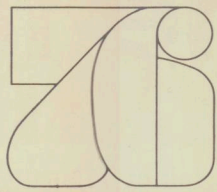


The AIR FORCE



RECRUITER

"There in spirit"

Vol. 21—No. 11 USAF Recruiting Service, Randolph AFB, Texas Nov.-Dec. 1975



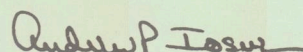
*For unto you is born this day
in the city of David a Savior,
who is Christ the Lord.*

LUKE 2:11

I
Pu
H2
Wige.
Will the
Phil&AP.
Valle, the
Baltin

Commander's comment

by




The Air Force is a great way of life. The enduring qualities that make military service worth it are as viable today as they ever were. On the other hand, we are faced with many challenges, budget reductions, fewer resources, and a need to do more with what we have.

As a cornerstone of world peace, the Air Force will meet the challenges and move forward with the innovation, vision and fundamental strength that have characterized our service since the days when the "Air Service" was born.

One of the challenges is certainly in recruiting. By all traditional measurements, we are doing very well, but is this good enough for the Air Force?

It used to be that we primarily looked at numbers of recruits. Later we became more concerned about quality. Now we need to move beyond standard quality measurements to a less definable but highly important consideration—commitment; commitment to become a constructive member of a first-rate team.

The recruits must be ready to accept and abide by Air Force standards, discipline and life style, not on a part-time basis, but full-time—all the time.

The Air Force is a great way of life—it's a good place to work, live and learn, and we can make it even better.

As we move through the holidays and toward the new year, think about our recruiting mission. The Spirit of '76, selfless and courageous, is alive and well in the Air Force, and with our continually renewed emphasis on getting the most productive people on our team, we can each help make a great Air Force better.

Use scalpel, not axe on people programs

A surgeon's scalpel, not a meat axe, should be wielded by managers who seek to economize by slashing people programs, according to Lieutenant General John W. Roberts, commander of Air Training Command (ATC).

The former Air Force deputy chief of staff for personnel addressed the Worldwide Personnel Conference held here recently and emphasized that "People must remain at the heart of our business. Service to people must remain our primary motive. Not just because it's in the Plan, but because our people deserve it."

Lt. Gen. Roberts acknowledged the current austerity of the economic climate, but warned of the tendency to be insensitive to people problems "in this kind of compulsive cost-effectiveness environment."

He cautioned that management should not appear indifferent or insensitive to their "constituents" — Air Force people — on issues which affect either their career plans or the

quality of life for their families. On the contrary, he pointed out that managers must be perceived as "working to reduce the personal hardships and instabilities often associated with Air Force life."

While affirming the need for discipline and quality, the ATC commander stated it was also necessary to recognize the personal needs of Air Force people. He exhorted the conferees, assembled from bases and commands throughout the world, to "be involved in leadership and management training and the root causes of human behavior — whether that involves discipline roles or any other aspect of attitude and motivation which can yield greater productivity as well as increased personal fulfillment and job satisfaction."

Lt. Gen. Roberts, who had a major role in developing a number of key people programs during the early '70s, acknowledged "varying degrees of backlash" to race relations programs as well as allegations of "permissiveness" and charges of "breakdown in traditional . . .

The first to die

by Bob Reed

In the fall of 1750 the *Boston Gazette* carried an advertisement that offered a reward of 10 English pounds for the capture of a runaway Negro slave named Crispus Attucks. Some believe that he was also part Indian, (probably of the Natick tribe). The notice described him as "six-foot-two inches high, short cur'd hair, his knees nearer together than common . . . about 27 years of age . . ."

He was never caught—found a berth on a ship and became a sailor.

Twenty years later, on the evening of March 5, 1770, Attucks, toughened by two decades at sea, was dining in a public taven in Boston when the town firebell sounded the alarm.

Stepping outside to see what was happening, he spied a crowd of 50 to 60 angry citizens surging toward the Custom House on King's Street, bent on staging another protest against what they felt were unbearable British injustices. Just as angry as they were about the issues, he joined them.

