

Secretary, chief meet, praise recruiter efforts

OFFUTT AFB, Neb.—Secretary of the Air Force Hans M. Mark and Air Force Chief of Staff Gen. Lew Allen Jr. met with approximately 40 recruiting personnel and their wives, Aug. 4, at Strategic Air Command headquarters.

The purpose of the meeting was to express appreciation to all recruiters for their accomplishments in the past; to demonstrate the importance Air Force leadership attaches to the recruiting effort; and to emphasize the need for increased recruiting efforts in the future.

Recruiters

'love it'

As the challenge of recruiting quality people increases, Recruiting Service members gain more job satisfaction, a survey revealed here in July. Some 81 percent of those returning the survey responded "I love it."

The 1979 survey validated earlier surveys conducted last year by recruiting's Marketing and Analysis Directorate and an independent survey by the Occupational Measurement Center. This year's survey registered an increase in the area of job satisfaction during the most difficult recruiting period experienced by recruiters since the beginning of the All Volunteer Force.

"As in previous surveys, job attitudes were found to be extremely high, with only enlisted aircrew members previously registering a comparable job interest level," said Brig. Gen. Keith D. McCartney, Recruiting Service commander.

The Recruiting survey revealed some 80 percent felt the job fully used their individual talents and training.

In ranking job satisfaction attributes, the opportunity for interesting and challenging work ranked first, followed closely by working for competent supervisors and superiors, increased responsibilities, opportunities for achievement, and recognition.

Astronaut new recruiting helper

Col. (Brig. Gen. selectee) Charles M. Duke, Lunar Module Pilot on Apollo 16, has been assigned to Recruiting Service as the mobilization augmentee assistant to the commander.

Colonel Duke is scheduled to travel throughout the United States visiting schools talking about the Air Force and his trip to the moon and back. His efforts have already generated over 1,000 leads in visits to two areas.

"I know that all of you understand how important that I feel, and the leadership of the the Air Force feels, the recruiting mission is—how important it is that we get good people," General Allen said. "I recognize that it's a difficult job and one that is probably going to get more difficult. But it is a job in which we simply cannot fail, because we've got a job to do and that job requires quality people."

"In these days when many people are looking for easy paths and ways of life which are more satisfying than significant," General Allen continued, "you're offering these young people a chance to do things that are important to the country, that are exciting and that give them unlimited opportunities in the future. You've got a fine product to sell."

In addition to the meeting with the secretary and chief of staff, the recruiters were given a VIP tour of SAC headquarters and briefings in various non-sensitive areas. The personnel present for the meeting represented the more than 1,700 recruiters worldwide.

This is not the first time General Allen has praised recruiting. Earlier this year, following the attainment of May enlistment goals, the general said, "Please extend my personal appreciation to the men and women of USAF Recruiting Service and the Air Training Command team for a superb effort in meeting the May NPS recruiting objective."

"You achieved success in the toughest all-volunteer recruiting environment we've faced to date. Enthusiasm, hard work and long hours were the ingredients that assured this success," the general noted.

Gen. B. L. Davis, ATC commander, added his praise to that of the chief of staff saying, "The fact they (recruiters) were able to overcome a projected shortfall to achieve and slightly exceed May objectives reaffirms my faith in their abilities and reinforces their image as mission-minded, dedicated and true professionals."



Visit

Secretary of the Air Force Hans M. Mark and Chief of Staff Gen. Lew Allen take time out to visit with 40 Recruiting Service members and their wives. Secretary Mark talks with TSgt. Vernon C. Hlavac, above. General Allen discusses recruiting with TSgt. Donald R. Hoffman, below.



AFRAP bases honored

Seven bases, one in each of the major commands within the U.S., have been named AFRAP Bases of the Quarter for the second quarter of fiscal year 1979.

The bases, each awarded plaques and certificates recognizing their efforts, are: Lackland AFB, Texas, ATC; March AFB, Calif., SAC; Nellis AFB, Nev., TAC; Peterson AFB, Colo., ADC; Robins AFB, Ga., AFLC; Arnold AFS, Tenn., AFSC; and McGuire AFB, N.J., MAC.

Awards were based on Air Force awareness activities, age-qualified leads, and other recruiting support generated by each base.

Throughout the Air Force, bases generated more than 10,000 leads during the quarter, of which 95 percent were age-qualified. The Air Force Opportunities Center in Valley Forge, Pa., to which all valid AFRAP lead referral cards are sent, reported that only two percent of the cards were returned to the major commands as unuseable. Most of these were because prospects were reported being underage.

"Base-sponsored awareness activities have proven to be an effective type of AFRAP support," said Recruiting Service officials. "For the second quarter of FY 79, total awareness activities supported by bases increased 31 percent over the same period last year, and 2.5 percent over the first quarter of FY 79."

During the January-March 1979 period bases conducted 26 open houses, 158 career days, more than 1,200 speeches, over 1,600 tours and more than 1,630 band performances in support of recruiting. Bases also reported more than 530 actions by AFRAP councils and over 350 events supported by special units such as color guards and drill teams.

Activities in support of medical recruiting increased 25 percent over the same period last year and 18 percent over the first quarter of this fiscal year. Bases conducted more than 250 medical tours—a 74 percent increase over the first quarter of FY 79—and conducted over 180 physician physicals and 128 physician interviews.

"Bases throughout the Air Force continued to provide excellent support for the Recruiter Helper Program," said Recruiting Service spokesmen. "During this period more than 1,280 first term airmen were selected to return to their hometowns to assist recruiters. These recruiter helpers were responsible for more than 107,000 contacts resulting in 1,100 enlistments and additional 5,500 age-qualified leads for recruiters to follow up on. Many of these leads should also result in enlistments."

Two medical lead referrals were provided by Sheppard AFB, Texas, during this period. Air Training Command and Tactical Air Command bases provided the majority of the OTS lead referrals during this quarter.

Tour provides new training insights

INDIANAPOLIS, Ind.—A different kind of Airlifted Educator Tour was run recently by the 3550th Recruiting Squadron at Keesler Technical Training Center. Besides the normal set of high school counselors and administrators, the tour group included two public information officers from the Indiana State Police Department (ISPD).

Police Sergeants Paul Montgomery and Tom Goble run a very special summer camp program for high school juniors and seniors. During that camp program, both sergeants are educators and counselors, all in one.

"The educator tour provided us an insight to Air Force training we never had before," said Sergeant Montgomery. "But even more valuable to us was the opportunity to meet with the educators," continued Sergeant Goble.

These police officers operate eight, week-long camps that offer students an indepth look at careers in law enforcement.

Students are nominated to attend these camps by their high school counselors. Nominees must be in the upper half of their class, have expressed an interest in law enforcement, and pass a police records check.

During the camp, federal, state, county and city police agencies conduct training seminars on drugs,

traffic laws, firearms and every other aspect of police work.

However, all of this law enforcement emphasis creates a problem. None of the host agencies can hire the students directly after high school. Indiana law requires all policemen to be 21 years old.

The Air Force can provide a training and aging service that allows these high quality young people to pursue a career in law enforcement immediately after high school.

Don Karr, Danville, Ill. high school counselor, said, "Being able to see the quality of training has added a great deal of credibility to your recruiter." Karr continued, "I really enjoyed meeting the other tour guests, especially troopers Montgomery and Goble from the Indiana State Police."

Besides seeing the schools at Keesler, the group took time to see the security police squadron and the 53rd Weather Reconnaissance Squadron.

These operational units were added to balance the extensive emphasis on technical training. "It's important to show that the Air Force also has peacetime missions," according to tour escort officer Capt. Bob Rhodes, 3550th A&P officer.

The end result in putting "non-traditional" educators on the tour was three-fold. A strong, new lead source was identified in the Indiana State Police Career Camps. The job mix of the tour group provided a good conversational interchange between educators and policemen, thereby helping to relax the group. Finally, this relaxed atmosphere added to the credibility of the speakers and tour guides, according to tour organizers.



All aboard

Capt. Jeff McVikors, standing on stairs, briefs a group of Indiana and Illinois educators on the mission of the 53rd Weather Reconnaissance Squadron, the Hurricane Hunters. The group toured Keesler AFB recently as the guest of Recruiting Service. The tour included operational units as well as training facilities.

(Photo by SSgt. Rick Dasher)



Rescue

This photo by TSgt. Buster Kellum received honorable mention in the 1978 Military Photographer of the Year Competition.

Click: Walt Weible, Buster Kellum record recruiting on film

By TSgt. Wayne Bryant

You won't find these photographers in the dark very often. They are too busy recording the "Great Way of Life" for the national advertising effort.

Walt Weible and TSgt. Buster Kellum travel all over the U.S. to get just the right light and surroundings to portray the Air Force in our advertising efforts.

Weible is a 10-year veteran of the Recruiting Service team and has many posters and brochures wearing his photos. Sergeant Kellum is a newcomer to Recruiting. He worked at the photo lab on Randolph AFB before coming to work with the Creative Branch, Directorate of Advertising.

The Creative Branch is manned by photographers, writers, artists and broadcast specialists who support national and local advertising efforts.

The photos Sergeant Kellum takes have received recognition at both major command and Air Force level. He also earned an honorable mention in the 1978 Military Photographer of the Year competition.

"We assist the Air Force Orientation Group and major command information offices," notes Weible, "in an effort to receive as much exposure as possible."

Most of the work these men do is seen by millions of people and is "the best of the best" just like recruiting.



Walt Weible inspects polaroid prints prior to the final shot.

Joint ad begins run Sept. 1

The newest addition to the joint service advertising program will begin showing in various media this month. The printed ad will appear in five nationally known publications and a radio spot will be aired every weekend in September on ABC contemporary and FM networks.

In addition, a 30-second television spot will be aired during shows on all three national networks, between Sept. 14 and Nov. 4.

"The joint ads will feature the new slogan, 'It's a Great Place to Start' in all the media," according to Maj. Yolande Laporte, Joint Advertising branch chief, Directorate of Advertising. "We will see the beginning of the joint program winter advertising schedule in January 1980."

Listed below are the dates, networks and shows during which the new TV spot will be aired, and the publications which will carry the new theme ads.

Television

Sept. 14 — ABC Friday Night Movie

Sept. 15 — ABC Wide World of Sports and NCAA Football

Sept. 18 — ABC Late Movie

Sept. 19 — CBS Hawaii Five-O (late night)

Sept. 22 — ABC Hart to Hart, ABC NCAA Football and NBC Saturday Night Live

Sept. 24 — ABC NFL Football and CBS Rockford Files (late night)

Sept. 28 — ABC World Boxing Championship and ABC Charlie's Angels (late night)

Sept. 29 — ABC Wide World of Sports and ABC NCAA Football

Oct. 2 — CBS Barnaby Jones (late night)

Oct. 3 — ABC Police Woman (late night)

Oct. 5 — ABC Midnight Special

Oct. 6 — ABC Wide World of Sports and ABC NCAA Football

Oct. 7 — ABC Sunday Movie

Oct. 11 — ABC Barney Miller and ABC Starsky & Hutch (late night)

Oct. 12 — NBC Midnight Special and CBS New Avengers (late night)

Oct. 13 — ABC NCAA Football

Oct. 16 — ABC Late Movie

Oct. 17 — CBS Hawaii Five-O (late night)

Oct. 19 — NBC Midnight Special

Oct. 20 — ABC Hart to Hart and ABC NCAA Football

Oct. 27 — ABC NCAA Football

Oct. 28 — ABC Mork & Mindy

Nov. 4 — ABC Movie JAWS

Magazines

Sept. — Reader's Digest (special supplement)

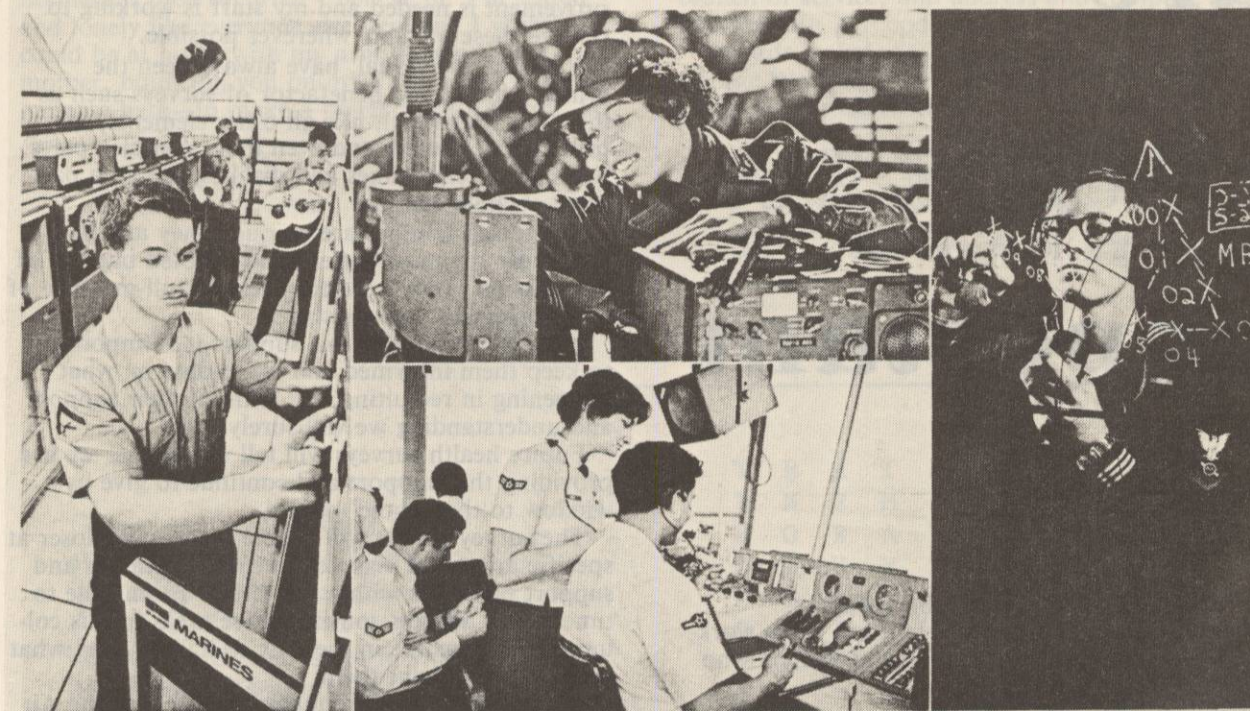
Sept. 1 — TV Guide

Sept. 25 — Family Weekly

Sept. 30 — Parade

Oct. 15 — People

MOST COMPANIES ASK FOR EXPERIENCE. WE PROVIDE IT.



