

# First step to 1980 success

We've done it! We made our NPS goal for December and the first quarter of FY 80, but this is only the first step. The next few months will be the deciding factors in achieving our ultimate goal of 100 percent ATB for 1980.

We entered December — a short recruiting month — some 1,100 NPS below our goal, but you made up that difference with time to spare. Something only true professionals could have accomplished.

If you keep that pace, and I know you will, there is no doubt that January will come around just as quickly.

I have been visiting and talking with you enough to know that you all share my

philosophy — success in recruiting is 100 percent plus, with quality people and with integrity — nothing less. We must succeed if the Air Force is to stay the vital and ready force required to defend our country and way of life.

I am proud to be your commander and wish each and every one of you a prosperous new year and success in all recruiting programs. I hope to see most, if not all of you, sometime during the coming year in my travels.

FY 80 — Let's make it happen.

*Keith D. McCartney*

the  
Air Force

# recruiter

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## 'Stripes' incentive announced

Recruiting Service officials recently announced a new "Stripes for College Experience" option for NPS enlistees, to enhance recruiting of highly qualified people for the Air Force.

The new option will offer enlistment in the rank of Airman First Class to selected applicants with 45 semester or 67 quarter hours of college credit.

Also, 20 semester or 30 quarter hours may qualify a person for a guaranteed enlistment in the rank of Airman.

Air Force recruiters are seeking more than 75,000 enlistees during fiscal year 1980. This includes 73,200 people without prior military service and 2,500 prior service men and women.

The figures represent a more than 7,300 increase over last fiscal year's enlistment totals, Recruiting Service officials said. To offset the increased numbers, recruiters have the use of several enlistment incentives they can offer eligible, qualified men and women.

Those with prior service who qualify for Air Force enlistment are given a base of choice for their initial

assignment, provided the Air Force has an opening at that base in their specialty. Additionally, many prior service people are given the option of retraining into a needed Air Force skill.

Enlistment options offered to NPS applicants include early promotions, guaranteed training, assignment to foreign countries, and more. Following is a composite listing of these options. They are available to all enlistees under the Guaranteed Training Enlistment Program (GTEP).

**Enlistment as Airman First Class:** This option is available to all enlistees who have completed a three-year Junior ROTC program (any service) in high school or received the Billy Mitchell Award, or higher, from the Civil Air Patrol. Participants enter active duty at the E-3 pay grade.

**Accelerated promotion to A1C:** This is available to six-year enlistees in authorized specialties and the rank is awarded after successful completion of basic training.

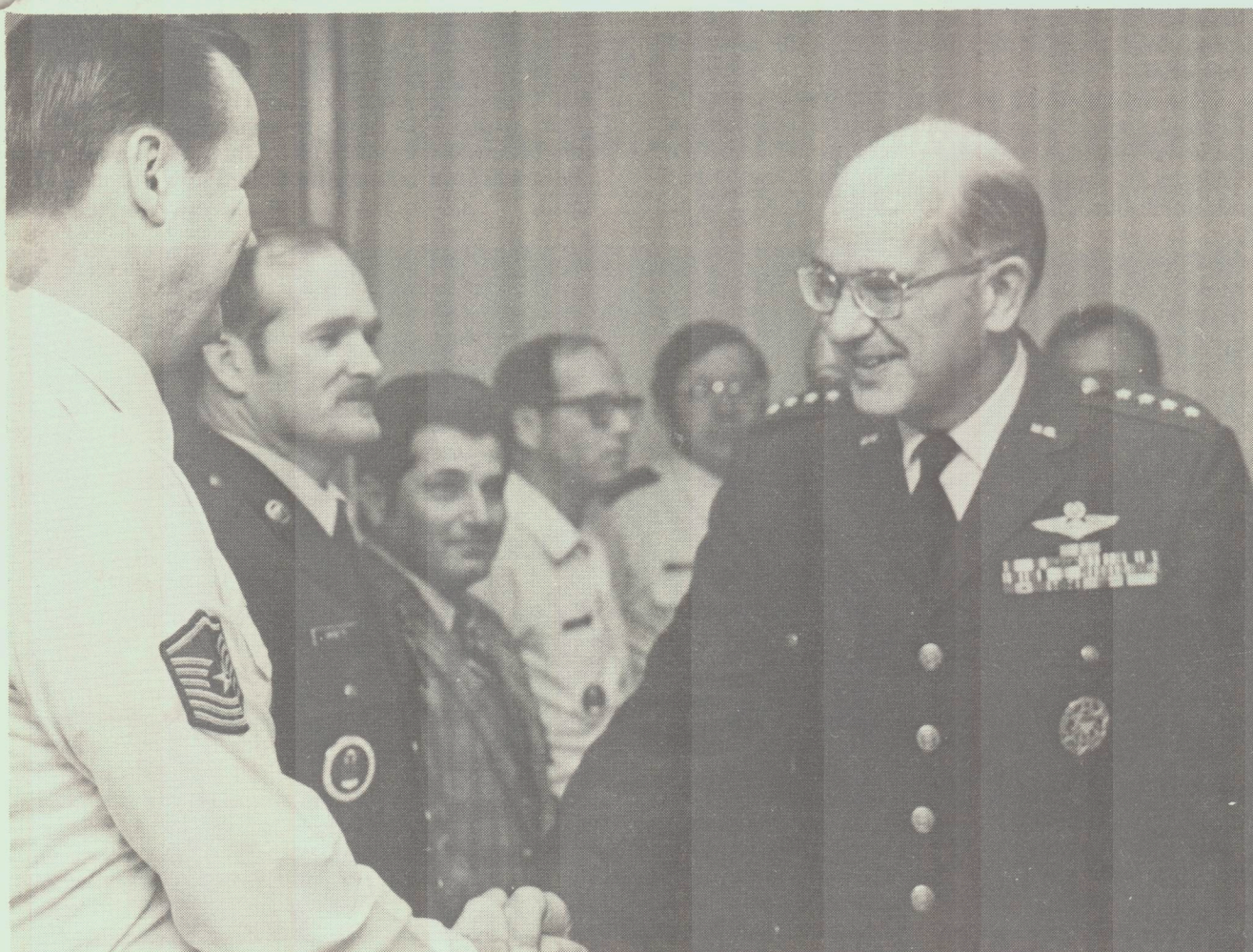
**Accelerated promotion to Airman (E-2):** Four-year enlistees in critically manned skills earn the rank of Airman after completing basic training. The

specialties under this option are subject to short-notice change.

**Base of choice:** This program is open to enlistees in a variety of skills for bases throughout the nation. The option guarantees initial base assignment after technical training for a period of at least 12 months. Locations available are subject to change to match Air Force needs.

**Country of choice:** This option is open to enlistees in specified skills and changes monthly. It guarantees initial country assignment after training for a period of at least 12 months. If enlistment is in an accelerated promotion specialty, enlistees can receive both options.

**Guaranteed retraining:** Six-year enlistees in two specialties, security specialist (81130) and fuels specialist (63130) are eligible. Enlistees for this option are guaranteed they can retrain, if desired, after 36 months service, into any Air Force specialty for which they are qualified and an Air Force need exists. If no skills are available at that time, they may elect to remain in their enlistment specialty or choose separation.



### Visit

Air Force Chief of Staff, Gen. Lew Allen, shakes hands with SMSgt. Ernie Corcoran, NCOIC of local advertising, Directorate of Advertising, during

his visit to Randolph AFB recently. General Allen was briefed on Recruiting Service and toured the headquarters. (Photo by Walt Weible)

## Retirees urged to aid effort

"Retirees throughout the country are being asked to assist recruiting in any way they can," according to Harvey Edwards, chief of Retiree Activities, Air Force Manpower and Personnel Center.

"This effort is part of the Air Force Recruiter Assistance Program," said Capt. John Meyer, AFRAP chief. "Assistance by retirees has been a part of the plan for a number of years, and used with success in several areas of the country."

