

Comp system simpler, 'best'

The 1980 competition system for Recruiting Service was outlined recently by Lt. Col. D. J. McCullough, deputy director, Directorate of Marketing and Analysis.

"We think that this new system is the best overall competition program ever used by Recruiting Service," said Colonel McCullough. "We've eliminated expectation points, increased the number of national-level winners, corrected problem areas in the current system, provided a means to emphasize each program and established goals in all categories.

"Essentially, the program is centered around keeping the competition as simple as possible. It is designed so that each and every recruiter can see where his or her squadron and group stands," the colonel explained.

"This is the best thing to hit recruiting in the last four years," according to CMSgt. Joseph J. Kozusko, Recruiting Service senior enlisted advisor.

The three basic programs; enlisted, medical and OTS recruiting are addressed in the system, with each program divided into their separate categories.

In the enlisted program, goals are provided in each of four categories; NPS total, NPS male, reserve and prior service. In order to compete for Recruiting Service national honors, 100 percent goal accomplishment in all four categories will be the minimum requirement.

A monthly scorecard will be produced for each group and squadron, reflecting both monthly and year-to-date percentages of accomplishment. The scorecard will also address NET Reservations, selected AFSCs (SAFSC), and a formal high school graduate (HSG) percentages. NET RES will be presented as a goal while SAFSCs and HSG will be calculated as percentages of NPS production (EAD).

The medical program is broken down into physician, Bio-medical Service Corps (BSC), Health Professions Scholarship Program (HPSP), dentist and nurse categories.

Total accomplishment of all goals will again be required for national recognition.

Scorecards for each group and squadron will be produced reflecting monthly accessions, percent of goal accomplished for the month and year-to-date percentages in each category.

The Officer Training School program is broken down into its five categories; engineers, technical, non-technical, pilot and navigator. The monthly scorecard will give monthly accessions, percent of goal accomplishment and year-to-date percentages in each category. Recognition will be based on 100 percent goal accomplishment.

In order to "merge" the three programs into a workable blend at the end of the year, each program

has been given a weight. The enlisted program will receive 60 percent of the total score while the medical and OTS programs are weighted at 20 percent each.

The basic competition system for 1980 will be centered around group competition for Recruiting Service. Squadrons will compete for recognition within their respective groups and will not be ranked nationally as was done in the past.

The three programs will be merged at group level, using the weights established for each program. This will permit Recruiting Service to recognize the overall group nationwide.

Since group commanders will have the option of adding categories and incentives for squadrons in their group competition system, merging the three programs for squadrons will provide a means of ranking the squadrons within each group.

In addition, the top group overall and the top group ATB in each program will be recognized. Trophies will also be presented to groups who are tops in the reserve category, prior service category, total NPS accessions, physician successions, nurse accessions, engineer accessions and high school grad accessions.

"We look forward to this new system," concluded Colonel McCullough. "It will give every squadron and group a better view of where they stand in accomplishing our mission and their assigned goals."

the
Air Force

recruiter

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USAF Recruiting Service, Randolph AFB, Texas

October 1979

CFC underway; agency support helps everyone

The 1980 Combined Federal Campaign is underway at most Air Force bases.

This once a year, coordinated effort supports the programs of more than 70 voluntary agencies working throughout the world.

Maj. William H. Austin, Recruiting Service headquarters project officer, commented on the program. "We in Recruiting Service can be proud of our contributions to the CFC. Although recruiters are not normally assigned to Air Force bases, their involvement in the CFC is heartwarming."

Recruiting people are able to contribute as part of their host Air Force base or other government facility CFC drive. Each squadron has a CFC coordinator to explain how and where to send contributions.

CFC contributions are distributed to the United Way, the National Health Agencies and the International Service Agencies. These agencies include many local child and family service centers, community coordination services and educational services.

The drive will continue through Oct. 22.

Gen. Davis praises recruiters for OTS effort

"Once again, Air Force recruiters have responded to a difficult challenge," noted Gen. B. L. Davis, ATC commander. "They continue the outstanding reputation enjoyed by Recruiting Service."

These comments by General Davis praised recruiting for making its fiscal year 1979 goal for Officer Training School.

Command emphasis at the group and squadron level, hard work by recruiters and a new fully qualified selection procedure (VIP) were instrumental in Recruiting Service making its OTS requirements according to Lt. Col. Robert D. Howen, Officer Procurement Division chief.

"What makes this accomplishment particularly significant," said Colonel Howen, "is that the goals were increased with only five classes left in the year. Recruiting Service had started the year with a goal of 3,460 officers. By the time the year ended, the goal was 4,414. Production for FY 79 was 4,416, well above the 1,726 recruited in fiscal year 1978."

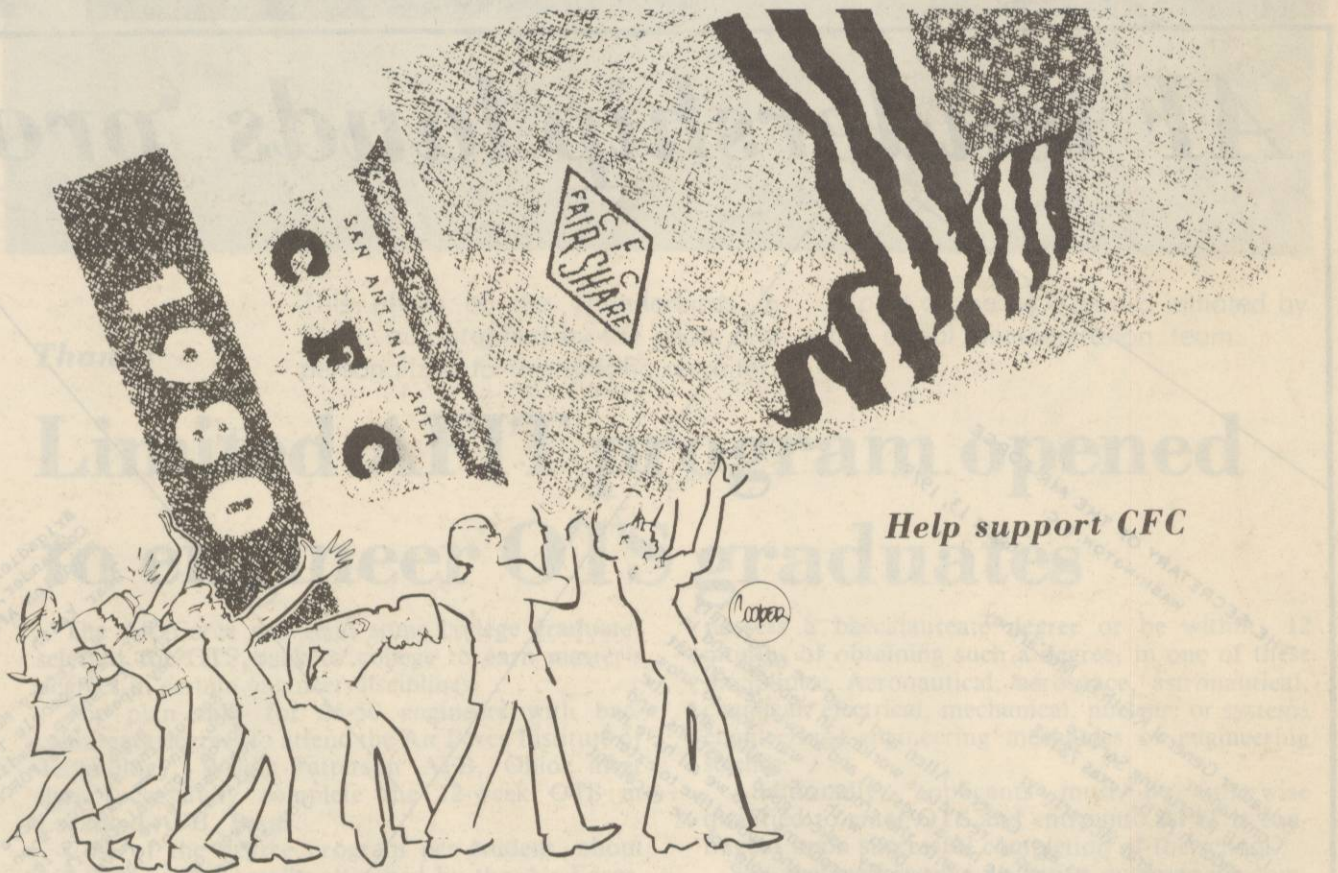
"I am well aware of the eleventh hour surge," General Davis said. "The response required an im-

mediate and intense effort to increase the number of applications and entries. The recruiting force faced this task head-on and accomplished the job."

There were some major changes in the selection process to meet these increases. One change was to implement monthly selection boards to replace the previous six-week cycle. Another major effort was to move from a totally manual applicant processing system to a semi-automated one.

"We are still working out the bugs," said the colonel, "but have a good working system which will provide a prototype for development of the officer portion of the Pipeline Management System (PMS). PMS, when operational, will provide the same capabilities for the officer program as PROMIS currently does for the enlisted program."

"Fiscal year 1980 is going to be a real challenge. Goals have increased to 5,490. Two areas of special concern will be the 594 engineers and 516 navigator requirements. It will take a real team effort and a lot of hard work to meet the goals. But the job is much too important for us to fail," concluded Colonel Howen.



Help support CFC

Tornado: Storm hits Cheyenne just before festival

DENVER-The first tornado ever to strike Cheyenne, Wyo., caused considerable damage and impacted on the life of 3567th Recruiting Squadron recruiter, TSgt. Ceasar Guerra.

Windows were smashed, airborne two-by-four studs flew through the air at high speed penetrating the exterior of his house and a large hole was left in the living room of the home.

The tornado, which claimed one life, injured no one in the Guerra family.

The Guerra home escaped with minor damage, when compared with many of the sergeant's neighbors who suffered complete loss of their homes.