How do you get experience until someone gives you the chance? Today's Armed Forces give you both—the experience and the chance! Each Service offers a wide variety of training programs that can pay off for a lifetime. The skill you learn can lead to an interesting, rewarding career—in exciting fields like Communications, Meteorology, Computers or Electronics. You could become a Machinist, a Diesel Mechanic or an Electronics Technician. And you'll be serving your country, too.

The photos on this page are of real military



people performing skills they learned in the Service. And what you see is only a fraction of the hundreds of opportunities available.

There's a lot more you should know about the Military. Besides a good salary, there are excellent benefits. You get medical and dental care. You get food, housing and clothing. You earn 30 days of vacation with pay each year. There are also opportunities to travel and to further your education.

Get the facts now. Fill out the reply card. Or talk to your local Recruiter. There's no obligation.

IT'S A GREAT PLACE TO START.

Joint ad

The newest National Joint Advertising effort will begin this month with the theme "A Great Place to Start." This ad will appear in several nationally

known publications. A new radio and television spot using this theme will also begin airing.

Memories: Blue Suit still vivid to top flight members

By TSgt. Wayne Bryant

Operation Blue Suit is over.

But, the members of 44C and their wives have memories of the "fantastic" days in San Antonio.

SMSgt. Hayward D. Doty, flight supervisor, remembers the trip as "the definite high point in my entire Air Force career. The recognition we received made it worth all the long hours and hard work."

His wife, Linda, was "grateful to see the wives recognized as they were, specifically to be recognized as a part of recruiting."

During their stay in the Alamo City, the flight was honored by the Texas Air Force Association, the San Antonio Chamber of Commerce and Recruiting Service. The flight was recognized for its accomplishments during the recruiting incentive program called Operation Blue Suit, between Feb. 1 and May 31, which was designed to enhance enlistments nationwide.

A particular highlight was a dinner on the San Antonio River, at the "Little Rhein Steak House." Adding to this occasion was a souvenir menu created especially for the "Blue Suiters." The dinner was hosted by the San Antonio Chamber of Commerce

and Bill Langley, who is the Chamber Liaison with Air Force Recruiting Service. Langley, owner of an automobile agency in San Antonio, also provided new vehicles for use by the winners during their entire stay in the city.

"In my opinion," said SSgt. Jim Brown, "The Blue Suit trip was probably the highest honor that the Recruiting Service and the people of San Antonio could have paid to a group of individuals. All of the people from the Chamber of Commerce were super."

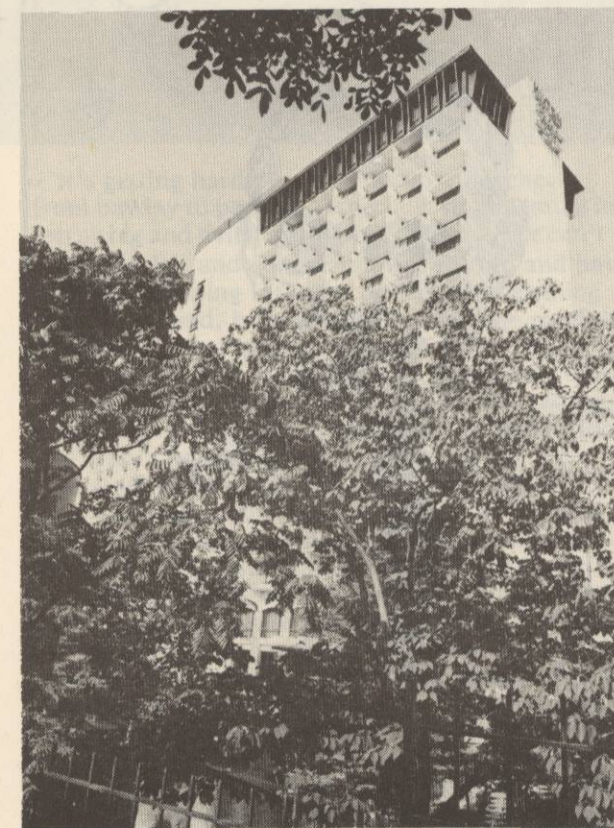
Betty Brown explained that "it was great to see the guys win the trip...They deserved a rest and some recognition and the trip was a terrific way to give them both."

One of the high points of the trip according to the winners was the Texas AFA Awards Banquet. Air Force Chief of Staff, Gen. Lew Allen, was the keynote speaker at the event.

According to SSgt. Richard Adamson, "The recognition was impressive."

TSgt. Frank Harrimon noted, "The recognition

Continued on Page 16



'Super'

Members of 44C spent their leisure time in accommodations at the Hilton Hotel in downtown San Antonio.

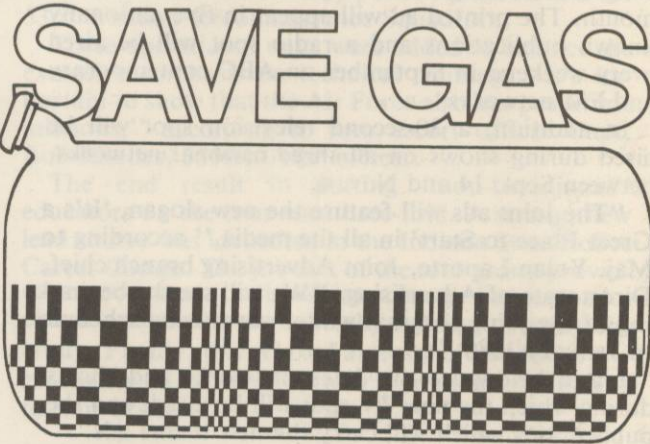
viewpoint...

People are very important

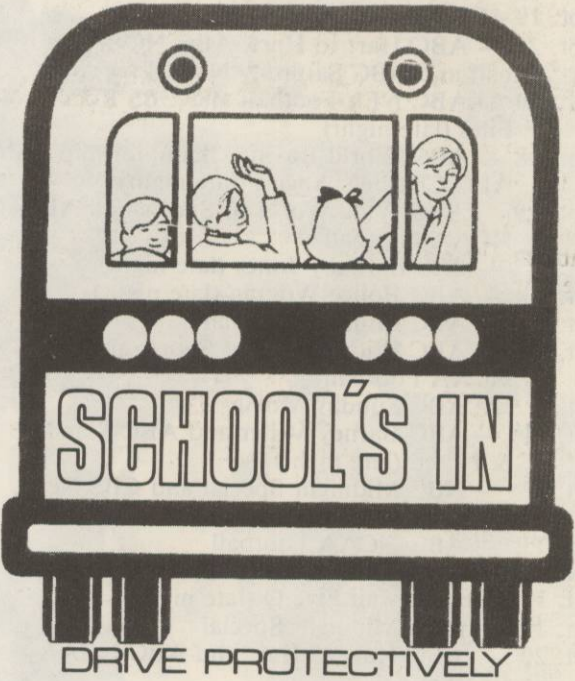
"People are our most valuable resource." These words should be kept in mind when working with an applicant or the men and women who make up Recruiting Service. People are the most important part of our job. The person who just walked into your office may become a member of the Air Force team and consequently become a VIP. The man or woman at the desk next to you is helping the team, just as you are. How we treat these people—and each other—is one factor that contributes to the success or failure of our efforts. To enhance our chances to be successful we must consider the 'whole' person in our day-to-day contacts.

The Organizational Health Survey taken recently is one vehicle we have to study the organization's health and through it learn the irritants which adversely affect the 'whole' person. The men and women who responded to the survey gave an honest response to their feelings about working and living in recruiting. A vast majority told us the job was super. However, there were comments included which indicate that improvement is needed and my staff is working to resolve these irritants wherever possible. You, the individual, have always been the primary target and benefactor of surveys such as this. The individual, like all other elements, is made up of smaller and even more complex parts. Families, friends, likes and dislikes, are all a part of the 'whole' person. Recruiting families are unique. They are undoubtedly the most patient and devoted backers of our mission. They need to receive a full measure of encouragement and assistance. In order to provide this support it is important to keep them informed and up-to-date on what's happening in recruiting, for without their support and understanding we will surely fail. Future health surveys will tell us whether we are providing that support and continue to give us a window to the 'whole' person. The survey results will enable us to look closer at specific areas and inspect the communication and support processes within recruiting. From time to time, I will address some of these areas in this column and elsewhere in the RECRUITER...and what we are doing about them. Our mission to bring quality people into the Air Force continues to be our number one priority. With the total dedication of the 'whole' team and each of it's members, we will meet the challenge ahead.

Keith D. McCartney



Half a tank is better than none



Leadership begins with following

Editor's Note: This editorial is reprinted from the July 2, 1979 edition of TIG Brief. The comments by former CMSgt. of the Air Force Robert D. Gaylor concern leadership and its qualities.

Aristotle, that famous Greek Chief Master Sergeant, once remarked, "One who has not learned to follow can never lead." It might very well be the smartest thing the great philosopher ever said. It is without question a true statement and one we all need to consider and reflect on for a moment. I travelled all over the Air Force world giving talks on leadership, but I've often thought that I need to develop a pitch on how to follow. That's where leadership begins. Is there a difference between the art of following and the art of leading? An Air Force captain who teaches an off-duty college course in leadership told me he once split his class into two groups. He asked one group to develop a list of favorable leader qualities, the other a list of favorable follower qualities. He was somewhat surprised to find the lists were almost identical. Traits like loyalty, motivation, self-discipline, honesty, aggressiveness, communicative skill, concern for others, and initiative appeared on both lists. Are you surprised? Everyone in the Air Force works for someone so we all qualify as followers. Let's ask ourselves the question, "What do I want from my boss?" I can't answer for you but I can answer for myself. See how many of my points you agree with: I want to be treated with respect and human con-

cern. Since those are two-way streets, I have to be respectful toward my boss. I don't want preferential treatment, but I expect just and fair play. I have to be fair and honest with my boss to earn equality in return. I want work that is meaningful and challenging. I've got to show my boss that I possess the skill and training necessary to do my assigned job. I want enough authority to make decisions and become involved in planning and organizing my work. It's important that I don't abuse and misuse the authority I'm given. I want my boss to communicate, listen, and keep me informed. My responsibility is to keep my boss advised of problems and solutions that I might be aware of and to promote open lines of communication. I want a boss who inspires me—one who can bring out the best in me. I have to display self-discipline and motivation so my boss will know I'm receptive to instructions and capable of innovation. I want a boss who is not impulsive—one who does not act in haste. I have got to show that I can obey rules and standards so I don't place the boss in a compromising position. One point becomes crystal clear. The relationship between a leader and a follower is a two-way street—a give and take. You cannot be an effective leader or follower unless you do what you can to promote that type of agreement. Discuss my points with your boss/worker and see how your relationship measures up.



Former CMSgt of the Air Force Robert D. Gaylor

Foundation seeks 'Commitment'

Editor's Note: SrA. Karla Hessler, of Minot AFB, N.D., was awarded the George Washington Honor Medal Award by the Freedoms Foundation for the following fictional essay.

Dear Danny, Hello, son. By the time you are able to read and understand this, you won't be the chubby, grubby faced little boy I left behind. The many deaths and the constant bombings have made me realize I may never see you again and there are things you should know. It saddens me to have missed your growing up. You see, I love your mother and you with all my heart. If the circumstances were the same, though, I'd leave again because, son, I believe in our country and what it stands for. This uniform, though dirty and torn, means a lot to me. It stands for freedom and for life. Without men fighting in defense of our country, you might never live to experience all the beautiful things in this world, and that would be a tragedy. This uniform and what it stands for are what allows your mother and me to raise you in the manner we feel is right. It is more than cloth—it represents the blood, sweat and tears of brothers who have died for the cause. Wearing this uniform, I'm helping others to be able to live the same kind of life you have, and I'm insuring you the rights you deserve. But, son, I'm not being self-sacrificing. This uniform is important to me. It represents pride—pride in my country and most important, pride in myself. Son, I hope you can understand what I'm trying to say. Just like I held you as a baby and watched you grow, this uniform has done the same for me. It has helped me to grow and mature and become a more independent, thinking person. My ideas and opinions are much clearer and I'm more tolerant and understanding of those things foreign to me. While you were growing, Danny, so was I. My horizons have broadened and I've seen things I've never believed possible. Some were good, some bad, but all lasting. I've gained an education that money can't buy—the education of experience. Dan, it's not easy to watch people die but I'm doing what I can to make their dying a little easier. Because of this piece of cloth I wear, I've made some of the best friends a man could ever have. True friends who would give their life for me, and that's a treasure all the money in the world couldn't buy. And I've learned that what I can't accomplish alone is easy when you use a little teamwork. Even with friends this is a lonely place.

