

The Air Force RECRUITER

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January 1982

Four earn 'STEP' up

By CMSgt. Joseph Kozusko

Four Recruiting Service noncommissioned officers got a Christmas bonus from Brig. Gen. Thomas C. Richards, Recruiting Service commander.

He promoted them, effective January 1 under the Stipes for Exceptional Performers program.

The NCOs who received promotions are MSgt. Thomas C. Fluent, 3546th Recruiting Squadron; MSgt. Charles Brown, Jr., 3555th

Recruiting Squadron; TSgt. Charles H. Roberts, 3532nd Recruiting Squadron; and TSgt. Randolph D. Pinto, 3519th Recruiting Squadron.

"One of the best jobs a commander has is recognizing truly outstanding individuals. These four people richly deserve promotion, and I'm proud to be able to recognize them this way," Gen. Richards said.

Sergeant Fluent, currently the "A" Flight Supervisor in the 3546th Squadron, is a

man on the move, not only through promotions, but through job progression. Recognized as a top recruiter in the 3513th Squadron, he volunteered to take a liaison position in the Kansas City MEPS with the 3541st Squadron. With a solid background in recruiting, procurement and processing, and the desire to move up, he was selected for a key flight supervisor position and was one of very few E-6s to hold this position. Upon notification of his promotion he stated, "I was surprised and shocked. No one man can take sole credit for his success. I owe a lot of thanks to a lot of people."

Sergeant Brown, a production recruiter in the 3555th Squadron, Milwaukee WI, typifies the image of the truly successful recruiter. During his five years of Air Force recruiting, he has always been a contender for top honors in his squadron and group. In FY 81, he was recognized as the 3555th Squadron's top recruiter. He said, "I consider myself very fortunate and very lucky to have been chosen for this promotion, considering the competition. The Air Force has been good to me, and this promotion proves hard work and dedication will be rewarded."

Sergeant Roberts, currently the 3532nd Squadron's recruiter trainer, was recognized with the unique distinction of being the Air Force's Top Recruiter and Top Rookie Recruiter for FY 1981. Roberts said, "I don't believe there is any other job that gives an individual the opportunity to excel and be recognized, if he is willing to dedicate himself to the job." However, he also pointed out that his accomplishments were not his alone, that the support of all the members of his flight and squadron made it possible.

Sergeant Pinto is the budget NCO for the 3519th Recruiting Squadron and, like the other promotees, was recognized as the "best of the best" in his job. Working in a nonproduction support position, Sergeant Pinto's outstanding contributions to the recruiting mission were culminated in his selection as Recruiting Service's Top Support NCO for FY 1981. "To be selected for a STEP promotion is a dream come true—it's something you really don't think about, and when it happens, 'WOW!'" Pinto further stated, "I just received a 12-volume career development course to study for the promotion test. Now I have at least two years to work on it."

A final comment to this success story that should not be left unsaid. All four promotees revealed that without the support and encouragement of their wives and families, their success would not have been possible.



Lunch

Brig. Gen. Thomas C. Richards, Recruiting Service commander, right, along with CMSgt. Joseph Kozusko, senior enlisted advisor, second from right, have

lunch with three of the four STEP promotes following the promotion announcement. The four NCOs were promoted effective January 1. (Air Force photo)

Engineers to help recruiters

Recruiters working to bring engineers into the Air Force will be receiving added assistance through a program recently announced at Recruiting service Headquarters.

The new program, called the Engineer Helper Program, has some 200 Air Force engineers who have volunteered to help. Plans call for the engineers to be sent TDY to a recruiting office for approximately 14 days to assist in testimonials, college career days, COIs and engineer conventions. The program will attempt to match the engineers with their college alma maters.

According to Recruiting Service officials, the program will enable a prospective

engineer to talk with an Air Force engineer about the career opportunities available. Various subjects would be addressed by the helpers including job satisfaction, responsibility for high technology projects, management and leadership training as well as progression in the Air Force.

The program will also be supported through a direct mail campaign to engineers, and liaison with engineering organizations and schools. The point of contact for the Engineer Helper program is the Programs Branch (RSOPD) of the Directorate of Operations, Recruiting Service Headquarters. Requests for engineer helpers should be sent to them. Any questions can also be answered by them at Autovon 487- 5387.

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AFAF on its way

The Air Force Assistant Fund Drive will begin March 1 and continue through April 1 throughout the Air Force. This year's goal is \$3.65 million.

The AFAF supports three activities; the Air force Air Society, Air Force Village, and the Air force Enlisted Widows Home. The drive supports agencies that help Air Force people in need; donors to the fund drive may one day receive help from it.

FAMILY

Make 1982 positive

By Meredyth Richards

Last Saturday our daughter, Wendy, no longer a dependent, had a minor but sobering experience I would like to share with you.

Needing a prescription for a mild ailment, she spent less than five minutes with a doctor, had a lab test run by the nurse, was given a prescription—and a whopping bill. Her reaction as a young working girl was obvious, what would the cost had been if it had been serious?

And then I thought, how fortunate we are to have access to medical facilities through a base or CHAMPUS.

After discussing these thoughts with Tom, I decided to share them with you, perhaps to give us a new, positive outlook on our very secure lives as the families of those who defend our country. In this age of instant news, most of what we hear is negative; layoffs, hospital bills, countries without food, freedoms being stifled and on and on.

Negativism is a trap causing frustration and depression, and we don't need that. We have too much to be happy about. Perhaps our prescription for happiness for 1982 could be thinking of the worries and problems we don't have and being grateful for every wonderful free day we do have.

DOD: no tuition for military

(Editor's Note: The following story by Lawrence J. Korb, Assistant Secretary of Defense for Manpower, Reserve Affairs and Logistics, is condensed from an article that appeared in the December 1981 issue of Defense '81.)

Some public school districts in the United States, faced with probable sharp cutbacks in federal impact aid, came to the decision earlier this year that charging tuition to military families could be their only recourse to regain lost funds. A number of districts have already determined how much tuition they would charge for dependents if impact aid to them is reduced or eliminated.

Of course, no military member can afford such charges, and Secretary of Defense Caspar Weinberger has pledged that no member will be forced to pay for the education of his or her dependents, even if that means the Department of Defense must take the matter to court.

It is important for everyone in the defense community to understand the impact aid problem and how it developed.

Program History

School assistance to federally affected areas (Public Law 81-874), more commonly known as impact aid, is a program which compensates local school districts for losses in tax revenues due to the presence of federal property. Assistance to areas where military installations are located was begun about 150 years ago, while assistance to areas where other kinds of federal property are located—such as national parks and Indian reservations—goes back over 100 years. In 1950, all such assistance to school districts was consolidated into one program and placed under one federal agency. More recently, the Department of Education has been the agency responsible for administering the Impact Aid Program.

The Impact Aid Program is composed of several parts. The portion most commonly recognized and referred to is Section 3, under which funds go to school districts that educate dependents of parents who either live or work on federal property. Such compensation is usually higher for children whose parents both live and work on federal property (Category A dependents) than for children whose parents only live or work on federal property (Category B dependents).

The rationale for compensating school districts for the cost of education of these dependents is that their parents either live

and/or work on property that does not generate business or residential property taxes. Also, many military families do not pay state income taxes to the states where they are stationed, and, if they shop in commissaries and exchanges, they are not paying sales taxes on these purchases. Many states depend on state income and sales taxes—as well as on personal property taxes from which some military families are exempt—for a major portion of their educational revenues. In North Carolina, for example, 70-80 percent of each child's education is funded from state income tax revenues.

Effect on the Military

There are 230,500 dependents of military members who live and work on federal property (Category A dependents) and 330,500 dependents of military members who live in the civilian community (Category B dependents). Under the Administration's FY 1982 budget request, approximately 80,000 of the 230,500 military Category A students live in districts which would have continued to receive some impact aid payments in FY 1982. Funding for military Category B students would have been eliminated entirely.

Consequently, many school districts containing military populations were faced with

the likelihood of sharp impact aid cutbacks in the upcoming school year. Their response to this impending loss of revenue was to threaten to charge tuition for military dependents. This required passing state legislation which allowed them to do so. Other options would include: cancelling contracts to run schools attended by military dependents; denying dependents access to local schools by redistricting; and claiming "exclusive jurisdiction" which could force the federal government to become responsible for all services on federal property and which could force students to pay tuition to attend schools in the civilian community.

State Actions

The first state to take action after the proposed federal budget reduction was Virginia, which signed into law last March a bill to grant local school districts the authority to charge tuition if they received impact aid on behalf of a child at a rate less than 50 percent of the per capita cost of education. North Carolina followed with similar legislation in June. Its law requires that districts charge tuition to all students who are not domiciliaries of the state. This would include dependents who live both on and off base. In North Carolina, only Category A students attending schools that receive impact aid at 50 percent or more of the cost of their educations are exempt from mandatory tuition charges.