The tornado struck one week before the annual

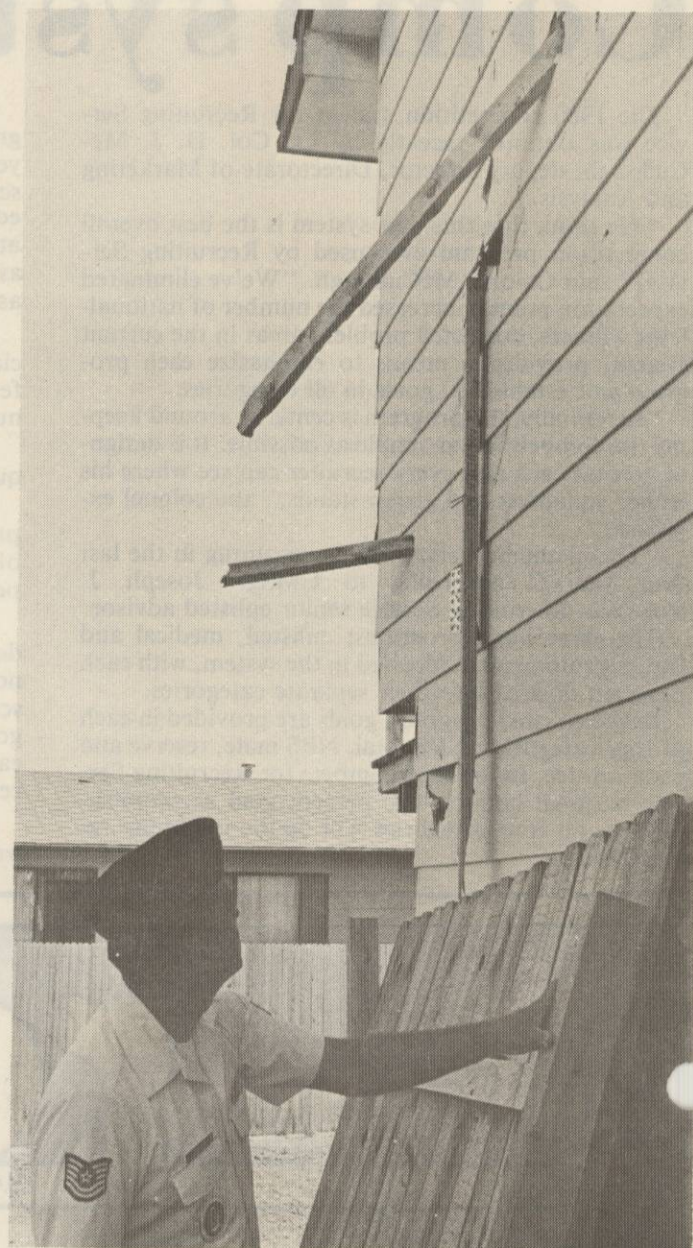
Cheyenne Frontier Days, as the city prepared for the wild west celebration.

Sergeant Guerra has been recruiting in the Cheyenne area since early 1978.

Damage

TSgt. Ceasar Guerra, right, inspects exterior damage to his home following the tornado. From the balcony of the recruiter's home, below, the intensity of Cheyenne's first tornado can be tracked.

(Photos by Capt. Charles G. Whitely Jr.)



AF leadership lauds 'professionals'

THE SECRETARY OF THE AIR FORCE
WASHINGTON, D. C.
August 13, 1979

Brigadier General Keith D. McCartney
Commander
USAF Recruiting Service
Randolph AFB, Texas 78148

Dear General McCartney:

Two weeks ago, General Allen and I had the opportunity to meet with a group of recruiters working in Nebraska and in surrounding states. We had a question and answer session that lasted well over an hour with the group. I want you to know that I was most impressed with the quality and the dedication of the people. They asked good questions and showed genuine concerns for the problems that we all have in common. It was an impressive meeting and I would like to extend my congratulations to you and your people for the excellent work you are doing.

With best wishes,

Sincerely yours,
Hans Mark

cc: General Allen, AF/CC
General Davis, ATC
General Hill, AF/ICV

Office of the Chief of Staff
UNITED STATES AIR FORCE
WASHINGTON
7 August 1979

Brigadier General Keith D. McCartney
Commander, USAF Recruiting Service
Randolph AFB, Texas 78148

Dear Keith

I hope to see more of the men and women of your fine people from the Omaha area on Saturday. They're sharp, dedicated, and professional--and they speak "AIR FORCE" loudly and clearly.

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Sincerely,
LEW ALLEN, JR., General, USAF
Chief of Staff
(Lifer Issue)

T-Birds honor recruiter

TSgt. Nelson Parkinson, 3555th Recruiting Squadron recruiter, is the first recipient of a new award for "outstanding support" of the Thunderbirds.

The award consists of an autographed 8 x 10 photo of the team in flight affixed with the T-Bird seal.

A letter from Maj. D. L. Smith, Thunderbird commander, praised Sergeant Parkinson for his exceptional support during the Madison, Wisc., air show. The award is forwarded to the recruiter through the Recruiting Service commander.

Nominations for the award will come from the team members themselves upon return from their many trips throughout the United States.

AF scores 80 more in St. Louis

ST. LOUIS—More than 80 Delayed Enlistment Program members participated in a reenactment of their oath of enlistment in front of some 20,000 baseball fans during the Fourth Annual Air Force Night at Busch Stadium.

Brig. Gen. Keith D. McCartney, Recruiting Service commander, repeated the oath to the DEP members, most of whom will be leaving for basic training in the next month.

General McCartney was interviewed between innings of the game on radio station KMOX by Cardinals broadcaster Jack Buck.

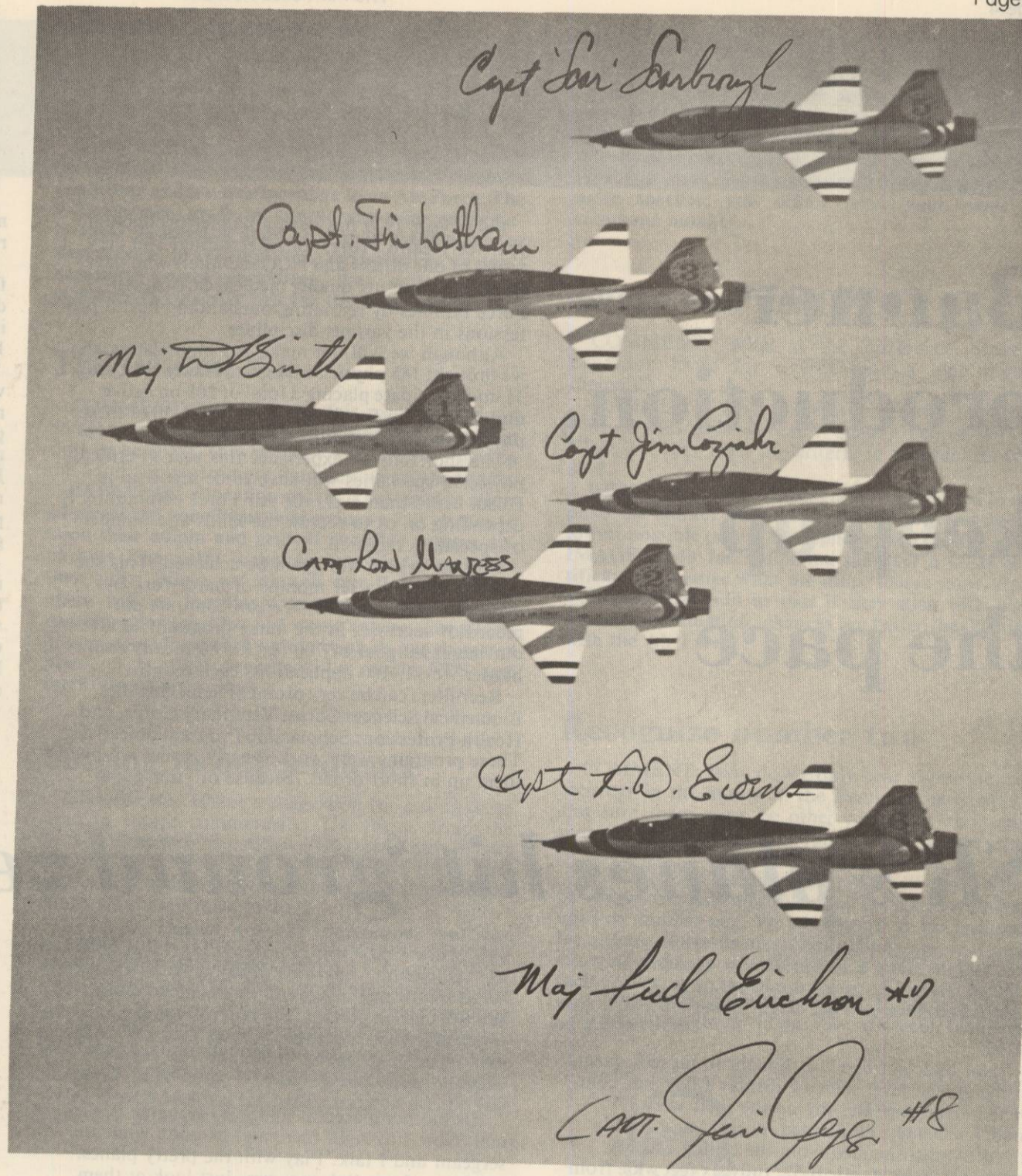
The Cardinals team was presented a plaque engraved with the "High Flight" poem by John G. Magee Jr., for their help in presenting the Air Force message.



Way
to
go

Maj. James W. Pfefferkorn, 3545th Recruiting Squadron commander, congratulates "Fredbird," St. Louis Cardinal Mascot during the fourth annual Air Force Night at Busch Stadium. "Fredbird" was made an Honorary Air Force Recruiter at the event.

(Photo by Capt. John Olsen)



Thanks

This photo of the Thunderbirds in flight, autographed by the pilots and personalized to the specific recruiter, is part of the new award initiated by the aerial demonstration team.

Limited AFIT program opened to engineer OTS graduates

The Air Force will send some college graduates selected for OTS back to college to earn master's degrees in certain engineer disciplines.

The plan calls for 25-50 engineers with baccalaureate degrees to attend the Air Force Institute of Technology, Wright-Patterson AFB, Ohio, after they successfully complete the 12-week OTS at Lackland AFB, Texas.

Cost of the degree program per student, about \$62,000, will be totally absorbed by the Air Force. That figure includes all tuition and related fees, salary and allowances. When AFIT class starting dates don't coincide with OTS graduation, selectees will be assigned as second lieutenants with full salary and entitlements to an Air Force Systems Command Laboratory at Wright-Patterson AFB until the next class begins.

Because of the small number of openings, Air Force officials predict keen competition for selection. "We're opening this program to attract the best qualified engineer school graduates available," said a spokesman for Recruiting Service. "We expect those selected for the AFIT master's degree program will be at or near the top of their undergraduate class, academically."

Officials said that while this program is limited, there are many other opportunities for engineer school graduates in research and management positions. They added that future postgraduate-level education opportunities for Air Force officers abound.

To be eligible for consideration for the AFIT master's degree program, applicants must either

possess a baccalaureate degree or be within 12 months of obtaining such a degree, in one of these disciplines: Aeronautical, aerospace, astronautical, chemical, electrical, mechanical, nuclear, or systems engineering, engineering mechanics or engineering science.

Additionally, applicants must be otherwise qualified to enter OTS and entry into AFIT is contingent upon successful completion of the school.

Selectees will receive an active duty service commitment (ADSC) equal to the length of the AFIT program, in addition to the four-year commitment incurred upon commissioning as second lieutenants at the end of OTS. For example, a person entering an 18-month degree program will have a total ADSC of five and a half years from the date of commissioning.

Once in the institute, officers will pursue advanced degrees in one of these disciplines: Aeronautical, aerospace, astronautical, electrical, or mechanical engineering. Degrees will be earned through residency at AFIT, one of only three Defense Department, in-house sources of technical education for officers. (Naval Postgraduate School and the service academies are the others).