I miss you and your mother, son. But I've proved to myself that I can make it. Under the most terrible circumstances imaginable I've been able to survive, to live within the rules, discipline myself and be satisfied with what I am. Because of my suffering, I've learned to appreciate life. Now I get more out of one day than I used to get in a week—probably because I know tomorrow may never come. If I should die tonight, I'd feel that I left an important part of myself behind. Chances are that I won't die a hero, but I will die a person that your mother and, I hope, you can be proud of. Son, never let anyone tell you my death was needless. I died for what I believe in. I'm scared and lonely like everyone else here and I wish I could be at home with my arms around your mother, bouncing you on my knee. But I have a purpose here—to make a better world for you. So

I'll stay. I love you, son, and even if I never see you again, I hope you'll know what kind of man I was by this letter. Goodbye, son—take care of your mother for me. Love, Dad

"America's Commitment to Freedom" is this year's theme for military participants in the Freedoms Foundation awards program. The deadline for entries is Oct. 1. Entrants should send a 100-500 word letter, statement, essay or poem about the topic to: Freedoms Foundation, Valley Forge, Pa., 19481. The writer's name, rank, social security number, branch of service, unit address and complete home address with ZIP code should also be included. Awards include \$100 and \$50 Savings Bonds, George Washington Honor Medals and Valley Forge Honor Certificates.

AIR FORCE A Great Way Of Life

"WORD SEARCH"

T R A I N I N G Y N
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N E M L Q S B O J R

ACE	JET	SECURITY
AIDE	JOBS	SPACE
AIRCRAFT	PAY	TRAINING
BASIC	PROMOTION	TRAVEL
EDUCATION	RECREATION	UNIFORM
	RETIREMENT	

fem-line

By Barbara Wills

It's getting harder to stretch those paychecks from payday to payday—especially since coming into recruiting and living away from the base. We can't get to the BX and commissary very often and have to deal with rising inflation on top of everything else! I've found, however, that with some careful budgeting we can get along pretty well. One of the first things I had to accept was that I just didn't pay to drive 150 miles each way to go to the commissary and BX unless I could include doctors' appointments or other errands in the same trip. Aside from the driving time involved and the wear-and-tear on the car, the gasoline proved prohibitive. Carpooling with other wives would help cut these costs somewhat. But before driving all that distance it's wise to be sure the savings will be more than the expense involved in getting there. Now that we're paying our own utility bills we can see what energy really costs! We've always tried to conserve, but seeing how much we're using from one month to the next gives us a lot more incentive. The old standbys of turning off lights and water faucets still apply. But hanging clothes out to dry instead of using the dryer for every wash load, turning off the television when no one is watching or when we aren't particularly interested in what's on, and keeping the lids on pots when cooking are other good ways of saving energy. Most utility companies have brochures that give other suggestions.

And all that saved energy equals money in our pockets! The grocery bill offers a lot of opportunity for saving, too. A shopping list is my major help in saving money at the grocery store. I keep the list on my refrigerator all the time and write things down as I think of them. If I open the last jar of something it goes on the list. When I plan meals I check ingredients and write down the needed items with sizes required. Jotting down the approximate cost of things enables me to use the calculator to check out what I can expect to spend before I leave home to do the shopping. And I try to stay right with the list when I'm in the store. This is much easier if I go shopping alone. On the bottom of my shopping list is a paperclip. When I run across a coupon for something I will use I attach it to the back of my list with the paperclip. I also go through my collection of coupons every time I plan to shop and see if there is something I need for which I have a coupon. But I use these little items carefully. Last week, for example, I had planned to use a coupon to buy cheese. But when I got to the dairy section the brand of cheese for which I had a fifteen cent coupon was forty-five cents more than the same size of my usual brand. Needless to say, the coupon went into the trash when I got home! Another helpful way to shop for savings is to

buy large sizes. A twenty-five pound bag of flour will usually save from a dollar-and-a-half to two dollars over the cost of five separate five-pound bags. The extra flour can be stored in closed containers with tight fitting lids. If it takes too long to use I usually store the extra in the freezer. Large bags of frozen vegetables can be partially used and the remainder stored in the freezer until needed. Larger sizes of honey, salt and baking powder will keep indefinitely on the kitchen shelf and will save money over the long run. A garden is another good way to save on groceries. The fresh produce helps out during the summer, and I freeze or can as much as possible to use during the winter. Sometimes it's also possible to buy fresh produce inexpensively from farms or roadside stands. Some places even allow people to pick it themselves. Newspapers usually carry this information. The local county extension office has lots of free information available on canning and freezing procedures, and their personnel are always friendly and helpful. It's not always easy to save money. But viewing the effort as a challenge, trying to be aware of the money-saving potential of each buying situation, and putting out a little extra effort helps. The savings involved can pay off a bill, start a savings account, or provide an evening out. It's well worth the effort!

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.

Reserve physical all right if...

COMMENT: We do a lot of business putting reservists and national guard members on active duty. Part of the procedure involves getting them a new physical at the AFEES once they are ready to come in.

I think we could save money by getting a certified copy of their reserve or guard physical from their medical records if it is less than a year old.

REPLY: The reserve or guard physical can be used as you suggest, however, it is up to the discretion of the AFEES chief medical officer. Have your applicants take a copy of their previous physical with them to the AFEES for review and possible acceptance.

Waiver-bound

COMMENT: I question the procedure on multiple waivers. I have an applicant who was arrested for possession of marijuana, but the charges were dropped making him, in essence, not guilty. He also has a shoplifting charge, was found guilty and paid a fine.

According to our operations people, this no longer requires the group drug or squadron waiver but an HRS waiver. I question this because of the time involved. Is there an easier way to handle the situation—such as at the squadron level?

REPLY: Yes—if you'll settle for group level. Change 1 to ATCR 33-2 which will include guidance on multiple waivers to be handled at the group level. This will ensure we look at the whole person and also let us be more consistent in our final decisions.

dial

3425

Permissive TDY for Helpers?

COMMENT: I understand there is information out that precludes individuals from using permissive TDY for the Recruiter Helper Program.

COMMENT: Since there is no funding available now for the Recruiter Helper Program, I was wondering if we could get the helpers here via permissive TDY?

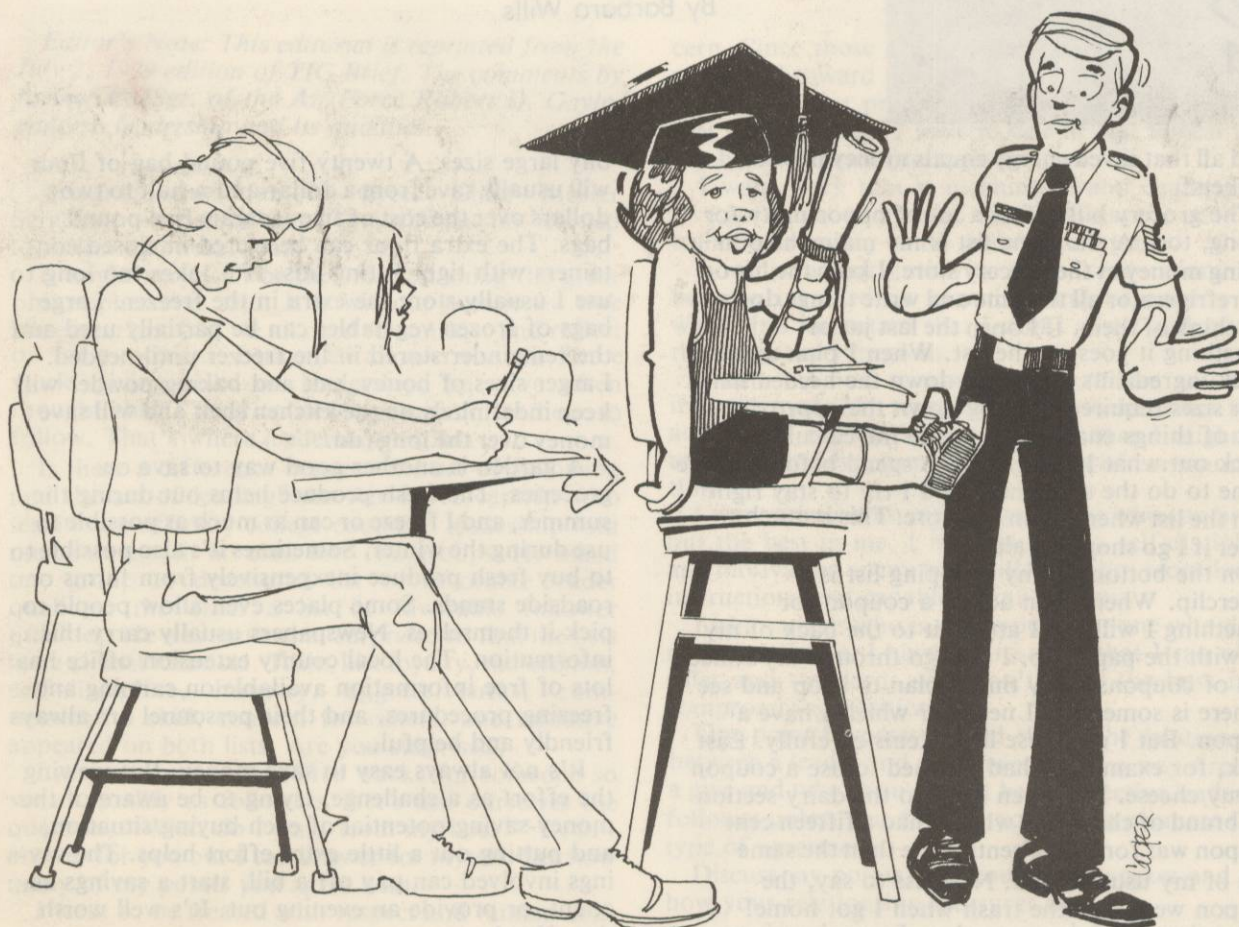
REPLY: I wish we could help both of you and all the others who have often mentioned this possibility to keep the helper program going all the time. The regulation, however, just won't allow the use of permissive TDY for the program.

What IS allowable is the "loaning" of first term airman from a base to recruiters in the immediate area. This is spelled out in the AFRAP Action Plan. Also, look for new Helper funds 1 Oct.

Let him test

COMMENT: Seems we have a problem in testing a 16-year-old who has already graduated from high school. The AFEES won't do it.

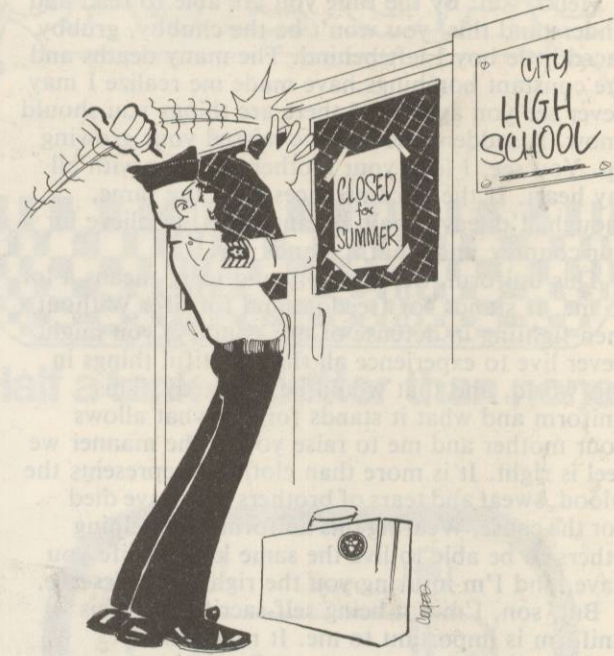
REPLY: Sure they will—now that MEPCOM has talked with them. ATCR 33-2 states that a 16-year-old senior can test, but it does not spell out that a graduate may test. Look for a change setting the facts straight in the regulation.



Remove card before using

COMMENT: "Today's Air Force Biomedical Science Corps" brochure, SG 77-2, can be made usable by tearing the three response cards off the back. This action puts the brochure in line with the new postal requirements for response cards outlined in Col. Walter D. Miller's letter of June 7.

REPLY: You're right, and thanks for passing the word for everyone's benefit.



Confirm those grads

COMMENT: In relation to the IMAGE program, it is pretty hard to get confirmation of high school graduation after school is out for the summer. Is it absolutely necessary?

REPLY: If you haven't gotten it by now, you should be able to soon, as school doors open for the fall semester. At any rate, we must continue to insist upon verification of high school graduation and courses.

Without confirmation of course completion and high school graduation, the entire IMAGE enlistment formula would be inaccurate. This could require contacting school officials at home or getting Mom to turn loose of those report cards or diplomas. If the applicant wants in, he will surely provide the necessary information.