"Recruiters can certainly profit from retiree support," stated Captain Meyer. "These individuals are very knowledgeable about the Air Force and can sometimes open doors for recruiters through their contacts in the civilian community."

Every Air Force base in the U.S. has a Retired Affairs Office, usually located near the Consolidated Base Personnel Office and staffed by volunteer retirees.

Each office keeps updated listings of retirees in the local area and where they can be contacted to help recruiters.

In the tough All-Volunteer recruiting environment, retirees could be the answer some recruiters are looking for.

They may be used as speakers in high school career days or vocational schools and to assist with DEP parties.

Information on ways that retirees can help is being placed in the **Retiree Newsletter** which is sent to Air Force retirees on a monthly basis. With a circulation of more than 460,000, the **Newsletter** will spread the information to every state in the U.S. and overseas.





**Interview**

Melody Allen, student editor of the college newspaper at Southwest Texas State University, interviews Maj. Gen. William P. Acker, Air Force Military Training Center commander, during the T-43 flight to Phoenix, Ariz.

Photos by TSgt. Jose Sanchez

**Lackland tour unique**

# Students visit Arizona bases

By Capt. Peggy Martin  
3504th Recruiting Group

The Air Force Military Training Center at Lackland AFB recently sponsored a tour to Williams and Luke AFBs in Arizona.

What was unique about this tour is that it included not only San Antonio civic leaders but also leaders from seven neighboring communities and 13 student leaders from the towns involved.

The 3504th Recruiting Group assisted during the tour by hosting a pizza party for the student leaders and Phoenix area students. The party was paid for in part by the 3562nd Recruiting Squadron, Norton AFB, Calif.

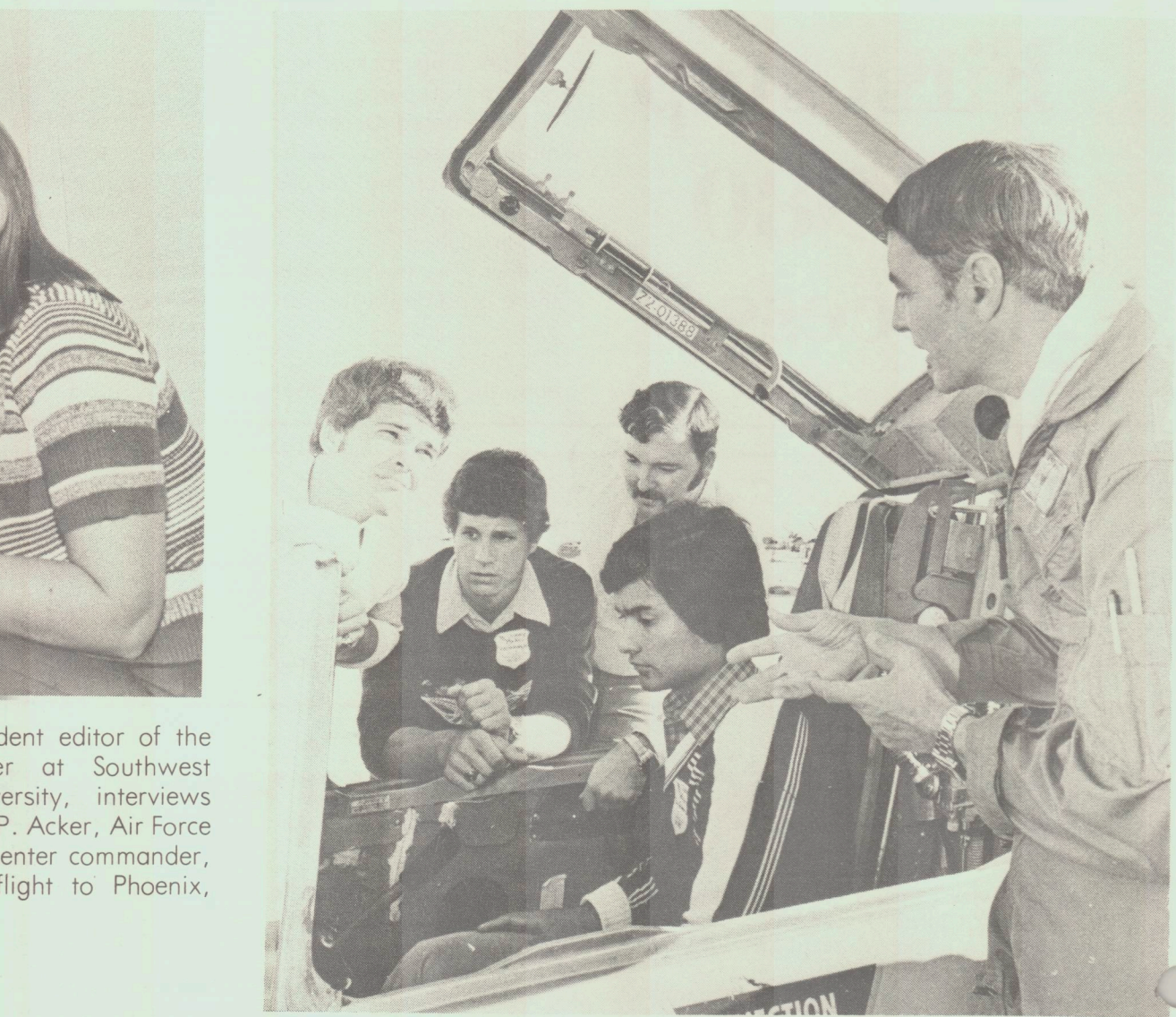
Maj. Gen. William P. Acker, Air Force Military Training Center commander, personally hosted the tour which exposed the students and civic leaders to the Air Force and how the various missions are accomplished by Air Force professionals.

The tour started with an informal dinner at the Lackland AFB Officer's Open Mess. The following morning, tour guests dined with one of the basic military training squadrons. After a short briefing about the mission of the Military Training Center, they boarded a T-43 aircraft at Kelly AFB for the flight to Phoenix.

Upon arrival at Williams AFB, the tour was greeted and briefed by Col. William J. Breckner Jr., 82nd Flying Training Wing commander. The rest of the day was spent visiting and touring the many organizations that make up the Williams mission.

Of special interest were the complex flight simulators and the role they play in training today's Air Force pilots. While at Williams AFB, Melody Allen, editor of the school newspaper at Southwest Texas State, received a T-37 orientation flight.

That evening, the civic leaders were hosted by the Phoenix Chamber of Commerce for a social hour, while the students were hosted by Recruiting Service. High school students from the Williams area also attended. Most of the students spent the night as guests of a local Air Force family.



Lt. Col. Charles Bozzuto, commander of the F-5 squadron at Williams AFB, explains the cockpit instruments to David Michel, San Antonio, Texas.



**Welcome**

Capt. Don Felix, Williams AFB public affairs officer, greets the touring students at a pizza party hosted by

Recruiting Service. Students from Williams AFB also attended the party.

# Barrett tops speed mark

## Edwards effort sets new record

EDWARDS AFB, Calif.—Driver Stan Barrett guided his rocket-powered car through the sound barrier with a run of more than 739 miles an hour, Dec. 17.

The speed was recorded at 739.666 (Mach 1.01) on tracking radar at the Air Force Flight Test Center, here.

Retired Air Force Brig. Gen. Chuck Yeager—the first man to surpass the speed of sound in the air in 1947—saw the run and said there was no doubt the car broke the sound barrier.

He saw a photograph of the rocket showing dust being pushed in front of the vehicle's three wheels and said, "Look at that picture...those are shock waves off the car and that's the main thing."

The tracking radar used was not intended to be a primary data source, the Air Force said. It was used for visual acquisition and was not calibrated or certified. Therefore, the best engineering practices were used to reduce the data.

Hal Needham, the car's owner, said, "The computer equipment picks up 20 'data points' a second and three of those points indicated an average top speed of 739.666. We wouldn't expect the Air Force to verify this—it was our effort, not theirs. We just appreciate their help and support, and as far as we're concerned, we were supersonic."

Barrett is a former Air Force airman who has become one of Hollywood's top stuntmen.