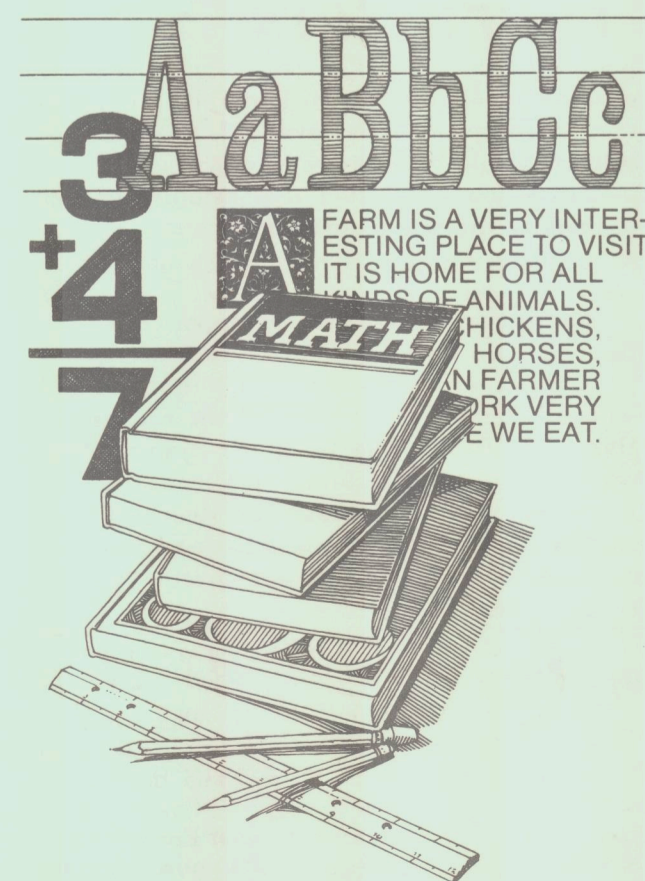
Texas passed legislation in June granting local districts the authority to charge tuition based on the local contribution rate which would include real estate as well as other personal property taxes. Texas uses these taxes as its primary source of revenue for education.

The State of New Hampshire already has an existing law that allows tuition charges, and Delaware has a law prohibiting the use of state or local funds for the education of dependents living on federal property.

Defense Department Response

Naturally all of these situations are of grave concern to the Defense Department. We view any actions by states and localities to charge tuition as attempts to hold military families as hostages in a battle that should be appropriately fought through the legislative process. The Defense Department has no other recourse but to take all legal steps necessary to challenge these local actions in court. It is both unreasonable and

Continued on next page



'Pioneers' takes N.Y. film award

The Air Force Orientation Group has earned one of the top awards from the International Film and TV Festival of New York.

A Silver Medal went to "Pioneers of Flight," a multi-image presentation highlighting the progress of American aviation. AFOG Commander, Col. Arthur F. Creighton, Jr., accepted the award on behalf of AFOG during ceremonies at the Sheraton Centre Hotel, New York City.

Now in its 24th year, the International Film and TV Festival of New York is an annual event supported by all segments of the communications industry, the trade press and government agencies in the United States and abroad.

"Pioneers of Flight" is AFOG's primary show for high school audiences and is presented across the country in 40-seat, mobile

theater vans. Using 15 programmed slide projectors, five screens and a stereo sound system, the program highlights American air progress from the beginning of powered flight through today's space age and provides a preview of aerospace for tomorrow.

The story is told by using exploits of key aviation pioneers, with their voices adding a special dimension to the program. Viewers see and hear Jimmy Doolittle describe his record setting experiences and the 1942 Tokyo air raid. Jackie Cochran, the first woman pilot to fly faster than the speed of sound, tells of her commitment to flight and the place women have made for themselves in aviation. Astronaut Charles Duke describes his sensations when he walked on the moon. The show concludes with a brief reference to Air Force people and job opportunities in the Air Force.



On display

Everyone at the 3504th Recruiting Group headquarters was very excited recently when they thought they were getting a new A&P display in the form of their very own C-123 aircraft. The aircraft would have been a great crowd pleaser in parades next summer but, unfortunately it was pulled right on by the headquarters and placed on permanent display on the Lackland AFB parade ground. (Air Force Photo)

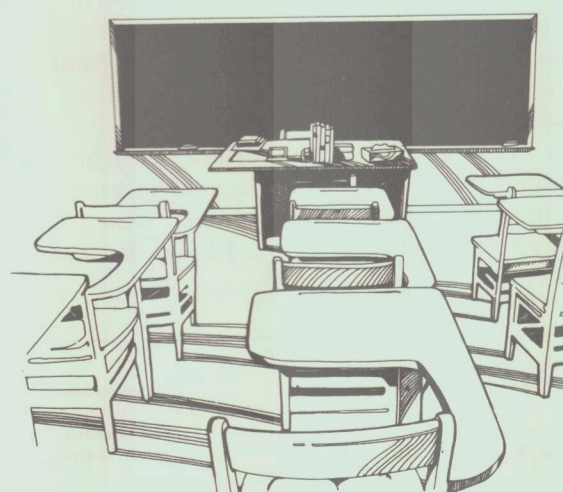
Tuition

Congressional

actions cause

state delays

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contradictory for DoD to expect any military member to bear the burden of tuition costs for his or her children while the Department is firmly supporting an improved quality of life for all military personnel. It is also totally unreasonable and discriminatory to expect military members to pay for the total educational expense of their children in a society where everyone, even those citizens without children, pays a variety of taxes.

In June, Secretary Weinberger sent notice to the Chairman of the Joint Chiefs of Staff and Secretaries of the military departments that "no soldier, sailor, airman or marine will be forced to pay tuition for the public school education of his or her dependents." Soon thereafter, all services were notified on what steps were to be taken should any military member receive a tuition bill. The Department is determined that not one military dependent will be denied access to a free public education.

Congressional Action

The situation generated several rounds of hearings in Congress, with various committees suggesting different funding levels and allocation procedures. Meanwhile, many states and localities began to determine what specific tuition charges might be imposed on military families should impact aid be reduced or eliminated in those districts. This caused considerable concern among members of the Armed Services Committees in both houses of Congress.

The Senate, by voice vote, passed an amendment to the Omnibus Budget Reconciliation Act of 1981 to increase

authorization for impact aid funding to \$500 million. The Senate bill, however, did not include a formula to determine funding for specific school districts. On the House side, a substitute provision was passed. It would have provided \$401 million in impact aid for 1,700 of the most seriously impacted school districts. The House bill did not provide authority or funds for Section 6 schools.

Before Congress recessed in August, conferees from the House and Senate had agreed to authorize impact aid at a level of \$475 million. Allocation rules were left pending. Nor did the conferees provide funding for Section 6 schools. Instead, DoD was given authority to operate these schools from the Department's existing resources.

Consequently, many school districts refrained from further actions to impose tuition charges on military dependents until the funding question is resolved in Congress, although some districts have set tuition charges that will be due, should impact aid be below a level the school district considers adequate. Furthermore, in some localities, the relationships between the military and civilian communities had become strained.

It is still the firm position of the Department of Defense that no military dependent should be denied access to a free public education in a local school that has traditionally provided that education, regardless of the final resolution on the distribution of funds by Congress. Secretary Weinberger will continue to insure that no military family shall be forced to pay tuition for the education of his or her dependents.

VIEWPOINT

Make our resolutions now!

The New Year is here, with its reflections and resolutions. As we look back over the past 12 months, we see success after success. We met our goals with quality people who will help to make the Air Force even better in the future.

You, the man and women of Recruiting

You, the men and women of Recruiting steps possible. Your hard work and dedication to bringing in quality people have made this year so successful.

When we reflect on our successful year, we can draw many conclusions about what we can do to make this new year even better. The keys to success in recruiting have always been working schools, COIs, and leads. They

provide the people and you provide the path for those people to follow—the Air Force.

We must make our 1982 resolutions now for this year. The quality must be continued if the Air Force is to meet future technology head-on.

The people we recruit are the force of the future and will need to be the best.

We are off to a good start in FY 82. Our production during the first three months of this fiscal year is proof that our emphasis on quality is working. We are bringing in more than 92 percent high school grads. This is an outstanding achievement on your part, and I'm very proud of that. I am convinced we can do even better.

We must now focus our efforts and resources in the hard to recruit areas. Navigators, engineers, CSEP, and the health professions are the challenge.

With your help and dedication, I know 1982 will be another successful recruiting year. We know how it's done, so let's make it happen!

Thomas C. Richards

Medic's Corner

By Lt. Col. Ed Andrews and Lt. Col. Ralph Elikan

Directorate of Health Professions Recruiting



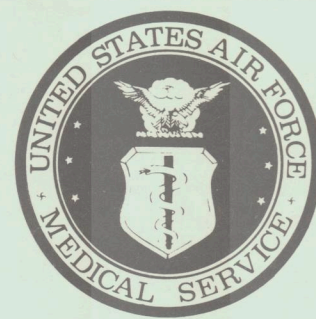
A vast majority, around 81 percent, of our fiscal 1982 physician recruiting objective is composed of surgical specialties. These requirements are similar to the unfilled authorizations from last year. Projected output from our HPSP program indicates that Recruiting Service will be tasked to fill these remaining critically short specialties both this year and next. The small need for general practice, pediatrics, internal medicine, flight surgeons and other primary care providers will be filled by physicians from our HPSP program.