The demonstration focused on a humiliating move that the British had made two years before. When the citizens had resisted paying taxes that they deemed op-

pressive, the Crown had stationed two regiments of Redcoats in the town for the purpose of collecting them forcibly.

Then, to make matters worse, King George had really "put down" the townspeople by making them pay for the "tax-collectors" housing and food!

By the time the crowd had reached its destination, big Crispus Attucks (John Adams once referred to him as "a giant of a man") who had pushed his way to the front, made a perfect target.

To this day no one knows whether the small detachment of soldiers fired into the crowd deliberately, whether they were attacked first (stones were being thrown), or whether, surrounded by a menacing crowd, they panicked.

Whatever the reason, fire they did. Attucks, only a few yards away, was killed instantly, the first American to die in the colonies' fight for freedom. Two other men in the massed crowd were slain on the spot, with another two dying later of bullet wounds.

News of the incident, immediately dubbed "The Boston Massacre," spread like wildfire through the colonies, further inflaming an already aroused populace.

Wrong number

Hello?

Rrrriinnngg.

"Look up. Be looked up to. Air Force."

Huh? Where? I don't see anything. Sorry I must have the wrong number. I was trying to reach the Air Force recruiting office.

"Well toot your flute in an Air Force suit. I'm your local Air Force representative. May I help you?"

"Well I'd like some information about the Air Force . . . I think."

"You've come to the right place. But first, are you a college grad, high school grad, or non high school grad?"

"Yes."

"Which?"

"The last one. I think."

Why AF morale is higher today

WASHINGTON — In discussing morale of today compared to 10 years ago, Chief Master Sergeant of the Air Force Thomas N. Barnes said that the development of "people programs" has helped raise morale in today's Air Force.

"However, it has not always been this way. Morale slumped during our Vietnam involvement when many airmen returned to Southeast Asia for second and third tours," he said.

"From time to time," he explained, "we built up large imbalances of Air Force specialty codes (AFSCs) and experienced periods where morale dropped.

We are getting back to a more stabilized balance of AFSCs today and this is boosting morale."

Chief Barnes said, "The all-volunteer force has brought in a different type of individual in recent years. The all-volunteer posture has made possible many bonuses and assignment opportunities that were not available before. Pay is also much better than before."

"The major reason morale is good today," said Chief Barnes, "is that we have realized the importance of dealing with people. I think this is the area of greatest change over the past 10 years." (AFNS)

"Take the GED?"

"No. Is it missing?"

"No. No. Did you take the General Education Development test?"

"I believe so."

"Are you state certified?"

"Yes in SCUBA diving."

"No. The test?"

"I do no."

"Well then, were you ASVABED?"

"Yeah. Once while working on my TV set. Man did that smart."

"That isn't exactly what I meant. Were you administered the Armed Services Vocational Aptitude Battery in high school?"

"Yep."

"What specialty code are you most interested in?"

"I learned Morse Code in the Scouts."

"No. What kind of job do you want?"

"What'cha got?"

"Well, we can ship you open AI or GTEP."

"Better make it open AI. I get sea sick."

"Have you ever had an ENTAC run on you before?"

"No. Not once in my three years of high school football."

"Have you ever been to the AFEES?"

"No but I did visit the Grand Canyon once."

"You know, I'd like to PIR and DEP you and if possible ship you to BMT next month."

"Huh?"

Sigh. "You know son, you seem to be slightly confused."

"You could be right sarge. I think I'll take myself to the PUB, and have an ALE, ASAP. Then I just might try the ARMY. Goodbye."

New dimension in recruiting

Officials initiate 'SPIRIT'

Headquarters Air Force Recruiting Service is seeking a new dimension in recruiting with a recently implemented "SPIRIT of '76" recruiting program.

Moving beyond the dimensions of quantity and quality, "SPIRIT" places emphasis on seeking out young men and women with a desire to serve their country, and a willingness to accept the Air Force way of life.

The acronym SPIRIT, as used in the slogan, will represent six fundamental steps used in the applicant counseling process. They include Selection, Placement, Instruction, Resolution, Integration and Tracking.