Get results!

For best results, we recommend that DIAL users first write down their comments and review them to insure they're saying what they want to say. Then call DIAL and read the comments onto the tape recorder.

This is especially important when users choose not to leave their names and telephone numbers. It's sometimes difficult to determine what the real problem is when it is given at the spur of the moment to a lifeless tape recorder. The best way is to leave names and number to insure callers get the proper answer, not the answer we think they need.

Remember that a DIAL call is normally followed up by a telephone reply within 72 hours—if you leave your name.



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
Charles J. Chandler Chief, Publicity
TSgt. Wayne W. Bryant Editor

Chief Krakowski remembers

By Capt. Chuck Whitley

LOWRY AFB, Colo.—The summer of '51. Bobby Thompson's pennant winning home run would soon propel New York's Giants into a crosstown World Series against Casey Stengel's Yankees. No one had ever heard of Skylab. Who could have visualized a new silver dollar barely larger than a quarter and worth about as much?

The United States Air Force was only four years old. There was no Air Force Recruiting Service. But there was an Air Force recruiter in Denver. His name was Stan Krakowski. He was destined to become the top recruiter in the Air Force seven years later and then rise to the top of his profession.

On July 31, CMSgt. Stanley R. Krakowski, operations superintendent of the 3567th Recruiting Squadron, retired after almost 28 years of service and over 20 years of recruiting duty in the Denver area.

Krakowski credits his own enlistment to another early Air Force recruiter...his mother. "I had one brother in each of the service branches except the Marines, so I wanted to join the Corps to round it out. Of course at that time I thought I was bullet proof.

"But what happened," Krakowski continued, "every time I'd sit down at the family table in Evanston, Ill., my mother would stare at me and start to cry. She really got to me. Well, as a result of her crying and my brothers' advice, I got into the Air Force. I still give thanks to my mother...." the chief chuckled. "She sure made the right decision for me back in 1951."

Krakowski started recruiting that same year. An administrative specialist assigned to Lowry AFB, he had the "opportunity to police up the barracks of the Aviation Cadet Selection Team. The team evaluated and selected both Army and Air Force applicants.

"The commander saw me cleaning up one day and asked me what type of training I had. When I told him he offered me a job with the selection team. I started recruiting in the same building that the 3567th is located in."

Volunteers

Senior citizens aid '49th direct mail effort

By TSgt. Ed Gilbert

TINKER AFB, Okla.—Can community volunteers be helpful to recruiting? You bet!

Without their help the 3549th Recruiting Squadron here wouldn't be able to mail half of the 30,000 direct mail pieces it sends out each month.

SSgt. Jim Zaluski, an advertising and publicity NCO who manages the direct mail effort, explains, "All we do is take the materials to the Senior Citizen Center, and they stuff the letters, attach labels and ZIP code-sort the letters. Two weeks later we go by and pick up the finished product."

Maintaining the quality direct mail program is difficult. According to Sergeant Zaluski, you have to use every tool available to get the job done.

"One of the things I heard a lot when I first came here is 'work smarter, not harder,' and that's what we're doing. By the senior citizens doing the major part of the mailout program, we in the A&P branch have more time to work on other projects the recruiters need."

One question Sergeant Zaluski hears often is "How did you luck out getting the support from a local Senior Citizen Center?"

"That was easy," he says. "I contacted the Retired Senior Citizen Program director in my area and he put me in touch with the Midwest City Center."

"The program is great for all concerned, because it gives the senior citizens a chance to work on something and helps us out by expanding our abilities to support recruiters," explains Capt. Harold D. Hart, 3549th RSq. A&P chief.

Sergeant Zaluski adds that the key to success is a "well-managed program that will create the needed exposure for our recruiters."

Still recruiting when the Recruiting Command was created in 1954, the chief remembers working all programs without even so much as a recruiting badge to his name. "I worked out of an old 'blue goose' sedan, my home away from home. We all worked out of a single, central office in Denver."

I've found in

recruiting a high

degree of dedication'

Three overseas tours in Iceland, Turkey, and Hawaii gave Chief Krakowski a fresh respect for his country and the job of finding qualified people to join the Air Force. "I found working relationship in an overseas environment about the same as in recruiting. If you treat a person right...whatever his age or background...and work by example, they'll come through."

"There were so many memorable experiences in those overseas tours. One of the best tours was Turkey. I went through the Turkish language school and then worked in protocol for four different Turkish general officers in 6th Air Force Headquarters. Very interesting. I remember one British diplomat whose title was 'Her Majesty's British Ambassador to Turkey Extraordinary Potentate.'"

The overseas tours were the only ones Krakowski spent away from the business of selling Air Force opportunities to young men and women in the Rocky Mountain region. "I read the article on CMSgt. Lee Farmer in the 'Recruiter' and I thought it captured a lot of the old recruiting atmosphere," Krakowski said.

"With very little deviation down through the years I've found in recruiting a high degree of dedication. Sure, we've had to adjust to the environment, but

one thing hasn't changed in recruiting from day one...it is a people business.

"And that today is my biggest concern...that we might forget, with all of our computerization and sophistication, that it's a people business. If you treat your people right, if you really show interest in their problems, show compassion, they're going to respond...whether you're dealing with a recruiter or an applicant. Even an applicant feels an obligation to you when you show sincere interest in him."

"Now you won't get to everyone," the chief reflected. "Some people just don't take the business of recruiting to heart and you'll never reach them. But I still feel, after 20 years in recruiting, that the key to success in most situations is empathy, love, and motivation. To me, that's 95 percent of it."

Chief Krakowski has been one of the most successful recruiters and managers of recruiters. He offered a few reflections on the problems and challenges Air Force recruiting faces today.

"The elimination of the draft eliminated an awareness of the military...the Air Force as a job provider. Out of sight, out of mind. That's why Air Force advertising is so important today. That's why we have to project our opportunities into the community. And that's why we have to follow up quickly, thoroughly, and properly on every generated lead."

'Pick the right

people for the jobs...

then motivate them'

"Picking the right people for the jobs in recruiting and causing the least amount of turmoil for them and their families...and then to motivate and guide them to success, it's really a constant challenge in the recruiting business."

Chief Krakowski plans to retire in the Denver area, where he has spent over two-thirds of his distinguished career.

"I think there are three phases to every person's life," the chief added. "Growing up and working lead into the third phase - retirement. The Air Force has been good to me...now is the time to put something back in the pot."

"I really want to do something with no monetary reward offered. My dear wife, Alvina, has been with me since the start. I'd like to spend more time with my family and church and help senior citizens."

"Some people retire and try to find their niche or make millions in insurance, real estate, or whatever. I already feel like a multi-millionaire, as money could never buy the expression of friendship I've seen over the years. You bet I'll keep in touch with the recruiting squadron," Krakowski concluded. "I'll be one of the best Centers of Influence they've ever had."

Dalton at '62nd stresses OI help

Brig. Gen. H.J. Dalton Jr., Air Force director of information, recently paid a visit to the 3562nd Recruiting Squadron at Norton AFB, Calif.

The general was briefed on recruiting in the '62nd area and also on the squadron advertising and publicity efforts by Maj. William J. Boyland, squadron commander.

In a recent message, General Dalton told information people worldwide, "The next few months will be critical for recruiting...I appreciate the fine support you have provided recruiting in the past, but I challenge you to maximize your efforts in the coming months."

"Information officers should interface closely with their personnel AFRAP representatives and local area recruiting programs," General Dalton said. "We must use every possible medium to prudently convey our mission and needs to our internal and external publics."



Thanks

SSgt. Jim Zaluski was the man in charge of games during a picnic held to recognize the senior citizen volunteers.

(Photo by TSgt. Ed Gilbert)



In the limelight, a Razorback "buddy" is interviewed by a Little Rock television newsman.

Time nears for a member of the Razorbacks buddy flight to begin his new Air Force life, and his mother enjoys the last few moments with her son. The 3549th Recruiting Squadron's hard work at forming the flight is over, but their satisfaction and pride will endure.

When recruiters decide to form a buddy flight, officially called a Special Enlistment Group, they soon learn the effort involves...

More than buddies

Story by
SSgt. Doug Gillert

Photos by
TSgt. Ed Gilbert

Buddy flights aren't new. But for those squadrons or recruiters who haven't set one up, there's more work to putting one together than you can imagine.

And—more rewards. All the participants in the formation of a buddy flight can easily get caught up in the effort. The players include the "buddies," the young people who are enlisting as a flight; the recruiters, liaison NCOs, flight supervisors and operations staff who spend seemingly endless hours preparing the paperwork, counseling the individuals and tying up all sorts of loose ends.

Then there are the advertising and publicity people who make sure proper awareness—a major benefit of buddy flights—is developed through a well-coordinated program of ads, newspaper articles, radio and TV announcements, pomp and ceremony.

Finally, participation rises to the top, and in most cases the Recruiting Service commander, himself, gets involved. Often, too, state governors or other prominent people participate.

There have been two buddy flights this summer, the Olympiad Flight, sponsored by the 3516th Recruiting Squadron, Milford, Conn.; and the Razorback Flight, sponsored by the 3549th RSq., Tinker AFB, Okla. More are planned.

Both of these squadrons used already well-

known symbols to call attention to their buddy flights. The 3516th borrowed from the upcoming winter Olympics in their area to create the Olympiad Flight. Arkansas' "Razorback" mascot made a recognizable name for the '49th's Arkansas flight.

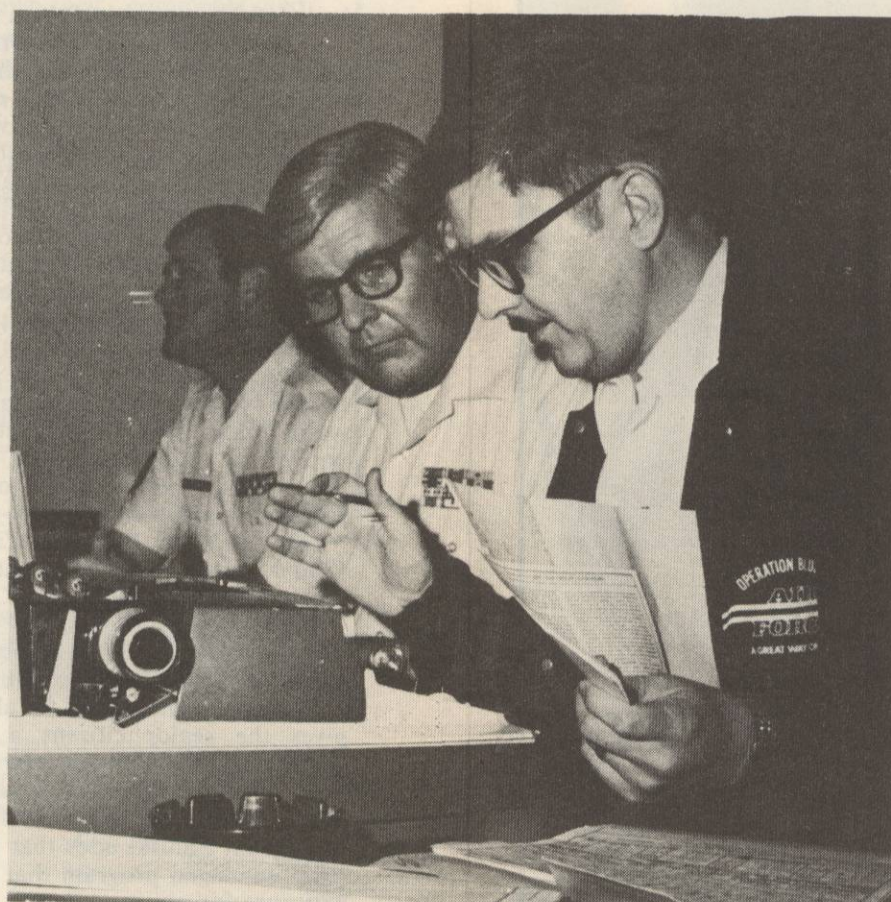
The Razorbacks' sponsoring flight supervisor, MSgt. Phil Cunningham, tells it this way. "A buddy flight is very special because the members enlist together, travel to Lackland AFB together, and go through basic training together."

"Together" is the key word—not only for the flight members, but for the recruiting team members who put the whole act together.

Sergeant Cunningham and his recruiters have done an outstanding job in putting this flight together, says his commander, Lt. Col. Marion C. Faseler. "Their achievement is even more remarkable when you consider what they did in May."

"They were the top producing flight in our squadron that produced more than 190 percent of its goal, the highest percentage ever achieved by a squadron in a single month since the beginning of the all volunteer force concept."

Such achievement, like forming a buddy flight, takes work—but it produces pride. For all involved. The photographs herein are proof.