This year marks the 60th anniversary of AFIT. The institute is dedicated to providing Air Force officers with advanced degrees in scientific and technical disciplines critical to successful accomplishment of the Air Force mission. Certain programs of the AFIT School of Engineering, which are parallel to the "certifiable civilian engineer," are also accredited by the Engineer's Council for Professional Development.

viewpoint...

Banner production, keep up the pace

SR's planes hit 'ground zero'

by SSgt. Steven C. VanWert

This episode of "Super Recruiter" finds our demented decorator viewing his newly re-modeled office.

"Not bad, not bad," I thought to myself, gazing at the almost level shelving display I had just completed arranging. Resting on the shelf were 17 model airplanes, all painted, decaded and freshly glued. And suspended from the ceiling was my masterpiece, a gigantic B-52, fully six feet wide from wingtip to wingtip. It had taken me over a month to put it together and, to tell the truth, it was really impressive. "Impressive," I repeated to myself and kissed its nose.

Just then my first applicant walked in. Actually, it wasn't an applicant. It was an applicant's mother...and young son.

"Hello," she said. "I'm Ms. Behavior and I'd

Fiscal year 1979 has been a banner production year for Health Professions Recruiting! I'm very proud of our officer and NCO recruiters who have again helped assure quality medical care for Air Force families by recruiting outstanding health professions in the various disciplines.

Although we will not make our physician goal, we brought 185 physicians on active duty as of Aug. 31 and anticipate placing a total of 208 on active duty during this fiscal year. As civilians, 50 of these physicians were highly-paid critical specialists.

The shortfalls we experience this year in critical physician specialties will have to be made up in FY80. More than ever, the Air Force community is depending on us to recruit the kinds and numbers of specialists required.

Our nurse goal will again be achieved. This success comes only after months of hard work by dedicated professionals. We can continue our record of successes in the nurse program! However, our increased goal of 700 for FY 80 means even harder work...100 applications each month.

Recruiters can be very proud of achieving the Biomedical Sciences Corps, Veterinary Corps, and Health Professions Scholarship Program objectives. These programs were worked early, so we wrapped them up in short order...because of your good

management as we continue to improve our recruiting skills.

Dental Corps production has been excellent this fiscal year. While we were not successful at meeting dental specialist requirements, we will overproduce in general dentists—96 percent (172 EAD vs goal of 180).

The coming year offers additional challenges as we look at higher goals and an even tougher market. Each of us must support this important program. For example, OTS and NPS recruiters are all familiar with the communities in which they live and work. Your help in actively seeking and referring leads to medical and nurse recruiters will produce healthy dividends for the squadron and group efforts.

We can be proud of our 1979 production, but we must make up physician, dentist, and nurse specialty shortfalls in 1980. I am confident that, with the support of all recruiters, we can meet the challenges of 1980 and contribute to the mission of the Air Force Medical Corps—to provide quality health care to the Air Force family.

Keith D. McCartney

like some information for my oldest son, Bester."

"Very good," I replied, pleasantly. "Why don't you sit down here by my desk. What's your youngest son's name?"

I leaned over to pat his little, blond, eight-year-old head. He moved it just enough so that I couldn't touch him. "My friends call me 'Animal,'" he replied.

His mother glared at him. "Your name is Nirmal. Now stay right there and be good while the sergeant and I talk. Play with the pretty planes."

I jumped up. "ah, no, um, just look at them, Animal...I mean, Nirmal. Don't touch."

Ms. Behavior smiled and said, "He's really a well-natured child, just a little rambunctious at times. Now, my boy Best is interested in education. What does the air Force have in that area?"

CRASH!!! I jumped up again. "What happened?"

Little Nirmal had just dive-bombed my scale-model F-15 into the wall. All he had left in his hand was a splintered fuselage. He was smiling.

"My F-15," I groaned.

"Play nice, dear," Ms. Behavior said. I noticed she never even turned around. "What was that about education?"

Slowly, I lowered myself to my seat. "Yes, education. The uh, first program is the Community College of the...CRASH! (that was my C-141)...Air Force where a young man can...SMASH! (scratch one B-29)...earn college credits for basic...BASH! (no more F-4, E-model)...CRASH! (or C-model)...SMASH! (D-model)...training and technical...RIP! (he tore the wings off my F-100)...KA-POW! (the T-Birds would never be the same)...school work on his way to an Associate in Applied Science Degree." I noticed there were tears starting to run down my cheek.

"Really?" said Ms. Behavior.

I glanced at the carnage on the floor. Nirmal had moved a chair over to the middle of the room and was reaching for the nearest wing of my colossal B-52. Suddenly, I lost control.

"Don't touch that plane!" I screamed. My yelling startled the boy so much that he lost his balance and tumbled from the chair, holding on to the B-52 chassis as he plummeted amidst the tattered trainers, fractured fighters and cataclysmic cargo planes. The B-52 hit the floor and neatly cracked in two.

Ms. Behavior jumped to her feet. "Are you all right, Nirmal?"

It was more than I could stand. "Is he all right? What about my planes? The little brat, he did more damage in five minutes than the Japanese at Pearl Harbor! Get him out of my office!"

Ms. Behavior picked him up and held him tightly. Nirmal, er, Animal was still smiling. "Well," she hurred. "We certainly don't want to join the Air Force! Come along, Nirmal, let's go see the Navy recruiter." She put him down, took his hand, and stalked out of the office.

"Oh, boy!" I heard Animal say as they marched down the hall. "Can I play with the boats?"

the Air Force Recruiter

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All photos are official Air Force photos unless otherwise indicated.

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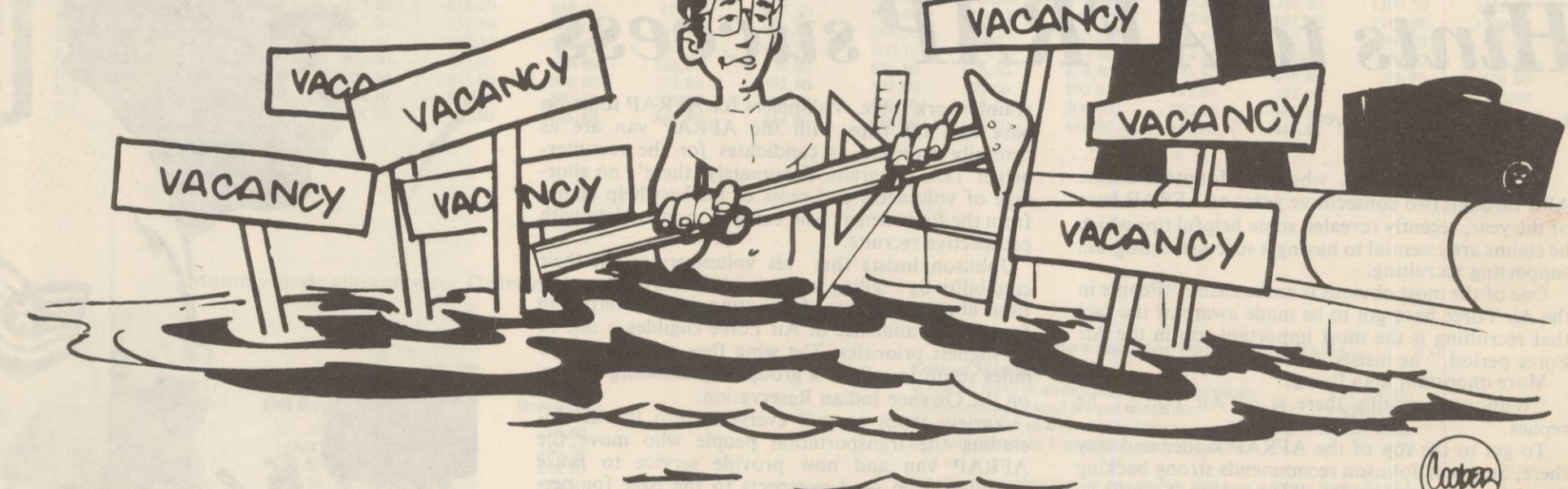


Commanders DIAL (Direct Information Action Line) is designed to provide Air Force Recruiting Service personnel with a direct line to the commander. If you have a question, suggestion, comment or complaint, call Autovon 478-3425, Federal Telephone System, (512) 748-3425 or commercial (512) 652-3425. Callers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

Everyone in the pool

COMMENT: It would seem that we could save money and manpower if all engineers were recruited into an engineering pool. OTS and medical recruiters are always vying for these highly skilled people. We could save clerical workload and advertising money as well.

REPLY: While OTS and medical teams do both work engineers, this is not for the "engineer corps" as such, but rather for line officers who go to OTS and bioenvironmental engineers who come into the Air Force via direct commissions. While the pool system would save clerical and advertising costs, where would the engineers for the pool come from? Because of the competition for engineers and the limited tools we have to entice these highly trained people, it is difficult to form such a pool. In addition, once they are on board we are unable to take the Biomedical Science Corps officers on as line officers and line officers are in limited quantities to transfer, also.



Incentives to go active?

COMMENT: I would like to find out if it is possible for a reservist to go active duty as an E-3 instead of E-2. Maybe like an ROTC student from high school.

REPLY: The advanced enlistment grade program for JROTC/CAP experience is used solely for NPS applicants and is a true incentive to go Air Force. The E-2 enlistment grade for people with some active duty (over 90 days) is more an earned entitlement for past service. In the total force environment we don't necessarily want incentives that entice reserve members to go active just for the active grade.

The bottom line

COMMENT: Working the fair share on admin and general girls has become difficult. We have open slots to be filled, so why can't we? I feel a "bird in the hand" is worth more than betting on the future.

REPLY: The allocation system is designed to allow all recruiters, squadrons, and groups a fair chance to book their admin and general qualified women applicants. The reality is that we have more applicants than jobs. When we allowed free-flow hookings, there was an inordinate amount of time used in searching for jobs that just weren't there. The allocation system allows each unit to book its fair share and press on to other programs, i.e., male NPS and mech/electronic women.

Singing to our audience

COMMENT: I have a suggestion for a song to be used in future commercials. The theme from the movie *Mahogany* is entitled "Do You Know Where You're Going To" and is sung by Diana Ross. That seems to fit right in for those young people who don't know what they want to do.

REPLY: Thanks for the suggestion, but for technical and legal reasons, it just won't work. The *Mahogany* theme is rather slow and "downbeat." In a 30-second commercial, too much time would be required to get out the first line, leaving no time for our message. We also have to consider copyright laws. The owners of successful songs get huge fees whenever their song is used. Good idea, though. We're always looking for better ways to get the job done. Try us again soon.

Plan ahead for leave

COMMENT: I have a question about leave time. Vacation is supposed to be a time of relaxation away

from the job, but how can you relax if you know that your goals will be doubled if you are gone a month?

REPLY: We're each authorized 30 days leave a year. However, it should be projected in ample time to plan ahead, especially when it comes to making goal. Squadrons are authorized to adjust goals for scheduled leave periods. If you are having a problem, talk with your flight supervisor. Sorry I cannot be more specific; you didn't leave your name or telephone number.

Image and the GED

COMMENT: What is the difference between education levels for a GED and a high school diploma?