Explaining the SPIRIT concept, Brigadier General Andrew P. Iosue, Recruiting Service commander said, "Our transitional success from the draft years to the all-volunteer Air Force was primarily caused by

our emphasizing the 'benefits' of the Air Force.

"Young officers and airmen," he continued, "who join us only to accumulate Air Force benefits overlook the single most important factor for success in the military — the personal desire to serve one's country."

"Today we emphasize to each applicant," he explained, "that although there is much to be gained by joining the Air Force, a primary incentive for enlistment should be 'service to country.' Thus — the creation of SPIRIT."

"SPIRIT" will see recruiters emphasizing Air Force standards to applicants, and the need for dedication and commitment to mission accomplishment and the Air Force life style.

It will involve selecting the right person for the right job based on existing standards, placement into a vocation that matches manpower requirements

with individual qualifications, and properly instructing and "tracking" the newcomer from day one through his or her first enlistment to measure productivity. It will also insure that the applicant understands and is willing to accept the Air Force way of life and that he or she has a smooth integration into the Air Force environment.

"We have some very high qualifications required of young people who enlist in the Air Force," remarked the general. "Our prerequisites include strict mental, moral and physical requirements, as well as a desire for service to the country."

To insure complete understanding of what is expected of newcomers, Recruiting Service is reorienting its advertising strategy and counseling techniques. Early next year, some recruiting advertising will blend the present image of the Air Force as an excellent place to

live, work and learn, with a new dimension of service and commitment.

Recruiters will have a complete presentation package which they can use to discuss with prospects what they can expect of the Air Force and what the Air Force expects of them. The presentation will include Air Force benefits, however, Recruiting Service officials say that there will not be any doubt in the applicant's mind as to the quality and orientation of the people the Air Force is seeking.

"For young people with a desire to serve," concluded Brig. Gen. Iosue, "and who possess the necessary qualifications, the Air Force can provide an opportunity to learn a vocation, build a career, and at the same time enable the individual to contribute to the future of America in the true SPIRIT of '76."

Freedom Train set for '76 tour

The red, white and blue American Freedom Train will depart on the first leg of its 1976 tour schedule soon.

Leaving in January from Santa Barbara, Calif., the 425-ton steam locomotive is scheduled to tour 44 cities in the next six months. Forty cities have been visited since the train left Wilmington, Del., on April 1, 1975, the beginning of its two year trek around the United States.

To date, approximately two and one-half million people have seen the 500 historical documents and artifacts aboard the train. They are a testimonial of our American heritage and help celebrate the Bicentennial.

Although active recruiting is not allowed at the train stops, recruiters are encouraged to visit the sites to answer questions about the Air Force from interested spectators.

The tentative Freedom Train schedule for January through June 1976 is listed below. The July through December schedule is being revised and will be run in a future issue of The Air Force Recruiter.

Santa Barbara, Calif.	Jan. 2-4
Long Beach, Calif.	Jan. 6-8
Anaheim, Calif.	Jan. 9-13
San Diego	Jan. 15-18
San Juan Capistrano, Calif.	Jan. 19-20
Yuma, Ariz.	Jan. 22-23
Tempe/Phoenix, Ariz.	Jan. 24-28
Tucson, Ariz.	Jan. 30-Feb. 1
Albuquerque, N.M.	Feb. 3-5
El Paso, Tex.	Feb. 6-9
San Antonio	Feb. 11-14
Austin, Tex.	Feb. 15-17
Houston	Feb. 19-22
Ft. Worth, Tex.	Feb. 24-26
Dallas	Feb. 27-March 1
Wichita Falls, Tex.	March 3-4
Oklahoma City	March 6-9
Tulsa, Okla.	March 11-13
Wichita, Kan.	March 15-17
Topeka, Kan.	March 19-20
Kansas City, Mo.	March 21-25
Jefferson City, Mo.	March 26-28
St. Louis	March 29-April 4
Little Rock, Ark.	April 6-8
Memphis	April 9-13
New Orleans	April 15-19
Baton Rouge, La.	April 20-22
Jackson, Miss.	April 24-25
Birmingham, Ala.	April 27-29
Huntsville, Ala.	April 30-May 2
Chattanooga, Tenn.	May 3-6
Nashville, Tenn.	May 7-11
Louisville	May 13-16
Lexington, Ky.	May 17-19
Charleston, W. Va.	May 21-23
Parkersburg, W. Va.	May 25-26
Pittsburgh	May 28-June 2
Harrisburg, Pa.	June 4-6
Williamsport, Pa.	June 7-9
Wilkes-Barre, Pa.	June 11-13
Philadelphia	June 15-20
Valley Forge, Pa.	June 21-23
Baltimore	June 25-30



