through the white and drifted snow..." With all the pollution, it's a wonder the snow ever makes it to the ground. Besides, Grandfather lives in Florida.

When you get there, you can mix the instant stuffing and potatoes while the turkey roast

defrosts in the microwave. Eat during half-time, then watch the rest of the game, warm and well-fed.

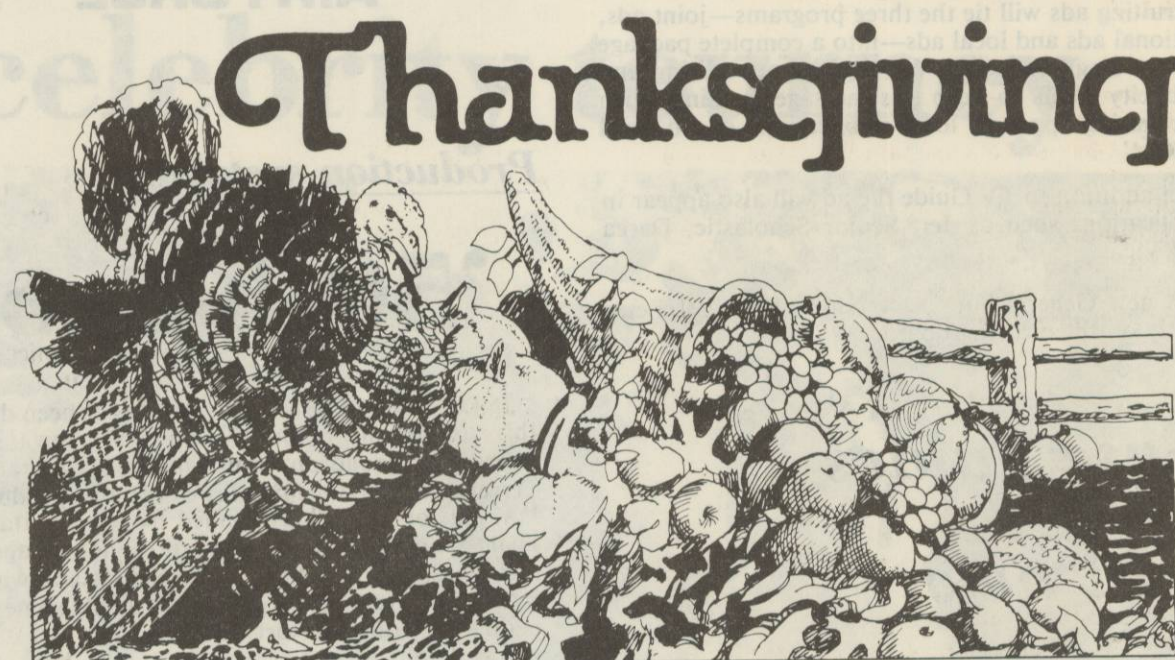
Most of us anyway. We can't all be in Florida. Some of us are figuring the wind-chill factor before heading for the flightline.

Some of us aren't at Grandfather's because we're halfway around the world or on alert. Some of us had to cook or tend the sick.

With all the commercialism, when we spend Thanksgiving at work or alone, it's hard to remember what the holiday is really for.

It's a day to give thanks for our blessings, obviously. And to those of us in the military, our blessings are obvious.

Those blessings can be summed up in one word: Peace. (AFNS)



the Air Force RECRUITER

The Air Force Recruiter is an official Class III Air Force newspaper published monthly on or about the 24th day by and for personnel of U.S. Air Force Recruiting Service, Air Training Command with headquarters at Randolph AFB, Texas. Opinions expressed herein do not necessarily represent those of the USAF.

All photos are official Air Force photos unless otherwise indicated.

Brig. Gen. Keith D. McCartney Commander
Col. Walter D. Miller Director of Advertising
Maj. Barry R. Sunderland Chief, Publicity
Tsgt. Wayne W. Bryant Editor

Write on

The Air Force RECRUITER is looking for letters from members of Recruiting Service.

The letters are not meant to duplicate the Commander's DIAL column. The column will not address problem areas, or answer questions.

Recruiting people are encouraged to write letters offering advice, recruiting tips, suggestions or otherwise share their experiences in recruiting which may be of interest to others. All letters will be read. However, only signed letters will be printed and the editor reserves the right to edit letters to conform to available space.

Address your letters to: Editor, THE AIR FORCE RECRUITER, USAFRS/RSAPM, Randolph AFB, TX 78148.

commander's dial 3425



Commanders DIAL (Direct Information Action Line) is designed to provide Air Force Recruiting Service personnel with a direct line to the commander. If you have a question, suggestion, comment or complaint, call Autovon 478-3425, Federal Telephone System, (512) 748-3425 or commercial (512) 652-3425. Callers are urged to include their name and telephone number to speed responses.

Reserves to the rescue

COMMENT: I'm chief of training at 4th Air Force Reserve Recruiting. I would like to bring to your attention a discrepancy in ATCR 33-2 which could impact on the active duty referral program. It states that prior service non-high school grads are not eligible for enlistment in the reserves; however, they are.

REPLY: Thanks for the information. We just received our copy of the change to AFRES Reg. 33-1 and will be sending out the information to all our people. That's what the "total force" is all about!

Dial tones ring in enlistments

HANCOCK FIELD, N.Y. — "Ringing and Rapping for AFRAP" was the theme of a three-day telephone project conducted recently at Griffiss AFB, N.Y.

Five hundred calls were made by members of the 416th Combat Support Group and 485th Communications and Installation Group. The calls were placed from special telephones installed in the Central Base Personnel Office.

The "assistant recruiters" led by SMSgt. Roger Anderson, Griffiss AFRAP director, worked closely with SSgts. Thomas Smith and Mike Alteri, recruiters with the 3513th Recruiting Squadron. The project resulted in 397 contacts and gained three DEP enlistments for the local recruiters. The calls were made from 1979 school lists.

Negative responses were countered by positive invitations to the base open house scheduled that weekend. Contacts who had already decided on college were provided information on the Air Force ROTC program.

This was the first such event at Griffiss.

Your extension is in

COMMENT: Is the IMAGE program going to be extended and when will we know?

REPLY: Unless the mail is slow, you should have your answer. But just in case, yes it is extended through fiscal year 1980, but still in the test mode with a limit of 5,500 EADS. If you haven't heard before reading this DIAL, call me again and I'll "purge" the system.

Errors on the mend

COMMENT: My partner and I have found some errors in ATCR 33-2 we thought should be brought to your attention. Also, we've talked with a recruiter from another area of the country who says they are putting in IMAGE applicants with GEDs. We've never seen this addressed in the RECRUITER and wonder if we are the only people who have the problem.

REPLY: The glitches you mentioned in 33-2 are corrected in Change 1 which should be hitting the press soon. As for the discrepancies in IMAGE, we've found no one in the area you mentioned who can confirm that "rumor." Your squadron has assured us that all GED and NHSG applicants will receive a REV APP (IMAGE screening) when it is requested. However, GED and NHSG very seldom make it under IMAGE.