COMMENT: What is the problem with IMAGE? The AFEES says we can't qualify people with a GED, yet they meet the criteria in accordance with 33-2.

REPLY: The IMAGE program was initiated to expand the market while keeping attrition rates at the lowest possible point. An applicant will receive more IMAGE credit for a diploma than for a GED certificate, no matter what the other scores show. Past experience has told us that if they stick with high school to graduation, chances are better they'll stick with the Air Force.

Recognize number two

COMMENT: Why do we only hear about the top recruiter in the nation in the Recruiter newspaper? I'm sure there must be other recruiters who were number two or three in the top ten who deserve a little publicity.

REPLY: That's a good idea. We will expand the coverage to include a profile of all the FY 79 winners, not just number one. We are always on the lookout for success stories in recruiting. If you are or if you know of someone who would be a good subject for such a story, drop the hint to your A&P staff. By the way, if you are one of those top ten, congratulations on a great year!



Mt. Home takes it all

RANDOLPH AFB, Texas—For the second consecutive year, Mountain Home AFB, Idaho has been named the Air Force Recruiter Assistance Program (AFRAP) Base of the Year. The Tactical Air Command base took the honor in Fiscal Year 1978 and again in FY 1979.

Mountain Home's AFRAP activity has carried the Air Force message to county fairs, rodeos, air shows, sports events, schools, shopping centers, circuses and parades. The word that the Air Force is a Great Way of Life has gone out in speeches, in face-to-face contacts, in brochures, lithographs, and in two-foot high letters on the sides of the base's 40-foot AFRAP mobile van.

Brig. Gen. Keith D. McCartney, Air Force Recruiting Service commander, cited the base's "quality and quantity of AFRAP activities, a clear understanding of recruiting needs and a firm commitment to use all base resources to support recruiting."

"Mountain Home also excelled in developing new ideas for recruiter support," General McCartney added. One of these new ideas was the use of a 40-foot tractor-trailer redesigned as a mobile recruiting display. The van has been driven to various events throughout the Mountain Home area and accounted for many of the 300 age-qualified applicant leads furnished recruiters through June 1979.

Other FY 79 AFRAP activities at Mountain Home through June included 11 career days for high school students, a base open house and 17 base tours.

But TSgt. Larry Johnson, Mountain Home's former AFRAP monitor, is quick to point out that the base had help. "The 3568th Recruiting Squadron in Salt Lake City provided us with much of the material that gave the program the punch it needed. And the Air National Guard in Boise contributed its C-131 aircraft to the cause." Thanks to the Guard, the Mountain Home AFRAP team became the first group outside of Recruiting Service itself to host an educator's tour to Randolph and Lackland AFBs this year.

While the base's efforts surpassed those of other

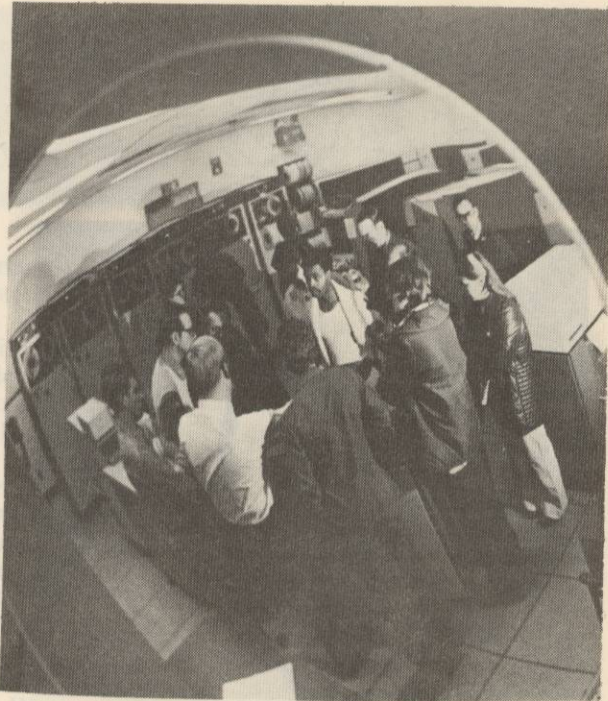
nominees for the annual award, the competition was tight according to Recruiting Service spokesmen.

"Many bases worked AFRAP very hard this year," General McCartney said. "Increased activity made the selection difficult as all nominations were outstanding."

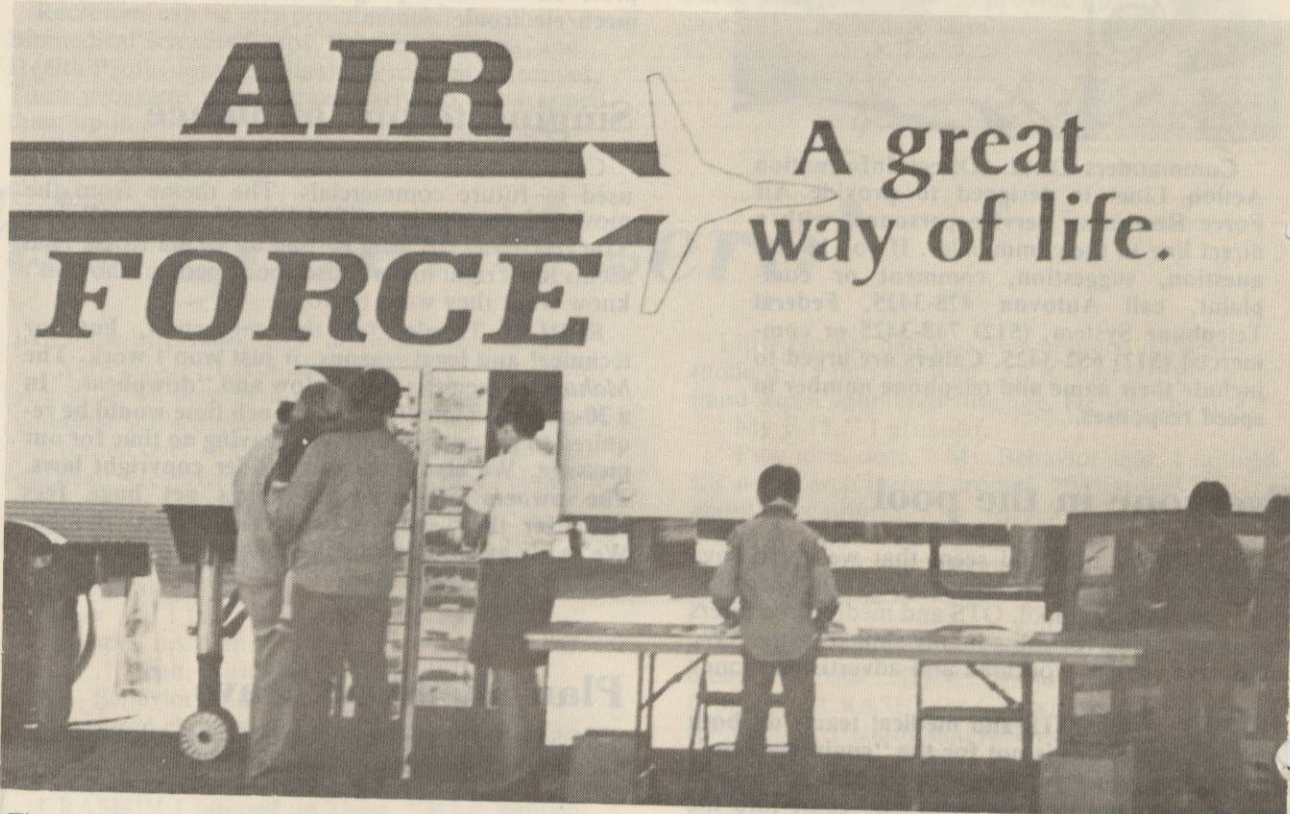
A board of officers and senior noncommissioned officers at Recruiting Service headquarters selected Mountain Home as the winning entry. Nominations from other major commands were: Carswell AFB, Texas, SAC; Eglin AFB, Fla., AFSC; Kirtland AFB, N.M., MAC; and Vance AFB, Okla., ATC.

Mountain Home was further recognized for its AFRAP activities by the Air Force Association during its national convention in Washington, D.C. Sept. 17.

Established Air Force wide in 1977, AFRAP was designed to involve the entire Air Force community in the recruiting effort. From Oct. 1, 1978 through June of 1979, AFRAP has accounted for nearly 32,000 age-qualified leads.



Tours of the base Data Automation Section proved to be a major point of interest to applicants. This session is seen through an overhead mirror used within the computer room.



The AFRAP van, above, from Mt. Home, displays the Air Force message in two-foot high letters on its side. SSgt. Larry Storm, left, explains the various capabilities of one of the base's F-111 simulators to a Junior ROTC cadet. The simulator is another primary stop for tours.

(Photos by Mountain Home AFB Photo Lab)



TSgt. Larry Johnson

Hints to AFRAP success

By TSgt. James F. Troyer

TSgt. Larry Johnson, who led Mountain Home AFB through two consecutive years as AFRAP base of the year, recently revealed some helpful tips which he claims are essential to having a successful program supporting recruiting.

One of the most obvious is enthusiasm: "People in the Air Force have got to be made aware of the fact that recruiting is the most important job in the Air Force period," he insists.

More important than flying?
"Without recruiting there is no Air Force," he replies.

To get to the top of the AFRAP ladder and stay there, Sergeant Johnson recommends strong backing from the unit commander. "The reason it works so good here is because we've got the boss behind us," he says. "He goes out to speak himself."

The second element in his formula calls for a full time AFRAP monitor like himself. "There should be a slot created for a full time AFRAP NCO," he insists. "It's a full time job. You can't do it on a part time basis."

Part time volunteers, however, provide the pro-

gram's work force. Volunteers for AFRAP tours on base and for trips with the AFRAP van are as carefully screened as candidates for the recruiter-helper TDY program. Fortunately, there's no shortage of volunteers and most of his best help comes from the first termers who carry so much weight with prospective recruits.

Johnson insists that his volunteers retain their credibility by "telling it like it is" in answer to questions about Air Force life. Putting the first termers in front of an audience of Air Force eligibles is one of his highest priorities. The wing flew an airman 100 miles south to talk to a group of graduating seniors on the Owyhee Indian Reservation.

Variety tends to pull everyone into the act including the transportation people who move the AFRAP van and now provide service to Boise recruiters who send prospects to the base for personalized tours. "The name of the game is teamwork," Johnson says. "If everyone weren't involved, we wouldn't be number one."

But the bottom line is enthusiasm and Sergeant Johnson's enthusiasm has infected this whole base. "Recruiting is a job for every blue suiter in the Air Force," he says and over 4,000 personnel at Mountain Home are beginning to believe it.