Barrett's effort occurred on the 76th anniversary of the Wright Brothers first flight at Kitty Hawk.



**Fast company**

Three of the fastest men on earth and in the sky meet with rocket car owner, Hal Needham, left. Stan Barrett, second from left, drove the car through the sound barrier Dec. 17. Brig. Gen. Chuck Yeager, USAF (Ret.) second from right, was

the first man to fly faster than sound. Col. Pete Knight, vice commander of the Air Force Flight Test Center at Edwards AFB, right, was at the controls of an X-15 when it flew 4,520 miles an hour, making him the fastest pilot of an airplane.

Stan Barrett, new holder of the land speed record, is scheduled to travel throughout the U.S. with his rocket car.

He has extended an invitation for recruiters to be on hand to "talk Air Force" and discuss his record breaking ride.

Barrett has also made a free 30-second public service television commercial for the Air Force, featuring the car and himself. It is being distrib-

uted to television stations for the first time in January.

"We are looking forward to receiving thousands of dollars worth of public service advertising through this effort," said Col. Walter D. Miller, director, Directorate of Advertising, Headquarters Recruiting Service.

A schedule of Barrett's appearances will be published in the RECRUITER as soon as it is available.

## Recruiters asked to be on hand

# National leads

## Facts about the program speak for themselves

By TSgt. Wayne Bryant

FACT: The Air Force Opportunities Center processes and forwards to recruiters an average of 29,000 national leads per month in all programs.

FACT: Computer "matches" indicate that recruiters DEP'd or accessed approximately 5.3 percent of the age qualified NPS national leads provided them in FY79.

FACT: About 20 percent of the young men and women at BMT or in the DEP sent in national leads before they enlisted.

FACT: If only one percent more of the national leads had been accessed, there would not have been an NPS recruiting shortfall in FY79.

This last "fact" may sound like an over-simplified solution to the complex problem of enlisting enough NPS people into the Air Force. It may be. But the arithmetic makes sense. That one percent more in the accession of national leads would have made the difference for us! It might have meant the difference between ATB and non-ATB for some of you.

The Air Force Opportunities Center, Valley Forge, Pa., is responsible for receiving, screening, answering and computerizing responses received from Air Force advertising. This includes cards, coupons and telephone calls.

According to MSgt. Curtis E. Moore Jr., Air Force liaison representative at the center, "We process the calls and reply cards to eliminate pranksters and age-disqualified. One interesting point to note is that about 35 percent of all national leads are NOT sent to recruiters because of this screening. They're

all answered, but screening helps reduce the ones that don't look good to us.

"If the reply survives our initial screening, we keypunch the personal data into our computer and return a letter to the individual with the information requested. All valid requests are fulfilled, but only age-qualified leads are passed on to recruiters. In addition to providing information to the requestor, we also send a lead tracking/lead management card to the appropriate recruiter.

"Each month a report on the status of leads is published and sent to every flight supervisor. We also provide a report every two weeks to recruiters verifying the leads they've received."

### Why lead tracking?

"The lead tracking system is our method of quality control for 'lead generators' like magazines, letters, coupons on posters, etc. We can even track the effectiveness of specific, individual ads we have run," said Maj. David Brown, Lead Management Branch chief. "Through national leads we can also see how effective the ads are on a specific target audience. Information from lead tracking is used to plan national and local advertising programs, to support requests for advertising money, and to help recruiting spend its advertising dollars more effectively. We base management decisions on lead tracking, 'computer accession-lead bumps' and other data. Field commanders can also use lead tracking reports as management tools. The comparisons can be interesting," said Maj. Brown.

"We have squadrons which work the national lead program very well and are being rewarded with qual-

ity enlistees. We also have squadrons which are not working their national leads and could really benefit from extra effort in this area. Our research has shown that national leads are good quality and very accessible," he stated.

"Although the AFOC screens the responses," comments MSgt. Mike Leek, chief of the Lead Management System, "there are still some leads that appear qualified but may not be. It is up to the recruiter to determine this and process the lead tracking card. Some leads may not be eligible to DEP or to enlist immediately (i.e., high school juniors) and the lead card should be kept until final disposition is known. A recent computer run showed that over 17 percent of those recruiters had marked 'not interested' or 'could not contact' are actually in the Air Force now.

Recruiting Service's Operations Superintendent, CMSgt. John Donato, praised national leads saying, "It's really a super program. Whenever we can get age-qualified leads, no matter what the source, it helps improve chances of meeting our objectives. National leads can make the difference between making it or not. Beside helping to make our goals it gives us a better feel for targeting our advertising money. I urge recruiters to take a close look at how they work national leads and give an extra effort to this program."

"FY 80 is going to challenge all of Recruiting Service," emphasized Major Brown. "The national lead program will assist recruiters to increase the quality and numbers of enlistments this year. National leads are not the 'whole ballgame', but they are a significant part—and getting more important all the time."







Recruiter interview

# Brig. Gen. Keith D. McCartney

Recruiter

During your first nine months as Recruiting Service Commander, a lot of that time was spent on the road visiting recruiters. What are your impressions on the state of the command?

General McCartney

I think the command is very healthy. Healthier than it has been in some time, primarily because our manning has improved. The manning is now nearly 100 percent. I think that is a key factor in the health of any command. We're also working to get more money to do things with vehicles and offices.

Recruiters are highly motivated people. They are dedicated to the Air Force and their job. I'm very pleased with the health of the command. But I'm still continuing to work on several improvements. Recruiters are doing a super job and I'm pleased with their attitudes and motivation.

Recruiter

Would you discuss a typical week on the road visiting various squadrons and groups?

General McCartney

I spend about 50 percent of my time on the road, primarily traveling to recruiting offices, talking with recruiters face-to-face. I think it is important to see our people where they work. But I do try to attend as many group and squadron meetings as possible, also.

I participate in buddy Flight swearing-in ceremonies, appear on radio and television talk shows, and am interviewed by newspaper people as often as possible.

By doing that, I think it increases awareness

of Air Force opportunities and the free publicity helps to compensate for our inadequate ad budget. We all have to work harder at that. I'd like to see recruiters, their supervisors and commanders get more involved in telling the Air Force story.

That kind of schedule is busy, but necessary for the awareness we need. I'll give you a typical example: a week ago I left here on a Monday morning and got home the following Sunday night. I gave several speeches, participated in three squadron award banquets and training conferences. I addressed an ROTC Dining-In. In one day I was on two TV talk shows and was interviewed individually by reporters from three radio stations and four newspapers. I did this to increase awareness in a part of the country that greatly needed it. We received a lot of favorable publicity and it paid great dividends.

The thing which pays even greater dividends is getting out with the recruiters, talking with them firsthand about the problems they have, the successes they have, and finding how they do their job. I learn a little more every time I go to the field. I come back and get the Headquarters working on subjects which were brought to my attention. Some of the better ideas are passed along to other recruiters or implemented as changes which can enhance recruiting nationwide. The ideas I get in the field won't necessarily work for everyone in Recruiting Service. But I appreciate people bringing issues to my attention. It helps me to do my job better. I like to have a close rapport with my people. I'm a very people-oriented type individual.

One of the goals I would like to have been able to achieve this year was to visit every squadron and participate in every awards and training conference. I'm sorry to say that I didn't quite make that goal due to scheduling of conference dates and locations. You can't travel far enough or fast enough to do that, but I made as many as I could. Next year my staff will be working closer with squadrons and groups to coordinate schedules.

I can't visit with every individual nor for as long as I would like, but, all they have to do is let me know where I can help. I'll try to visit for a speech, a Buddy Flight swearing-in ceremony, or any other way I can help, because that's my job.

Recruiter

Does Air Force senior leadership understand the recruiting mission and have an appreciation for the challenges we face?

General McCartney

I think more so today than in the past. From the Secretary of the Air Force, Chief of Staff, to the Commander of Air Training Command, and throughout all the major commands, leadership supports Air Force Recruiting efforts. The Chief of Staff visits with our recruiters when he travels around the country. General Davis, ATC Commander, has visited many recruiting offices and recruiting groups. We have very personalized at-

tention to the recruiting force. I think our people have more visibility and support from top leadership than they ever had and we're getting outstanding support from civilian organizations too.