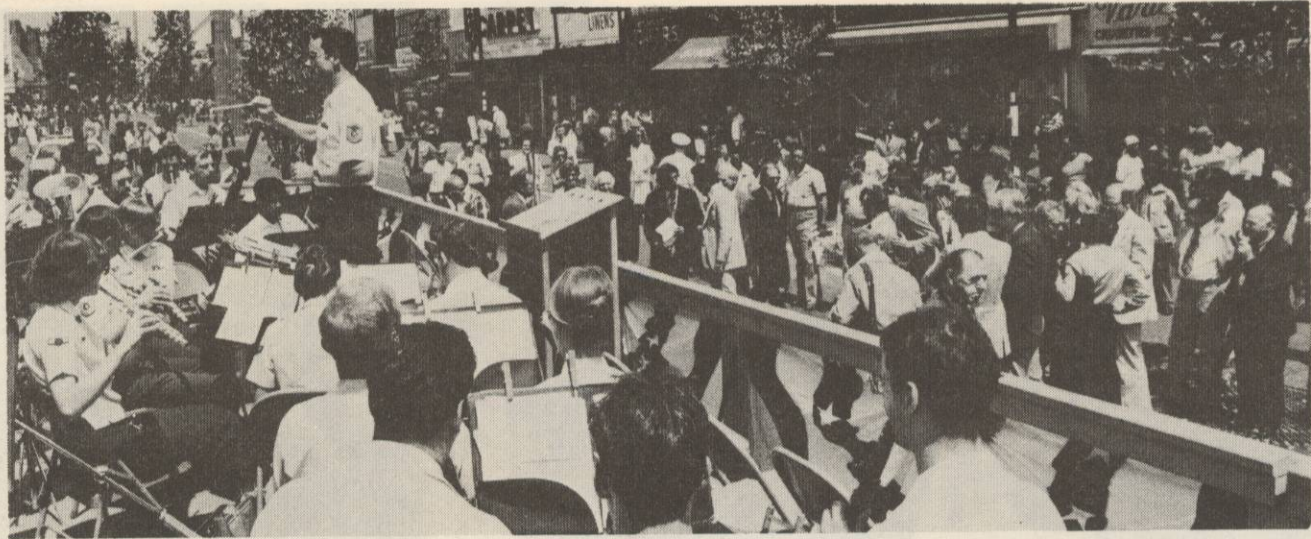
The night before, final enlistment paperwork on members of the buddy flight is completed by MSgt. Mike Troxell, MSgt. Jack Gassaway, and TSgt. Ralph Haden in a makeshift office at the flight's motel.

The moment arrives: Brig. Gen. Keith D. McCartney, Recruiting Service commander, administers the oath of enlistment to the Razorbacks on the Capitol steps.



Each member of the Arkansas flight had his own feelings this day.

The feeling of pride shows as a new airman received congratulations from his family after being sworn into the Air Force on the steps of the Arkansas State Capitol in Little Rock.



Tuned in

Several hundred local officials and citizens were on hand during a performance of the 590th Air Force Band, McGuire AFB, N.J. which supported recruiting efforts in Jamaica, N.Y. The

band toured the 3514th Recruiting Squadron area and performed at several high schools on Long Island and publicly in New York City. (Photo by SSgt. Jim Zix)

More is not always better

Editor's Note: This article and three to follow, are discussions of how to reduce the "fall-out" rate in Health Professions Recruiting. Capt. James Shepard, chief, Health Professions Recruiting for the 3505th Recruiting Group, explains "fall-out" and how to avoid it.

By. Capt. James Shepard

All too often those of us in recruiting think that to increase production we must increase the number of leads we receive. While it's true that we must have good leads to be successful, there are other ways to increase production.

One way is to reduce our "fallout rate." We know that getting too many non-selects is an undesirable situation, but do we all realize that non-selects are only one of the four factors comprising "fallout?"

Fallout consists of non-selects plus medical disqualifications plus oath declinations plus application withdrawals. All of these factors can, to some extent, be controlled. By controlled I mean reduced to a small enough percentage so as not to erode the number of applications submitted.

For example, if a squadron with a goal of ten sub-

mits seven applications, loses five applications to non-select, oath declination, etc., it has a total fallout rate of 65 percent — or put another way, over half of its total effort was lost. One way to improve this situation would be to submit 27 applications. Then by maintaining the same fallout rate of 65 percent, the squadron would attain its goal of ten applications.

Unfortunately, in a stabilized market environment, it is very difficult to generate an even greater number of leads to assure goal attainment. If, however, that same squadron submits 17 applications but reduces its fallout rate to an acceptable 40 percent, it will achieve its goal of ten.

Once again we've demonstrated the truth of the well-worn cliché that "working smarter not harder" will help us attain our goals.

FY 79 promises to be the most challenging year we've encountered. With the increase in goals, our production problems will require new and better solutions. These problems and possible solutions will be the topic of follow-on articles. In the next issue, we'll address the problem of oath declinations.

Kites, planes fill '68th skies in air regatta

IDAHO FALLS. Idaho—Air Force recruiters here agree the recent Air Force Regatta was a great way to meet new people and get wide Air Force exposure.

MSgt. Steve Kowal and SSgt. Corrie Southworth, 3568th Air Force Recruiting Squadron, Ft. Douglas, Utah, co-sponsored the event with the Intermountain Science Experience Center, Civil Air Patrol, a local airline and other companies.

Although air festivals have been around since the Wright Brothers, they said, this competition was restricted—to kites and paper airplanes.

All ages compete

The competition was broken down into three major categories, by age ranging from eight to 100. Planes could be made only of paper and were judged for largest, smallest, most maneuverable, distance, most stable, and uniqueness.

Kites had similar judging categories with restrictions for the 12 and older groups requiring kites to be constructed only of paper with wood or bamboo framing. There were also classes in plane and kite making.

Sergeants judge event

Sergeant Southworth was master of ceremonies for the awards presentations and Sergeant Kowal assisted with the judging. In addition to this exposure, the event received a great deal of publicity, they said, through the Idaho Falls schools and from local media.

"We had a great time," said Sergeant Southworth. "The creativity and skill of the participants was really impressive and the event gave Steve and I a chance to help the community and meet some really fine people. We're looking forward to next year's regatta."

An Air Force Regatta may not be the proving ground for resolving the energy crisis, one squadron official noted, but it is a natural for Air Force participation and community involvement.



Late afternoon sun glances off the canopy of the T-38 as a student pilot emerges from his craft. Sheppard's 80th Flying Training Wing conducts training for American and foreign student pilots.

Sheppard

Mixes learning, living

By SSgt. Earl Shellner



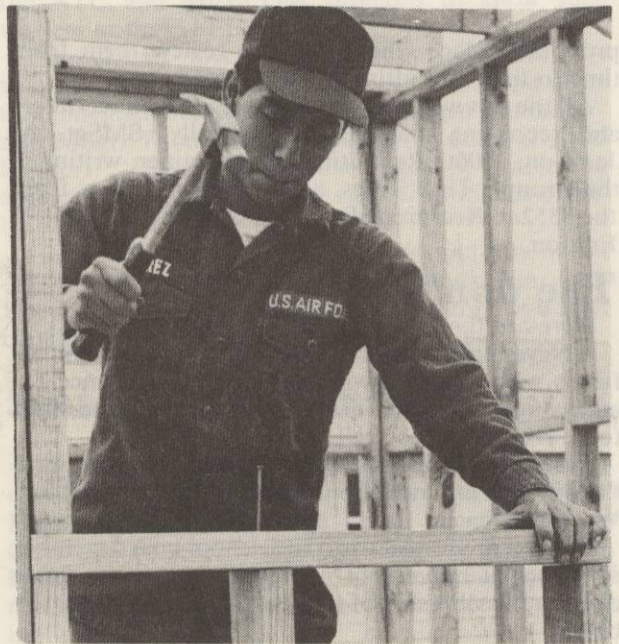
AB Jimmy Perez secures a strut to a house frame during the eight-week carpentry course at Sheppard AFB.

SHEPPARD AFB, Texas—From nearly all Air Force hospital related jobs to missile launch officers to carpenters, the job at Sheppard AFB is a never ending one of training. More than 25,000 officers and airmen pass through the base each year to learn specialties that will last a lifetime.

Sheppard is home for the School of Health Care Sciences, Technical Training Deputate, 80th Flying Training Wing and 3785th Field Training Group.

The vast majority of medical services people entering the Air Force will take classes conducted by the School of Health Care Sciences. Departments of Medicine, Nursing, Health Services Administration, Dentistry and Biomedical Sciences turned out more than 7,000 graduates during 1978.

The school is accredited by the Southern Association of Colleges and Schools. Health care classes also carry cooperative agreements with Midwestern State University in neighboring Wichita Falls and with the University of Oklahoma. College level credit is granted for most of the courses offered, and nearly all graduates may obtain transferable academic credit through the Community College of the Air Force at Maxwell AFB, Ala.



A stay at Sheppard, however, is not all work and no play. There are three gyms, two bowling alleys, an 18-hole golf course, three swimming pools, a track, three football fields, eight softball fields, 20 tennis courts, a soccer field and two baseball diamonds for students and others to enjoy.

In addition, the base offers nightly entertainment at the Officers, Airmen and NCO Clubs. A multipurpose recreation center features a variety of indoor games and occasional workshops for everything from martial arts to knitting.

Tech training realistic

Technical Training Deputate maintains a wide variety of basic and advanced courses which supplies the Air Force with highly skilled people. Major groupings include communications, missile, aircraft maintenance, civil engineering, comptroller, transportation and computer training.

Course work within Technical Training Deputate is designed to provide the most realistic setting possible for students. Carpenters, plumbers, electricians, computer programmers, teletype repairmen and many others train in areas that closely resemble those in which they will actually work later.

Undergraduate pilot training is conducted by the 80th Flying Training Wing. The wing trains both American and foreign students how to fly subsonic and supersonic aircraft. In addition, former helicopter pilots are retrained to fly conventional fixed wing jets.

3785th Field Training Group is headquarters for training detachments worldwide. The specialized instructors and staff maintain many on-the-job training programs designed to acquaint Air Force members with an ever increasing flow of new equipment and technology. Their job is to continually upgrade the skills of workers who are assigned throughout the world.

During training, students live in two-person rooms with dining areas, lounges and other recreation facilities located within the dormitories. The base exchange, commissary, bank and credit union are located in a shopping area convenient to the dorms.

Near lakes, streams

Sheppard is located on 5,000 acres of gently rolling plains, four miles north of Wichita Falls. The base is 140 miles from Dallas and 125 miles from Oklahoma City. The city of Wichita Falls boasts a population of 100,000 and offers many historical and entertaining activities.

Lakes, rivers, streams and several mountains are within easy traveling distance from the base. They provide opportunities for boating, swimming, fishing and hiking. In addition, the base maintains campsites at Lake Texoma, a recreation area located 70 miles east of the base along the Texas and Oklahoma border.

Training at Sheppard is geared to provide an even balance of educational and recreational outlets. It is the largest of the Air Force's four technical training centers.

honor roll

One Hundred Percent Squadron Club

This category recognizes all squadrons that met or exceeded their cumulative NPS EAD goal through July.

Squadron	Percentage	Squadron	Percentage
31	111.4	39	104.2
33	110.5	61	103.5
37	109.5	66	103.0
14	109.0	41	102.6
35	105.6	15	102.4
67	105.0	11	100.8
46	104.6	49	100.4

Squadron Net Reservations Club

This category recognizes all squadrons that met or exceeded their NPS Net Reservation goal for July.

Squadron	Percentage	Squadron	Percentage
35	118.8	14	107.3
61	112.2	31	105.5
33	107.6	32	103.9
		37	102.7

Twelve or More Club

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

Name	EADs	Sq./Flt.
SSgt. James E. Fowler	21	16A
TSgt. Teodoro Cuellar Jr.	21	62A
SSgt. Joseph F. Szepanski	18	33D
SSgt. Robert T. Hatt	17	46E
SSgt. Joseph H. Zalanzowski	16	18C
MSgt. Charles B. Reustle	16	33E
SSgt. Andrea Calvanese	15	16A
SSgt. John E. Hoime	15	42A
TSgt. John J. Kanopka	15	44C

MSgt. Ferdinand Gonzales	15	46E
TSgt. Jerry E. Hyatt	15	33B
TSgt. Xavier D. Lewis	14	16D
TSgt. Robert B. T. Houle	14	19C
SSgt. Robert E. Pruett	14	33C
SSgt. Michael D. Summers	14	46D
SSgt. Michael P. Larsen	14	55B
MSgt. Dennis P. Tucker	13	14F
TSgt. Albert DeGuzman	13	14A
SSgt. Jesus E. Semprun	13	14E
SSgt. David E. Biggs	13	31D
TSgt. Harvey L. Heard	13	31E
SSgt. Evan D. Edwards	13	43D
SSgt. Lonnie C. Morris	13	49D
SSgt. Sidney C. Sonag	13	66B
SSgt. Francis J. Szymanski	13	52D
SSgt. David E. Calhoun	13	53C
MSgt. Robert E. Mansperger	12	19F
TSgt. Dennis A. Peterson	12	33F
TSgt. Charles R. Reynolds	12	37D
SSgt. Virgil L. Francis Jr.	12	66C
SSgt. Emmanuel J. Vaughn	12	51C
SSgt. Earl W. Schurr Jr.	12	54E

Twelve more More Net Reservations Club

This category recognizes those recruiters that obtained 12 or more Net Reservations for July.