Basic pay up 7 percent

Monthly Basic Pay Effective October 1 1979

Commissioned Officers

Years of Service

Pay Grade	Under 2	2	3	4	6	8	10	12	14	16	18	20	22	26
O-10	3529.80	3654.00	3654.00	3654.00	3654.00	3794.10	3794.10	4084.80	4084.80	4377.00	4377.00	4669.80	4669.80	4961.10
O-9	3128.40	3210.60	3278.70	3278.70	3278.70	3362.40	3362.40	3501.90	3501.90	3794.10	3794.10	4084.80	4084.80	4377.00
O-8	2833.50	2918.40	2987.70	2987.70	2987.70	3210.60	3210.60	3362.40	3362.40	3501.90	3501.90	3794.10	3794.10	3946.20
O-7	2354.40	2514.60	2514.60	2514.60	2627.10	2627.10	2779.80	2779.80	2918.40	3210.60	3210.60	3431.10	3431.10	3431.10
O-6	1745.10	1917.60	2042.70	2042.70	2042.70	2042.70	2042.70	2042.70	2112.00	2446.50	2571.60	2627.10	2779.80	3014.70
O-5	1395.90	1639.20	1752.30	1752.30	1752.30	1805.70	1805.70	1902.30	2029.50	2181.60	2307.00	2376.60	2459.70	2597.10
O-4	1176.60	1432.20	1528.20	1528.20	1528.20	1625.40	1625.40	1736.10	1833.90	1917.60	2001.30	2057.10	2057.10	2057.10
O-3	1093.50	1222.20	1306.50	1445.70	1514.70	1569.60	1653.90	1736.10	1778.70	1778.70	1778.70	1778.70	1778.70	1778.70
O-2	953.10	1041.30	1250.70	1293.00	1319.70	1319.70	1319.70	1319.70	1319.70	1319.70	1319.70	1319.70	1319.70	1319.70
O-1	827.40	861.30	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30	1041.30

Commissioned Officers with over 4 years active service as enlisted members

O-3	0	0	0	1445.70	1514.70	1569.60	1653.90	1736.10	1805.70	1805.70	1805.70	1805.70	1805.70	1805.70
O-2	0	0	0	1293.00	1319.70	1361.70	1432.20	1487.10	1528.20	1528.20	1528.20	1528.20	1528.20	1528.20
O-1	0	0	0	1041.30	1112.10	1153.20	1194.90	1236.60	1293.00	1293.00	1293.00	1293.00	1293.00	1293.00

Monthly Basic Allowance for Quarters Rates

Pay Grade	Without Dependents	With Dependents
O-10	383.10	50.70
O-9	383.10	50.70
O-8	383.10	50.70
O-7	383.10	50.70
O-6	343.80	39.60
O-5	316.80	33.00
O-4	282.30	26.70
O-3	248.10	22.20
O-2	215.40	17.70
O-1	168.00	13.20

Basic Allowance for Subsistence Rates

Officers: 67.21 per month

This officer pay information has been carefully sized as an update of Project GS 7T-3, Recruiter Sales Kit.

Increase scheduled 'ATB'

Monthly Basic Pay Effective October 1 1979

Enlisted Members

Years of Service

Pay Grade	Under 2	2	3	4	6	8	10	12	14	16	18	20	22	26
E-9	0	0	0	0	0	0	1265.40	1294.20	1323.60	1354.20	1384.20	1411.20	1485.60	1629.60
E-8	0	0	0	0	0	0	1091.40	1120.50	1149.90	1179.90	1207.20	1236.90	1309.50	1455.60
E-7	741.30	800.10	829.80	858.60	888.30	916.20	945.60	975.00	1019.10	1047.90	1077.60	1091.40	1164.90	1309.50
E-6	640.20	698.10	727.20	757.80	786.00	814.80	844.80	888.30	916.20	945.60	960.00	960.00	960.00	960.00
E-5	562.20	611.70	641.40	669.30	713.10	742.20	771.90	800.10	814.80	814.80	814.80	814.80	814.80	814.80
E-4	540.30	570.60	603.90	651.00	676.80	676.80	676.80	676.80	676.80	676.80	676.80	676.80	676.80	676.80
E-3	519.60	548.10	570.30	592.80	592.80	592.80	592.80	592.80	592.80	592.80	592.80	592.80	592.80	592.80
E-2	500.10	500.10	500.10	500.10	500.10	500.10	500.10	500.10	500.10	500.10	500.10	500.10	500.10	500.10
E-1	448.80	448.80	448.80	448.80	448.80	448.80	448.80	448.80	448.80	448.80	448.80	448.80	448.80	448.80

Monthly Basic allowance for Quarters Rates

Pay Grade	Without Dependents	With Dependents
E-9	205.20	18.60
E-8	189.00	15.30
E-7	160.80	12.00
E-6	146.10	9.90
E-5	140.40	8.70
E-4	123.90	8.10
E-3	110.70	7.80
E-2	97.80	7.20
E-1	92.40	6.90

Basic Allowance for Subsistence Rates

Enlisted Members:
When on leave or authorized to mess separately: 3.21 per day
When rations in-kind are not available: 3.62 per day
When assigned to duty under emergency conditions where no messing facilities of the United States are available: 4.79

This enlisted pay information has been carefully sized as an update of Project GS 7T-3, Recruiter Sales Kit.

Recruiters 'push' for Ben Davis event



By Capt. Robert N. Rhodes

INDIANAPOLIS—One hundred years ago a man named Benjamin Davis settled a little community in central Indiana just west of Indianapolis. Since that time the community of Ben Davis has become part of Indianapolis, but refuses to lose its identity.

Celebrating the Centennial of Ben Davis, this westside community recently sponsored parades, craft fairs, aircraft static displays and band concerts. Since the community covers three A Flight zones in the 3550th Recruiting Squadron, all three recruiters, their supervisor, some volunteers from the Defense Information School and a Squadron A&P officer participated in the main event - the Ben Davis Centennial Parade.

Driving a scale model version of the F-111, Sgt. Steve Earl led the Air Force contingent in the parade. Following him SSgts. Barry Cann and Bob Goines rode on the Air Force float which was pulled by TSgt. Leonard Spence, A Flight supervisor. AB Jacquelyn D. Strickland and SrA Wendy S. Smith, students at the Defense Information School in Indianapolis, also rode the float.

Some 10,000 people viewed the parade. According to squadron officials, "Everything went well until the motor of the scale model F-111 overheated and stalled. But Sergeants Goines and Cann just got off the float and pushed the airplane while Sergeant Earl steered.

"Altogether the event helped Air Force awareness and brought a sense of teamwork to my new recruiters," said Sergeant Spence.

Stalled

3550th "A" Flight recruiters, SSgts. Barry Cann, left, and Bob Goines push Sgt. Steve Earl in the '05th F-111 parade model. They had to push after the miniature aircraft's engine overheated during the Ben Davis Centennial Parade.

(Photo by 2nd Lt. Marvin Ellis)

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 squadrons that met or exceeded their cumulative NPS EAD goal through August.

Squadron	Percent	Squadron	Percent
31	111.6	61	103.4
33	111.4	15	102.6
37	109.8	66	101.6
14	109.2	46	100.5
35	105.5	69	100.4
39	104.8	19	100.3
67	104.7		

Squadron Net Reservations Club

This category recognizes all squadrons that met or exceeded their NPS Net Reservation goal in August.

Squadron	Percent	Squadron	Percent
33	136.7	39	112.8
31	133.2	32	112.3
46	118.2	37	111.0
50	118.1	61	110.6
35	118.0	14	108.8
51	117.4	69	108.3
41	117.4	15	107.5
62	113.9	67	106.9
		66	103.7

Twelve or More Club

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

Rank	Name	EAD	Sq/Flt
TSgt.	James B. Mamone	29	52B
SSgt.	John J. Ducady, Jr.	22	14G
TSgt.	Robert W. Kopley	21	32D
TSgt.	Donald J. Riek	20	35A
TSgt.	Robert Blackburn	17	15A
Sgt.	Leon B. Bacchus	17	14C
SSgt.	David A. Black	16	16B
SSgt.	Angel L. Santos Morales	16	33X
MSgt.	Sammy J. Parsons	16	37C
Sgt.	Karl W. Porter	16	62D
TSgt.	Walton K. Lydic	15	33F
SSgt.	John P. Ivey	15	14F
TSgt.	Theodore L. Walker, Jr.	15	69F
MSgt.	Curtis E. Moore, Jr.	14	15F
TSgt.	Charlie Crawford	14	33D
TSgt.	Jack D. Whittington	14	31D

TSgt.	Warnell Rhett	14	37A
MSgt.	David I. Herrick	13	13C
TSgt.	David W. Kurau	13	13A
TSgt.	Robert B. T. Houle	13	19G
SSgt.	Thomas D. Fluent	13	13F
TSgt.	George W. Richards	13	31C
TSgt.	Henry E. Smith	13	39D
SSgt.	Luis E. Astorga	13	46E
TSgt.	Terrance A. Nichols	12	13C
TSgt.	John T. Lauer	12	18E
SSgt.	Jesus R. Semprun	12	14E
SSgt.	Dana R. McCoullum	12	19F
MSgt.	Allen K. Miller	12	32C
TSgt.	Harold D. Daniels	12	32C
SSgt.	Gary J. Borosky	12	35D
SSgt.	Evan D. Edwards	12	43D
TSgt.	Samuel L. Carrier	12	45E
SSgt.	Gary J. Treumer	12	54E
MSgt.	Leroy E. Altenhofen	12	62A

Twelve or more Net Reservations

This category recognizes those recruiters who obtained 12 or more net reservations for August.

Rank	Name	Net Res	Sq/Flt
SSgt.	Dennis C. Smith	18	33F
TSgt.	Charles E. Johnson	17	31C
TSgt.	Randolph T. Atkins	16	15K
Sgt.	Leon B. Bacchus	15	14C
SSgt.	Robert D. Lawrence	15	44D
SSgt.	Jose J. Delgado	14	14D
TSgt.	Robert A. Labrie, Jr.	14	19A
TSgt.	Kenneth D. Graves	14	31C
MSgt.	James R. Wallace	14	31C
TSgt.	William E. Hale	14	44C
SSgt.	Clarence Sanders, Jr.	14	54A
MSgt.	William G. Stolle	13	15X
SSgt.	Miguel A. Guadalupe	13	14C
SSgt.	Alfred M. Anthony	13	33C
TSgt.	William A. Mears	13	33C
SSgt.	Emmanuel J. Vaughn	13	51C
TSgt.	Steven J. Beecher	13	61G
TSgt.	Teodoro Cuellar, Jr.	13	62A
TSgt.	William T. Leamy	12	19B
SSgt.	Robert N. Fouquette	12	19C
SSgt.	Jackson L. Williams	12	19E
TSgt.	George W. Richards	12	31C
MSgt.	John W. Harris	12	31C
SSgt.	Melvin B. Cooper	12	32E
SSgt.	Robert E. Pruett	12	33C
TSgt.	Donald J. Riek	12	35A
SSgt.	Orville R. Bryant	12	35E
TSgt.	Gregory L. Higgins	12	43A
SSgt.	Miller J. Roberts, Jr.	12	51B
SSgt.	Jeffrey C. Kampion	12	61G
SSgt.	Robert Devora	112	68A

One Hundred Fifty Percent Flight Club

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

Name	Goal/Acc	Percent	Sq/Flt
MSgt. Robert H. Morrow	21/46	219.0	39D
TSgt. Kenneth R. Shelley, Jr.	24/52	216.7	14G
MSgt. Clifford B. McDougald	24/40	166.7	39E
MSgt. Michael P. Andras, Jr.	31/50	161.3	18B
MSgt. Woodrow R. McGee	30/48	160.0	18E

MSgt. John W. Hege	40/62	155.0	32C
MSgt. Paul E. Pittman, Jr.	44/66	150.0	33D

Flight Net Reservations Club

This category recognizes flights and their supervisors that met or exceeded 150 percent of their August NPS net Reservation goal.