SEE YOUR AIR FORCE RECRUITER.

THIS IS AN ARTIST'S concept of a new Air Force Recruiting Service billboard which will be posted at over 1500 locations throughout the country beginning Jan. 1. The billboard is part of the "SPIRIT of '76" a new advertising strategy, recently implemented by Recruiting Service headquarters.

Billboards to discontinue carrying toll-free number

Air Force billboards lining the nation's highways during 1976 will be directly aimed at supporting the local recruiter, officials here recently announced.

Beginning in December, the national toll-free telephone number will be removed from all nationally-produced billboards and replaced with the phrase "See Your Air Force Recruiter." However, detachments have been encouraged to locally snipe and cover the phrase by adding Air Force recruiting telephone numbers servicing the area.

"The removal of the toll-free number," remarked Lieutenant Colonel Donald E. Burggrave, director of Air Force advertising, Air Force Recruiting Service, "is due in large measure to our recruiters who preferred using local telephone numbers in lieu of the national reference. More than 90 per cent of our production recruiters feel that local numbers have a greater impact on the intended audience and that it puts the marketable recruiting message at the grass roots level."

Although faced with a large budget cut in the National Billboard Program for 1976, Air Force advertising and operations

officials here have "developed an equitable program which will support our objective of obtaining quality applicants," Lt. Col. Burggrave said.

"All recruiting outdoor markets were considered," he continued, "and program reductions were made where the least impact is expected. Our first priority was given to locations where recruiting levels were low, but where potential for increased productivity of quality recruits was high."

"We will have to make do

with less this coming year," Lt. Col. Burggrave concluded, "but this is just one more instance where the top quality of Air Force recruiters will show through."

The 149 billboard markets and one transit card market chosen for continued support throughout 1976 were selected on several factors — recruiting quantity and quality levels, market costs, unit desires and recommendations and a final review for Recruiting Service-wide equitability.

Regulation changes leased housing policy

Married but unaccompanied Recruiting Service members, if otherwise eligible, may now reside in leased bachelor housing, say Air Training Command (ATC) housing management officials.

Bona fide bachelors will have first priority for housing, according to the officials.

The new policy resulted from

a change to Air Force Regulation 30-7. It will be included in the new ATC Regulation 87-3 (Leased Bachelor Housing), which is scheduled for distribution to Air Force Recruiting groups and detachments by Jan. 1.

Recruiting personnel with questions about the policy should contact their detachment housing officers.