Name	Net Res	Sq./Flt.
TSgt. Tony G. Williams	18	35A
SSgt. Franklyn T. Grant	16	14D
MSgt. Sammy J. Parsons	15	37C
TSgt. Albert DeGuzman	14	14A
SSgt. Henry R. Daniels Jr.	14	66B
MSgt. Charles B. Reustle	13	33E
TSgt. Donald J. Riek	13	35A
TSgt. Rodney E. McKenzie	13	61C
SSgt. Thomas R. Smith	12	14D
SSgt. Richard E. Morin	12	13D
SSgt. Candace D. Giondi	12	11B
TSgt. Robert W. Kopley	12	32D
MSgt. Ricardo Canis Jr.	12	46E
MSgt. Harold L. Dunkle	12	67C
Sgt. John Cabezut Jr.	12	66B

Engineer Club

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

Name	Accessions	Sq./Flt.
TSgt. David P. Hepler	2	11D
TSgt. Elza M. Hultz	2	62A
SSgt. Daniel Alonzo	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
TSgt. Joseph C. Lima	1	67A
TSgt. George Eret Jr.	1	67X
TSgt. David R. Hill	1	61B
TSgt. Vernon K. Hanson	1	67B
TSgt. Phil 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. Zalanzowski	1	18C
SSgt. Miguel A. Guadalupe	1	14C
SSgt. Dewayne A. Moore	1	43B
SSgt. Bruce T. McComb	1	44C
Sgt. Ernest R. Martin	1	11E
Sgt. Fortunato Tinoco III	1	46A
SSgt. Merlen E. Olesen	1	41B
MSgt. Lloyd C. Crenn Jr.	1	41B
SSgt. Francis J. Bailey Jr.	1	14E

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 July.

Name	Goal/Acc	Percent	Sq/Flt
MSgt. David P. Kozicki	24/45	187.5	18C
MSgt. Eugene A. Rathfon Jr.	31/51	164.5	18A
TSgt. Jerry L. Wieman	22/36	163.6	42F
MSgt. Lowell H. Rollyson	26/42	161.5	11F
SMStg. Arnold G. Berry	54/87	161.1	46E
SMStg. Hayward D. Doty	35/56	160.0	44C
TSgt. Robert E. Jacques	33/52	157.6	13F
MSgt. Thomas L. Morgan	28/44	157.1	11C
MSgt. John C. Newberry	31/48	154.8	43D
SMStg. Ronald C. Brodeur	24/37	154.1	11D

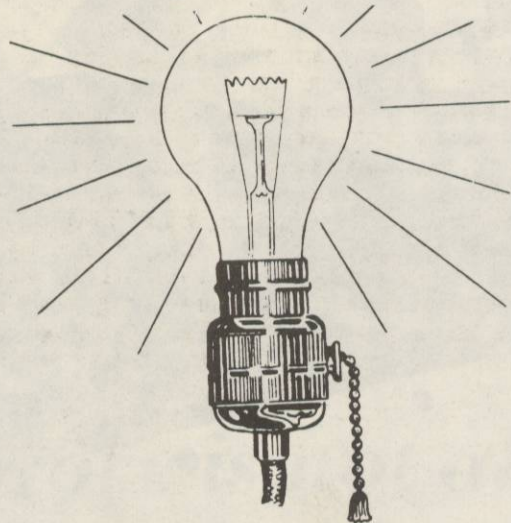
Flight Net Reservations Club

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

Name	Goal/Acc	Percent	Sq/Flt
MSgt. Gary Thomas	47/77	175.0	35A
TSgt. Victor L. Collins	23/37	160.9	14A
SMStg. Arnold G. Berry	38/61	160.5	46E
MSgt. Manuel J. Mello	39/60	154.0	61G

crossfeed

Got a good idea?



Why not share it!
'Crossfeed' is the place to share those good ideas that have helped you in your job. If you have something to pass on, mail it to USAFRS/RSAP, Attn: Crossfeed, Randolph AFB, Texas, 78148.

Sea World runs blue

Sea World-San Diego, a west coast marine life attraction, honored the Air Force and local recruiters by sponsoring "Air Force Days at Sea World," for the eighth consecutive year.

The three-week festivities include a drill competition between bases in California, military working dog demonstrations, and performances by the 15th Air Force Band from March AFB.

San Diego recruiters, TSgt. E.M. Hultz and Ron Canfield coordinated this year's effort for the 3562nd Recruiting Squadron.

Schools: The do's and don'ts

Editor's Note: High schools opened their doors this month to the Class of 1980—a primary source of new Air Force enlistments.

To help recruiters work these current seniors, we offer the following list of tips. The "don'ts" are printed first as a guide of what not to do. We suggest you read these tips then discard them. The "do's" are a list of positive ways to enhance your school program. Why not clip these and place them in some

Nurse film

Capt. Linda Bowser and Bonnie Brewer, Nurse recruiters from the 3550th and 3553rd Recruiting Squadrons, combined forces with WANE-TV Public Service Director, Becky Haxby, to produce a 30-minute public service show on Air Force nursing.

Using the new "Air Force Nurse" film, the three explored the unique aspects of Air Force nursing and talked about their own nursing experiences.

WANE-TV is the Ft. Wayne Ind., CBS affiliate and reached both the '50th and '53rd zones. Captain Brewer is a native of Ft. Wayne and taped the show while home on leave.

Keeping up on OTS

With the cheering section at 98 decibels, selected recruiters from the New York City area competed for fame and glory in an OTS Knowledge Bowl. The 3514th Recruiting Squadron's semi-annual sales training meeting pitted recruiters from each flight against one another. That's one way to stay on top of the OTS program.

Where to from here

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.

prominent place where you can review them from time to time and ultimately memorize them.

All the tips were provided by experienced recruiters and recruiting managers; specifically, SMSgt. Al Jamison, 3506th Recruiting Group trainer, writing in the Group's Tiger Tales, and several recruiters from the 3552nd Recruiting Squadron, quoted in the '05th Edition.

The don'ts

Here are the "don'ts."

- Never try to impress counselors and school officials with your knowledge of college entrance examinations, etc. They are the professionals and want to be recognized as such.

- Unkind remarks about another school to praise the one you are in will only lead to future problems. Word gets back.

- If you are forced to go to a school board member or principal because of an uncooperative guidance director, the less said of that particular individual the better.

- Don't get involved in a debate during your school visits or a career day presentation. During school talks try to arrange to have four services go to different areas of the room, or separate rooms, to answer questions from the audience after each service has given its talk.

- Never put down another branch of the service.

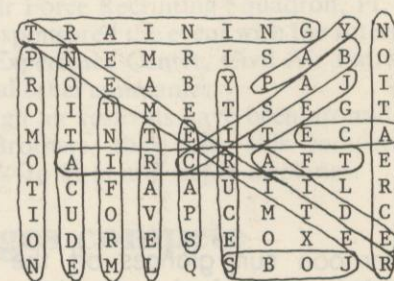
The do's

Now for the positive tips, the ones you may want to memorize and actualize. Here are the "do's."

- Be professional. Address persons with a title by their title. This is important, because as your relationship improves with school officials, there is a tendency to use first names. This can decrease the effectiveness of your rapport with an educator. Also, a person who has studied for years to earn a position

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AIDE	JOBS	SPACE
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EDUCATION	RECREATION	UNIFORM
	RETIREMENT	

Solution to puzzle on page 5.

Sponsors win

Acting as a sponsor can and did improve Air Force awareness in the Fayetteville, N.C. area, according to SMSgt. Gerry Greshan, 3537th Recruiting Squadron, Fayetteville flight supervisor. The flight sponsored and judged the North Carolina Junior ROTC Drill Meet. Drill teams from Air Force, Army, Navy and Marine Corps ROTC units competed. The winners of the competition came from the Navy, but the Air Force came out ahead in awareness.

with title likely wants to be called by the title. That position can be compromised by over-familiarity in front of students.

- New recruiters should enlist the aid of school officials who are cooperative toward the Air Force. Request help from the counselor who has access to information on school policy and procedures. The objective is to become accepted as part of the school community.

- Be completely knowledgeable of ASVAB testing.
- Know all you can about the school you're visiting—what is it known for (athletics, music, academics...)

- Always make an appointment and then be on time.

- When you visit a school, look sharp.
- The main reasons for getting into a school are to sell mass testing and career day talks and acquire a school list.

- Once established in a school system, use the centers of influence for your benefit. With the help of school officials, devise a means to acquire and refine the school list.

- Get at least one student in the DEP early in the school year. That student will be your best advertisement and will bring other applicants to you throughout the school year.

- Offer an incentive to your DEP members, such as a steak dinner for whoever brings in two or more leads who actually enlist.

- Have integrity; the applicant who trusts you won't hesitate to steer his friends to you.
- Always stress to applicants that the Air Force policy is to "stay in school and graduate."

All of these tips are general in nature and should be tailored to fit each particular zone or school system. Develop a program using these tips and the basic recruiting tools you learned in recruiting school—and your goals for the Class of 1980 will be achieved.

S-s-nakes? no problem

INDIANAPOLIS, Ind.—Recruiters SSgt. Thomas Cox and Sgt. Kenneth Taylor, are problem solvers. Even if the problem is a five-foot boa constrictor.

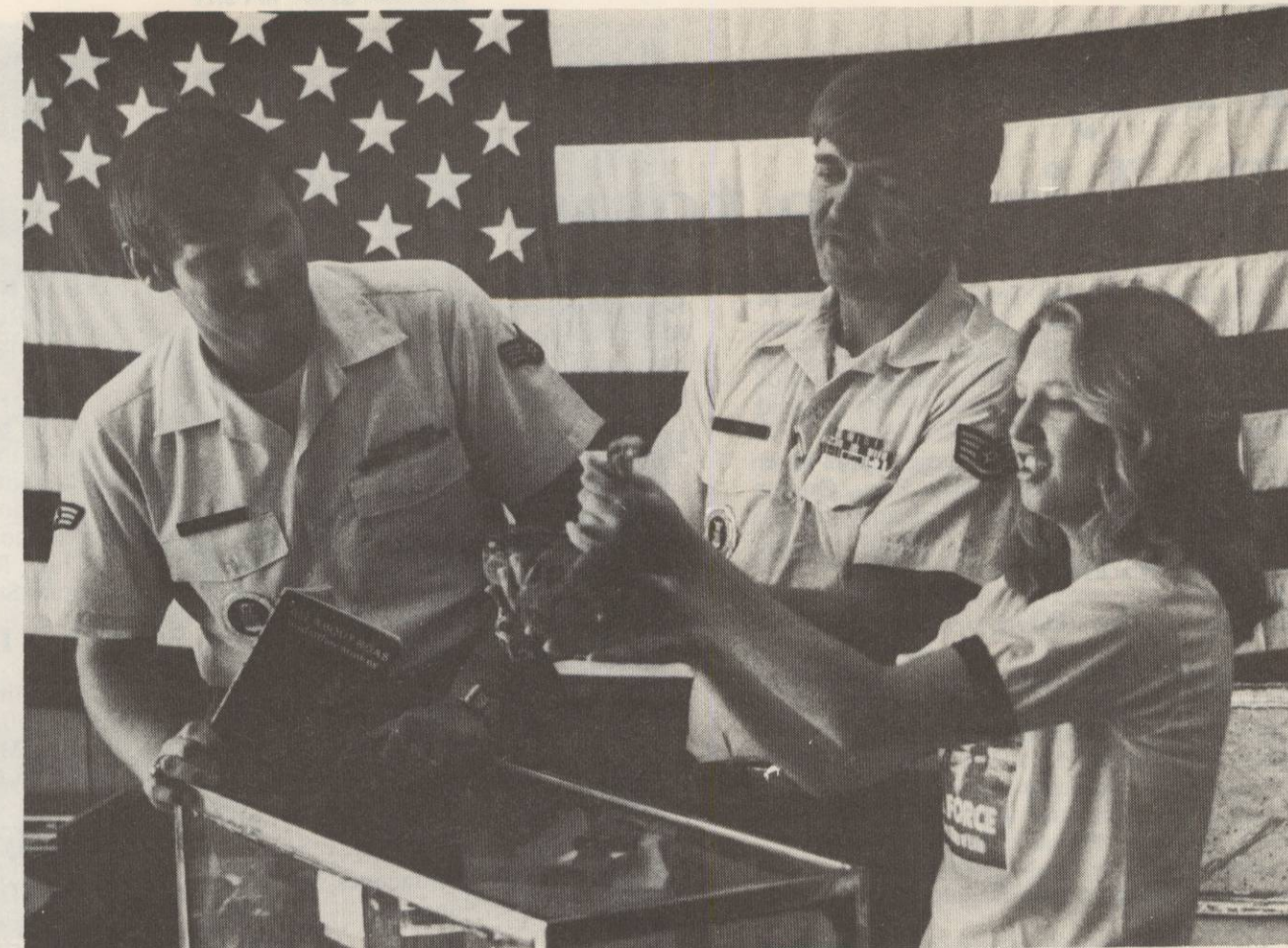
When Brenda A. Lee came into the North-eastwood Shopping Plaza Recruiting Office, she didn't know how she could have the Air Force and her boa. She didn't have anyone to keep it while she was undergoing training. After hearing her dilemma, the 3550th Recruiting Squadron recruiters decided she really didn't have a problem. They would keep her snake while she was enrolled in Air Force training.

The first thing they needed to learn was how to care for a boa. What did it eat? How often? Brenda provided them a book, "All About Boas and Other Snakes."

"The book was not only informative, but very interesting," said Sergeant Taylor. He continued "A boa sheds his skin about once every 90 days, and shouldn't be handled while he's shedding. He needs a humid climate of about 80 degrees."

Sergeant Cox added, "If a boa stops flicking his tongue in and out, he's sick. They can get pneumonia and other illnesses normally associated with humans."