Our national and local mail outs have primarily been aimed at critical specialists in private practice or otherwise employed. Little emphasis has been placed on recruiting in teaching hospitals.

If you have already worked your list of practicing physicians, it is time to switch gears. While repeated mail outs to the same list

may yield some results through follow-up recruiting techniques, your return will be minimal. A few physicians will acquire an interest due to changes in their personal status; however, a more fertile area is working residents in the needed critical specialties. They are not only a good market because they haven't been overworked, but most of them are looking for a place to practice their profession and they lose the least amount of constructive credit as a result of DOPMA.

While you may get some results in recruiting "last year" or chief residents, your best results will be achieved over a two year or longer period. Many "last year" or chief residents already have made plans for additional training or establishing their professional practice. Next-to-last year residents are your best bet. Mail outs to your residents in teaching hospitals will plant the seed but your best results should be achieved by visiting your teaching hospitals and setting



up COI events. Be sure to take advantage of the MEDRAP program, career physicians, and MSLO physicians in your area and have them help you tell the Air Force Medicine story at your COI events. Maintain close follow-up with these residents and have them submit their application during the initial part of the chief resident (last) year. Be sure to update and maintain current PIR's. The important thing is to stimulate interest—not to lock your self in with assignments, when talking with early year residents.

While changing emphasis to recruiting residents, you still need to work fully qualified physician specialists. Remember, you can't expect instant success. Much of what you start today will bear fruit a year or two in the future.

*Icy dream
proves fatal,
reality is
different*

By a Recruiter

Imagine yourself traveling down a two-lane icy country road doing approximately 25 MPH in a 45 MPH zone. The van in front, about four or five car lengths, is also creeping along about 25 MPH.

You've had a great day, setting up three people to go to the MEPS and taking another one home. You're paying close attention to the road ahead because of the icy conditions when you notice a car pull out of a side road in front of the van.

You and the van brake simultaneously and discover you have no control as you start sliding on the black ice. You start pumping the brakes but seem to be picking up speed as you go down a slight hill. There is on-coming traffic in the other lane and the van seems to have better traction because you are closing rapidly on him.

The only option seems to be the ditch. You manage to get the car headed into the ditch but almost as soon as you congratulate yourself

for the smart thinking, you see the culvert at the end. The nose of the car buries into the embankment and you watch in slow motion as the rear end starts to come over the top.

Your front seat passenger goes through the front windshield as it pops out and is halfway out the window as the car comes down on the roof, crushing his upper body. The picture fades out as your body is dropped against the crumpled roof and your neck is bent at a strange angle.

As reality slowly returns, you hear voices outside the car and can see the red reflection of emergency lights through the shattered rear window. The only thought going through your mind at that time is "If only I had been wearing my seat belt".

This accident actually happened, with one slight difference. Everybody in the vehicle wore seat belts and nobody had a scratch. Who says seat belts work? Survivors. I know because I'm one.

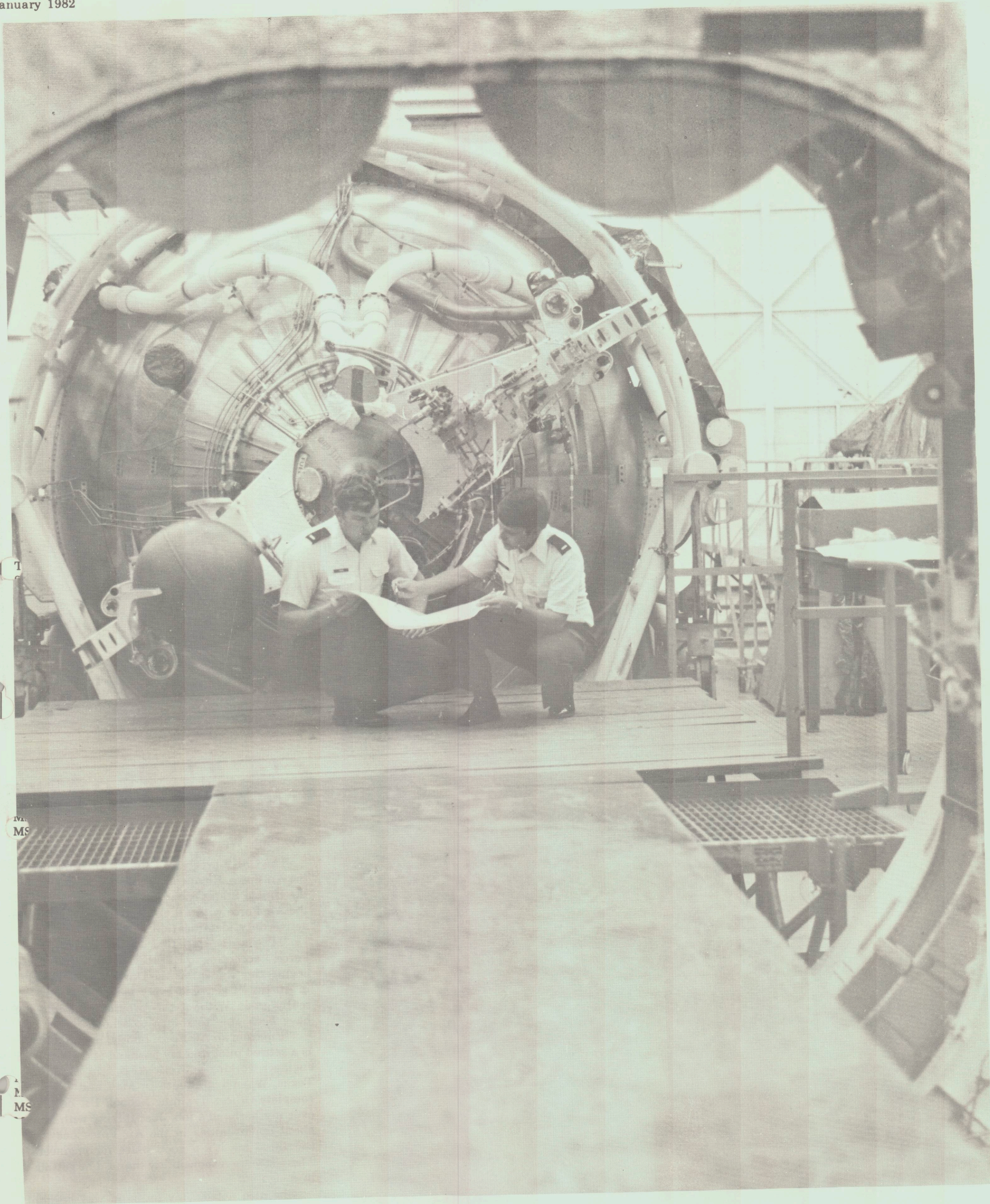
The Air Force RECRUITER

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All photos are official Air Force unless other indicated

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CSEP

The path to Air Force engineering

Air Force engineering opportunity

The Air Force's College Senior Engineer Program offers junior and senior engineering students an opportunity to draw more than \$900 per month while attending school. In addition, the student is eligible for all the entitlements and benefits provided to members of the Air Force.

The CSEP program is open to students with 12 months to 60 days remaining before graduation, who are presently attending an accredited university in various engineering majors.

To qualify for the program, a student must major in one of the following degree programs: aeronautical, aerospace, architectural, astronautical, civil, electrical, or nuclear. Applicants must meet the following qualifications:

- Be a US Citizen

- Be between 18 and 30 years of age at time of commissioning.
- Be within 12 months, but not less than 60 days, of graduation.
- Pass a commissioning physical.
- Not be on active duty.
- Possess a minimum of 2.5 GPA on a 4-point scale for all college level studies, including academic major.
- Score a minimum of 25 on the verbal and 25 on the quantitative portions of the Air Force Officer Qualifying Test.

After acceptance into the program, the students are enlisted into the Air Force in the grade of E-3 (airman first class) and draw the appropriate pay and allowances. They will be issued active duty identification cards and be entitled to the full range of benefits offered in the Air Force.

Following graduation students attend Officer Training School, Lackland AFB, Texas, and after successful completion of OTS are discharged from enlisted status and commissioned as second lieutenants. They are then placed on active duty with a 4-year commitment from the date of appointment as reserve officers.

Technology

Air Force engineers are offered an opportunity to work with today's high technology, including laser testing. The work done by today's Air Force officer will become the basis of many new technological advances.

Challenges

The Air Force offers a graduating engineer a challenge found in very few other careers. Responsibility is one of the first lessons an Air Force engineer learns. Newly commissioned officers can be given the responsibility for major projects.