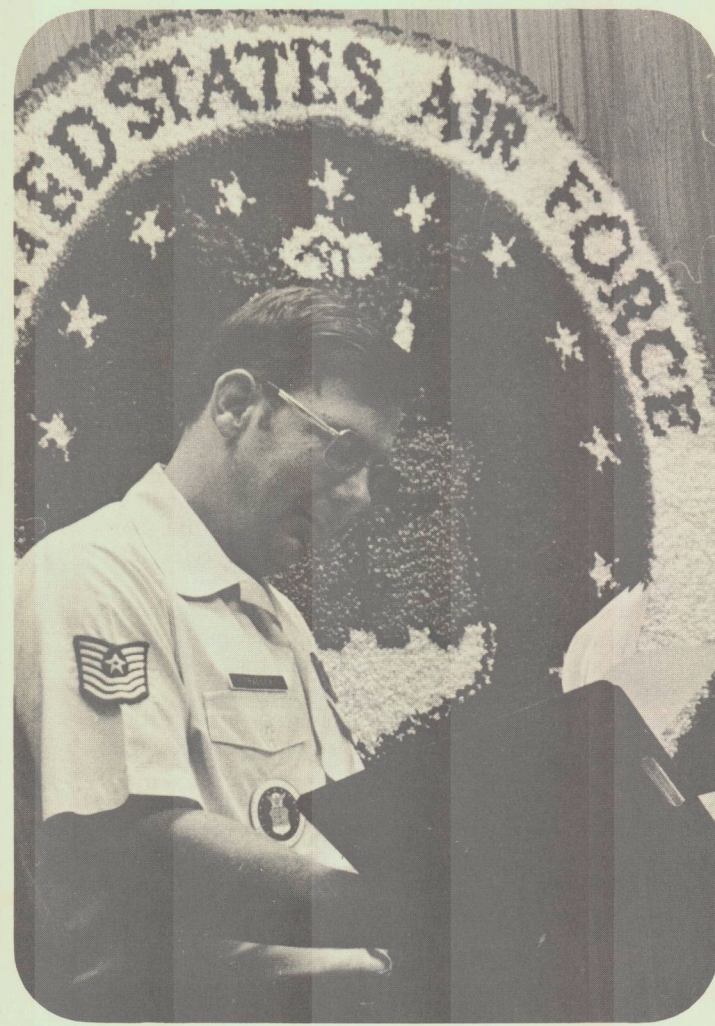
The AIR FORCE RECRUITER

"There in spirit"

THE AIR FORCE RECRUITER is an official Class II Air Force newspaper published monthly on the 15th day of the month by and for personnel of U.S. Air Force Recruiting Service, Air Training Command with headquarters at Randolph AFB, Texas. Opinions expressed herein do not necessarily represent those of the USAF.

All photos are official Air Force photos unless otherwise indicated.

Brig. Gen. A. P. Iosue.....Commander
Lt. Col. D. E. Burggrave.....Director of Advertising
Maj. H. C. Moore.....Chief, Publicity
C. J. Chandler.....Chief, Media
TSgt. C. V. Majors.....NCOIC, Media
TSgt. D. B. Drachlis.....Editor
J. M. Richardson.....Writer



REVIEWING A FILE in front of a rug he hooked, is Master Sergeant John S. Trager, Air Force Recruiting Detachment 505 Sector A supervisor. The sergeant worked on the rug in his spare time for about two months. He taught himself the hobby about a year and a half ago.

Secretary McLucas to be head of FAA

WASHINGTON — In a message to all major commanders, Air Force Chief of Staff General David C. Jones has announced that Dr. John L. McLucas will be leaving his appointment as Secretary of the Air Force.

Gen. Jones' message follows: "It is with deep personal and professional regret that I inform you that Secretary John L. McLucas will be leaving his appointment as Secretary of the Air Force so that he can assume the role as administrator of the Federal Aviation Agency (FAA).

"For more than six years, Secretary McLucas has provided the Air Force with outstanding leadership in peace and conflict. He leaves an Air Force that is stronger than he found it.

Parents, children eager to tour Air Force base

OMAHA, Neb. — They were as eager as their children to learn about the Air Force. Many had never been on an Air Force base before and some traveled 150 miles just to visit the installation.

A group of parents recently toured Minot Air Force Base, N.D., with their children who were potential Air Force applicants.

The 40-member group was the first to tour Minot AFB as part of a new dual effort program between Air Force Recruiting Detachment 403 re-

"Though Secretary McLucas would prefer to stay on as secretary, he is the President's personal selection for this most challenging responsibility. President Ford, recognizing the secretary's unique combination of technical expertise, managerial skill, and aerospace related experience, convinced Secretary McLucas he could contribute more to the Nation at this time as FAA administrator.

"Undoubtedly Secretary McLucas faces some tough challenges ahead with the FAA, but his proven track record with us gives all the assurance that he will continue his success.