Easy as one, two

COMMENT: I've got a couple of questions that I hope you will answer for me. Is it possible to get a printout established to show selectees and nonselectees for OTS? Under the present system no one knows if his application met the board, whether it was lost or whatever. This way we wouldn't have to wait a month to find out the applicant was a nonselectee. I requested a test on an applicant who tested for the Army in another state. Is it possible for one AFEEs to call another on PROMIS to get the scores and save some time?

REPLY: Squadrons will have on hand a copy of the selects and nonselects beginning with board 80-06. The lists will be called to the groups and mailed the same day to the squadrons. I still get a chance to look them over before they go out. AFEEs can use the "DEX" capabilities on PROMIS to obtain test results from other AFEEs for "immediate enlistments." Your request was mislaid the first time and should already be straightened out. If we give the present system a chance to work, the results are surprising.



College is the key

COMMENT: I need some clarification on an IMAGE applicant who is a GED holder but also has 78 hours of junior college work. Why can't we get this man a job?

REPLY: Initially you received "no" because the man was not a high school graduate, however, when the college hours are entered into the computer's education code, he qualifies. Keep the quality coming!

Thoroughbreds finish on top

COMMENT: In regard to the September issue of the RECRUITER, there was an error that said there have been only two Buddy Flights this summer. Flight F of the 3513th Squadron is the only flight probably in the United States Air Force not only to have a flight in June 1977, but in 1979. We sent 38 young people to basic training called "Thoroughbred Flight II" and "Filly Flight I" and we feel kind of slighted.

REPLY: In our August 1977 RECRUITER newspaper, we printed a two-page photo-feature on your first Thoroughbred Flight. The story on the latest effort did not arrive in time for the September issue. See this RECRUITER for coverage of Thoroughbred II and Filly Flight I. Thanks for calling and for the great work you and the recruiters of F Flight are performing. Keep up the outstanding work!



Hello

SSgt. Tom Smith of the 3513th Recruiting Squadron talks with a prospective applicant during the three-day telephone project held at

Griffiss AFB. The calls gained local recruiters three DEP enlistments and several appointments with applicants.

This calendar enables recruiters to see at a glance where and when Air Force advertising will appear. The legend below lists the nearly 50 magazines and periodicals which are scheduled to carry printed ads. The letters denote the type of ad. Example: In October, twelve monthly publications will carry Air Force ads. Ebony Magazine will carry a General Support ad, as shown by the number/letter combination - 1A. In addition, four weekly publications will carry ads during specific weeks. Jet Magazine (4B) will carry a Non-prior Service ad during the first week of the month, while People Magazine (6C), will carry a Joint ad during the third week. Radio and television spots, direct mail efforts and Educator Tours scheduled for FY 1980 are also included on the calendar. The dates and squadrons involved are included in the tour calendar.

Magazines

- 1 Ebony
- 2 Exploring
- 3 Hot Rod
- 4 Jet
- 5 National Future Farmer
- 6 People
- 7 Popular Mechanics
- 8 Popular Science
- 9 Readers Digest
- 10 Senior Scholastic
- 11 Sport
- 12 Sports Illustrated
- 13 TV Guide
- 14 DECCA
- 15 VICA
- 16 Parade
- 17 Family Weekly
- 18 Journal of the AMA
- 19 Diversion (HP)
- 20 Internship & Residency Announcement
- 21 New England Journal of Medicine
- 22 Journal of Prosthetic Dentistry
- 23 The New Physician
- 24 Resident/Staff Physician
- 25 Journal of Oral Surgery
- 26 Journal of the American Dental Assoc.
- 27 Oral Surgery, Oral Medicine, Oral Pathology
- 28 Journal of Periodontology
- 29 American School Board Journal
- 30 American Vocational Journal
- 31 Community & Junior College Journal
- 32 Industrial Education
- 33 Personnel & Guidance Journal
- 34 Scholastic Coach
- 35 School Shop
- 36 Today's Catholic Teacher
- 37 Today's Education
- 38 Time-College Demo Edition
- 39 Newsweek-Student Edition
- 40 IEEE Spectrum Domo-Ed
- 41 Business World
- 42 College Newspapers - Top 65 Engineering Schools
- 43 Graduating Engineer
- 44 American Journal of Nursing
- 45 Imprint
- 46 Nursing Opportunities
- 47 Nursing 80 - U.S. Edition
- 48 Nursing 81 - Career Directory
- 49 Registered Nurse

Programs they support

- A General Support
- B Non-prior Service
- C Joint Ad
- D Health Professions
- E Education Ad
- F OTS Ad
- G Nurse Ad

		OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	MARCH
MAGAZINES	MONTHLY	1A-5A-7A-8B- 14B-15B-19D-23D-31E-41F-45G-49G	5A-15B-34E-36E-44G-47G	2A-36E-42F-45G-46G	1A-9C-12A-24D-41F-43F-48G	8A-11A-23D-30E-42F-45G	9B
	WEEKLY	4B 6C 10A 18D	10B 13B 21D 38E		6C 39F 13C 21D 10A	6A 10B 13A 18D 16C 38F	10A 13C 39F 4A 6C
Local PSA		You fill in the blanks. For your own personalized radio spots contact Hq. USAFRS/RSAC at Autovon 487-3808, commercial (512) 652-3808					
DIRECT MAIL		Male HS Srs.—NPS College Srs.&Jrs.—OTS	Engineer Spec.—OTS Physicians—HP	Engineer Grads—OTS Gen. Surg./Dental Spec.—HP	Opt./ENT/Med.—HP Age Qual. Drop—NPS JRAP HS Srs.	Dental Surg./Cl.Psy./Ortho. Surg. BSN—NM	Engineer Work Force—OTS Phys.—HP/Nurse Spec.—NM JRAP—Work Force
		JRAP TV	JRAP TV	JRAP TV	JRAP TV	JRAP TV	JRAP TV
RADIO		JRAP Radio	AF Radio	AF Radio	JRAP Radio	JRAP Radio	JRAP Radio
ED TOURS		1-3 Oct. 3545 3-5 Oct. 3532 10-12 Oct. 3569 15-17 Oct. 3545 24-26 Oct. 3555 29-31 Oct. 3511	31 Oct-2 Nov 3535 8-10 Nov 3562 7-10 Nov 3543 13-15 Nov 3531 14-16 Nov 3546 19-21 Nov 3542 26-28 Nov 3550	3-5 Dec 3551 3-6 Dec 3568 10-12 Dec 3514	7-9 Jan 3541 14-16 Jan 3533 23-25 Jan 3541 28-30 Jan 3549	6-8 Feb 3513 11-13 Feb 3566 20-22 Feb 3533 25-27 Feb 3519	3-5 Mar 3519 5-7 Mar 3515 10-12 Mar 3537 19-21 Mar 3541 24-26 Mar 3516
		APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER
MAGAZINES	MONTHLY	2A-3A-5A-7A-9C-14B-22D-27D-32E-37E-42F-43F-44G-45G	1A-5A-8A-9A-11A-19D-23D-24D-25D-26D-28D-30E-31E-34E-37E-40F-42F-49G	2A-7A-11A-15B-20D-34E Tentative 3A	15B		3A-8A-9C-23D-24D-25D-19D-33E-35E-37E-41F-44G-47G
	WEEKLY	18D 10B 38F 17C 6C 4A 39F	38F 13A 6A 13C 10A 21D 39F	6A Tentative 13A	18D	13C 6C	13A 17C 21D 10A 18D
Local PSA		You fill in the blanks. For your own personalized radio spots contact Hq. USAFRS/RSAC at Autovon 487-3808, commercial (512) 652-3808					
DIRECT MAIL		ASVAB—NPS HS Jrs.&Counsel.—ROTC	Radiologist—HP	ASVAB—NPS Phys. Spec.—HP	Dent. Spec.—HP	JRAP—Work Force	Male HS Srs.—NPS Resident&Interns—HP
		JRAP TV	JRAP TV	JRAP TV	JRAP TV		JRAP Radio
RADIO		JRAP Radio					
ED TOURS		31 Mar - 2 Apr 3516 9-11 Apr 3531 14-16 Apr 3553 23-25 Apr 3552 28-30 Apr 3539	7-9 May 3518 12-14 May 3513 21-23 May 3554 28-30 May 3544	2-4 Jun 3542 16-18 Jun 3532			