Although she knows that she may not be able to keep her pet once she reports for duty, Lee is convinced it is in good hands for now.



Snake sitters

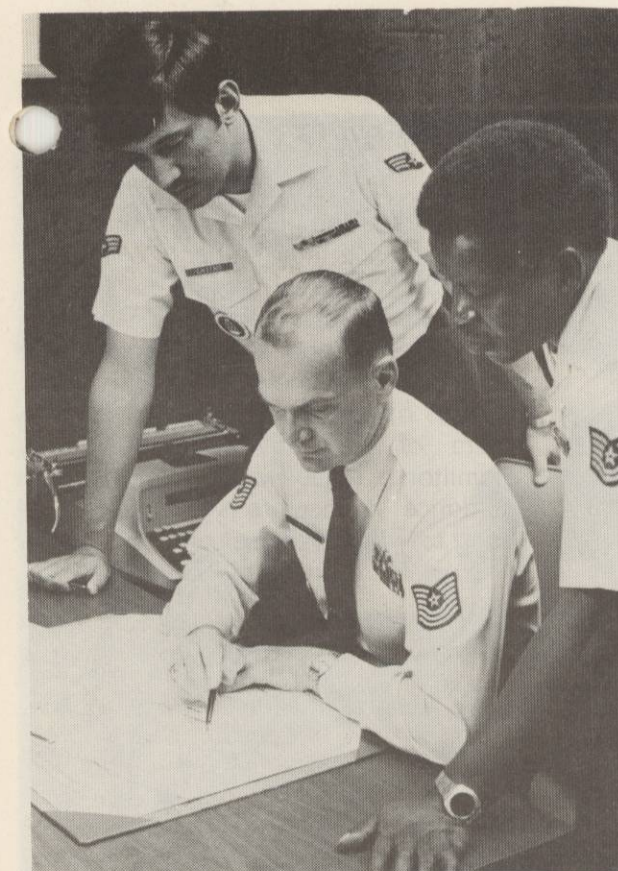
Sgt. Kenneth Taylor, left, and office partner SSgt. Thomas Cox check out their boa handling techniques under the watchful eye of owner Brenda A. Lee. The recruiters agreed to

"snake-sit" for Brenda while she undergoes small arms training in October.

(Photo by MSgt. William M. Deboe)

Ideas abound from 'Crossfeed'

Continued from previous page



Cash

MSgt. Bernie Smith, seated, 3541st Recruiting Squadron 'B' flight supervisor, explains the new ASVAB roster to recruiters Sgt. Henry Castro and TSgt. Henry White. Sergeant Smith earned \$300 for his suggestion that the roster format be changed.

(Photo by Capt. Alan Freitag)

Waivers changed

Nothing is so constant as change. An answer to a DIAL in the June issue of the RECRUITER stated that waiver authority for minimum height and weight requirements could not be delegated to AFES medical officers. That has been changed.

At the same time this answer was being staffed, another recommendation was being coordinated with the ATC and MEPCOM surgeons to allow such waivers at the AFES.

"Basically, waiver authority at the AFES for substandard height is limited to individuals no more than one inch below the minimum height standard," said MSgt. Thomas C. Strack, Directorate of Field Support. "Underweight waivers may be granted to applicants who are not more than five pounds below the minimum weight standard."

"Individuals outside these limits and whom the medical officer considers good risks for military service may be submitted to the ATC surgeon for waiver consideration," concluded Sergeant Strack.

States honor birthday

To promote nurse recruiting in Minnesota, Maj. Cherie White and TSgt. John Fasig, 3542nd Recruiting Squadron Nurse Team, were on hand as Governor Albert H. Quie proclaimed July as Air Force Nursing Month. The proclamation honored the 30th year of the Air Force Medical Services, nursing in particular.

Another state, Washington, also honored the 30th year of the Air Force Medical Service. Governor Dixie Lee Ray proclaimed the week, July 16-20, as Air Force Medical Recruiting Week in Washington. Capt. Dick Scott and TSgt. Dave Dugan of the 3561st Recruiting Squadron, Seattle, were on hand for the signing and "recruited" Governor Ray to help kick off the Health Professions Scholarship program in the fall.

Hotel hosts exhibit

The Indianapolis Hyatt Regency Hotel was decked out in Air Force blue for 25 days recently because of cooperation between the 3550th Recruiting Squadron

and Lt. Col. John T. Gura, chief of the SAFOI Midwest office.

The Air Force Art Display, an "open air" concert by the Wright-Patterson AFB Band and a display by retired reserve Col. E.M. Gyerman of 300 model airplanes led to some 7,000 pieces of literature being distributed on Air Force careers.

The displays and concert took place in the 20-story atrium within the hotel.



Model

Retired Colonel E.M. Gyerman shows off his C-124 Globemaster model during the display in the Hyatt Regency Hotel. Colonel Gyerman built most of his models without kits. (Photo by MSgt. William M. Deboe)

Fifty-seven graduate; Robinette tops class

LACKLAND AFB, Tex.—TSgt. George B. Robinette lead a class of 57 NCOs recently graduated from the Basic Recruiter Course.

Robinette, named distinguished honor graduate, has been assigned to the 3532nd Recruiting Squadron, Nashville, Tenn.

Honor graduates and their assignments were: MSgt. Joseph H. Reagin, 3531st RSq., Gunter AFS, Ala.; TSgts. David M. Beck and Thomas H. Sayre, SSgt. Stephen F. Wilson, 3514th RSq., Carle Place N.Y.

Going to the '01st

Assigned to the 3501st Recruiting Group, Hanscom AFB, Mass., were: MSgt. William A. Oppenheim and SSgt. Dana J. Amann, 3511th RSq., Pittsburgh; Sgt. John A. Mondoux, 3513th RSq., Hancock Field, N.Y.; TSgts. Thaddus K. Beck and Marshall P. Easterly, SSgts. Jerrel L. Hamlett, Robert E. Hite Jr., Rafael Jimenez Jr. and David I. Rivera, Sgts. Anthony Gasparro and Ronald W. Watford, 3514th RSq.

Also, TSgt. William Ben and SSgt. Michael J. Stetsko, 3515th RSq., McGuire AFB, N.J.; SSgt. Larry C. Schoff, 3516th RSq., Milford, Conn.; TSgts. Adam Babilon, David G. Dupee and Benjamin L. Frausto, SSgt. Ronald J. Lee, 3518th RSq., New Cumberland, Pa. and SSgt. Andrew D. Cook, 3519th RS., Bedford, Mass.

'03rd gains 10

Assigned to the 3503rd Group, Robins AFB, Ga., were: SSgt. Michael L. Wood, 3531st RSq.; SSgts. Gerald L. Bell, James D. Rhoades and David E. Matthews, 3532nd RSq. and TSgt. Raymond J. Collins, 3533rd RSq., Patrick AFB, Fla.

Also, MSgt. David R. Loftis, SSgts.

Reginald H. Hedrick and Dan K. Moye, 3535th RSq., Bolling AFB, D.C.; TSgt. William Andujar, 3537th RSq., Shaw AFB, S.C. and TSgt. Donald P. Elrod, 3539th RSq., New Orleans.

Headed to '04th

Assigned to the 3504th Group, Lackland AFB, were: SSgt. Dennis D. Burr, 3541st RSq., Kansas City, Mo.; TSgt. Daniel J. Kirschman, 3542nd RSq., St. Paul, Minn.; MSgt. John N. Wittwer and SSgt. Garry W. Ludwig, 3543rd RSq., Omaha, Neb. and SSgt. Rodney W. Huckleba, 3545th RSq., St. Louis.

New to '05th Group

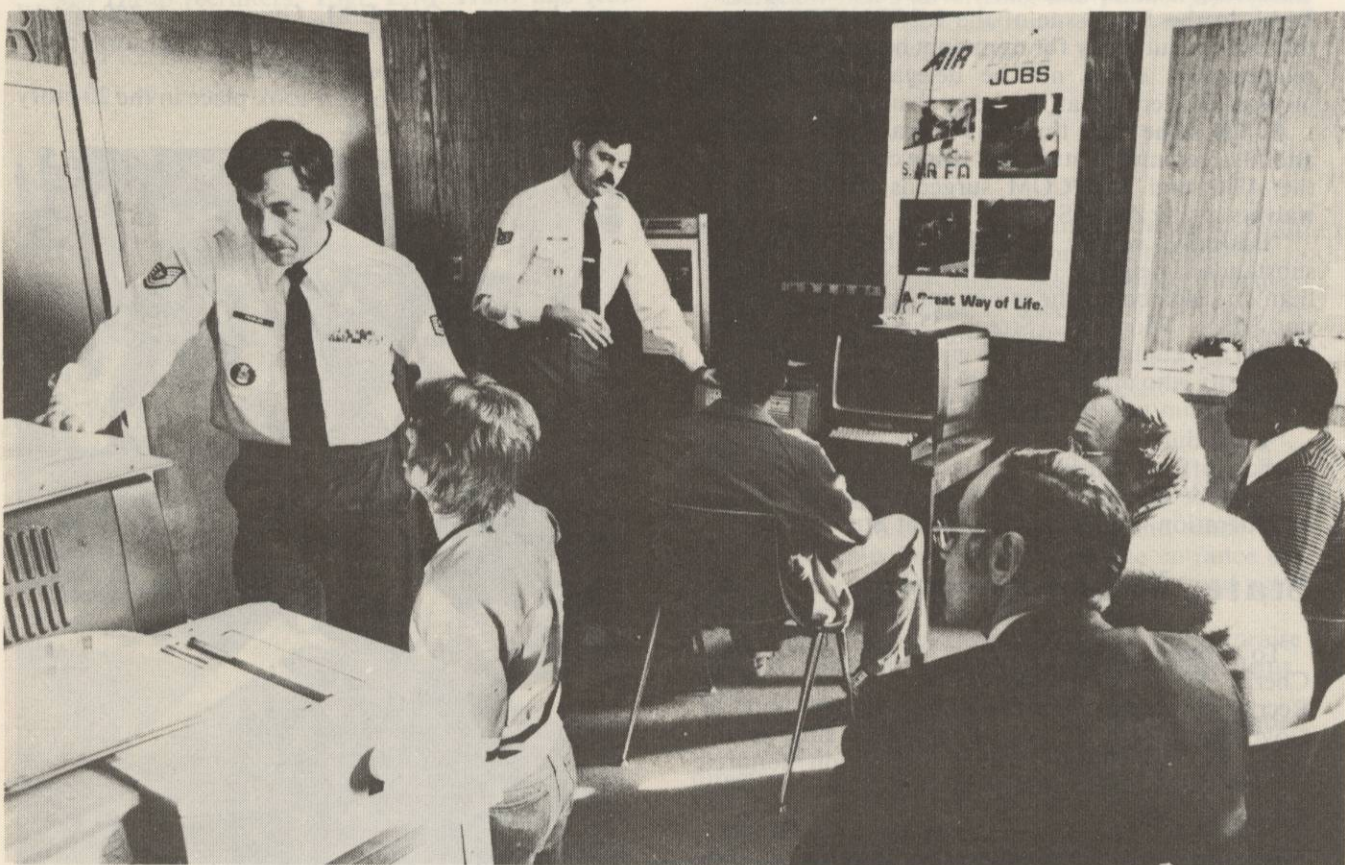
Assigned to the 3505th Group, Chanute AFB, Ill., were: TSgt. Edward H. Elsholz, SSgts. George Swain Jr. and Thelma F. Woodall, and Sgt. Alvaro Vera Uribe, 3551st RSq., Elwood, Ill. and Sgt. Jacques D. J. Dufour, 3553rd RSq., Cleveland.

Also, TSgt. Randall L. Thomas, SSgts. Thomas A. Comeau, Howard J. Coleman and Charles R. Rumpf, 3554th RSq., Selfridge ANGB, Mich. and SSgt. Eugene E. Kemp, 3555th RSq., Milwaukee.

Moving to '06th

Assigned to the 3506th Group, Mather AFB, Calif., were: SSgts. Danford D. Baker and Randall L. Schleis, 3561st RSq., Sand Point, Wash.; TSgts. Larry E. Braddock and David Ceridon, 3566th RSq., Travis AFB, Calif.; SSgts. Daniel V. Mason and Andrew C. Rocha, 3567th RSq., Lowry AFB, Colo.

Also, Sgt. Charles L. Denman, 3568th RSq., Fort Douglas, Utah and TSgt. Janice Sherick, 3569th RSq., Los Angeles.



**Reserve help
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Looking for added help in your A&P program? There are people in your area ready, willing and usually experts in the field, perfectly suited to your problem.

Air Reserve Information Squadrons (ARIS) located throughout the country are authorized to assist in events such as speaking engagements, community events and career day activities. These reservists, very frequently highly placed media and public relations professionals, are prepared to assist, either on active duty or part time.

Some examples: In Florida, the Miami ARIS Squadron put reservists to work to provide Maj. Al Alderfer, 3533rd Recruiting Squadron A&P officer,

here 'n there

AFA award winners

Two Recruiting Service individuals received recognition from the Texas Air Force Association during Blue Suit festivities in San Antonio.

Capt. Ron Sconyers and CMSgt. Robert Reflogal were honored June 30 by the Association as the Recruiting Officer and Enlisted Man of the Year.