CSEP student

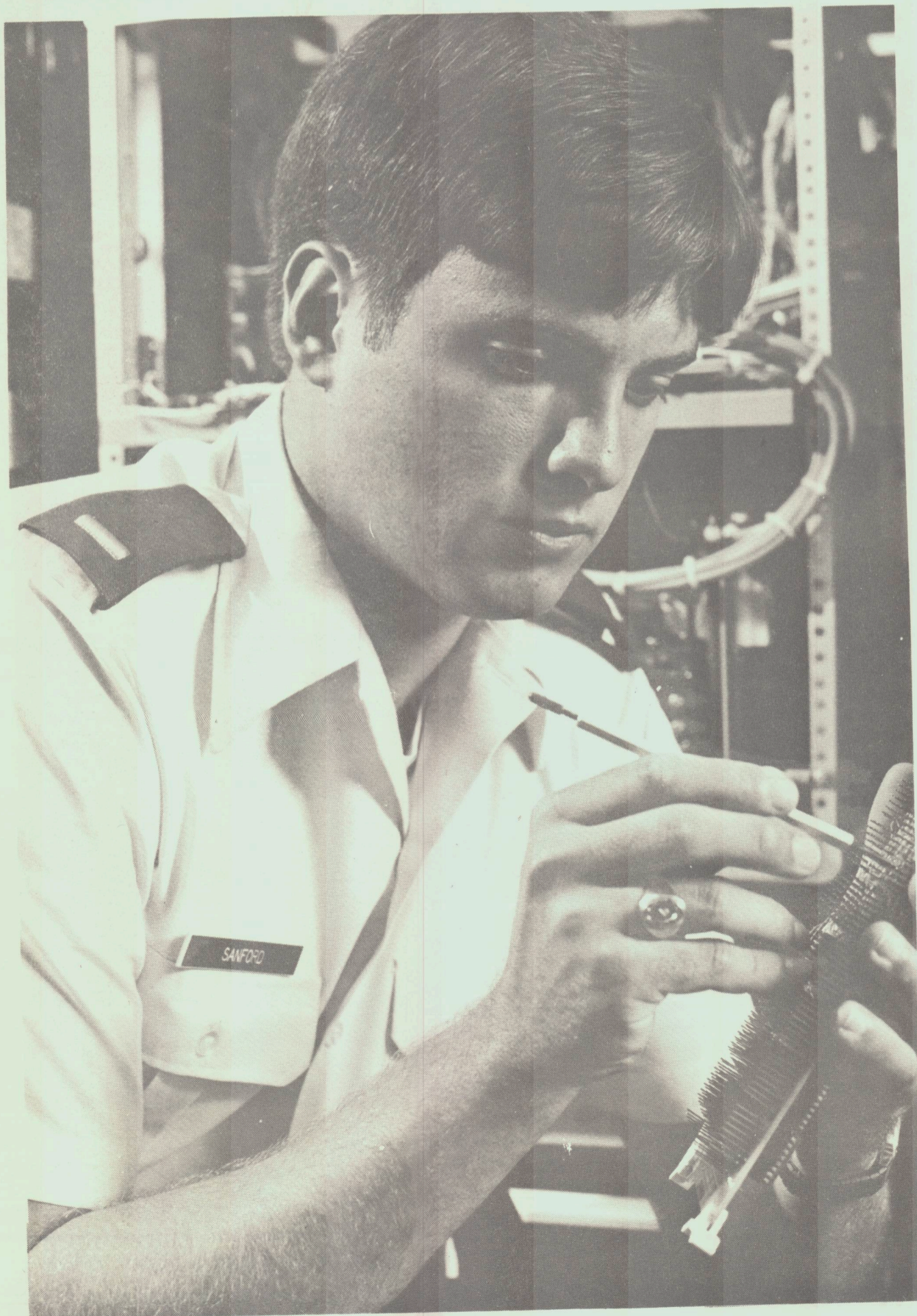
By TSgt. Wayne Bryant

The CSEP program is unlike anything else in the Air Force. Engineering students throughout the United States spend up to 12 months in the Air Force with all entitlements, including an active duty identification card.

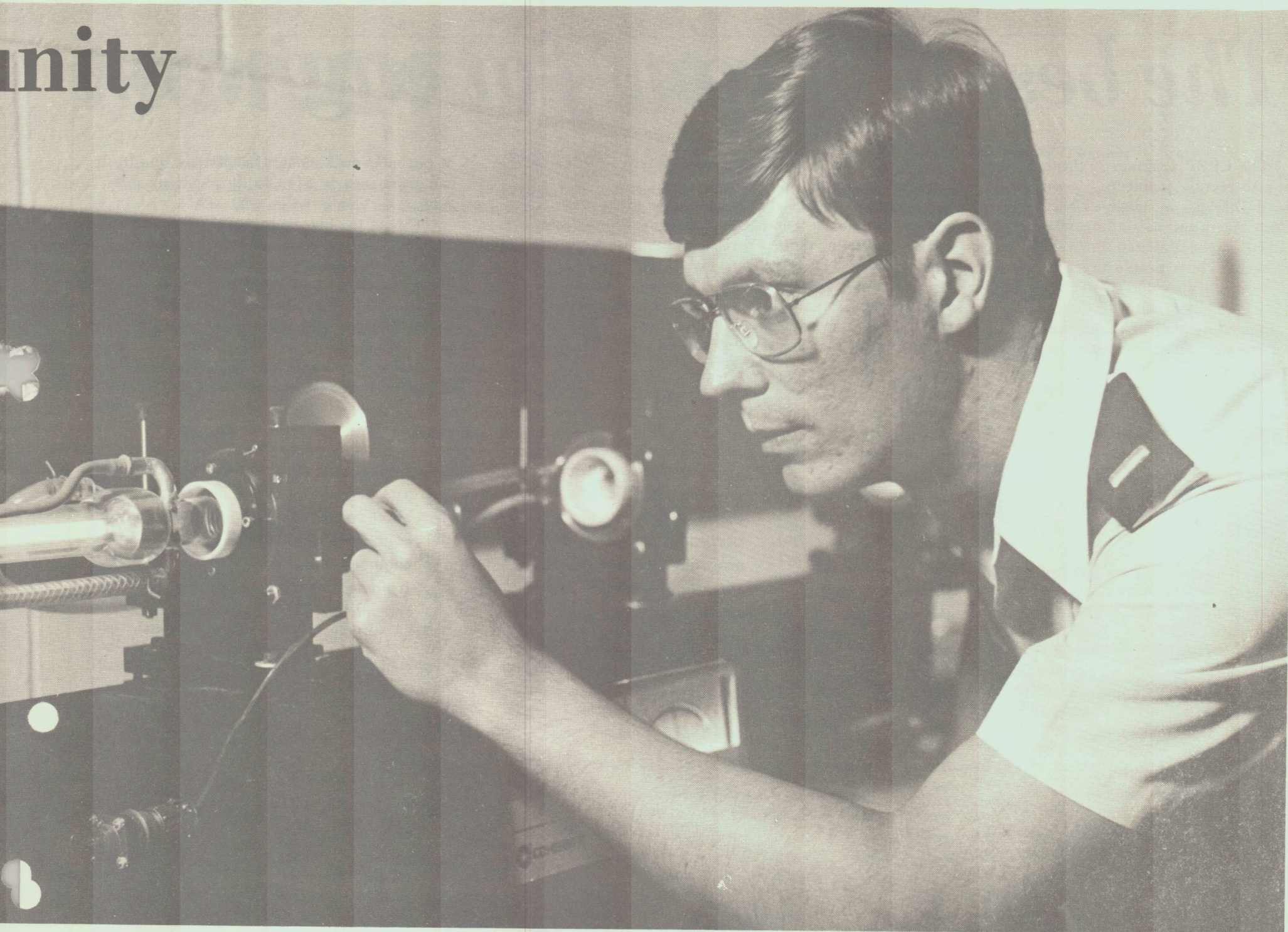
"It's hard to tell that I'm in the Air Force," according to Elizabeth Goss, an electrical engineering student at the University of Texas in Austin. "I get paid every month and it's really great. Without this program, I might not have been able to return to school."

"I'm from an Air Force family; my father is a retired pilot and my husband is currently an engineer working at Kelly AFB, San Antonio, Texas. When I graduate in May and complete Officer Training School, I'll be taking over my husband's job. Just talking with him about opportunities in the Air Force has convinced me it's a good place for engineers. There is more responsibility than I'd be getting in a civilian job."

She also noted, "my husband was hesitant when he first came into the Air Force and wasn't making as much money as his fellow graduates. Now, with his promotion, he's making as much as they are and working in a job he really enjoys."



unity



ents think it's great

Engineers are in short supply throughout the country. According to statistics, there will be an annual shortfall of some 16,000 engineers between now and 1990. In addition, American colleges and universities are seeing a decline in the 'raw material' for engineering degrees. Fewer high school graduates are taking courses that would enable them to pursue engineering or technical degrees.

David Callen, another engineering student at the University of Texas, has previous experience with Air Force engineering and three brothers in the Air Force.

"I worked at the Air Force Academy last year as a student engineer employment program," says Callen. "I was surprised when they gave me a project to work on my own. I thought it was a lot of responsibility to give someone they hadn't worked with before. However, I learned that the Air Force gives their engineers that kind of responsibility. It really makes you feel worthwhile."