For example, the San Antonio Chamber of Commerce and the Texas Air Force Association (AFA) sponsored Operation Blue Suit last year. This year and in years to come the national AFA and the Iron Gate Chapter in New York City are sponsoring a trip for the top recruiter in each group and their spouses to Washington, DC and to New York City for the Iron Gate Ball. We have never experienced that kind of visibility before in Recruiting Service. I think as the mission has become more challenging in recruiting, the people in the civilian sector, as well as Air Force leadership, have responded to help our recruiters meet that challenge.



Recruiter

Your personnel background gives you a broad perspective of the Air Force. What do you see as the major contributions Recruiting Service can make to the Air Force?

General McCartney

Recruiting quality people with integrity — so that we're confident they're "quality" — is the major contribution. The people we are recruiting today are going to be tomorrow's first-line supervisors and the future's top Air Force managers and leaders. We'll be gone in a few years and new people will be coming along to replace us. With respect to quantity, we are going to be recruiting more officers through OTS than through the Academy and ROTC combined. That's also a key part of our job. We are also procuring the NCOs we will need in the future — our NCO leadership. I think that says it all: "recruit quality people with integrity" — and ensure that we always maintain the number one Air Force in the world.

Recruiter

What impact will the shortfall of FY 79 have on the Air Force? What areas are going to require greater emphasis?

General McCartney

I think the impact on the Air Force was minimal when you consider that the shortfall

was spread over all career fields. There was no one specialty area severely impacted by that shortfall. But, each individual that we didn't recruit means there is a vacant job and somebody else is working overtime, pulling more than a normal share of the load to get the Air Force mission accomplished. We must meet the numbers and kinds to keep Air Force requirements filled and mission readiness at it's best. Our emphasis must be 100 percent across the board — in all programs — with quality people. It's up to each and every one of us in Recruiting Service to do our share — plus a little extra — to help the Air Force meet every requirement on time.

Recruiter

Why is the Air Force more successful at recruiting than the other services?

General McCartney

Because we have highly motivated recruiters who are all volunteers — recruiting with integrity. They've got a great story to tell and they do that very well. We have excellent educational opportunities. Our recruiters believe the Air Force is fantastic and a "Great Way of Life." It's that kind of enthusiasm, commitment, and dedication that causes the Air Force to be more successful in any recruiting environment.

Recruiter

The competition system has been revised for FY 1980. What are we looking for that competition system to do?

General McCartney

We've revised the competition system and given it to managers in the field instead of here at Recruiting Service. The people who are actually doing the recruiting have more to say in how the competition system is going to be run within their particular groups and squadrons. It's going to be easier than managing 32 squadrons from Headquarters Recruiting Service because commanders out there are closer to the real world situation than we are at Headquarters. I think we've put more realism into the recruiting competition system.

Recruiter

The Organizational Health Survey brought to light a lot of the positive aspects of recruiting. It also included some subjects of concern for managers. Could you comment on these subjects?

*'Our recruiters believe the Air Force is fantastic...'*



General McCartney

I think the things you are talking about are problems with the CHAMPUS program and the leased housing program.

We are working on those.

CHAMPUS is a big area where we have a lot of complaints. Management is working on these issues and others identified through the Organizational Health Survey, or found during staff visits, my visits to the field, and IG reports. I think we have done a very good job minimizing the adverse effects of some of these. For example, the Air Force Aid Society will provide "up front money" if required on a CHAMPUS bill before CHAMPUS pays it. We just had that approved in the past couple of months. We are currently gathering more information on the leased housing problems so we can work that issue better.

I want everyone to know we work all the time to improve the quality of life for our recruiters. We have a way to go, but we are making strides. If we continue to do that, recruiters will be able to devote more time to the job and recruit quality people because they are going to be happy in their job. When you are happy in your job, you naturally do a better job.

Recruiter

This year is going to be a challenge to all recruiters. What changes have you brought about or see down the recruiting road that are going to help recruiters do their job?

General McCartney

One change we just got through was a revision in the weight standard which increased the market for us. We've also got IMAGE working for a year rather than a month at a time. We work very closely with the Manpower & Personnel Center on the base of choice and the country of choice programs. We've expanded the guaranteed retraining program and the three-by-three program, to include fuels specialists. Consideration is being given to expanding that to other hard-to-fill specialties. We are continually looking at ways to widen the market, while maintaining the quality of our enlistees. We've got to maintain that quality. We cannot accept less than what we must have to train and perform successfully in the Air Force. There are other initiatives, of course, but these are the most important ones to recruiting at the present time.

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# Master recruiter sees 'other side' in recruiting

By SSgt. Steven C. VanWert  
3515th Recruiting Squadron

McGUIRE AFB, N.J. — Sgt. Christina Glasco, 3515th Recruiting Squadron recruiter in Willingboro, N.J., recently received one of Recruiting Service's highest yearly awards, the Master Recruiting Badge. This gold, blue and white badge symbolizes the top recruiter in the squadron. She accepted the award from Brig. Gen. Keith D. McCartney, Recruiting Service commander.

Sergeant Glasco earned this distinction by achieving 152.7 percent of her goal for fiscal year 1979. She had 65 net reservations against a goal of 42, 162 targeted net reservations for a goal of 122, 67 active duty enlistments on a goal of 35, and 27 selected AFSC points against a goal of 22. She also recruited three people for OTS, one prior service, one physician, and eight reserve accessions on a goal of four.

Sergeant Glasco is married to an active duty Air Force sergeant stationed at McGuire AFB. They have two daughters age 10 and three.

Originally from Lancaster, S.C., she was stationed at Keesler AFB, Miss., when she applied for recruiting duty through the Recruit-the-Recruiter Team.

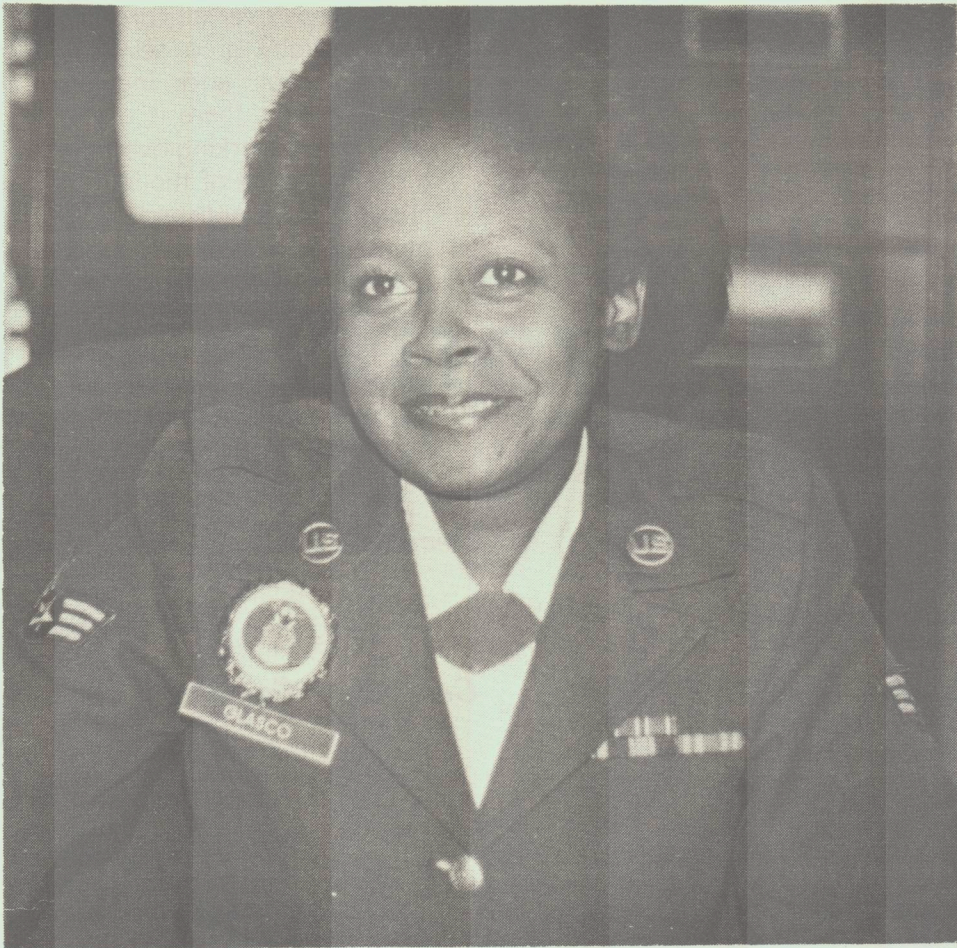
"I was working primarily with discharges," she says, "and it got to the point where I wondered what these kids' recruiters were doing! I decided I wanted to see the other side of the coin and put 'em in instead of putting 'em out!"