Name	Goal/Acc	Percent	Sq/Flt
MSgt. Richard V. Smith	15/32	213.3	15X
MSgt. William H. Cessna	47/97	206.4	31C
MSgt. Arnold G. Berry	40/77	192.5	46E
MSgt. Hayward D. Doty	35/64	182.9	44C
MSgt. Raoul J. Girard, Jr.	34/62	182.4	33C
MSgt. Manuel J. Mello	40/71	177.5	61G
TSgt. Robert E. Jacques	28/48	171.4	13F
MSgt. Peter N. Kyrimis	35/58	165.7	14C
MSgt. Clifford B. McDougald	25/41	164.0	39E
MSgt. Tommy R. McDonald	22/35	159.1	33G
MSgt. Michael W. Troxell	34/52	152.9	49X
MSgt. Charles E. Viands	48/73	152.1	62A

Engineer Club

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

Name	Accessions	Sq/Flt
MSgt. David P. Hepler	2	11D
TSgt. Elza M. Hultz	2	62A
TSgt. Daniel Altene	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
TSgt. George Eret, Jr.	1	67X
TSgt. Vernon K. Hanson	1	61B
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
Sgt. Ernest R. Martin	1	11E
SSgt. Fortunato Tinoco III	1	46A
SSgt. Merlen E. Olesen	1	41B
MSgt. Lloyd C. Crews, Jr.	1	41B
SSgt. 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

crossfeed

Cameraman's flight recorded for show

TRAVIS AFB, Calif.—"It was the thrill of my life," stated Ross Duclair, cameraman for KXTV in Sacramento.

While filming a special on the Thunderbird Aerial Demonstration Team, Ross had the opportunity to fly from Nellis AFB, Nev., to Mather AFB, Calif.

Ross's brother, who is in the Air Force, met him at the plane when he landed. "The flight and seeing my brother again was an experience that I'll never forget," Ross said.

There were two days of filming and video taping at Nellis AFB and one day with the show at Mather. The material brought about a seven and one half minute segment on KXTV's variety program, "P.M. Magazine," and 13 minutes are being sent to the CBS network for possible national coverage.

Ross has filmed numerous events across the country and is a private pilot.

"The amount of awareness received from this project is invaluable, and of course, one more TV station is pro-Air Force," claims SSgt. Bill Morrin, 3566th Recruiting Squadron.

Thrilling

Cameraman Ross Duclair gave a thumbs up from the cockpit of the Thunderbird T-38 upon his arrival at Mather AFB, Calif. Duclair filmed segments of a special for "P.M. Magazine" from the back seat and on the ground.

(Photo by SSgt. Pete Combs)



Logos go airborne

The 3505th Recruiting Group provided the Chanute AFB Aero Club with large "Air Force-A Great Way of Life" logos to be placed on the club's aircraft. Club manager, Blair Smestad, made sure that each plane was equipped so that wherever the aircraft travel, the "Air Force" goes along. The logos are normally used on the sides of recruiting cars.

Sent to high schools

This display will begin appearing throughout the United States in high schools as a portion of the Joint Advertising effort complimenting the other combined ad projects. Maj. Yolan Laporte, joint Advertising Branch chief, Recruiting Service headquarters notes, "Recruiters should be on the lookout for the new display during their visits to schools. The joint ads are doing a good job in awareness as well as in generating lead."

**I'M AMBITIOUS.
I'M INEXPERIENCED.
HELP!**

WHERE CAN YOU GET THE EXPERIENCE YOU NEED?
IN TODAY'S ARMED FORCES.

IT'S A GREAT PLACE TO START.

Live from the open house

Recruiting in the Sacramento, Calif., area received a boost in public service advertising during the recent open house at Mather AFB. Radio Station KROY-AM broadcast live from the event and provided public service time to the 3566th Recruiting Squadron's recruiters.

Success together

DECATUR, Ill.—SSgt. Charles Querry, 3545th Recruiting Squadron, and MSgt. David Boone, Illinois Air National Guard recruiter, combined forces to pick up some 100 leads during a three-day display in a local shopping mall.

"The ANG was a tremendous help. I'd strongly recommend that other recruiters contact their local ANG units for help with displays and other joint projects," Sergeant Querry said.

Each side provided some form of equipment to make up the display. Sergeant Querry provided an F-15 model, a "Silent Recruiter," a Hall-Wall Window Display and a parachute. Sergeant Boone provided an F-4 model and an actual F-4 jet engine. A mannequin provided by the active side of the team was adorned with an officer flight suit supplied by the Guard.

Both men were on hand during the display to answer questions and provide handouts.

Salesmen pumped up

MSgt. Earnie Sears, 3535th Recruiting Squadron C Flight supervisor, invited Richard L. Brown, Baltimore sponsor for a national sales course, and his assistant Brenda Boback, to address a flight training meeting. The two presented a motivational talk and stressed the importance of improving telephone techniques used by the recruiters.

To mark their appearance, Brown and Boback were presented "Honorary Recruiter" certificates.

Models to leads

ARLINGTON, Texas—SSgt. Jim Brown, 3544th Recruiting Squadron recruiter and Sgt. Bill Allen, squadron A & P NCO, were invited to judge the re-

cent Fort Worth Modeler's Society competition at Carswell AFB, Texas.

The model show drew more than 100 entries that were evaluated on originality, details, overall neatness and difficulty of converting to special versions of aircraft.

Sergeant Brown noted, "These contests give me the opportunity to be in direct contact with prospective applicants interested in aircraft and the Air Force."

Also, some of the modelers expressed an interest in helping the recruiting efforts through donation of models and constructing displays for the squadron's use.

Family perpetuation

Recruiting Donald H. Kelley for the Air Force was no problem for SSgt. Joseph H. Zalanowski, 3518th Recruiting Squadron recruiter. He let family perpetuation do all the work. Kenneth E. Kelley, Donald's father, is a World War II veteran and commander of the 401st Composite Squadron, Civil Air Patrol. Donald has two brothers and a sister already on active duty and is a recipient of the CAP Billy Mitchell Award, enabling him to enter under the accelerated promotion program.

Keep 'em after school

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.)

Rockets light up Ft. Wayne concert

Story and photos by Capt. Robert N. Rhodes

FORT WAYNE, Ind.—Borrowing a page from the late Boston conductor Arthur Fiedler, the Wright-Patterson AFB band provided the grand finale of the 1979 Three Rivers Festival, here. Working with a local fireworks company and under the sponsorship of WOWO Radio, the band presented a one-hour outdoor concert concluding with a fireworks display timed with the music. The entire concert was broadcast on WOWO radio to an estimated quarter of a million listeners.

Starting with the National Anthem and ending with the 1812 Overture, the band made sure that with "the rockets red glare" there were glaring red rockets. When the cannons were supposed to fire in the 1812 Overture, the fireworks people set off the finale of 225 rockets.

"Actually, the fireworks concert was just the last event in a long series of events," according to 3550th Recruiting Squadron recruiter, SSgt. John Litten. The festival ran over two weekends and the Air Force was present both weekends.

Several squadron people participated as military representatives for the "Drums Across America," Drum and Bugle Corps competition. A crowd of 6,000 plus watched as five drum and bugle corps competed for top honors.

On the first weekend, the Chanute AFB band arrived to march in the annual Three Rivers Festival parade. Sergeant Litten drove the Group's F-111 model as a float entry, handing out pictures and bumper stickers to people along the way. Some 100,000 streetside viewers saw the parade which was also broadcast on WPTA-TV in Fort Wayne.

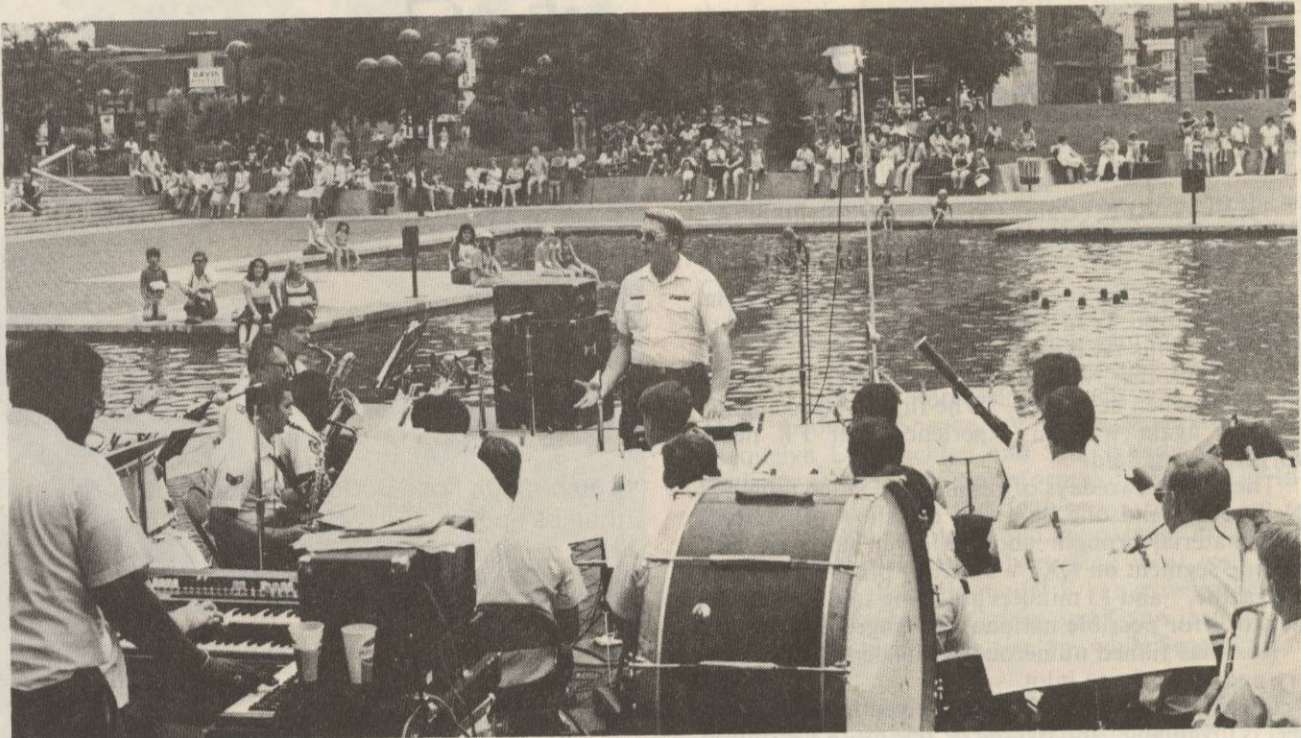
After the parade, the Chanute band played a concert just before the Blue Angels Air Show at Fort Wayne's ANG base. A total of 25,000 people were at the field during the pre-show concert.