Having three brothers in the Air Force had quite a bit of influence on his decision to enter

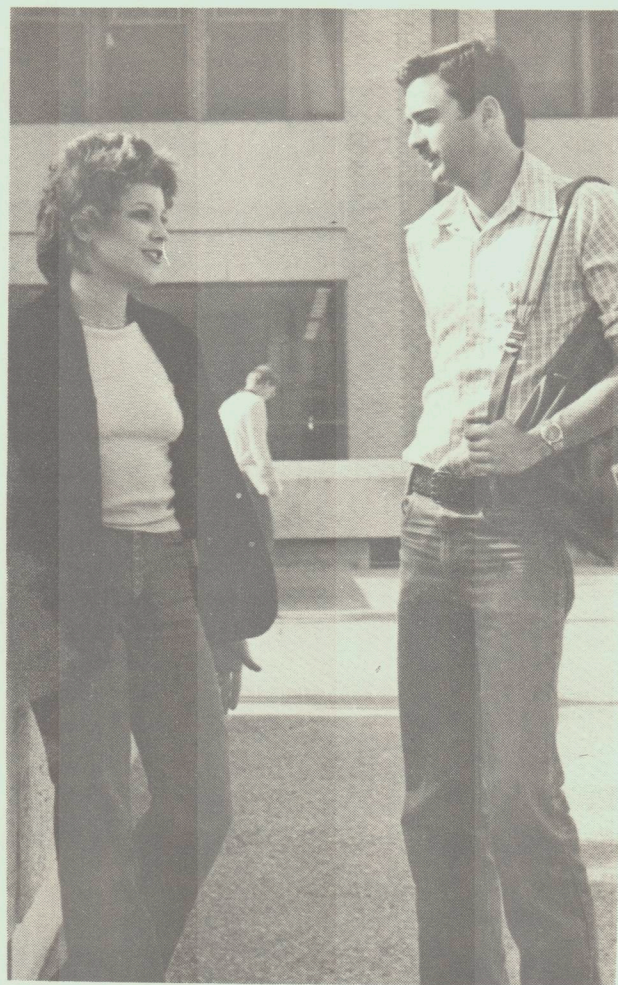
the CSEP program. Two of the brothers are pilots, one flies the F-15 Eagle and the other the C-141 Starlifter. The third brother is an instructor at the Air Force Academy, teaching astronautical engineering.

"From everything I'd heard about Air Force engineering, I knew it was something I'd like," noted the aeronautical student. "The money is great each month and the benefits are super."

Like all students attending college, Dave Callen and Elizabeth Goss are interested in their future. For them, the Air Force provides what they're looking for, A Great Way of Life.

Students

David Callen, right, and Elizabeth Goss, students at the University of Texas at Austin, talk about the advantages of the CSEP program and what they will be doing once they come into the air Force.



'The best program' for engineers

"The CSEP program is the best thing we have to recruit engineers," says MSgt David DiMego, an engineer recruiter in the 3541st Recruiting Squadron. "It's a ready-made Delayed Enlisted Program for engineers. These people are actually in the Air Force, even if they don't perceive it that way."

As a recruiter with a closed campus in his zone (University of Texas at Austin), Sergeant DiMego works directly with the Professor of Aerospace Studies in his recruiting effort. "It's a two-way street working with ROTC people. I provide them leads on freshmen and sophomores and they call me on junior or senior engineers who are interested in the Air Force. Without this cooperation, my business at UT would be zero."

Recruiting Service officials stress that this cooperation with ROTC is a must if a recruiter is to work in or near a closed campus. "This is very important for recruiters to understand," said Maj. David Durrant of the Officer Commissioning and Management Directorate.

"The AFROTC Commandant advised his detachment commanders at closed campuses that they can refer applicants for CSEP to our recruiters. At open campuses, he directed AFROTC personnel to help in CSEP recruiting. He further directed AFROTC personnel to help actively support all other Recruiting Service campus related recruiting initiatives and efforts. AFROTC is genuinely committed to doing everything reasonable to work with us to the mutual benefit of all Air Force recruiting programs."

Another initiative to help recruit engineers is available to recruiters. The Engineer Helper Program makes Air Force engineers available to talk in person with prospective applicants and at colleges. Advertising and

publicity efforts are also underway to assist the program.

"One of the best ways to make the program work," according to MSgt Wayne Kerlin, another successful engineer recruiter in the 41st Squadron, "is to get a student in the CSEP program and use him or her as a COI."

"I mail to junior engineers and work seniors early in the year," notes Sergeant Kerlin. "The program offers them 12 full months

of pay and entitlements, so if they qualify it can mean nearly \$11,000 during their last year.

"One of the biggest things that a recruiter has to overcome is that students think there must be a 'catch' if the Air Force is going to pay them to go to school," remarked Sergeant Kerlin. "Once they find out there isn't a catch, it becomes just what it is—a super program."

Varied skills

The Air Force is looking for engineering students in a variety of skills. Students enrolled in an accredited university in the following programs are eligible for CSEP. The courses of study are: aeronautical, architectural, astronautical, civil, electrical or nuclear

engineering. The student selected for the program will draw some \$900 per month for up to 12 months. Following graduation, the engineer will attend Officer Training School and receive a commission as a second lieutenant.



HONOR ROLL

12 or More EAD

This category recognizes those recruiters who obtained 12 or more NPS on active duty for December 1981.

Name	EAD	SQ/FLT
TSgt William P. Henneberger	16	69F
MSgt Michael W. Twaroski	12	13F

12 or More Net Res

This category recognizes those recruiters who obtained 12 or more Net Reservations for December 1981.

Name	Net Res	SQ/FLT
SSgt Wesley H. Hamann	21	37C
TSgt Dennis D. Burr	18	49C
SSgt Gerald M. Plante	18	33F
SSgt Gary M. Siciliano	15	63D
MSgt Michael W. Twaroski	15	13F
MSgt Owen K. Moore	14	19F
TSgt Larry B. Jackson	14	37D
TSgt Dwight C. James	14	51D
SSgt Robert Hunt	14	61C
TSgt James J. Besmer	13	54B
TSgt Samuel E. Lehman	13	18E
TSgt Charles L. Scogin	13	33C
TSgt Wimberly D. Stevens	13	15H
Sgt Myles R. Russell	13	54F
MSgt Milton L. Amundson	12	43F
TSgt Phillip D. Beckelheimer	12	61G
SSgt M. Soto Aviles	12	33J
SSgt Steve D. Brewer	12	49B
SSgt Daniel J. Ewell II	12	13C
SSgt Daniel W. Price	12	37B

150 Percent Flight Club

This category recognizes flights and their supervisors who met or exceeded 150 percent of their monthly EAD Goal for December 1981.

Name	Pct	SQ/FLT
MSgt Robert E. Jacques	195	13F
MSgt Lee Jarmon	186	15A
TSgt Robert J. Dowd, Jr.	181	13B
SMSgt Richard B. Crosby	168	33F
MSgt Michael Wilenchik	167	18E
MSgt George M. Durbin	161	43F
MSgt Jerry E. Hyatt	156	53A

Flight Net Res Club

This category recognizes flights and their supervisors who met or exceeded 150 percent of their monthly Net Reservation goal for December 1981.

Name	Pct	SQ/FLT
MSgt Jack W. McDuffie	295	37C
MSgt Winfield L. Belanger	238	19F
TSgt David A. Watts	213	53E
MSgt Robert E. Jacques	209	13F
SMSgt John C. Privett, Jr.	206	33C
SMSgt Sherman C. Lockhard, Sr.	200	32F
MSgt Stephen W. Childers	200	68B
MSgt Robert W. Smith	193	32B
MSgt James P. Clark	192	32D
MSgt Edgar H. Eggleston, Jr.	189	16A
MSgt Walter C. Baird	186	48D
SMSgt Robert J. White	183	49C
MSgt John H. Boyden	181	19G
MSgt Harvey L. Heard	180	31D
SMSgt Richard B. Crosby	179	33F
MSgt Howard R. Dubiel	179	35D
SMSgt David L. Gundie	179	68D
SMSgt Harvey D. Clubb, Jr.	177	37A
SMSgt William L. McCormack, Jr.	176	16B
TSgt Robert J. Dowd, Jr.	173	13B
MSgt Loyal E. Henderson, Jr.	169	35A
MSgt Robbin L. McGregor	169	51D
MSgt Richard C. Koch	169	62B
SMSgt Lowell H. Rollyson	168	11F

SMSgt Apolinar Pina, Jr.	168
MSgt Matthew W. Balls	167
SMSgt Ray J. Gutzler	167
MSgt Wayne A. Rager, Jr.	167
TSgt George A. Coleman	164
MSgt Daniel L. Beamer	164
MSgt Aaron Schomber	164
MSgt Lee Jarmon	163
SMSgt Charles R. Hutton	163
MSgt Hubert R. Summers	163
MSgt Tommy R. McDonald	161
MSgt Robert W. Kepley	160
TSgt Angel L. Santos-Morales	160
SMSgt John A. Lopus	160
MSgt Raymond V. Joseph, Jr.	159
MSgt Allen M. Williamson	159
MSgt Jerry L. Stehman	159
MSgt William F. Ashlock	159
MSgt John W. Hege	158
MSgt Arthur E. Hanks, Jr.	158
MSgt Michael Wilenchik	157
MSgt Allan Bain	156
MSgt James L. Wheat	153
TSgt Albert L. Holloway	152
SMSgt Delmer K. Best	152
TSgt Ronald T. Cerrachio	152
MSgt Wilbert S. Talton, Jr.	150
CMSgt John W. Fletcher, Jr.	150
MSgt Robert E. Lewallen	150
MSgt John C. Newberry	150
MSgt Michael K. Hendricks	150

200 Percent Recruiter Club

This category recognizes recruiters who met or exceeded 200 percent of their quarterly NPS EAD goal Oct-Dec 1981.