She attended Recruiting School in March and April of 1977 and was assigned to the Burlington, N.J., Recruiting Office. She came to the Willingboro office in February 1978, where she can sometimes be reached.

"I'm very seldom in the office. I spend most of my

## New master

Sgt. Christina Glasco, recruiter in Willingboro, N.J., was recently awarded the Master Recruiter Badge, symbolic of being the top recruiter in the 3515th Recruiting Squadron for fiscal year 1979. (Photo by SSgt. Steven C. VanWert.)



time in my zone—at the schools, in the malls—just being visible. The way my office is located, it's very difficult for walk-in traffic to find me. So I spend a lot of time finding them!"

The master recruiter characterizes her zone as "mostly upper middle class. A lot of high school grads go on to college. But I have seven schools; one of them, Willingboro High School, is very productive. Luckily, my area has a lot of retired or active duty military, so the general tone is pro-Air Force.

"There's no industry in the zone, so the kids here are looking for a job that will enable them to learn a skill and leave the local area to go where the employment picture looks better."

Being a woman on recruiting duty causes a few problems, Glasco confides. Most of them, surprisingly, are with women applicants.

"The only way to overcome these problems is to be professional," she explains. "I find that I have to be

just a little bit more informed about Air Force opportunities than the average recruiter. With a basic military background, the kids in this area test me and my information quite often!"

A comparatively new recruiter, Sergeant Glasco has a few words of advice for those recruiters just starting out.

"Tell it like it is! Be truthful, tell the whole story, both sides! Don't try to bend the rules. Recruiter integrity is most important! The secret to my success as a recruiter is that my applicants trust me and I don't ever betray that trust!"

Her ultimate goal is to work at the Armed Forces Examining and Entrance Station in her home town. "I think every AFEEs should have a female liaison NCO," she notes.

Does Chris Glasco, master recruiter for the 3515th, enjoy her job? "I intend," she states, "to stay in recruiting FOREVER!"

# Changes may affect you!

Two recent changes to the CHAMPUS program may affect medical care sought by Recruiting Service personnel.

The first change is an increase in the daily charge made for inpatient care at Uniformed Service hospitals for dependents of active duty, retired and deceased service members. The new charges will be \$5 per day, increased from \$4.65.

The new rates will not affect the minimum charge if hospitalization is for less than five days. This figure will remain \$25.

The second change to CHAMPUS concerns the updating of medical charge data to determine the amount CHAMPUS will allow for individual service. These amounts are for services or supplies obtained from medical providers, doctors, pharmacies, ambulance companies, laboratories, etc.

The updating is an annual procedure in which CHAMPUS calculates the figure upon which their cost-sharing is based.

CHAMPUS uses several factors in determining the allowable charge for a given medical service or supply. Among these are:

- \* The actual bill received by the patient.
- \* The provider's customary charge.
- \* The prevailing charge for that service in a specified area.

The factor that represents the lowest dollar amount is considered to be the allowable charge.

## Customary and prevailing

Customary and prevailing charges are based upon a review of actual charges recorded by CHAMPUS, Medicare or other health care systems on bills during 12-month period prior to the new charge levels going into effect.

The customary charge is the amount a provider usually or most frequently charged over the 12-month period for a given service or supply.

The prevailing charge is based on a broader survey of charges billed by different providers in the same area with the same general qualifications. To identify the prevailing charge for a given service, CHAMPUS reviews the customary charges made by various providers of that service in the area and determines the customary charge which covers at least 80 out of 100 instances in which that service was performed. This is

the 80th percentile method used to determine prevailing charges (not to be confused with the formula used to share the cost of medical care, where CHAMPUS pays 80 percent and the beneficiary pays 20 percent of the allowable charge).

Changing to this 80th percentile was authorized effective Oct. 1, 1978. The limit had formerly been set at the 75th percentile.

One factor which may affect the allowable amount of the charge is whether the health provider (doctor) agrees to be a participating provider—one who agrees to accept the CHAMPUS determined allowable charge as payment in full—or not.

Following are two examples of this point. In these examples, assume that the annual deductible of \$50

per eligible individual or \$100 per eligible family has been met.

## Example one

Participating provider—Mrs. Smith, wife of an active duty servicemember, receives covered outpatient medical care from Dr. Allen, who participates in CHAMPUS.

- \* The actual bill is \$185.
- \* The doctor's customary charge is \$175.
- \* The prevailing charge for that area is \$180.

The allowable charge in this case is \$175, the lowest of the three. By checking the appropriate box on CHAMPUS form 500 and signing the claim form, Dr. Allen agrees to accept the allowable charge, even though his actual charge is \$185.

Under CHAMPUS, they would pay \$140 (80 percent of \$175) to Dr. Allen, and Mrs. Smith would pay him \$35. No other payment is required.

## Example two

Mrs. Jones, wife of an active duty servicemember, receives covered outpatient care from Dr. Brown, a nonparticipating provider.

- \* The actual bill is \$200.
- \* The doctor's customary charge is \$195.
- \* The prevailing charge for that area is \$180.

The allowable charge is \$180, the lowest of the three figures. But, since Dr. Brown is not a participant in CHAMPUS, Mrs. Jones is responsible for the full amount.

Mrs. Jones must complete the patient's portion of the claim and sign it. Unless Dr. Brown completes the provider's portion, she must submit it herself to CHAMPUS with the actual statement of charge, diagnosis and treatment and the dates services were rendered.

Mrs. Jones does not know what the CHAMPUS allowable charge will be. CHAMPUS will reimburse her directly for a portion of it.

In this case, CHAMPUS will pay \$144 to Mrs. Jones—80 percent of the allowable charge of \$180. She will not be reimbursed for the remaining \$56.

For further information on the CHAMPUS program and claim processing contact your squadron CHAMPUS advisor or write OCHAMPUS, Aurora, Co. 80045.

# '100 Percent—Across the board'

Continued from page 7

## Recruiter

Are we going to do anything to reduce our standards or reduce tour lengths in the Air Force?

## General McCartney

I don't think that shortening enlistment terms would enhance recruiting. If we shortened the tour of duty, it would mean that every year we would have to procure more people than we are now getting. We were able to solve the Security Police job problem by going to a six-year enlistment and a guaranteed retraining program. Rather than shortening tours, as some people are advocating, we increased them. We also increased the quality. We filled all the numbers for Security Police. With respect to "quality," let me say again that we are not going to lower our standards. We need quality people to do our work. Lowering our standards would mean higher attrition in our training programs, which would increase training costs. There again, we would have to procure more people because of higher attrition. We would also have a discipline problem because lower quality people have a tendency to create more problems. I just don't think it would pay dividends. It would create more work for both commanders and recruiters. We need to maintain our standards and maintain the same tour lengths that we have. It doesn't make good business sense to do otherwise.

## Recruiter

Can we achieve our recruiting objectives with the money and manpower we are allocated?