Captain Sconyers is assigned to Headquarters Recruiting Service as assistant executive to Brig. Gen. Keith D. McCartney, Recruiting Service commander.

Chief Reflogal, operations superintendent at the 3544th Recruiting Squadron, was honored for his work at the '44th.

'First Lady' controls budget

The 'First Lady' of Bellflower, Ill. is also the new budget officer at the 3505th Recruiting Group, Chanute AFB, Ill.

Ellen Mears, wife of the Bellflower mayor, comes to the group from the Chanute Technical Training Center comptroller's office where she worked for 14 years.

Family aids station, recruiting

TSgt. Tom Farrell got his wife involved, making it a family affair when he volunteered to help a North Miami Beach, Fla., Public Broadcasting System television station raise money. The 3533rd Recruiting Squadron, Patrick AFB, Fla., recruiter and his wife, Helen, answered telephones and plugged the Air Force whenever possible.

AF wins 'fortune'

Two 3569th Recruiting Squadron, Los Angeles, recruiters won cash and prizes worth \$16,000 on a nationally-televised game show recently.

TSgt. Fred Percira and SSgt. Dan DuMiller both agreed the Air Force was the big winner through the national TV exposure it received.

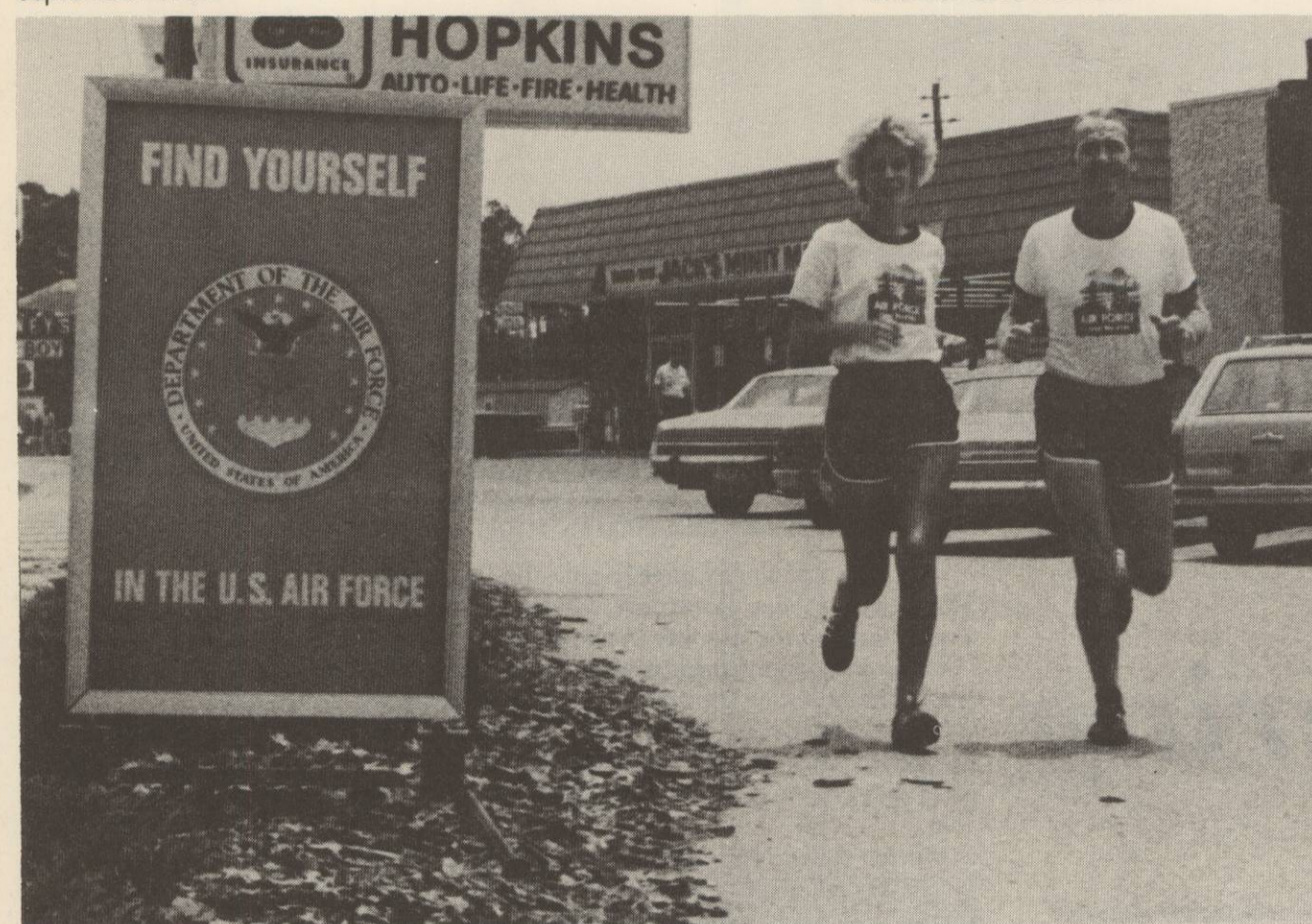
Sergeant DuMiller has since used the game show as a topic of conversation in telling applicants about Air Force opportunities. Winning \$8,100 (his personal take from the show) on the show may be a once-in-a-lifetime thing, he says, but \$8,100 in educational benefits is within the reach of every Air Force member.

On the spot

Educators in the New York area got a chance to see their students complete AFEES processing and select assignments from the PROMIS job bank. TSgt. Rhod Charles and SSgt. Larry Russell show applicants the various opportunities in the computer room of the 3514th AFEES, Ft. Hamilton. Three local high school guidance counselors were also on hand to witness the selection process. (Photo by SSgt. Jim Zix)

a completely updated media contact listing. A member of the 9012th ARIS in Los Angeles has surveyed recruits going through the induction center to develop a data base for use in programming advertising and other programs.

Particulars about this support, such as requesting active duty mandays, may be obtained by calling the Air Reserve Personnel Center, Office of Information (ARPC/OI) in Denver, Colorado, Auto-von 926-4944 or commercial (303)394-4944. Also, if you have an ARIS unit in your area, you may call the commander at his number listed in the Information Staff Directory published by SAF/OI.



Sprint home

Starting his day at 5 a.m., TSgt. Grady Smith, a Waycross, Ga., recruiter with the 3533rd Recruiting Squadron, runs eight miles every day. Sergeant Smith and friend Gay Driggers sprint past the Recruiting office in Waycross. The sergeant advises prospective applicants that running is a great way to stay in shape. He also advises them to run to the nearest Air Force Recruiter to build their futures. (Photo by SSgt. Dick Fellows)

Two win at tennis, bowling

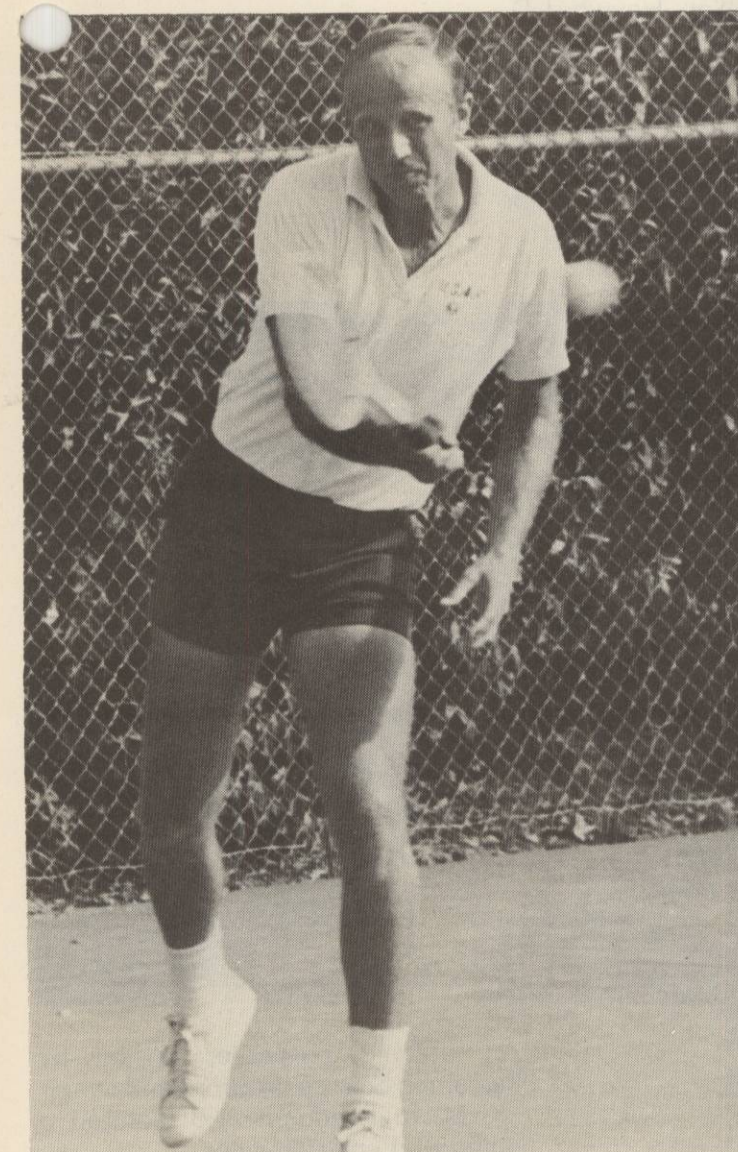
Ben Varn keeps nets under control

Maj. Benjamin Varn is the man to talk to about nets, whether it's NET RES or tennis nets. The chief of the Recruiting Management and Analysis Division is also a new inter-service tennis champion.

To get there, Varn first worked his way to the top of ATC, past Lackland's top player, and edged his own teammate, Jay Johnson, 7-6, 6-3.

In his final match for the ATC championship, Varn battled Keesler AFB's Mike Duran to a 6-2, 6-2, 6-4 victory. "I didn't want to go more than three sets because at my age (38 years old) it's very tiring," Varn noted. His opponent was in his early twenties.

Varn is no newcomer to command level sports. He played on every Air Force tennis team between 1962 and 1974, when it was discontinued. He also represented the Air Force in interservice play many times.



During a family practice session, Ben Varn returns a volley to his wife. The Varns are avid tennis players but have a tough time beating the "old man." (Photo by TSgt. Wayne Bryant)

Dori Johnson practices her delivery at the Randolph lanes. Her average of 168 in the interservice tournament was enough to give the Air Force Women's team a 300 pin win over the Army. (Photo by TSgt. Buster Kellum)

Johnson hits 168 average to help team

Bowling in her first interservice competition, TSgt. Dori Johnson, chief of the Prior Service Job Bank Management Branch, Recruiting Service headquarters, averaged 168 to help the Air Force women's team outscore the Army by more than 300 pins.

To make the team Johnson had to compete against 10 other bowlers in a week-long camp to select the final six bowlers for interservice play.

"I didn't think I'd make it," Johnson explained. "I really felt my 165 average going in wasn't enough, but in the 24 games I averaged 175 and finished third all-around."

She teamed with Sandra Durham of Hahn AB, Germany, to capture second position in women's doubles.

The women's performance combined with the men's scores gave the Air Force the overall championship by 540 pins over the Army.



Well wishers from Recruiting Service and ATC headquarters along with civilian dignitaries gather around members of flight 44C upon their arrival at Randolph AFB. The flight's visit to the Alamo City was highlighted by tours, banquets and awards ceremonies hosted by the Texas AFA, San Antonio Chamber of Commerce and other concerned civilian organizations.



Remembering

Continued from page 3

Photos by
Walt Weible
and
TSgt. Buster Kellum

given us was unbelievable...I was deeply impressed."

Sergeant Harrimon's wife, Minnie, was "very impressed by the friendly atmosphere and the people."

During their stay in San Antonio the men and women of 44C were treated to dinners, tours and offered free time to see the sights of the city.

"Fantastic," was the word TSgt. William Hale used to describe the trip.

"The trip was simply unbelievable and fantastic," according to SSgt. Lawrence Murray. His wife, Freida thought the trip was "just perfect."

Doris Gray complimented everyone involved saying, "The courtesies shown by the Chamber of Commerce, merchants and military were outstanding. I'm so grateful that the seretaries were included. From the beginning to the very end it was just magnificent."

Murrell Gray, her husband, observed, "I felt I would be out of place being a civilian with all the military. But, believe me, I never for one minute felt that way. From a civilian point of view this was a tremendous trip that anyone would be very fortunate to receive."

TSgt. John Konopka said, "Words cannot describe the fantastic time we had as winners of Operation Blue Suit. Recruiting Service and San Antonio did an outstanding job of rewarding us for our efforts."

Judy Konopka expressed her feelings saying, "Operation Blue Suit was a long awaited and much needed form of recognition for the outstanding jobs performed by our husbands. The sincere, special treatment to us will be long remembered and cherished."

Each in his or her own way will remember those four days spent in San Antonio and Operation Blue Suit.

Gen. Bennie L. Davis, ATC commander, assists SMSgt. Hayward D. Doty, 'C' flight supervisor, place the flight's brand on the title of Top Flight during Operation Blue Suit. Brig. Gen. Keith D. McCartney, Recruiting Service commander and CMSgt. Joseph J. Kozusko, senior enlisted advisor, offer their support.



An evening barbecue, hosted by Recruiting Service directors and senior NCOs, at Randolph AFB featured a buffet and entertainment.