Name	Pct	SQ/FLT
SSgt Harold T. Larcom	350	46F
SSgt Robert T. Hiatt	322	41E
SSgt Leonard P. Prather	289	53A
SSgt Roger A. Bolt	244	50A
SSgt James L. Lepant	243	11A
SSgt Michael A. Porter	242	48B
SSgt Joseph K. Duhleavy	238	'15A
TSgt Juan M. Ayala	233	46A
Sgt Carl P. Small	233	53B
SSgt Andrew P. Connolly III	227	19C
MSgt Donald D. Weisert	227	43E
SSgt Charles E. Parker	222	41B
TSgt George E. Moore, Jr.	222	54A
TSgt Stephen R. Cardenas	218	46B
MSgt David J. Posey	217	48B
TSgt Vernon J. Allen	213	13E
TSgt Phillip J. Demore	214	13E
MSgt Dennis R. Keller	210	19D
MSgt Owen K. Moore	210	19F
TSgt Earl N. Reynolds	210	48D
TSgt Gary E. Clarke	200	13D
MSgt Michael W. Twaroski	200	13F
SSgt Stephen C. Berg	200	41B
SSgt Donald M. Dunaway	200	52C
SSgt Mike Brodrick	200	52E
TSgt Reginald L. Johnson	200	53B
SSgt David M. Elford	200	53E
TSgt Thomas A. Comeau	200	54D
TSgt Don A. Dean	200	54F
TSgt David E. Manson	200	56F

Recruiter Net Res Club

This category recognizes recruiters who met or exceeded 200 percent of their quarterly NPS Net Reservations goal for Oct-Dec 81.

Name	Pct	SQ/FLT
MSgt Ronald E. Schuler	360	13E
SSgt Gary M. Siciliano	360	63D
SSgt Wesley H. Hamann	350	37C
TSgt Frank A. Clark	333	68C
MSgt Joseph B. Lawrence	322	33C
TSgt Robert F. Hunt	317	16A
TSgt Terry G. Walker	311	37A

MSgt Michael W. Twaroski	300	13F
SSgt Charles J. Tabbert	300	13G
MSgt Thomas J. Bienias	300	62F
SSgt Daniel W. Price	290	37B
MSgt Own K. Moore	288	19F
TSgt Lawrence S. Shaw	283	11C
SSgt Antoon W. Rufi	283	69B
TSgt Adward S. Porter	278	16E
SSgt Leonard R. Prather	278	53A
TSgt Miles W. Davis	278	62F
SSgt Robert T. Hiatt	263	41E
TSgt Dennis D. Burr	262	49C
MSgt Richard A. Anderson	260	19E
TSgt Robert J. Scoble	256	53E
SSgt Marion B. Byrd, Jr.	256	61A
TSgt Larry B. Jackson	255	37D
SSgt John J. Gorman, Jr.	250	16A
SSgt Roger R. Lacroix	250	16B
TSgt Robert J. Bolot	244	66D
TSgt Richard L. Wickline	243	11F
TSgt James F. Dacier	242	62A
SSgt James E. Simmons, Jr.	238	15C
TSgt Richard T. Lopez	238	16C
SSgt Vermelle Carpenter	236	37D
TSgt James J. Besmer	236	54B
TSgt Charles L. Scogin	233	33C
TSgt William A. Mears	233	33C
MSgt Milton L. Amundson	233	43F
SSgt William F. Knox, Jr.	233	68B
SSgt Tully D. Taylor	233	68D
TSgt Samuel E. Lehman	231	18E
TSgt James F. Byl	230	33D
SSgt Neal C. Aldrich	230	53E
TSgt Michael J. Kozar	229	53B
TSgt Howard W. Wright	229	69E
SSgt James L. Lepant	225	11A
TSgt William T. Higgins	225	13B
SSgt Carl R. Clark	225	68B
MSgt James D. Merritt	225	68B
SSgt James L. Lepant	222	16C
SSgt Gerald W. Gaumer	222	18C
TSgt Mark E. Linderman	220	13F
SSgt Michael T. Knight	220	31F
Sgt William C. Blevins	220	34C
SSgt Gregory P. McCord	217	13G
TSgt Ernest R. Daughtery, Jr.	215	49C
SSgt Larry A. Spiwak	213	13C
SSgt Richard A. Danault	213	13F
SSgt Scott A. Hulse	213	37C
SSgt Yvonne M. Krzysiak	213	62B
TSgt Wimberly D. Stevens	211	15H
SSgt Michael E. Westsch	211	31D
MSgt Benjamin F. Grady, Jr.	211	37C
TSgt Dwight C. James	211	51D
SSgt Lonnie D. Hastings	211	69E
SSgt William J. Taylor	211	69F
SSgt Joseph R. Garcia	210	52D
SSgt Mike Brodrick	210	52E
SSgt Richard E. Holmes	210	62A
SSgt Michael P. Reilly	208	61A
SSgt Steven Irvin	200	12D
SSgt John D. Mira	200	13E
TSgt Elijah J. Regulus, Jr.	200	14B
TSgt William L. Clark	200	14D
Sgt Keigh A. Ragin	200	14C
SSgt Joseph K. Dunleavy	200	15A
MSgt David Carter	200	31D
MSgt Edward C. Blevins	200	34C
TSgt Loyd B. Johnson	200	34B
Sgt Reginald L. Moore	200	35C
TSgt Jacob D. Kyzer, Jr.	200	37A
TSgt Marcos Benavides	200	41A
TSgt Evan D. Edwards	200	43D
SSgt Mario A. Romero	200	41D
SSgt Alvin Moore, Jr.	200	44B
Sgt David A. Bary	200	44F
TSgt John W. Underwood	200	53E
TSgt Gary E. Anderson	200	55E
TSgt James L. Feldman	200	55E
SSgt Irving C. Keck	200	62D
SSgt David W. Horn	200	62A
SSgt Clarence W. Mabry	200	63C
TSgt William M. Brandon	200	68A
MSgt Terry J. Sharpe	200	69B
SSgt Robert Hunt	200	61C

CROSSFEED

ASVAB goals topped

The following squadrons achieved 100 percent or better of their institutional testing goal.

3548th Sq	169%
3537th Sq	149%
3531st Sq	148%
3532nd Sq	147%
3541st Sq	134%
3546th Sq	116%
3568th Sq	107%

Top reservists from Georgia

DOBBINS AFB, GA.—Keeping over 170 reserve units manned at record levels this year has enabled Fourteenth Air Force to take top Air Force reserve recruiting honors.

The 2614th Reserve Recruiting Squadron, assigned to 14th Air Force Headquarters at Dobbins AFB, Ga., took the top award for the seventh consecutive year by reaching 122 percent of its fiscal year 1981 recruitment goal.

The squadron, commanded by Maj. Jerry Garland, also won the AFRES Top Squadron Nonprior Service Recruiting Award as well as a Squadron Excellence Award. Major Garland said, "It took personal motivation and enthusiasm by every recruiter to achieve this record. This is an excellent example of esprit de corps."

Maj. Gen. James E. McAdoo, 14th Air Force commander, called the performance "a milestone in today's all-volunteer recruiting environment. We brought in nearly 5,000 new Reservists this year," he said, "allowing Fourteenth to achieve more than 180 percent of its authorized strength."

Fourteenth Air Force is the largest of the Air Force Reserve's three mid-level commands and manages all Air Force Reserve airlift resources in the eastern United States. More than 20,000 Reservists are assigned to 14th Air Force units.

Pro Pay Update ...

The proposal to increase Special Duty Assignment Proficiency Pay, or Pro Pay, is still under consideration and should see legislative action during 1982, according to Recruiting Service officials.

Brig. Gen. Thomas C. Richards, has made Pro Pay the number-one incentive issue, and the

RECRUITER will continue to monitor and publish updates on the proposal.

The proposal would increase all three Pro Pay rates, and entitle recruiters to collect their full Pro Pay during assignments in headquarters positions.