## General McCartney

That's our job. Our job is to manage within the resources we have, and do the job. If we get increased resources, like additional advertising money or additional recruiters, that might make the job a little bit easier on all of us. But, we will do the job with what we have — it's going to be tight, we're going to have to tighten our belts, flex our muscles, and work a little harder. I recognize the challenge, with the increasing number of people we have to recruit. We've gone in for a supplemental budget, which includes both people and money. I think the Air Staff will be responsive to our requests and give us the resources we require to do a better job. I know they will fight the battle all the way through to the appropriation committees and the Congress itself. I think with the quality work our recruiters are doing and the success we are having in some areas we will get the resources we need to do all of our job.

## Recruiter

You just hosted the Commanders' Conference and honored the top recruiter, top flight supervisor, and top rookie recruiter. What were some of the common qualities you noticed about these outstanding recruiters?

## General McCartney

The most outstanding quality of these top

recruiters was their integrity. When a recruiter has integrity and recruits with it, every person around that individual helps him or her recruit. When they do that, they get quality people. When they get quality people, it makes the job easier. Another thing about a quality recruiter or top recruiters is they don't set a 100 percent goal for themselves, they set a 150 percent or 200 percent goal. They reach for a higher level than that which is set for them, because they want to be winners. They are self-motivated. Integrity, setting high personal goals, and self-motivation gets quality people in large numbers.

## Recruiter

If there was one theme or statement that you would like to make about 1980, what would that be?

## General McCartney

1980 is the year I would like to see us meet all programs 100 percent across the board, increase the bank and continue to put quality people in the bank. In 1979, the bank was only reduced by 180, which is the lowest amount taken from the bank since 1974; we had been averaging between 5,000 and 6,000 a year. The smaller reduction was accomplished by a tremendous effort on the part of our recruiters in the last half of 1979. I believe in 1980 we can achieve our objectives and also build our bank, which will give us a better start in 1981 than we had in 1980.

# honor roll

## Twelve or More Club

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

Name	EADs	Sq/Flt
MSgt. Charles B. Reustle	16	33E
TSgt. Donald J. Riek	15	35A
TSgt. Thomas C. Farrel	14	33A
TSgt. Maxie W. Williams III	14	67E
SSgt. Norbert E. W. Weister	14	67E
SSgt. Steven M. Mitchell	13	54A
SSgt. Arthur R. Johnson	13	62C
MSgt. Albert Deguzman	12	14A
TSgt. Warnell Rhett	12	37A
SSgt. Michael R. Zellner	12	16C
SSgt. Emile J. Beridon III	12	44E
Sgt. Leon B. Bacchus	12	14C

## Twelve or More Net Reservations

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

Name	Net Res	Sq/Flt
TSgt. Thomas R. Smith	14	14D
SSgt. Alvin Moore Jr.	14	44B
TSgt. William Andujar	13	37C
MSgt. Albert Deguzam	12	14A
TSgt. Jimmy D. Tice	12	31A
SSgt. Raoul Diaz	12	14D
SSgt. Emile J. Beridon III	12	44E
SSgt. Clarence Sanders Jr.	12	54A

# SSgt. Kampion added to FY 79 Honor Roll

## One Hundred Fifty Percent Club

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

Name	Goal/Acc	Percent	Sq/Flt
MSgt. Richard V. Smith	10/18	180.0	15X
MSgt. Peter N. Kyrimes	29/52	179.3	14C
MSgt. Howard R. Dubiel	23/38	165.2	35D
TSgt. Robert E. Jacques	20/33	165.0	13F
TSgt. Victor L. Collins	19/30	157.9	14A
SMSgt. Robert G. Turpin	34/53	155.8	31D
MSgt. Walter G. Jones	18/28	155.6	11D
SMSgt. Daniel R. J. Fortier	20/30	150.0	19E
MSgt. Robert C. Klotz	20/30	150.0	11B

## Flight Net Reservation Club

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

Name	Goal/Acc	Percent	Sq/Flt
MSgt. Jerry P. Young	29/54	186.2	69B
MSgt. Robert J. White	20/34	170.0	41C
MSgt. William H. Cessna	46/71	154.4	31C
MSgt. Michael W. Troxell	32/48	150.0	49D

## Eighty-five or More EADs—FY 79

Following individual was omitted from FY 79 honor roll.

SSgt. Jeffery C. Kampion	61G	88 EADs for FY79.
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# crossfeed

## First AFIT selectee

BOLLING AFB, D.C.—“A little luck and being prepared for opportunities like this one” are what TSgt. Steve Inman considers the reasons for him being the first person in Recruiting Service to recruit an applicant for the OTS direct AFIT Accession Program.

Sergeant Inman, 3535th RSq., recruited Lawrence W. Randall into the AFIT program located at Wright-Patterson AFB, Ohio. Randall will attend the 18-month Electrical Engineering course graduating in December 1981. After graduation from OTS and the AFIT program, Randall will have five-and-one-half years active duty commitment and will work in the Air Force Research and Development area.

## Consistent follow-up

STAUTON, Va.—MSgt. Ed Workman, 3535th Recruiting Squadron recruiter, credits consistent follow-up, at a rate of at least three times per week for over six months, as the most significant factor in his recruiting the first woman ever selected for pilot training through the Recruiting Service Officer Training Program. His recruit is Debra Dodge, private pilot and former airline stewardess, who is a graduate of William and Mary College with a degree in German. Sergeant Workman was the top recruiter in his flight and one of the top 10 in the 3535th RSq. for FY 79, according to squadron officials.

OFFICE OF THE CHIEF OF STAFF  
UNITED STATES AIR FORCE  
WASHINGTON

31 December 1979

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

Dear Keith

Thanks for the excellent review of recruiting issues and an opportunity to meet some of the outstanding people of Recruiting Service. The visit was very helpful.

Although the challenges have been formidable, the men and women of Recruiting Service have established an enviable record of achievement. With similar dedication and the help of us all, we can continue to meet Air Force needs for quality people as we move into the 1980s.

Thanks again, and best wishes for continued success.

Sincerely

LEW ALLEN, JR., General, USAF  
Chief of Staff

## Recruiters hear Ritchie

INDIANAPOLIS—Maj. Steve Ritchie, Air Force ace, addressed the members of the 3550th Recruiting Squadron at the conclusion of their annual Sales Training Meeting recently.

Major Ritchie, now the public affairs officer for the Colorado Air National Guard, travels all over the U.S. as a guest speaker. His topics generally relate to his experience in Southeast Asia and are keynoted by “old fashioned patriotism.”

According to Maj. Frank M. Terrell, 3550th RSq. commander, “We can become so involved in production numbers we forget the true significance of what we do. Therefore, the staff wanted a speaker from outside recruiting, with a strong identity related to the military that could remind all of us what’s at stake in our mission.”

“Our people were supercharged after Major Ritchie’s presentation,” said SMSgt. Glen Masters, squadron operations superintendent.

“My guys were still talking about the speech days after the event,” noted MSgt. Ted Scheele, D Flight supervisor.

Several awards were presented during the meeting including: Top Squadron Recruiter, SSgt. Joe Stevenson; Top Squadron Rookie Recruiter, SSgt. Bill Stines and Top Flight Supervisor, TSgt. Jim Rohl.



Kiss

SSgt. Anita Adams, 3533rd Recruiting Squadron A&P NCO, gets a ‘seal’ approval for Veterans Day festivities at Miami’s Seaquarium from Salty, a local star. Sergeant Adams and MSgt. T. J. Bienias were coordinating the appearance of the Air Force Reserve Band at the day-long event.

(Photo courtesy Miami Seaquarium)

## New jingle out

A new Air Force jingle is the featured spot on the Air Force Public Service Announcement spot discs, recently distributed to more than 7,000 commercial radio stations across the country.

According to Maj. Frank Benton, Creative Division chief, Headquarters Recruiting Service, “We’re especially excited about the new jingle. For the first time, we have a jingle with style and quality that will fit in almost any radio station format.”

The discs contain 10 other spot announcements supporting the major recruiting programs.