On the following weekend the Wright-Patterson AFB band played to some 10,000 people during an open air concert in Franklin Park, to kick off the start of a hot air balloon race.

During the following days, the Ohio based band played four more concerts, including the fireworks

concert, in the heart of the city. A total of 250,000 heard the Wright-Patterson band concerts in just two and one half days.

The overall project was so successful that civilian sponsors involved were requesting the bands for appearances during the 1980 Three Rivers Festival.



Tune-up

The Wright-Patterson AFB Band, under the direction of Lt. Col. Harold C. Johnson, tunes up before the start of a concert in Ft. Wayne. The band

entertained more than 250,000 people during the five concert appearances during the annual Three Rivers Festival.

CHAMPUS Information Division

CHAMPUS NEWS

CIVILIAN HEALTH AND MEDICAL PROGRAM OF THE UNIFORMED SERVICES

Address changes for medical, dental care announced

This is a list of CHAMPUS contractors—organizations that process claims—for medical care received in the United States and Puerto Rico. It is current as of Aug. 15, 1979.

For some states/areas, one post office box number is used for professional claims and another for institutional claims. These are noted on the list. A claim should be sent to the contractor for the state or area where the care was received. Contact your squadron CHAMPUS representative for more information.

Unless otherwise indicated, claims for dental care and requests for preauthorization for dental care and any related institutional services should be sent to: Blue Shield of California, P.O. Box 85035, San Diego, Calif. 92138.

A new mailing address for the Office of the Civilian Health and Medical Program of the Uniformed Services (OCHAMPUS) also became effective recently. The new mailing address is OCHAMPUS, Aurora, Colo. 80045.

Alabama
Mutual of Omaha Insurance Co.
3301 Dodge Street
Omaha, Neb. 68131

Alaska
Blue Cross of Washington-Alaska
P.O. Box 77084
Seattle, Wash. 98177

Arizona
Blue Shield of California
P.O. Box 85019
San Diego, Calif. 92138

Arkansas
Wisconsin Physicians Service
P.O. Box 7918 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

California
Blue Shield of California
P.O. Box 85020
San Diego, Calif. 92138

Colorado
Mutual of Omaha Insurance Co.
3301 Dodge Street
Omaha, Neb. 68131

Connecticut
Blue Shield of California
P.O. Box 85117
San Diego, Calif. 92138

Delaware
Pennsylvania Blue Shield
P.O. Box 65
Camp Hill, Pa. 17011

District of Columbia
Blue Cross of Southwestern Va.
P.O. Box 13828
Roanoke, Va. 24034

Florida
Blue Shield of California
P.O. Box 85022
San Diego, Calif. 92138

Georgia
Mutual of Omaha Insurance Co.
3301 Dodge Street
Omaha, Neb. 68131

Hawaii
Hawaii Medical Service Assn.
P.O. Box 860
Honolulu, Hawaii 96808

Idaho
Blue Cross of Washington-Alaska
P.O. Box 77084
Seattle, Wash. 98177

Illinois
Wisconsin Physicians Service
P.O. Box 7912 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

Indiana
Blue Cross of Southwestern Va.
P.O. Box 13828
Roanoke, Va. 24034

Iowa
Wisconsin Physicians Service
P.O. Box 7916 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

Kansas
Wisconsin Physicians Service
P.O. Box 7934 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

Kentucky
Blue Cross of Southwestern Va.
P.O. Box 13828
Roanoke, Va. 24034

Louisiana
Mutual of Omaha Insurance
3301 Dodge Street
Omaha, Neb. 68131

Maine
Blue Shield of California
P.O. Box 85117
San Diego, Calif. 92138

Maryland
Pennsylvania Blue Shield
P.O. Box 65
Camp Hill, Pa. 17011

Massachusetts
Blue Shield of California
P.O. Box 85117
San Diego, Calif. 92138

Michigan
Blue Shield of California
P.O. Box 85116
San Diego, Calif. 92138

Minnesota
Wisconsin Physicians Service
P.O. Box 7959 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

Mississippi
Mutual of Omaha Insurance Co.
3301 Dodge Street
Omaha, Neb. 68131

Missouri
Wisconsin Physicians Service
P.O. Box 7939 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

Montana
Blue Cross of Washington-Alaska
P.O. Box 77084
Seattle, Wash. 98177

Nebraska
Mutual of Omaha Insurance Co.
3301 Dodge Street
Omaha, Neb. 68131

Nevada
Blue Shield of California
P.O. Box 85023
San Diego, Calif. 92138

New Hampshire
Blue Shield of California
P.O. Box 85117
San Diego, Calif. 92138

New Jersey
Blue Cross of Rhode Island
One Weybosset Hill
Providence, R.I. 02903

New Mexico
Blue Shield of California
P.O. Box 85021
San Diego, Calif. 92138

New York
Blue Cross of Rhode Island
One Weybosset Hill
Providence, R.I. 02903

North Carolina
Blue Cross of Southwestern Va.
P.O. Box 13828
Roanoke, Va. 24034

North Dakota
Wisconsin Physicians Service
P.O. Box 7961 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

Ohio
Mutual of Omaha Insurance Co.
3301 Dodge Street
Omaha, Neb. 68131

Oklahoma
Wisconsin Physicians Service
P.O. Box 7936 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

Oregon
Blue Cross of Washington-Alaska
P.O. Box 77084
Seattle, Wash. 98177

Pennsylvania
Blue Shield of California
P.O. Box 65
Camp Hill, Pa. 17011

Pennsylvania
Blue Shield of California
P.O. Box 65
Camp Hill, Pa. 17011

Rhode Island
Blue Cross of Rhode Island
One Weybosset Hill
Providence, R.I. 02903

South Carolina
Blue Cross of Southwestern Va.
P.O. Box 13828
Roanoke, Va. 24034

South Dakota
Wisconsin Physicians Service
P.O. Box 7962 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

Tennessee
Blue Cross/Blue Shield
of Tennessee
801 Pine Street
Chattanooga, Tenn. 37402

Texas
Mutual of Omaha Insurance Co.
3301 Dodge Street
Omaha, Neb. 68131

Utah
Blue Cross of Washington-Alaska
P.O. Box 77084
Seattle, Wash. 98177

Vermont
Blue Shield of California
P.O. Box 85117
San Diego, Calif. 92138

Virginia
Blue Cross of Southwestern Va.
P.O. Box 13828
Roanoke, Va. 24034

Washington
Blue Cross of Washington-Alaska
P.O. Box 77084
Seattle, Wash. 98177

West Virginia
Mutual of Omaha Insurance Co.
3301 Dodge Street
Omaha, Neb. 68131

Wisconsin
Wisconsin Physicians Service
P.O. Box 7953 (professional claims)
P.O. Box 7923 (institutional claims)
Madison, Wis. 53707

Wyoming
Blue Cross of Washington-Alaska
P.O. Box 77084
Seattle, Wash. 98177

Puerto Rico
Blue Shield of California
P.O. Box 85022
San Diego, Calif. 92138

Seventy-three finish 'bag carrier' course

LACKLAND AFB, Texas—SSgt. John A. Case received the Distinguished Honor Graduate Award to set the pace for the most recent class to complete the basic recruiter course, here.

Sergeant Case will be assigned to the 3555th Recruiting Squadron, Milwaukee.

Other honor graduates and their assignments are: MSgt. Marion R. Gothard, 3539th RSq., New Orleans; TSgts. Ralph B. Sturms and James C. Thompson, 3535th RSq., Bolling AFB, D.C.; and SSgt. Anthony I. Calvaresi, 3518th RSq., New Cumberland, Pa.

Two former recruiters who completed their requirements early are MSgt. William L. McKenzie and TSgt. Michael C. Camerire. They are to be assigned to the 3511th RSq., Pittsburgh and 3566th RSq., Travis AFB, Calif., respectively.

Bound for the '01st

Assigned to the 3501st Recruiting Group are: TSgt. Michael R. Cooper and SSgt. Brian E. Thomas, 3511th RSq.; SSgt. Roger N. Price, 3513th RSq., Hancock Field, N.Y.; SSgt. Donald G. Wainwright and Sgt. Jerome F. Maggio, 3514th RSq., Carle Place, N.Y.; TSgts. David T. Nelson, John T. Robinson and SSgt. Blake A. Lohr, 3515th RSq., McGuire AFB, N.J.

Also, MSgt. William J. Wilsey, TSgt. Michael Wilenchik, Willard E. Varner III, SSgts. Wiley M. Sharpe, and Edward S. Porter, 3518th RSq.; TSgt. Dennis R. Keller, SSgts. Leonard W. Turcotte and Clayton E. Varney Jr., 3519th RSq., Bedford, Mass.

Headed to the '03rd

Assigned to the 3503rd Recruiting Group are: TSgt. Harold Turner and SSgt. Robert L. Jones Jr., 3531st RSq., Gunter AFS, Ala.; SSgt. Clifford D. Jones, 3532nd RSq., Nashville, Tenn.; TSgts. Edward C. Blevins, Michael N. Moore, SSgts. Michael S. Zawasky, John S. Self, Ronald W. Jones, and Loyd B. Johnson, 3535th RSq.

Also, TSgts. James E. Murphy, Larry B. Jackson, SSgts. Clarence B. Hayden and Wesley H. Hamann, 3537th RSq., Shaw AFB, S.C.; and SSgt. Royce E. Davis, 3539th RSq.

To the '04th

Assigned to the 3504th Recruiting Group are: Sgt. Christopher Osterberg, 3541st RSq., Kansas City, Mo.; TSgt. Jeffrey L. Glanzer, SSgts. Steven L. Carlsrud, Terry L. Moul, Brian J. Whalen and Craig A. Stold, 3542nd RSq., St. Paul, Minn.; SSgts. Steven E. Digmann and Michael J. Gould, 3543rd RSq., Omaha, Neb.; TSgt. Robert W. Philippi and SSgt. Ralph H. Williams Jr., 3544th RSq., Arlington, Texas.

Also TSgt. Gerald W. Dunn, SSgts. Stephen A. Nelson and Danny R. Hudgens, 3545th

RSq., St. Louis; SSgt. Donald W. Harrison, 3546th RSq., Houston; SSgts. Luther W. Butler Jr., Bearl G. Dixon, Bobby D. Scott and Leonard L. Smith Jr., 3549th RSq., Tinker AFB, Okla.

Going to the '05th

Assigned to the 3505th Recruiting Group are: SSgt. Gary M. Absher, 3550th RSq., Indianapolis; SSgt. Andrzej Stochmal, 3551st RSq., Elwood, Ill.; TSgt. David J. Curtis and SSgt. Ernest W. Carter, 3552nd RSq., Wright-Patterson AFB, Ohio; Sgt. Todd M. Ayers, 3553rd RSq., Cleveland; MSgt. Richard E. Mitlyng and SSgt. Gary A. Oliver, 3554th RSq., Selfridge ANGB, Mich.