Use all the tools

honor roll

The Recruiting Service Honor Roll, published monthly, recognizes units and individuals who contribute most toward accomplishment of the recruiting mission, during the time indicated in each category.

One Hundred Percent Squadron Club

This category recognizes all squadrons that met or exceeded their cumulative NPS EAD goal for September.

Squadron	Percent
3531	113
3537	111
3533	111
3514	110
3535	106
3539	105
3567	104
3561	104
3515	103
3519	103
3546	102
3569	101
3566	100

Squadron Net Reservation Club

This category recognizes all squadrons that met or exceeded their cumulative NPS Net Reservations goal in September.

Squadron	Percent
3514	143
3533	119
3531	115
3519	110
3551	105

Twelve or More Club

This category recognizes those recruiters who enlisted 12 or more NPS on active duty for September.

Name	EADs	Sq/Flt
TSgt. Jack D. Whittington	18	33D
SSgt. Angel L. Santos-Morales	18	33X
TSgt. Walton K. Lydic	15	14F
SSgt. David E. Calhoun	15	53C
SSgt. Myron J. Brothers	14	16A
Sgt. Leon B. Bacchus	14	14C
TSgt. Robert B.T. Houle	13	19G
TSgt. George W. Richards	13	31C
TSgt. James A. Darby	13	37C
TSgt. John W. Underwood	13	14D
SSgt. Franklin T. Grant	13	16B
SSgt. Barbara A. Cosino	13	33F
SSgt. Dennis A. Smith	13	69A
MSgt. Raymond L. Beggs Jr.	12	16D
TSgt. Xavier D. Lewis	12	19F
TSgt. David K. Purcell	12	18B
TSgt. George A. Coleman	12	35A
TSgt. Leroy O. Garrison Jr.	12	62A
TSgt. Teodoro Cuellar Jr.	12	18D
SSgt. Charles E. McGinty Jr.	12	51C
SSgt. Emmanuel J. Vaughn	12	61G
SSgt. Jeffrey C. Kampion	12	69B
SSgt. Bob L. Sherman	12	

Twelve or More Net Reservations

This category recognizes those recruiters who obtained 12 or more Net Reservations for September.

Name	Net Res	Sq/Flt
Sgt. Leon B. Bacchus	22	14C
TSgt. Michael W. Marion	15	33B
TSgt. Phillip C. Riley	15	67E
TSgt. Teodoro Cuellar Jr.	15	62A
SSgt. Miguel A. Guadalupe	15	14C
SSgt. Michael D. Stiffel	15	14C
SSgt. Angel L. Santos-Morales	15	33X
SSgt. Omar F. Mohamed	14	14A
MSgt. James R. Wallace	13	31C
TSgt. Michael W. Twaroski	13	13F
SSgt. David Kanter	13	14C

SSgt. Dennis A. Smith	13	33F
MSgt. John W. Harris	12	31C
TSgt. Walton K. Lydic	12	14F
TSgt. Lewis D. Lazowitz	12	14C
TSgt. Roger E. Corey	12	19C
TSgt. Maxie W. Williams III	12	33F
SSgt. Miller J. Roberts Jr.	12	51B

Engineer Honor Roll

This category recognizes non-OTS recruiters whose efforts resulted in an engineer entering Officer Training School during fiscal year 1979.

Name	Accessions	Sq/Flt
MSgt. David P. Hepler	2	11D
TSgt. Elza M. Hultz	2	62A
TSgt. Daniel Altnes	2	69A
Sgt. Dennis M. Magdole	2	18C
MSgt. William D. Lobaugh	1	67E
TSgt. John R. Gilbeaux	1	67E
TSgt. Harold D. Daniels	1	32C
TSgt. William H. Donnelly	1	68B
TSgt. Ernest J. Audet	1	50A
TSgt. Clyde W. Kerr	1	39F
TSgt. Howard W. Marsh	1	18C
MSgt. Joseph C. Lima	1	67A
MSgt. George Eret Jr.	1	67X
TSgt. David R. Hill	1	61B
TSgt. Vernon K. Hanson	1	67B
TSgt. Phillip C. Riley	1	67E
TSgt. Dale A. Lamphere	1	68X
SSgt. Anthony Jones	1	31C
SSgt. William A. Allen	1	44E
SSgt. Archie L. Bost	1	67B
SSgt. Edwin J. Lees	1	11A
SSgt. Thomas L. Shafer	1	18G
SSgt. William R. Sweet	1	66F
SSgt. Joseph H. Zalanowski	1	18C
SSgt. Miguel A. Guadalupe	1	14C
TSgt. Dwayne A. Moore	1	43B
TSgt. Bruce T. McComb	1	44C
SSgt. Ernest R. Martin	1	11E
SSgt. Fortunato Tinoco III	1	46A
SSgt. Merlen E. Olesen	1	41B
MSgt. Lloyd C. Crews Jr.	1	41B
TSgt. Francis J. Bailey Jr.	1	14E
TSgt. Henry E. Smith	1	39D
SSgt. James M. Riggs	1	45D
SSgt. Paul A. Quackenbush	1	69D
SSgt. Gary Quezada	1	69E
MSgt. Lester G.A. Landrum	1	33C
TSgt. Ronald A. Brilliant Jr.	1	33E
MSgt. Charles B. Reustle	1	33E
SSgt. Angel L. Santos-Morales	1	33X
TSgt. Robert E. Pruett	1	33C
TSgt. Maxie W. Williams III	1	33F
TSgt. Fred D. Almond	1	33E
TSgt. Philip J. Gaylarido	1	33F
TSgt. Michael E. Miller	1	11F
TSgt. William E. Winney	2	33G

Eighty-five or More EADs

This category recognizes those recruiters who enlisted 85 or more NPS on active duty for fiscal year 1979.