## Chicago takes faster steps

By Capt. Alfred Harrop  
3551st Recruiting Squadron

ELWOOD, Ill. — An old adage says: “You gotta crawl before you can walk and walk before you can run.”

The 3551st Recruiting Squadron, often known as “Chicago will never make it,” after years of crawling is prepared to learn to run. Having survived numerous helping hands, including “Operation Windy City,” the 51st is now prepared to leave the starting blocks of recruiting competition.

On Oct. 1, 1978, the 3551st entered FY 79 with a bank of 251 people. One year later the squadron faced FY 80 with a bank of 503, a 100 percent increase in just one year.

When recruiters were first eligible for the coveted silver Senior Recruiter Badge in FY 78, the 51st had only four recruiters qualified to wear it. In FY 79 a total of 21 recruiters earned the silver badge—an increase of 525 percent—and the largest number of any squadron in the 3505th Recruiting Group.

These facts, squadron officials say, support their contention they are ready to run, and warn: “If you don’t believe us, just stand around and wait as we pass you by.”

# here 'n there

## Seeing double

MSgt. Dennis J. Buedel, 3546th Recruiting Squadron recruiter, had to wipe his eyes recently when twins, Robert and Richard Blume walked into his office. The two recent enlistees are thought to be the first set of twins recruited into the Air Force from the Galveston area.

## Tuttles abound

TSgt. Dave Tuttle, 3543rd A&P NCO, was carrying the bag in August 1975 when he recruited his brother, Patrick, into the Air Force. In June 1978, Patrick graduated from recruiting school and started to work on number three brother, John.

In April 1979, John applied for OTS through Patrick and is now serving as a transportation officer at Homestead AFB, Fla.

So now there are three Tuttle brothers in the Air Force. But wait! The Tuttle brothers have a sister who is a nurse...oh brother!

## ‘Keep on recruiting’

Col. Walter B. Simmons, former chief of staff for Air Force Reserve headquarters, Robins AFB, Ga., was honored recently by Air Force Reserve Recruiting for his support of the reserve recruiting program. An avid “Scouter,” Colonel Simmons is beginning a new career as the Scout Executive for Middle Georgia’s Thunderbird district. One thing he vowed to do was to “keep on recruiting.”

## ‘More than an adventure’

A former Navy machinist’s mate is now placing quality people into Air Force Officer Training School. Capt. Robert V. Good is the new OTS recruiting officer with the 3518th Recruiting Squadron, New Cumberland, Pa. A former Navy enlisted man, Captain Good completed his degree requirements at the University of Delaware and his father-in-law, a retired Air Force colonel, influenced his decision to enter the “Great Way of Life.”

## Tops in the 3537th

MSgt Gregory E. Miller has been named Top Recruiter in the 3537th Recruiting Squadron, Shaw AFB, S.C. Sergeant Miller reached 146 percent of his NPS-EADs and 138 percent of his NPS reservations for the year. He recruits in the Fayetteville, N.C. area.

# ‘The training is the best’

“The training is the best,” says SSgt. Leon B. Bacchus, 3514th Recruiting Squadron’s top recruiter for FY 79.

With 132 active duty enlistments to his credit last year, people naturally ask what his secret formula for success is.

“It’s no secret,” he says. “When I first got here I was floundering. I really didn’t know what was going on.”

When he first transferred to Brooklyn, his flight supervisor, MSgt. Purcell Hunt (now assigned to the 3537th Recruiting Squadron as a flight supervisor), recognized this. “The first three days I was there,” relates Bacchus, “he closed the office and showed me the basics. It all came together after that.”

Being back in his home community, Brooklyn, has helped, too. But Sergeant Bacchus says the most important thing is being honest with his applicants. “I was straight with one guy, and he brought me nine others. If you are straight with your applicants, they take care of you and send their friends over to see you.”

Sergeant Bacchus’ successful production record came in spite of an office ASVAB pass rate of less than 35 percent. He figures he interviewed well over 600 prospective applicants during the year.

“Each one is an individual,” says Bacchus, “and gets personalized service. However, in this office we usually don’t spend a great deal of time talking to applicants until they are fully qualified. Otherwise this place would be jammed every day.”

# Two classes complete officer recruiting course

LACKLAND AFB, Texas—Two classes recently completed the Recruiting Officer Course here. The classes were led by Maj. Jerome E. Peuler, 3568th Recruiting Squadron, Ft. Douglas, Utah; and Capt. Steven A. Arrington, 3537th RSq., Los Angeles, as honor graduates.

Other graduates and their assignments are: Capt. Roscoe Blue Jr., 3513th RSq., Syracuse, N.Y.; Capt. Phyllis M. Bisping, 3518th RSq., New Cumberland, Pa.; Capt. Robert R. Van Rite, 3519th RSq., Bedford, Mass.; Capt. Charles J. Rizzo Jr., 3503rd Recruiting Group, Robins AFB, Ga.

Also, 1st Lts. Michael F. Burks and Alton A.

Kistler Jr., 3539th RSq., New Orleans; Capt. John T. Kirkwood, 3542nd RSq., St. Paul, Minn.; Capt. Mary E. Glaser, 3543rd RSq., Omaha, Neb.; Capt. Thomas L. Probart, 3549th RSq., Tinker AFB, Okla.; 2nd Lt. Marvin E. Ellis, 3550th RSq., Indianapolis; Capt. Jewett G. Johnson, 3554th RSq., Selfridge ANG Base, Mich.; and Capt. Anne Marie T. Narkiewicz, 3555th RSq., Milwaukee, Wis.

Other graduates are: Capt. Paul D. Decker and Charles L. Dickson, 3562nd RSq., Norton AFB, Calif. Graduates assigned to Headquarters Recruiting Service are: Lt. Col. Jimmy C. Hicks, Maj. Ellsworth Wiggins, Capt. John A. Meyer and 2nd Lt. Ronald D. Brandt.

LACKLAND AFB, Texas—The most recent class to graduate from the Basic Recruiter Course here, has sent 48 new “bag-carriers” into the field.

The class was led by TSgt. Gerard J. Lubrano, 3544th Recruiting Squadron, Arlington, Texas, as the Distinguished Honor Graduate. The Honor Graduate was SSgt. Charles H. Roberts, 3532nd RSq., Nashville.

## ‘01st Bound

Recruiters assigned to the 3501st Recruiting Group are: SSgt. Kenneth B. Ellison, 3511th RSq., Pittsburgh; SSgt. Daniel Andolina, 3513th RSq., Syracuse, N.Y.; SSgt. Gerenzo A. Lee and Sgt. Rocco F. Albano, 3515th RSq., McGuire AFB, N.J.; TSgt. Kenneth M. Ferrando, SSgts. David B. Anderson, Bernard G. Dodd, Robert J. Elliott, and Thomas J. Geren, 3516th RSq., Milford, Conn.; TSgts. Carlton G. Gatling and Eldis I. Rice Jr., 3518th RSq., New Cumberland, Pa.; and SSgt. Louis R. Gaudet, 3519th RSq., Bedford, Mass.

## Headed to the ‘03rd

Assigned to the 3503rd Recruiting Group are: SSgts. Kenny L. Lomack and John Walker, 3531st RSq., Gunter AFS, Ala.; TSgt. Bobbie J. Cubert, 3532nd RSq.; MSgt. Richard C. Mason and TSgt. Carl W. Beall, 3533rd RSq.; Patrick AFB, Fla.; TSgt. Henry C. Franklin, 3537th RSq., Shaw AFB, S.C.; SSgts. George E. Hewitt and Gary F. Paschall, 3539th RSq., New Orleans.

## Going to the ‘04th

Graduates assigned to the 3504th Recruiting Group are: SSgts. Susie M. Banks, Steve D. Brewer, Kenneth P. Stabbs and Sgt. James Campbell III, 3541st RSq., Kansas City, Mo.; TSgt. Phillip E. Andreen, SSgt. Michael D. Krause, 3542nd RSq., St. Paul, Minn.; TSgts. David W. Coryell, Stanley M. Todd, 3544th RSq.; SSgts. Kenneth D. Corder and Roy Williams, 3545th RSq., St. Louis; and SSgt. Leslie P. Yuodsnukis, 3546th RSq., Houston.