"I have assured Secretary McLucas the Air Force will assist him in every way we can in his new job." (AFNS)

cruiters and base personnel. The recruiters publicize the tours and personnel at Minot AFB transport visitors to the base and conduct the tours.

Inviting parents to join the tours was the idea of Brigadier General George D. Miller, 57th Air Division commander. Brig. Gen. Miller said that he feels parents play a major role in not only influencing their children, but also in providing a stabilizing effect after they're in the service.

He started the program to show parents and prospective enlistees what life is like on

Air Force taking OTS applications

Air Force recruiters have begun accepting applications from college seniors and graduates to fill anticipated openings in Officer Training School (OTS).

Specific recruiting objectives for next fiscal year (FY 77/78) have not yet been announced. However, Air Force Recruiting Service officials believe that most of the openings will be for non-rated officers in jobs requiring mathematics, engineering, physics or computer science backgrounds.

"The first OTS selection board is tentatively scheduled to convene Jan. 5. Applicants selected by this board will be scheduled to enter the OTS

class beginning March 26 at Lackland Air Force Base, Tex.," said Colonel Willis G. Womack, director of recruiting operations here.

"Because of an Air Force-wide reduction, we do not expect a requirement for pilots and it is uncertain at this point as to whether we will have a navigator requirement for FY 77. We anticipate no openings for rated officers in our FY 77 requirements," Col. Womack said.

Improvements have been made in the procedures for operating the OTS program.

"The changes should allow us to keep the officer program open throughout the year, instead of

having to open and close it as we have done in the past," said Col. Womack.

"In the future, each selection board will meet to consider applicants for a specific class," he explained. "All completed applications will be considered by the first board convened after the application arrives at headquarters.

"Alternates will also be chosen by the board and assigned to each class," related Col. Womack. "They will be processed in the same manner as the primary selectees, however, they will be notified that their entry into training may be delayed until the next class."

Supervisors interview all recruiter applicants

Recruiting Service officials here are now requiring all applicants for recruiting duty to be personally interviewed by a sector supervisor.

"Once an applicant for recruiting duty has been tentatively approved," stated Colonel Willis G. Womack, director of recruiting operations, "our assignments personnel will send a questionnaire to the detachment nearest the applicant's duty

station. The area sector supervisor will then arrange an interview appointment with the applicant and his wife."

Interview questionnaires cover pertinent information about recruiting duty which the applicant and his wife should consider, officials pointed out. "Sector supervisors have been selected to conduct the interviews," noted Col. Womack, "because they are at the management level most

familiar with field recruiting methods."

"It's imperative that our new recruiters know exactly what's facing them," concluded the colonel. "We do not want anyone coming into the duty not knowing the full range of benefits and difficulties they may encounter. We are building an even better Air Force for tomorrow, and to do so, we must continue to have a quality recruiting force.

Thirty-two vacancies available to recruiters

Thirty-two recruiter vacancies have been made available to members of our recruiting sales force for voluntary reassignment within the Command, officials here recently announced.

Two of the positions are for liaison noncommissioned officers at Armed Forces Examining and Entrance Stations (AFES) and two others are for detach-

ment operations supervisors. Remaining vacancies are for production recruiters.

Recruiting Service NCOs interested in volunteering for one of the below-listed assignments should complete the attached coupon and forward it to USAFRS/Sr Amn. Advisor, Randolph AFB, Tex. 78148.

Current vacancies, with the 3501st Air Force Recruiting Group, include:

Air Force Recruiting Detachment 101, metropolitan Pittsburgh; and Buffalo, N.Y.; Det. 103, Elmira, Utica and Syracuse, N.Y.; Det. 104, Bronx, Brooklyn, Staten Island, Smithtown, Hempstead and Valley Stream, N.Y.; Det. 105, Glassboro and Freehold, N.J.; Det. 106, Stamford, Conn.; and Det. 108, Wilkes Barre, Pa.; Cham-

bersburg, Pa., and Ridgewood, N.J.