'06th assignments

Assigned to the 3506th Recruiting Group are: TSgt. Kenneth L. Fowler and SSgt. Bruce J. Sprecher, 3566th RSq.; TSgts. Robert D. Fowler and Alan E. Rousseaux, 3567th RSq., Lowry AFB, Colo.; TSgts. Robert D. Bolinger, Robert W. Good, Mark J. Mihaluk, Gerald A. Paschall, SSgts. James W. Merrill and Michael R. Mosher, 3568th RSq., Ft. Douglas, Utah; and SSgt. Jerry L. Cotton, 3569th RSq., Los Angeles.

OTS officers complete class

LACKLAND AFB, Texas—The most recent class to graduate from the Officer Recruiting School is the first half of a group of officers scheduled for assignment to newly authorized OTS recruiting positions throughout the country.

Honor graduates of the class and their assignments are: Capt. Charles Shane, 3511th Recruiting Squadron, Pittsburgh; Capt. Gregory M. Lee, 3543rd RSq., Omaha, Neb.; Capt. Cynthia Colbert, 3569th RSq., Los Angeles; Capt. Charles D. Lawson, 3531st RSq., Gunter AFS, Ala.; and 1st Lt. Nyle E. Bosier, 3533rd RSq., Patrick AFB, Fla.

Other graduates are: Capt. Patrick W. Behan, 3532nd RSq., Nashville, Tenn.; Capt. James E. Bowman, 3513th RSq., Hancock Field, N.Y.; Capt. Arthur R. D'Agostino, 3552nd RSq., Wright-Patterson AFB, Ohio; 1st Lt. Laura L. Grant, 3516th RSq., Milford, Conn.; Capt. Robert V. Hunt, 3535th RSq., Bolling AFB, D.C.; 1st Lt. Lawrence Kugler, 3542nd RSq., St. Paul, Minn.; Capt. Harvey LeCato, 3519th RSq., Bedford, Mass.

Also, 1st Lt. Thomas R. Murphy, 3514th RSq., Carle Place, N.Y.; 1st Lt. Dana A. Simmons, 3546th RSq., Houston; 1st Lt. David D. Walls, 3541st RSq., Kansas City, Mo.; and 1st Lt. Vincent J. Perrone Jr., 3515th RSq., McGuire AFB, N.J.

Future pilots?

MSgt. Chuck Reustle, Orlando, Fla., recruiter with the 3533rd Recruiting Squadron, explains how to use part of a pilot's gear to Civil Air Patrol cadets. Sergeant Reustle was instrumental in having two Air Force pilots on hand at the Florida Patrol's annual meeting, along with some equipment used by the pilots. (Photo by TSgt. Bob Long)



here 'n there

From father to lieutenant

Triple congratulations are in order for Sgt. James T. Peppers, resource manager for the 3535th Recruiting Squadron. After recently being notified that he was selected for OTS, Sergeant Peppers was also notified of his selection for promotion to staff sergeant and his wife, Marilyn, delivered a brand new baby girl, Patrice Jammelle.

It's a family affair

SSgt. Gary Hubbard, 3537th Recruiting Squadron recruiter, keeps everything in the family. He and his wife were recently selected for OTS and the family pet, Max, has been chosen to enter the Department of Defense Dog Center. Max, Sergeant Hubbard and his wife will all spend three months at Lackland AFB going to school. Following OTS the Hubbards are scheduled to be stationed at Randolph AFB, Texas.

Trading badges

Four new members of recruiting traded badges at Mather AFB, Calif., recently after graduation from Recruiting School. SSgts. Melvin Greene and Larry Dillon traded their security police badges while TSgts. Robert Grillo and Lennis Ray changed their ATC instructor badges for the "Pressure Plate."

Thanks for the AFRAP help

Col. William J. Porter, 3506th Recruiting Group commander, presented AFRAP certificates to several members of the Mather AFB Security Police Squadron for their help in creating interest in the Security Police career field for recruiters in the Sacramento area.

Bowling helps MD campaign

Sgt. Leslie Terwilliger, 3513th Recruiting Squadron recruiter, bowled a high game of 183 to help raise money for Muscular Dystrophy.

Practicing what they preach

Four recruiters with the 3542nd Recruiting Squadron signed up for additional tours recently. SMSgt. George Boyd, TSgt. Peter Meelberg and SSgts. J.D. Heckmaster and Chip Manson reenlisted for another four years, which keeps the '42nd at 100 percent for reenlistments this year.

Academy honors

While attending the ATC NCO Academy recently, MSgt. John M. Krupa, 3513th Recruiting Squadron recruiter, was notified that he was selected for promotion to senior master sergeant. Two days later he was chosen the Class Honor graduate and awarded the Commander's Trophy.

A face in the crowd

TSgt. Edward Grzechowiak, 3542nd Recruiting Squadron recruiter, is just a face in the crowd, but he's also a face on a billboard. Twelve billboards in Sergeant Grzechowiak's zone carry photos of him in the popular old recruiting symbol of Uncle Sam saying, "I want you." Sergeant Grzechowiak also has a profitable arrangement with the billboard company when it comes to "riding the boards." For every six damaged billboards he reports to the agency, the sergeant receives one Uncle Sam billboard free.

Success: *Ernie Astorga praises school, IMAGE as aids to recruiting*

By TSgt. Wayne Bryant

SSgt. Luis "Ernie" Astorga is a success story.

As a rookie with the 3546th Recruiting Squadron in San Antonio, he captured the squadron Rookie of the Year title in 1977 and has continued that pace ever since.

This year is special to him. He led all of the 3504th Group for the first six months of FY79 and plans to make it a clean sweep. His totals during Operation Blue Suit match his performance. With a Blue Suit goal of 16, he actually picked up 29 EADs for a 181 percent effort.

"Being able to speak Spanish gives me a distinct edge over another recruiter because of the market I'm in," Astorga notes.

"Also, we get a lot of women applicants because of the high military population. Of the 20 women I recruited in fiscal year 1978, 18 of them were Air Force wives and 17 have signed up so far in 1979," he says.

He rates the Recruiting School as the "biggest help to being a successful recruiter. They give you the basics and still allow you to add your own variations.

"The IMAGE program is also very helpful," he commented. There are 10 schools in Astorga's zone

and it takes plenty of time to get to each of them during the school year.

Sergeant Astorga's office is located in a shopping mall, not far from Lackland AFB. It is neatly positioned between the Marines and the Army, with the Navy just one door away.

"Being in the mall gives us a lot of walk-in traffic, but we still have to get out and work school and national leads to be successful. When my partner and I opened the office in 1977, the Army was the only other office here and since then the other services have moved in," he said.

One of his first female enlistees was his wife, who is a Senior Airman assigned to the Air Force Military Training Center, Lackland AFB. They have a little girl, three years old.

Keeping busy is no problem for this senior recruiter. During the few hours we spent talking and taking photos, he discussed an enlistment with a military father from the St. Louis area, administered a pre-test to a prospective applicant and represented the Air Force when an Army general visited the recruiting office next door.

But success cannot be measured in numbers alone, the man or woman achieving that success is an important factor.

Ernie Astorga is a success.



Going strong

SSgt. Luis Astorga assists an applicant over the phone. Much of the work takes place in his office, but there are times when it requires some traveling.

(Photo by TSgt. Wayne Bryant)

The Air Force means business.

Get your foot in the door. Are you interested in the complexities of business? Financial management? Technological challenge? Flying operations? Scientific exploration? Then the Air Force is for you.

The Air Force has immediate opportunities for college graduates in many fields. Big opportunities.

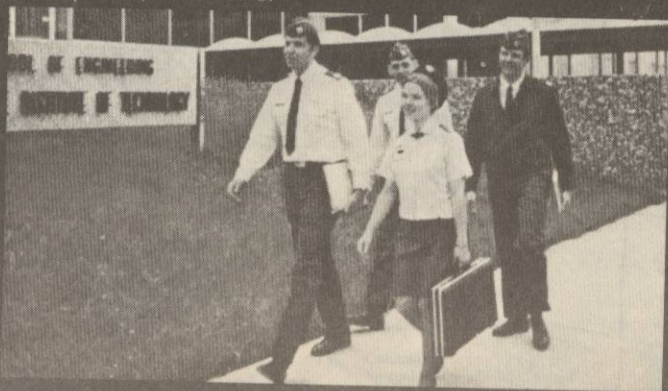
Air Force comptrollers handle multimillion-dollar budgets. Air Force managers are responsible for the productivity and coordination of thousands of people. Air Force engineers are working hand-in-hand with their counterparts in major corporations to solve the technological problems that face the world today.

Air Force people do big, tough, important jobs. They're pros. They've got the know-how to get the job done. You can learn from them.

Air Force Officer Training School can be your first step. If you qualify, and graduate from this intensive 90-day training, you become an Air Force Officer and accept the challenge and responsibility that go with it. You also receive a good salary, medical benefits for you and your family and 30 days vacation with pay every year.

If you're still in college, 2- and 3-year Air Force ROTC scholarships could be available to help you through. If you qualify they provide tuition, books, fees, and \$100 a month tax free.

Take care of business. Talk to your local Air Force recruiter or AFROTC campus representative. Call toll free 800-523-5000 (in PA: 800-362-5696). Or send resume to Air Force Opportunities, RSAANE, Randolph AFB, Texas 78148.



**A GREAT WAY OF LIFE.
AIR FORCE**

New OTS ad off the press

The newest Officer Training School advertisement began appearing this month in national publications with the theme, "The Air Force means business." It is the first of a new series of ads to be published in the **Recruiter** for use in appropriate publications or print projects.

"We'd like to see recruiters use this ad as part of their OTS recruiting effort," said Maj. William Austin, National Advertising Branch chief.

The ad will appear in the following magazines on the dates indicated: Business World, October; Top 65 Engineer Schools, November; Time, Nov. 12; Business World, January; Newsweek, Jan. 7; Top 65 Engineering Schools, February; Time, Feb. 18 and Newsweek, Mar. 4.

Wife goes ANG; husband salutes

BANGOR, Maine—The Maine Air National Guard turned the tables on SSgt. Sam Rhyne, 3519th Recruiting Squadron recruiter, when they recruited his wife into the Air Guard.

Eloise Rhyne was commissioned a first lieutenant, Nurse Corps, in the Maine Air National Guard recently. Sergeant Rhyne had recruited three guardsmen into Air Force Officer Training School during recent months. This time the guard reversed the process.

A native of Blue Hill, Maine, Lieutenant Rhyne is a graduate of the Eastern Maine General Hospital School of Nursing. She has practiced in California, North Carolina and Maine. Her new assignment will be as a general duty nurse in the Air Guard's 101st Air Force Clinic, Bangor International Airport.

Sergeant Rhyne has given assurances that he collected one dollar from his wife as being the first enlisted person to salute her.