## Assigned to the ‘05th

New recruiters assigned to the 3505th Recruiting Group are: SSgts. Samuel L. Haynes and David A. Marshall, 3550th RSq., Indianapolis; TSgt. William I. Marks, SSgt. Wilburn J. Battles, 3551st RSq., Elwood, Ill.; SSgt. John M. Hale, 3553rd RSq., Cleveland; TSgt. Don A. Dean, 3554th RSq., Selfridge ANG Base, Mich.; and SSgt. David L. Johnson, 3555th RSq., Milwaukee.

## To the ‘06th

Those assigned to the 3506th Recruiting Group are: SSgt. Robert Hunt, 3561st RSq., Seattle; SSgt. Raymond H. Worthey, 3562nd RSq., Norton AFB, Calif.; TSgt. Danny L. Lawson, SSgt. Earl Combs and Sgt. Luis C. Armendariz, 3566th RSq., Travis AFB, Calif.; SSgt. Myron L. Evins, 3567th RSq., Lowry AFB, Colo.; TSgt. Terry A. Johnson, SSgt. Tully D. Taylor, 3568th RSq., Ft. Douglas, Utah; SSgts. Lorenzo G. Clayton and Lonnie D. Hastings, 3569th RSq., Los Angeles.



# Thunderbirds select 1980 show sites

The Thunderbirds will begin their yearly schedule of shows March 15 and 16 at Davis-Monthan AFB, Ariz. The schedule will run through November with some 74 show sites selected.

The "Ambassadors in Blue" will present their aerobatic demonstrations to millions of viewers at civilian air shows and base open house celebrations.

Recruiter support by the Thunderbirds will be enhanced this year through increased "Recruiting Days" prior to and following performances. Group and squadron advertising and publicity staffs will be contacted by Headquarters Recruiting Service, Publicity Division, to set up activities well in advance of show dates.

The dates and locations of Thunderbird appearances are:

## March

15-16 Davis-Monthan AFB, Ariz.  
22 Sheppard AFB, Texas  
23 Laughlin AFB, Texas  
29 Charleston AFB, S.C.  
30 Blytheville AFB, Ark.

## April

5 Vance AFB, Okla.  
12 Seymour-Johnson AFB, N.C.  
13 Wilmington, N.C.  
19 Patrick AFB, Fla.  
20 Keesler AFB, Miss.  
26 Columbus AFB, Miss.  
27 Barksdale AFB, La.

## May

3 Langley AFB, Va.  
4 Dover AFB, Del.  
9-10 Andrews AFB, Md.

11 Grissom AFB, Ind.  
17 McConnell AFB, Kan.  
18 Randolph AFB, Texas,  
21 Maxwell AFB, Ala.  
24-26 Ypsilanti, Mich.  
28 Air Force Academy

## June

1 Myrtle Beach AFB, S.C.  
7-8 London, Ontario, Canada  
11-13 Reading, Pa.  
15 Kansas City, Mo.  
18-19 Westover AFB, Mass.  
21 Chanute AFB, Ill.  
22 Scott AFB, Ill.  
27-28 Provo, Utah  
29 Mountain Home AFB, Idaho

## July

1 Milwaukee  
2-3 Detroit  
5-6 Jones Beach, N.Y.  
12 Ellsworth AFB, S.D.  
13 Offutt AFB, Neb.  
19-20 Everett, Wash.  
23 F.E. Warren AFB, Wyo.  
26-27 Chicago

## August

2 Bergstrom AFB, Texas  
3 England AFB, La.  
6 Griffiss AFB, N.Y.  
9 Youngstown, Ohio 910 TFG (AFRES)  
10 Wurtsmith AFB, Mich.  
13 Niagara Falls IAP, N.Y. (AFRES)

16-17 Warwick, R.I.  
30-31 San Diego

## September

1 San Diego  
6-7 Nashville  
10 St. Joseph, Mo., 139th TAG/ANG  
13-14 Valparaiso, Ind.  
17 Plattsburgh AFB, N.Y.  
19 Pease AFB, N.H.  
21 Boston  
27 Carswell AFB, Texas  
28 Elgin AFB, Fla.  
30 Beaumont, Texas.

## October

4 Nellis AFB, Nev.  
5 Edwards AFB, Calif.  
9 Little Rock AFB, Ark.  
11 Kirtland AFB, N.M.  
12 Reese AFB, Texas  
17 Tyndall AFB, Fla.  
18-19 Kissimmee, Fla.  
25 Norton AFB, Calif.  
26 Salinas, Calif.  
29 Castle AFB, Calif.

## November

1 Holloman AFB, N.M.  
2 March AFB, Calif.  
8 Luke AFB, Ariz.  
9 George AFB, Calif.  
11 Vandenberg AFB, Calif.  
15 Homestead AFB, Fla.  
16 MacDill AFB, Fla.  
30 San Juan, Puerto Rico 156th TFG/ANG

# Helpers

## Recruiter assistance coordinated by five people

By TSgt. Wayne Bryant

The Recruiter Helper Program is alive and well, living in a second floor office of Recruiting Service headquarters.

Six dedicated individuals work daily turning recruiter nominations into "recruiter helpers" to assist in finding the quality people needed by the Air Force.

According to MSgt. Robert Gorrebeeck, NCOIC of Special Programs, Directorate of Operations, "Our job is to screen the nominations submitted by

recruiters and provide quality recruiter assistance. In FY 79 we selected and sent to recruiting offices, 1,769 helpers who were responsible for more than 10,000 age-qualified leads and 2,200 enlistments. That is approximately 1.2 enlistments per helper."

To provide this assistance, Sergeant Gorrebeeck has five people, one responsible for each recruiting group, to screen nominations and seek recommendations from the unit to which the prospective helpers are assigned.

Shirley Zunker, 3506th Recruiting Group monitor, said, "We would like to see at least five nominations per quarter from every recruiter in the command. In that way we can be assured of enough helpers throughout the year."

The other monitors involved in the Recruiter Helper Program are; Sgt. Scott Cook, 3501st Recruiting Group; Abby Pressley, 3503rd Recruiting Group and Paula Leos, 3504th Recruiting Group. The monitor position for the 3505th Recruiting Group is presently vacant, but a replacement is being sought.

### Step by step

The program timetable varies, depending on whether the nominated individual is attending a technical training course or is assigned permanent party at a base.

Individuals in courses can be assigned between their course and their first assignment, if they are recommended by the tech training unit. Individuals already assigned to a base are only recommended if manning and training requirements are not adversely affected. This can mean the recruiter helper may be delayed from two weeks to 10 weeks depending on the circumstances.

"Recruiting Service pays for the entire TDY at the recruiting office," added Sergeant Gorrebeeck, "so it's in the best interest of the recruiter to get the most out of that individual. The best ways to use a recruiter helper are in schools and as contacts with local age-qualified prospects."

Once the recruiter helper has completed his or her 15-day TDY, every recruiter is required to complete an evaluation of that individual and provide infor-

mation as to their production. This is one area in which Recruiter Helper Program monitors need the assistance of recruiters.

"We continually seek to improve the program," notes Lt. Col. Emmett V. Matthews, Special Programs Division chief. "Through the reports we receive from recruiters we can tell whether we are getting our money's worth out of the Recruiter Helper Program. It also enables us to double-check our screening process in the selection of recruiter helpers."

Sergeant Gorrebeeck offered some tips to assure the program does what it's intended to do. "We need the nominations from the recruiters at our office in plenty of time before graduation from tech schools. The nominations should be on highly motivated individuals who the recruiter knows will do a good job."

"We'd like to ensure that squadron monitors keep us up-to-date with names of any new recruiters assigned or recently departed."

"We ask that they call their group's monitor each Friday for Recruiter Helper selectees and cancellations and pass that information to the recruiters. And finally, it is essential that evaluations on Recruiter Helpers be forwarded to us as soon as possible."

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