Name	Accessions	Sq/Flt
SSgt. Angel L. Santos-Morales	136	33X
TSgt. Teodoro Cuellar Jr.	124	62A
Sgt. Leon B. Bacchus	114	14C
TSgt. Henry R. Daniels Jr.	109	66B
MSgt. Charles B. Reustle	106	33E
SSgt. Albert DeGuzman	105	14A
SSgt. Lonnie C. Morris	103	49D
SSgt. Luis E. Astorga	100	46E
TSgt. Jack D. Whittington	97	33B
TSgt. Robert E. Pruett	94	33C
SSgt. Joseph F. Szepanski	93	33D
TSgt. James B. Mamone	93	52B
MSgt. Lester G.A. Landrum	92	33C
TSgt. Casey R. Morris Jr.	90	15A
SSgt. Jesus E. Semprum	90	14E
TSgt. Robert B.T. Houle	89	19G
SSgt. James L. Moron	89	54E
TSgt. Terrance A. Nichols	88	13C
SSgt. John E. Hoime	86	42A
TSgt. Walton K. Lydic	85	14F

One Hundred Fifty Percent Club

This category recognizes flights and their supervisors who met or exceeded 150 percent of their monthly EAD goal for September.

Name	Goal/Acc. Percent	Sq/Flt
MSgt. Sherman J. Allen Jr.	33/59	179
MSgt. Jared Mackillip	21/36	171
SMStg. Daniel R.J. Fortier	25/41	164
TSgt. Alvin S. Schiff	31/48	155
MSgt. Raymond S. Marino	42/63	150

Flight Net Reservations Club

This category recognizes flights and their supervisors who met or exceeded 150 percent of their monthly NPS Net Reservation goal for September.

Name	Goal/Acc. Percent	Sq/Flt
MSgt. Peter N. Kyrimes	34/82	241
MSgt. Richard V. Smith	12/25	208
MSgt. Harold W. Lutz, Jr.	12/24	200
TSgt. Victor L. Collins	21/35	167
MSgt. Richard B. Crosby	44/77	164
TSgt. Robert E. Jacques	27/44	163
MSgt. William H. Cessna	51/80	157
MSgt. Herbert B. Osborne	29/44	152
MSgt. Robert B. Medeiros	37/56	151
MSgt. Gilbert C. Widner	38/57	150

Two Hundred Percent Recruiter Net Res Club

This category recognizes recruiters who met or exceeded 200 percent of their fourth quarter NPS Net Reservation goal.

Name	Goal/Acc. Percent	Sq/Flt
TSgt. George H. Schaeffer	9/30	333
SSgt. Francis J. Szymanski	7/22	314
SSgt. Myron J. Brothers	9/28	311
SSgt. Miller J. Roberts Jr.	10/31	310
SSgt. Melvin B. Cooper	11/31	281
TSgt. Levy Belton	10/28	280
Sgt. Leon B. Bacchus	17/47	277
TSgt. Teodoro Cuellar Jr.	13/36	276
TSgt. Phillip C. Riley	11/30	272
SSgt. Emmanuel J. Vaughn	10/27	270
TSgt. Daniel T. Koito	4/10	250
SSgt. Andrea Calvanese	8/20	250
TSgt. Donald J. Riek	14/34	243
MSgt. John D. Wiedeman Jr.	10/24	240
TSgt. Charles E. Johnson	14/33	235
MSgt. James R. Wallace	16/37	231
SSgt. Robert A. Labrie Jr.	13/30	231
SSgt. Clarence Sanders Jr.	11/25	227
SSgt. Steven J. Beecher	11/25	227
TSgt. James B. Mamone	10/21	210
SSgt. Randolph Quinn	10/21	210
TSgt. John W. Underwood	11/23	209
SSgt. Omar F. Mohamed	11/23	209
TSgt. David A. Black	12/25	208
SSgt. David E. Malonin	12/25	208
TSgt. Randolph T. Atkins	14/29	207
SSgt. Robert D. Lawrence	14/29	207
TSgt. Xavier D. Lewis	18/27	206
TSgt. Willard E. Varner III	2/4	200
SSgt. Jeffrey C. Kampion	14/28	200
TSgt. Lola C. Dull	10/20	200
SSgt. Robert B. Poe	12/24	200
SSgt. Stanley H. Burton	9/18	200

Two Hundred Percent Recruiter Club

This category recognizes recruiters who met or exceeded 200 percent of their fourth quarter NPS-EAD goal.

Name	Goal/Acc. Percent	Sq/Flt
TSgt. James B. Mamone	11/40	364
TSgt. George W. Richards	10/34	340
SSgt. Ronald E. Phillips	8/24	300
TSgt. Teodoro Cuellar Jr.	14/41	292
SSgt. Emmanuel J. Vaughn	10/29	290
TSgt. Robert B.T. Houle	14/40	286
TSgt. Charlie Crawford	10/27	270
SSgt. Francis J. Szymanski	10/26	260
SSgt. David E. Calhoun	12/30	250
SSgt. Roy F. McCoy Jr.	10/25	250
SSgt. Michael P. Larsen	13/32	246
SSgt. Lonnie C. Morris	12/29	241
SSgt. David E. Biggs	10/24	240
SSgt. James R. Harris	10/24	240
TSgt. Ronald A. Allen	10/24	240
SSgt. Richard E. Short	9/21	233
SSgt. John E. Schroeder	3/7	233
TSgt. Jerry E. Hyatt	13/30	231
SSgt. Levy Belton	10/23	230
SSgt. Miller J. Roberts Jr.	10/23	230
MSgt. James R. Wallace	10/23	230
TSgt. Charles R. Reynolds	12/27	225
SSgt. Lawrence W. Bowar	8/18	225
TSgt. Gerald M. Yochim	10/22	220
Sgt. James L. Yarbrough	10/22	220
TSgt. Charles E. Johnson	10/22	220
TSgt. Walton K. Lydic	18/39	217
TSgt. Jimmie E. Johnson	13/28	215
SSgt. Robert A. Labrie Jr.	14/30	214
TSgt. John W. Underwood	10/21	210
MSgt. John P. Palmer	10/21	210
SSgt. Thomas G. Penny	10/21	210
TSgt. Charles O. Wood	10/21	210
SSgt. Robert T. Hiatt	15/31	207
SSgt. James N. Harris	13/26	200
TSgt. Edgar H. Kennedy Jr.	10/20	200
SSgt. Randall S. Sponseller	3/6	200
SSgt. Troy F. Vaughn	10/20	200
SSgt. Robert L. Furry	10/20	200
TSgt. Braxton K. Craft	10/20	200
TSgt. Donald J. Rich	16/31	200
TSgt. Robert L. Blackburn	12/24	200
SSgt. Ronald G. Lajoie	11/12	200
SSgt. Franklin T. Grant	15/30	200

'Foot-in-the-door' won't work for high school effort

By SMSgt. Mike Doty

We've all heard of the old "foot-in-the-door" technique of selling; be stubborn, don't leave without a sale and you'll be successful. Two 3554th Recruiting Squadron recruiters, SSgt. Larry Gardepy of Livonia, Mich., and SSgt. Mark Krueger of Bay City, Mich., are living proof that this technique isn't the way to handle a high school program.