NOW			PROPOSED		
Pay Rate	Tenure in Recruiting	Pay	Pay Rate	Tenure in Recruiting	Pay
P-1	0-3 Months	\$50	P-1	0-12 Months	\$125
P-2	3-6 Months	\$100	P-2	12-24 Months	\$200
P-3	over 6 Months	\$150	P-3	over 24 Months	\$275

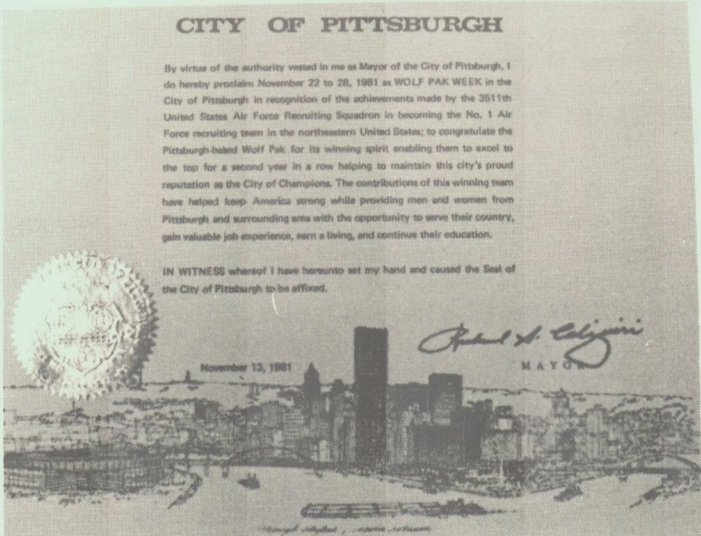
*Revision to P-1 assigned to high headquarters.

*No loss of pay if assigned to higher headquarters.

Pittsburgh honors 3511th winning recruiters

Mayor Richard S. Caliguiri, on behalf of the City of Pittsburgh, recently honored the 3511th Recruiting Squadron by proclaiming Nov. 22 to 28, 1981 as WOLF PAK WEEK in Pittsburgh.

The Mayor's proclamation recognized the accomplishments of the Wolf Pak in becoming the Top Squadron and Squadron of the Year in the 3501st Recruiting Group. The Pittsburgh-based Wolf Pak, led by Maj. Burl W. Proctor, Jr. applied winning techniques that enabled them to be the top squadron for a second year in a row, helping to maintain Pittsburg's proud reputation as the City of Champions.



'King of the Hill' climbs in Indiana

By 1st Lt. James Morris
3550th Recruiting Squadron

To be a number one in life requires a lot of dedication and desire. Sound like a Vince Lombardi speech? Not quite, but the statement definitely applies to MSgt. Jerry King, operations supervisor for the 3550th Recruiting Squadron in Indianapolis, Indiana.

Sergeant King's relationship with the 3550th Pacesetters began in November 1980. At that time, he was a member of the Accounting and Finance Section at Grissom AFB, Ind. His job performance and dedication to duty caught the eye of Maj. Frank Terrell, then-squadron commander.

After some self-investigation of recruiting, Sergeant King decided to join the team. Following recruiting school, he was assigned to "D" Flight as the NPS recruiter in Anderson, Ind. He was then selected to be the "D" Flight OTS recruiter.

Being successful has been a way of life for Sergeant King. He grew up in Lawrence, Ind., and attended Lawrence Central

High School where he starred in wrestling, football, cross-country, track and baseball. After high school, he entered the Air Force as an accounting and finance specialist. Thus began the road which led to his recruiting tour of duty.

"I've been a very fortunate man," said Sergeant King. "I get a warm feeling from helping young people get into the Air Force. It hurts to know that some recruiters only consider kids to be a goal or a number. I'm glad I don't feel that way."

It's evident he doesn't, Sergeant King has been highly successful in promoting Air Force awareness and opportunities to young men and women in high schools. Most noteworthy has been his outstanding efforts in Highland High School, Anderson, Ind. His popularity and straightforwardness with the students enabled him to help Derek Hobbs, a starting tailback and defensive safety on the varsity football team, enter the Air Force. He was also successful in helping recruit a student, Steven Osborn, who served as the high school mascot.

The success and popularity of Sergeant King at Highland High School led Derek Hobbs to write a very thought-provoking article in the Highland High School paper, "World Awareness: Do you know what is going on?" The article was published in the school paper and was received most favorably. The success of the article and the popularity of Derek Hobbs and Sergeant King led to their picture being used as the cover for a recent edition of the school paper. Sergeant King is considered 'one of the gang' at Highland. His concern for the school and team sports has placed him in a kind of "big brother" status.

Success has not spoiled Jerry King. He is the first to give credit where credit is due. He believes that his success is twofold. One part is the people who he works with daily. However, the most important part is his wife and children. "Without their support, I could never have made it," said Sergeant King. "They have made a lot of personal sacrifices to help me in my career." It's been a hard struggle to get to the top, but he has finally made it—he's King of the Hill.

Projects, ads aid recruiting effort

A wide variety of recruiter support is on the agenda for February and March, produced by the Recruiting Directorate of Advertising & Publicity. Some items—collateral materials, for example—will be placed directly in the hands of recruiters. Others will increase Air Force awareness and generate leads for recruiters in several programs.

The flow of advertising materials continues in February and March. The following list will give you an idea of what to expect. Details on specific projects can be found in the Recruiting Service project book. Copies are available in group and squadron A & P offices.

Note that the availability month differs from the "distribution" month listed in the project book. This allows time for the project to be direct-shipped or delivered to the Publications Distribution Center (PDC), and available to recruiters.

The designation "RDS" in the remarks column means the project will be available from the PDC, but should not be ordered until "fair share" notification is received.

Project	Availability	Remarks
GS 80-46 (S & E brochure)	Feb	Direct ship to sqs., groups
GS 81-7 (Officer brochure)	Feb	Direct ship to sqs., groups
GS 81-52 (Display photomurals)	Feb	Two shipped ea. squadron
GS 81-69 (COI coffee cups)	Feb	Direct ship to sqs., groups
NPS 81-11 (Rulers)	Feb	Direct ship to sqs., groups
OTS 81-5 (S & E fact folder)	Feb	RDS
OTS 81-9 (Pilot fact folder)	Feb	1/2 direct ship, 1/2 RDS
OTS 81-10 (Navigator fact folder)	Feb	1/2 direct ship, 1/2 RDS
NM 80-14 (nurse specialist brochure)	Feb	Direct ship nurse teams
NM 81-5 (Nurse chalk guards)	Feb	RDS
HP 81-1 (Intern/residency brochure)	Feb	Direct ship med teams
HP 81-4 (BSC fact folder)	Feb	Direct ship med teams
HP 81-33 (Nurse pocket protectors)	Mar	Direct ship nurse teams
RES 80-4 (Reserve brochure)	Mar	AFRES
RES 81-3 (Reserve pay guides)	Mar	AFRES

Paid advertising & direct mail

National lead generators are periodical advertising and direct mail drops. Recruiters can expect to see leads from these media 30-45 days after the publication or mailing date (or sooner).

December classes graduate NCOs, officers

Distinguished Honor Graduate

SSgt. Donna J. Chapla, 3568th Recruiting Squadron
Honor Graduates

TSgt. Bruce D. Barry, 3537th Recruiting Squadron

SSgt. Richard G. Melton, 3512th Recruiting Squadron

SSgt. Florence G. Williams, 3545th Recruiting Squadron

3501st Recruiting Group
3512th Squadron

SSgt. Don J. Perry
SSgt. Laurie D. Wenger

3515th Squadron
TSgt. Rocco D. Parisi

SSgt. Gregory K. Viars
Sgt. Mary L. Viars

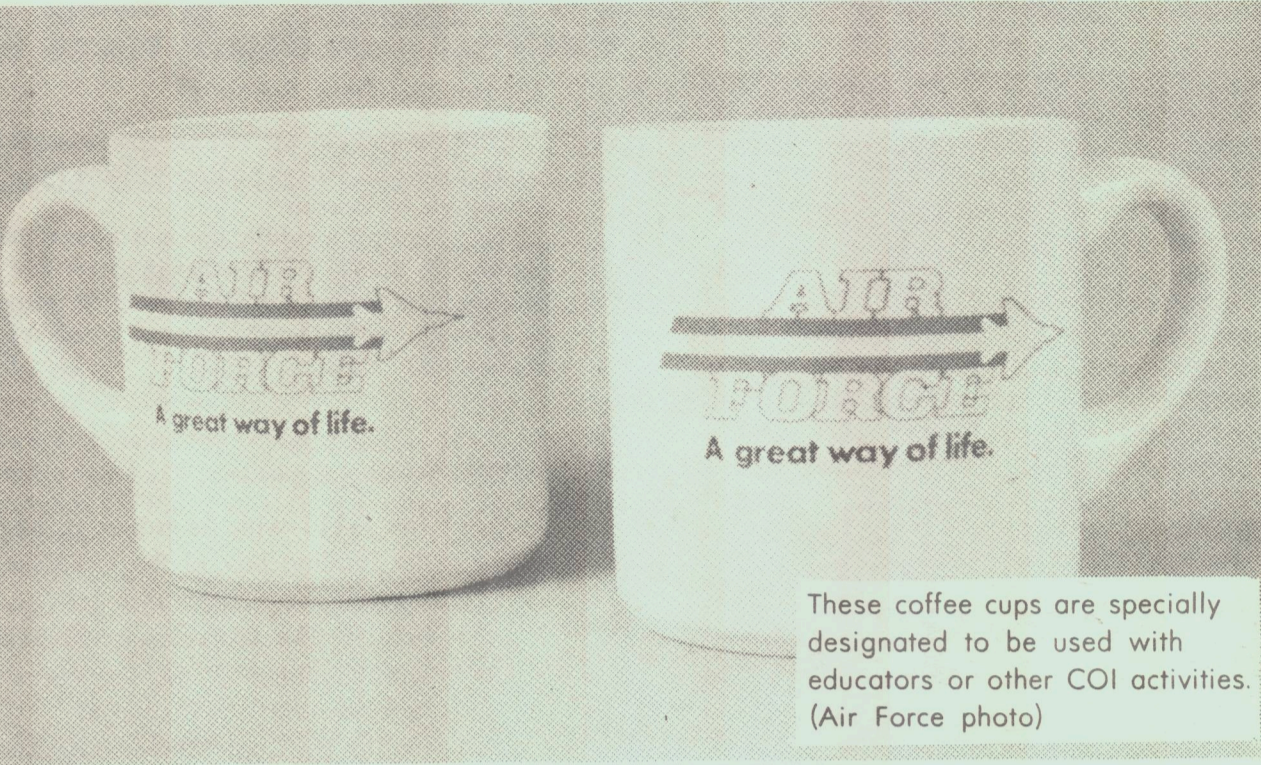
3503rd Recruiting Group
3532nd Squadron

TSgt. Freddy K. Lee
3534th Squadron

TSgt. Terry L. Hoss
SSgt. Frederick W. McNeilly

3535th Squadron
TSgt. George B. Brown

3504th Recruiting Group



These coffee cups are specially designated to be used with educators or other COI activities. (Air Force photo)

Paid ads

Publication	Program	Issue
Diversion	Physician	February
Graduating Engineer	S & E	March
*Industrial Education	Educators	March
Jrnl. of American Med. Assoc.	Physicians	March
*LadyCom	Retention	February
New Eng. Jrnl. of Med	Physicians	February
Reader's Digest	Gen. Support	March
RN (coupon)	Nurse	March
Senior Scholastic	Gen. Support	March 5
*Stars & Stripes	Retention	Feb. 7 & 21 Mar. 7 & 21 March-April
*Women Engineer (Resumes to RSA)	S & E	March-April
Time (College edition)	OTS, AFA, ROTC	February 15
*No business reply card insert		

Direct mail drops

Target	Program Drop	Date
Biomedical Specialists	BSC	February
Hospital administrators	MSC	February
79-81 BSN grads	Nurse	February
OB/GYN specialists	Physician	March
Orthopaedic surgeons	Physician	March
General surgeons	Physician	March

Officers course

December Graduates
Honor Graduate, Sales Award winner
Capt. Truman G. Alford, 3544th Recruiting Squadron Speech Award
1st Lt. Aurelia A. Blake, 3552nd Recruiting Squadron
Other Graduates;
2nd Lt. Daniel D. Helt, 3512th Squadron
1st Lt. Michael O. Putaansuu, 3518th Squadron
Capt. Larry W. Henderson, 3531st Squadron
Capt. Phillip H. Davidson, 3535th Squadron
1st Lt. Ross C. Oakes, 3537th Squadron
1st Lt. Clemens W. Gaines Jr., 3554th Squadron
Capt. Earl W. Woomer Jr., 3555th Squadron
Capt. Charles A. Saxon, 3566th Squadron
2nd Lt. Frances D. Kassinger, 3567th Squadron
Maj. Mary C. Small, ANG Support Center, Maryland

Grounded bird flies to Boston

By Capt Steve Knechtel
3511th Recruiting Squadron

How do you get an 18-foot powerless F-111 aircraft with no brakes and no steering from Pittsburgh to Boston?

No, this isn't a riddle, nor is it a crew chief's nightmare. This is just another in a series of routine "challenges" in Recruiting Service.

In most cases when confronted with such a

unique challenge, the enterprising A&P officer will rely on his or her extensive ROTC, OTS, Academy, and/or PME training and turn to the A&P NCO and say, "Handle it, handle it!" However, in this case, the NCO was on leave.

So what's an officer to do?

This particular officer did what General Custer should've done - he called up the Reserves.

It even says right in the reserve mission statement: "The headquarters organizes, trains, and equips Air Force Reserve units and individuals for mobilization and to provide support to the active Air Force." After checking with my Squadron Superintendent I found out that as the 3511th Recruiting Squadron A&P officer - I was active duty Air Force. I could get support from the Air Force Reserve.

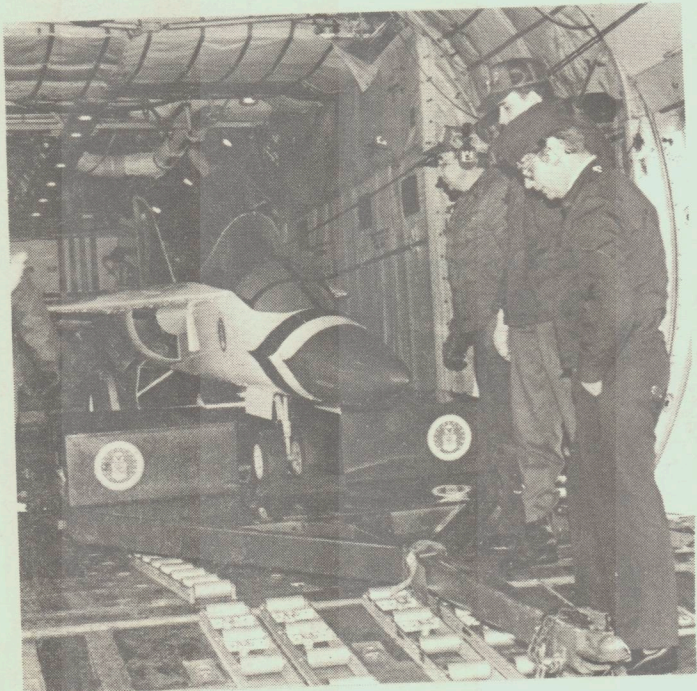
I had to be very careful on how I approached the 911th Tactical Airlift Group (USAFR). I wanted to retain the upper hand so I said, "How would you guys like to perform some highly beneficial peacetime mission training?" I told them I had to get an 18-foot F-111 aircraft with a 23-foot trailer underneath it to Hanscom AFB, Mass. They had two C-130's scheduled for Westover AFB Mass.; that was close enough.

After the necessary shipping documents were completed, the 2,100 pound F-111 and trailer was manually pushed up the C-130 ramp and parked in position for its 90 minute flight.

The F-111 made it to Westover AFB at no cost to the 3511th Recruiting Squadron, I avoided the vehicle expenses of towing it and the per diem costs of a TDY. But best of all, after years of saying "No, it can't fly" in answer to curious onlookers' questions concerning the little F-111, I can now honestly say, "It sure does."

Winners

Winners of the Blue Suit I competition visited the Recruiting School at Lackland AFB, Texas to discuss the meaning of "winning recruiting." The first Blue Suit winning team, like each of the successive winning flights, spent a week in San Antonio. Their reactions ranged from "super" to "definitely worth all the hard work."



Loaded up

The F-111 with its trailer is nestled the loading bay of the C-130 for the trip from Pittsburgh to Boston. The feat was accomplished with the help of the Air Force Reserve unit at Pittsburgh.

(Photo by Capt. Steven Knechtel)

Blue Suit emphasizes quality

Flights around the country are into their second quarter of competition for Operation Blue Suit IV. This year's program will recognize the top flight in the nation with a week-long visit to San Antonio.

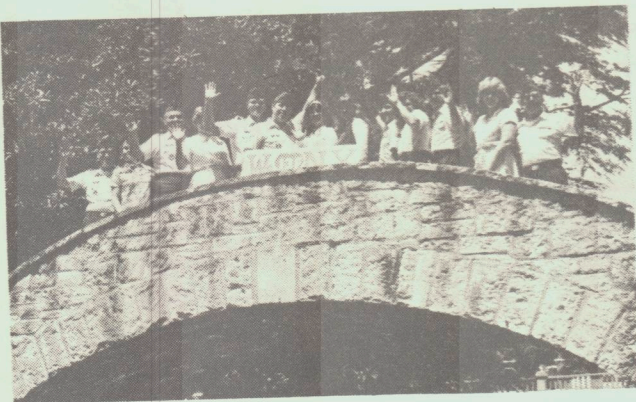
The program is sponsored jointly by the San Antonio Chamber of Commerce and the Alamo Chapter of the Air Force Association, along with the assistance of various other organizations and local bases. Operation Blue Suit is an exceptional reward for the hard work put forth by recruiters.

The 1982 version of Blue Suit is scheduled to run through June 30, and the winning flight will be determined from nominations by the five recruiting groups.

This year's Blue Suit competition will measure the overall production by flight in both the enlisted and officer programs and quality indicators. These specific emphasis programs are: NPS high school graduate rate and BMT/TT attrition; the prior service

program; OTS navigator, engineer, and CSEP; as well as health professions, physician and nurse programs.

Past winners of Blue Suit have praised the people of San Antonio for their "friendliness and making us feel welcome."



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USAF Recruiting Service/RSA
Randolph AFB, TX 78148