Both recruiters feel that a major portion of their success lies in having a strong, viable high school program. When asked separately what they felt were critical ingredients to a successful school program, the answers were remarkably similar; honesty, professional attitude, integrity and reliability.

Maximum exposure

One statement from Sergeant Krueger is especially worth thinking about: "A good high school program is a way to get maximum exposure from minimum work." In today's recruiting environment of shrinking dollars and lowering enlistment propensity, any program that does this should be a major part of a recruiter's efforts.

"I believe," comments Sergeant Krueger, "it is imperative for a successful recruiter to have a good high school program. Eighty-five percent of my enlistments come from my program."

Sergeant Gardepy feels that a major part of his success can be attributed to his building and maintaining a strong base of rapport and cooperation with both counselling and administration staffs in his schools. "Once they see us (the Air Force) as an ally, offering their students a viable alternative to the traditional college path, they become much more oriented toward aiding me in my program." He went on to say, "Another major key is our stressing to students and counselors alike that our goal is for the student to remain in school, graduate and then pursue his or her Air Force goals."

Be flexible

Sergeant Krueger stressed his feelings that a recruiter must be flexible and key each school's program to its specific needs and productivity. He also said, "It's very important to avoid being marked with the stereotyped 'hungry recruiter' image. I constantly try to reinforce the image of being a professional and of being interested in the same thing the counselor is: providing direction and guidance for the young folks in that school."

"In setting up your school program you must look over each school's potential. This is done through past records, test pass rates, atmosphere, COIs, enlistments in previous years, national leads population, etc.



Art

By

TSgt.

William

Cooper

"I visit my schools for the first time in October. In August and September the schools are too busy scheduling and really don't have time to sit down and talk. By October things have settled down and you can sit back and talk about old times with your counselors. During this time you can cover changes in programs since last year. You should bring up the number of students you hope to enlist from the school. You should put it in such a manner that he or she will feel they've let you down if the goal is not met. You can also establish your visiting plan for the year at this time," Krueger notes.

Not a 'square filler'

Both recruiters stressed the point that to have a successful school program, it must be approached as more than just a "square filler." As Sergeant Krueger put it, "Don't just visit a school, make it a second office. The schools can make the difference between being an average recruiter and an outstanding recruiter."

"In some of my schools I play basketball in the physical education classes with the students. I bring my gym clothes and Air Force sweatshirt. While I'm on the court I don't do any type of recruiting. My being on the court in Air Force 'sweats' is enough. If the kids have questions, you can see them in the locker room or make an appointment with them."

"In one school, the teachers play cards in the morning before school starts. I schedule my visit so I can play. This gets me exposure. I don't talk Air Force, but I might relate what we are talking about to an experience I had in the Air Force."

I try to speak in career classes, history and govern-

ment classes. I don't do hard core recruiting here, but I make the Air Force known.

"After your visit, make your rounds," Krueger stresses. "Stop by the library, check your postings. Ask one of the secretaries if she needs a calendar or if she knows where a poster can be put up. If you see some students, say hi and ask for directions to somewhere. Don't recruit them, get to know them. They will ask questions about the Air Force. If not, you'll still get exposure. Word will get around that the Air Force is pretty decent."

"Your school program will carry your enlistments during the school year and the summer. Some of the students that weren't interested this year will be enlistments after they graduate. Don't overlook the sophomores and juniors. They are potential enlistments. I give the juniors the most attention. They aren't brainwashed about recruiters until they are seniors. They can move a school for you!"

Have an appointment

"When you go to a school, have an appointment with a student from calls the night before. That way your trip won't be unproductive. You'll have at least one person to talk to plus whoever the counselor has lined up," Krueger concluded.

What's the bottom line of all this? The high school is the most productive hunting ground you have! Work it professionally and sincerely. Be reliable and honest in your dealings with both students and staff. Tailor your programs to fit each individual school. When you do this, just as Sergeants Gardepy and Krueger have, you'll reap far more than you've sown.



crossfeed

Teachers stay late

How do you get 40 teachers from the same school to tour an Air Force base and attend a COI event on a school day? You keep them after school.

That's exactly what SSgt. Kevin Triller, 3519th Recruiting Squadron, Bedford, Mass., recruiter did. Realizing that most teachers can't get away during the day, he planned a tour of Pease AFB, N.H. for late afternoon, including dinner at the NCO Open Mess. Keynote speaker at the COI was the Pease AFB education chief.

(Note: Recruiters planning a similar tour might want to recommend that the teachers bring a comfortable pair of shoes with them.)

Furlough fares extended

Discount rates offered by some commercial airlines to military people on leave will be continued at least through Sept. 30, 1980, according to the Military Traffic Management command.

In announcing the new extension, Army Maj. Gen. John D. Bruen, Military Traffic Management commander, said, "In our negotiations with the airline industry, we stress how important the furlough fare is to recruiting and retention. Since two-thirds of all military members are in lower pay grades, we believe the financial benefit is significant."

Eleven major airlines, which offer the discounts of up to 25 percent, have extended the fares indefinitely. The remaining major airlines have agreed to offer them through September 1980.

Fares are not available on every airline and choice of destination may affect availability.

The discounts may only be used on leave while traveling at personal expense.

Weight standards revised

Air Force weight standards for both accession and retention are being revised, according to Air Force officials.

Headquarters Air Force has authorized Recruiting Service to immediately implement the revised standards pending final approval. The changes will increase the market of Air Force eligibles by approximately five percent, according to recruiting officials.

The specific standards by sex and height were sent to the field via PROMIS messages 1151 thru 1153.

'Ritchie Award' to Sams

The first "Ritchie Award" recipient within the 3535th Recruiting Squadron is SMSgt. Steve Sams, operations supervisor.

The award was initiated by Maj. (Lt. Col. selectee) Lee Scarborough, squadron commander, following a Commander's Management Meeting at Ft. Ritchie, Md., (thus the name, "Ritchie Award"). The award will be presented quarterly to recognize outstanding support by members of the squadron staff, according to Major Scarborough.

"I will be completely subjective in deciding on who receives the Ritchie Award," said Major Scarborough. "It'll be a gut feeling after listening to comments from supervisors and recruiters. I think there is a definite need for recognition of this type."

'TweetyBird' on display

TSgt. Robert Houle, assigned to the 3519th Recruiting Squadron, picked up several leads during an air show held in Lewiston, Maine, recently in cooperation with the 71st Flying Training Wing, Pease AFB, N.H.

Capt. Raymond Jeffs of the 71st FTW flew his T-37 to the show and assisted the recruiter during the display. The flight's recruiting van was also on display and served as a mobile recruiting office for the day-long event.

Buddy flights: Two recruiters offer advice on how and why they did it

By TSgt. Wayne Bryant

Ever tried forming a buddy flight? Need some information on how to do it? Two recruiters, one from the 3513th and one from the 3552nd Recruiting Squadron are sure-fire sources of that information.

TSgt. Robert Jacques of the '13th and TSgt. James Mamone of the '52nd recently completed historic events in Recruiting Service.

Sergeant Jacques and recruiters in his flight put together their second special enlistment group in two years. The 37 young people from western New York and northwest Pennsylvania formed "Thoroughbred Flight II and Filly Flight I."

Sergeant Mamone was a one-man whirlwind in West Virginia as he recruited 29 people to help form a special group of 31 individuals from the Parkersburg area.

Both recruiters produced well above their goals for fiscal year 1979. Sergeant Mamone finished the year with a 240 percent effort. He recruited 94 against a goal of 39. Sergeant Jacques and his flight worked more than 120 percent of their goal, putting 378 young men and women in the Air Force with a goal of 308.

The two offered some advice on the work involved

in forming a buddy flight and also the rewards.

"Back in 1976 when we first conceived Thoroughbred Flight I," said Sergeant Jacques, "we were a spanking new flight and my primary goal was to get exposure for the Air Force in our communities and start building our DEP reserves. This year we wanted to dispel any myths about the status of the All-Volunteer Force."

Sergeant Mamone's prime goal was to "do something for the young people and also for the area I recruit in."

Both recruiters noted that working a buddy flight is not an easy undertaking. "That was one solid year of going at it," Sergeant Mamone explains. "I feel that I may have neglected some of the other things I might have been able to do, because of the time I had to put into the flight."

The two look forward to working more buddy flights, but not this year. Sergeant Jacques said, "I started planning it yesterday. We want to increase the size of the flight to 160 and set a goal of at least 20 women. But, we'll do it here in about two years."

Sergeant Mamone explains, "I'm working my high school program pretty heavy right now and I'm trying to get as many of my seniors DEP'd as possible. I will look and see how the dates are spread later."



Visit

TSgt. James Mamone, right, along with Brig. Gen. McCartney, Recruiting Service commander, are introduced to the training instructors for members of the West Virginia flight. Sergeant Mamone spent part of his recent visit in the San Antonio area with his former applicants.

He added some insight into what he thinks it takes to make a recruiter successful.

"You have to have integrity. That is what you hear at recruiting school. You've got to be able to get up in the morning and look yourself in the mirror and say, I've got integrity and I will not compromise it!"

"Most recruiters if they stop and realize their situation, are the Air Force in their area. I am the Air Force in my area."

"You have to look at your obligation to the Air Force and the individuals you talk to. They're making a decision that could affect the rest of their lives. That also comes down to perpetuation, the biggest tool we've got in recruiting. These young men and women are also making a decision about whether they will recommend the Air Force."

"I think we've got a lot of good tools to use and I think the people from flight level to HRS do as much as they can to support recruiters."

Members of "Thoroughbred Flight II" and "Filly Flight I" pose for a group photo with TSgt. Robert Jacques, 3513th Recruiting Squadron A

Flight supervisor. The group displayed their special enlistment group T-shirts during a picnic prior to their departure for Lackland AFB.

Picnic



Two classes graduate from recruiter course

LACKLAND AFB, Texas — Two classes of NCOs recently completed the basic Recruiter Course here.

SSgt. John R. Hornbeck and TSgt. Gregory L. Turner received the Distinguished Honor Graduate Awards for their respective classes. They will be assigned to the 3568th Recruiting Squadron, St. Louis, respectively.

Other honor graduates and their scheduled assignments are: TSgt. Walter Harchut and SSgt. Steven J. Mitchell, 3518th RSq., New Cumberland, Penn.; SSgt. Lesley I. Willing, 3567th RSq., Lowry AFB, Colo.; TSgt. Danny D. Warder, 3532nd RSq., Nashville; TSgt. Thomas D. Fetter, 3550th RSq., Indianapolis and TSgt. Ronald G. Bork, 3568th RSq.

Three former recruiters completed their requirements for the classes and graduated early. They are: MSgt. Melvin Potties, 3515th RSq., McGuire AFB, N.J.; MSgt. Gary L. Seeley, 3537th RSq., Shaw AFB, S.C.; and MSgt. Richard W. Fluke, 3568th RSq.

01st bound

Graduates assigned to the 3501st Recruiting Group are: MSgt. Stephen P. Riba, SSgts. James L. Lepant and Newt L. Smith II, 3511th RSq., Pittsburgh, SSgts. Gary E. Clark, Anthony J. Caffalette Jr. and Sgt. Anthony A. Jensen, 3513th RSq., Syracuse, N.Y.; TSgt. Edward H. Morales, SSgts. John E. Miles and Raymond J. Courtney, 3514th RSq., Carle Place, N.Y.; MSgt. Donald L. Miller, TSgts. Ronald G. Fox, Dominick Charowsky and SSgt. Howard T. Johnson, 3515th RSq.

Also, TSgt. Gary P. Ray, SSgts. Lawrence N. Diaz, Charles J. Dumas, and Gary C. Wohlbe, 3516th RSq., Milford, Conn.; TSgts. William R. Luzier, Lauren L. Beaver, David R. Feiser, Robert N. Neitz and SSgts. Stephen C. Acropolis, Richard N. Smith and James E. Simmons Jr., 3518th RSq.; TSgts. James H. Garner, Leon H. Noyes SSgts. Ronald L. Brewer, Bruce L. Koble and Jack L. Ledom Jr., 3519th RSq., Bedford Mass.

Heading to the '03rd

Those being assigned to the 3503rd Recruiting Group are: SSgt. Cledes G. West, 3531st RSq., Gunter AFS, Ala.; TSgt. Ronald E. Woodruff, 3532nd RSq.; TSgt. David F. Varnell, SSgt. Duane R. Spencer, 3533rd RSq., Patrick AFB, Fla.; SSgts. James R. Davis, Paul D. Godleski, Robert C. Miller, Harry W. Naylor and Sgt. William L. Jordan, 3535th RSq., Bolling AFB, D.C.; SSgts. John H. Siemers and Kenneth McCullen, 3537th RSq., Shaw AFB, S.C. and MSgts. Johnnie F. Dickerson, Billie G. Thomas; TSgts. Ronald K. Pearson, Gary L. Yuill and Sgt. Arthur M. Shields, 3539th RSq., New Orleans.

Assigned to the '04th

Graduates assigned to the 3504th Recruiting Group are: SSgt. Donald H. Banville, 3504th RGP., Lackland AFB, Texas; TSgt. James E. Norton, SSgts. James A. Halbakken, Ross M. Best, and William H. Howe, 3542nd RSq., St. Paul, Minn.; TSgt. Gerald A. Kuncel 3543rd RSq., Omaha, Neb.; MSgt. Terrence D. Rowe and TSgt. William W. Phillips, 3544th RSq., Arlington, Texas.

Also, SSgts. William M. Lunsford and Richard Overshon, 3545th RSq.; TSgt.

Wilfredo Lagares-Rivera and Sgt. James P. French, 3546th RSq., Houston; TSgts. Joseph M. Huffman, Charles R. Davis, Jerry C. Dunn, Jack C. Pope, SSgts. Terry L. Humphrey, Reymundo Madrid and Sgt. Charles F. Desonie, 3549th RSq., Tinker AFB, Okla.

'05th Assignments

Being assigned to the 3505th Recruiting Group are: SSgt. Debra J. Henderson, Sgts. John C. Myer and Rodney C. Bryan, 3550th RSq., Indianapolis; TSgt. George A. McGhee, SSgts. Frank J. Koskosky and Glen E. Wells, Sgts. Randall L. Zoll and Russell G. Nolen Jr., 3551st RSq., Elwood Ill.; Sgts. Rebecca J. Triutt and John J. Lutz, 3552nd RSq., Wright-Patterson AFB, Ohio; SSgts. Tracy L. Donell, Lawrence E. Hann, Timothy Szudarek and Sgt. Stephen F. Collier, 3553rd RSq., Cleveland.

Also, SSgt. Richard E. Ashley, Sgt. Stephanie L. Bacckus, 3554th RSq., Selfridge ANGB, Mich.; SSgt. David L. Carmichael, 3555th RSq., Milwaukee.

To the '06th

Graduates assigned to the 3506th Recruiting Group are: TSgts. Ralph J. Wintheiser, Charles O. Lesieur, SSgts. Gerald S. Phillips and Michael P. Reilly, 3561st RSq., Seattle; TSgts. Lonnie Isabell, Michael DePalma, Eddie L. Adams and SSgt. Martha A. Payne, 3562nd RSq., Norton AFB, Calif.; TSgts. Harold B. Butler, Tim D. Adamson, Larry E. Shappard, SSgts. Kenneth F. Helzer, Deborah L. Crowder and Sgt. John W. Waterman, 3566th RSq., Travis AFB, Calif.

In addition: TSgt. David A. Roberts, SSgts. James M. Gundy and Sherrill D. Hodges, 3567th RSq.; TSgt. Frank A. Clark and SSgt. William F. Knox, 3568th RSq.; TSgts. David C. Snyder, William T. Hendrieth, SSgts. Alan R. Breen, and George A. DiVincenzo 3569th RSq., Los Angeles.

Twelve complete officer school

LACKLAND AFB, Texas — Twelve officers recently completed the Recruiting Officer course here.

Three captains received distinction as the Honor Graduates of the class. They are: Capt. Bruce E. Stewart, 3549th Recruiting Squadron, New Orleans; Capt. Carol A. Henderson, 3567th RSq., Lowry AFB, Colo.; and Capt. Gilbert L. Lopez, 3561st RSq., Seattle.

Other graduates and their assignments are: Capt. Gary N. Allen, 3550th RSq., Indianapolis; Capt. Frank D. Felix, 3554th RSq., Selfridge ANGB, Mich.; Capt. Robert V. Good III, 3518th RSq., New Cumberland, Pa.; Capt. James E. Keen, 3551st RSq., Elwood, Ill.; Capt. David E. Muhleman, 3545th RSq., St. Louis; Capt. Donald F. Sherwood, 3544th RSq., Arlington, Texas; 1st Lt. Bryan P. Peters, 3566th RSq., Travis AFB, Calif.; 1st Lt. Debra Y. Johnson, 3549th RSq., Tinker AFB, Okla.; and 2nd Lt. Dickson Y. Lum, 3505th Recruiting Group, Chanute AFB, Ill.

If every gas-heated home were properly caulked and weatherstripped, we'd save enough natural gas each year to heat about four million homes.

Test your windows and doors for airtightness. Move a lighted candle around the frames and sashes of your windows. If the flame dances, you need caulking and/or weatherstripping.

If you can slip a quarter under the door, you need weatherstripping there also. (AFNS)

here 'n there

Air Force family

The 3542nd Recruiting Squadron had the Alston family on hand for the swearing in of 17-year-old Peggy Alston. Peggy's older sister is SSgt. Johna Alston, squadron A&P NCO and her father is retired SMSgt. Robert Alston. The Alstons are a complete Air Force family. Anna, the middle daughter is married to an airman and living in Texas. Maj. E.J. Gannon, squadron commander, performed the swearing in.

Flag flying high

Cooperation between 3513th Recruiting Squadron people and Recruiting Service headquarters resulted in Air Force awareness in Hornell, N.Y.

Eugene Jacobs, American Red Cross representative for that city, was one of 30 members of an educator's tour of San Antonio. While visiting the Security Police Academy, Jacobs struck upon the idea of having a flag which had flown over Lackland AFB, flying over his office in central New York. Through the efforts of various headquarters people and SMSgt. Bill Kastner, 3513th Recruiting, the flag now flies over the Red Cross office.

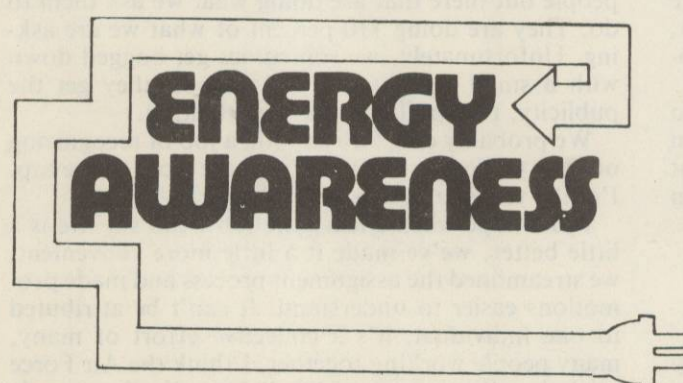


McChord visit

TSgt. Dave Lewis, 3561st Recruiting Squadron recruiter, explains the instruments in the C-130 aircraft to Vicki McCarty, Playboy Magazine's September Playmate, during a tour of McChord AFB. The young lady was the guest of '61st recruiters, visiting various base facilities and learning about some of the equipment used by Air Force crew members. McCarty, who just completed law school at Cambridge, noted that both her parents had served in the Air Force but that it had been some time back.

Keys to the city

Brig. Gen. Keith D. McCartney, Recruiting Service commander, was presented the keys to the city of Medford, Mass., recently, by Paul J. Donato, deputy mayor of Medford. In presenting the keys, Donato expressed appreciation for Recruiting Service's contribution to the youth of the area and the nation's defense. General McCartney thanked the mayor for support provided to the 3519th Recruiting Squadron and SSgt. Bill Killen the Air Force recruiter in Medford.



Chief McCoy: *We've got a lot of proud people... doing what we are asking them to do*

Editor's Note: Chief Master Sergeant of the Air Force James M. McCoy was at Randolph AFB, Texas, recently to attend a personnel workshop with senior enlisted advisors from every major command. During his stay THE AIR FORCE RECRUITER interviewed the chief and discussed items of interest to recruiters. These are some of his comments.

RECRUITER: What advice could you offer recruiters that might improve their presentation to prospective applicants?

Chief McCoy: I think the biggest thing recruiters can do is to read. Stay up on what's going on in the Air Force.

However, the bottom line is basic integrity, really be honest with applicants. Whenever I talk to a prospective applicant, I always try to paint a positive picture. That is what we want to do because we'd like the quality individual to come in. But, at the same time we must also show them that life is not all rosy.

There are hardships: you're going to have to move; you are not going to work a straight eight-to-five, five days a week; you are going to be called upon contingencies...and there's always the possibility of overseas assignments and remote tours. These things have got to be told to our prospective applicants.

Single parents

The "single parent" issue is becoming a greater problem, not only in the military but in our society at large. If you are a single parent and you want to come into the Air Force, you've got to make provisions beyond basic training and tech school. And, that's anywhere—not only in the military.

RECRUITER: Your job is to advise the Secretary and Chief of Staff of the Air Force on the enlisted force. In what specific areas are you most involved?

Chief McCoy: After this last couple of days, I really wonder. As the summation of the workshop noted, it's an avalanche of things that come down on you all at once.

The specific thing you can say we are trying to do is reverse the so-called gloom that slowly has come over the force, brought on by what I call—uncertainty.

There is a great deal of awareness of this problem growing throughout the Air Force. Air Force leadership is doing a good job of voicing these concerns to the highest possible level. The Secretary has come on line very strongly. I feel very confident that we are going to turn this tide.



RECRUITER: What about entitlement erosion?

Chief McCoy: We do hear about a loss of entitlements, but it's not really a loss of entitlements, it's a loss of compensation. Let me explain. The history of serving in the armed forces has always been a history of low pay, but with forms of compensation to offset that low pay. If we look at the historical reason for the commissary or the old canteen (now called BXs) they were a form of compensation because of low pay.



As we have progressed to our modern day force, people are asking if compensation is still valid. We can say it is because our pay raises have not kept pace with inflation. It's as simple as that.

The long hard hours of alert, the PCSs, the TDYs, pulling up roots, moving your family, that is part of Air Force life. When we sign on we accept that; but, we also expect some forms of compensation.

RECRUITER: The Air Force had a shortfall of approximately 1,400 in meeting its 1979 NPS goal. Could you give us an idea what the possibility is of returning to the draft?

Chief McCoy: Before I answer the draft question, let me applaud Recruiting Service. Last December we were told we were going to be close to 6,000 short. Because of the efforts of "bag carriers" and a lot of initiatives developed within Recruiting Service and the Air Force, we were only 1,400 short. I think that's great, compared to earlier forecasts.

Future concerns

But what's going to happen eight months from now when those 1,400 are supposed to be out in field units as replacements? That is what concerns all of us.

In response to your question, I don't think we would ever draft anyone in the Air Force, I don't think we would ever have to. I like to think there are many people in the Air Force who don't wear a recruiter badge or carry a bag, but they are good people and do a good job helping recruiters.

RECRUITER: Some of the issues people ask about most frequently are uniform regulations and policy on haircuts. Can you address these for a few moments?

Chief McCoy: Let's address the second issue right now. I don't foresee a change in the haircut standards in the Air Force. The reason is because I don't hear it much anymore. I didn't hear it in my last job, the advisors are not hearing it. Our people are better. They understand it's part of that piece of paper you sign when you enlist, you accept Air Force standards.

Uniform review

The other issues from the chin on down, we're working very hard. We have a tremendous initiative right now in the Air Staff to clean up the uniform, clean up the manual and to clean up some of the problems we have grown accustomed to.

The female uniform, very definitely, we need to do a lot of work and we are. The long-sleeved shirt is in a test basis. There were some innovative and thought provoking subjects brought up at the last uniform board. We're working them all.

RECRUITER: Are there any changes proposed for the testing system or the promotion system as a whole?

Chief McCoy: I guess the best way to answer any question on promotions is—the only good promotion system is the one in which "I" get promoted.

We have been under the WAPS system for about 11 years. We have people in the Air Force today who have never been promoted under any other system. That's not to say that the WAPS system is pure. I think we should continually be looking for ways to improve the WAPS system.

If we took the first one-hundred people who got promoted, would those same people get promoted without an SKT? I don't know. There are a lot of career fields that don't have an SKT, recruiting for example. If that percentage of the force is being promoted without SKT, could we stop it across the board? I don't know, but it's worthwhile to look at.

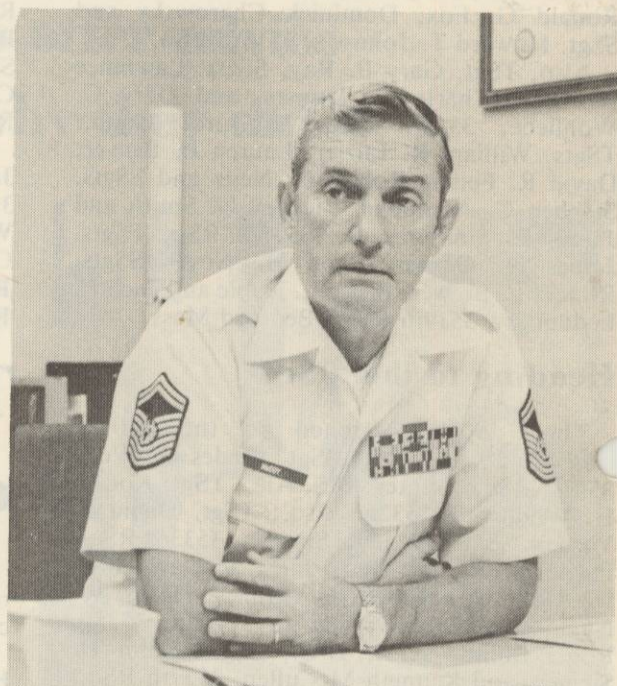
RECRUITER: Would you address the new retirement system and tie it in with VEAP and the old VA program?

Chief McCoy: I think the first thing everyone must understand is that under the present proposed legislation, there is not one individual who would lose his or her retirement system. Even those waiting for delayed enlistment or OTS class dates would not be affected because of the grandfathering clause.

If Congress were to change the present system say effective Jan. 1, 1980 without grandfathering, you would have a mass exit to the CBPO separations and retirement sections. I don't foresee it ever happening.

VEAP expensive

The Veteran's Education Assistance Program is not successful in the Air Force because people can't afford \$50 a month due to inflation. It's a good program. I think we need to keep that on the top side. If you can afford it and want to get educational benefits, then you should look at it.



The deadline for using the present G.E. Bill education benefits is drawing nearer. If we start early enough, and we have, we need to change the language of the bill to read... "by Dec. 31, 1989, or five years after leaving active military service..." I'm optimistic about that.

Educational benefits are one of your prime selling points in recruiting; come in the Air Force, learn a skill and better your education. We need to continue to do that. I think we can within our own resources.

RECRUITER: What are your thoughts on the enlisted force overall? And, where would you like to see improvements during your tour?

Chief McCoy: We've got an awful lot of proud people out there that are doing what we ask them to do. They are doing 110 percent of what we are asking. Unfortunately, we sometimes get bogged down with a small percentage who are not; they get the publicity, the spotlight and the attention.

We probably don't do as good a job of recognizing our top performers or those who are close to the top. I'd like to see us do more in that area.

I just hope when I leave the job I can say life is a little better, we've made it a little more convenient, we streamlined the assignment process and made promotions easier to understand. It can't be attributed to one individual, it's a collective effort of many, many people working together. I think the Air Force really is a "great way of life." Lots of other people do, too!