Vacancies with the 3504th Recruiting Group, headquartered at San Antonio, include Det. 401, Columbia, Mo.; Det. 403, Mitchell and Sioux Falls, S.D.; and Grand Forks and Fargo, N.D. The Sioux Falls and Fargo vacancies are for AFES liaison NCOs. Also within the '04th Group are Det. 405, Rolla, Mo.; Det. 406, Harlingen, Tex.; Det. 409, Enid, Okla.; and Det. 412, Maplewood and Winona, Minn.

Four vacancies within the 3505th Group, headquartered at Chanute Air Force Base, Ill., include Det. 500, Galesburg, Ill.; Det. 501, Downers Grove, Ill.; Det. 504, Ann Arbor, Mich.; and Det. 513, Cleveland. The Cleveland slots call for two operations supervisors at the detachment headquarters.

Complete and Return	
TO: USAFRS/Sr Amn Advisor Randolph AFB, TX 78148	
Name _____	Rank _____
Unit of Assignment/Duty location _____	
Yrs in Recruiting _____	Yrs at Present Location _____
Assignment Preference from Above List _____	
(Signature) _____	

Officials optimistic about physician goal

Air Force Recruiting Service officials here are optimistic about recruiting 555 fully qualified physicians by June 30, 1976.

"We presently find ourselves in an excellent position to reach our physician objective," stated Colonel Charles A. McAfee, medical recruiting division chief. "We have already brought 175 physicians on active duty since July, 159 more have been selected for appointment and will be commissioned soon, some 77 applications are currently being processed here, and approximately 200 other applications are being processed by our medical recruiters throughout the United States."

Air Force Recruiting Detachment 401 in Kansas City, Mo., has already reached its annual goal of 16 fully qualified physicians. According to Col. McAfee, "This is the first time a physician goal has been reached by one of our specialized medical recruiting teams since their inception."

Although fully qualified physicians continue to receive number one priority, medical recruiting teams are also seeking other health professionals. Thus far, 99 dentists have entered active duty against a goal of 208. Another 25 have been selected for appointment and 8 applications are currently being processed here.

Other medical recruiting programs expected to enjoy similar success include veterinarians, biomedical science specialists, and registered nurses. So far, 9 veterinarians and 41 biomedical specialists have been commissioned and some 19 other biomedical applicants selected. More than 500 nurses have been commissioned, selected or are awaiting selection.

"Optimistic, you ask," said Col. McAfee. "Yes, because of some very dedicated and highly professional recruiters who are doing a great job of relating the Air Force way of life to people in the medical communities.

Search increases for nurses with degrees

Air Force recruiters have been advised to step up their search for qualified professional registered nurses with bachelor of science degrees in nursing (BSN).

"This is a top emphasis program for nurse recruiting," said Lieutenant Colonel Dixie K. Childs, chief of the Nurse Recruiting Branch, Directorate of Recruiting Operations here. "We need 50 per cent of the nurses entering the Air Force this fiscal year to have a bachelors or higher degree."

Lt. Col. Childs emphasized that applications from qualified nurses who do not hold a BSN — those with diplomas or associate degrees — are still being sought. However, they will be competing with applicants who hold higher degrees.

The colonel also reminded recruiters that as a result of a recent policy change, applicants

must have been graduated from a school of nursing that is accredited by the National League for Nursing.

"This means," she said, "we can no longer consider applications from graduates of schools recognized by the previously acceptable state agencies. Although the effective date of the new policy is Jan. 1, we are no longer accepting applications on nurses who do not meet the new criterion.

"A selection board will meet in February. Applications for the board must arrive at the Nurse Branch by Jan. 9. Nurses selected may plan to enter the Air Force during the last quarter of fiscal year 1976," said the colonel.

Recruiting competition system bonus points awarded by Headquarters Recruiting Service for nurses with a BSN have been increased to 100 points.



FALCONAIRES help Air Force Recruiting Detachment 401 recruiters bring the Air Force message to an entire student body at Belton High School, Mo. The Air Force Academy band performed in two schools in the detachment's area recently. (Air Force Photo by Sergeant Cliff Nation)

AF announces openings in scholarship program

Air Force Health Professions Scholarship Program (AFHP-SP) openings for the fiscal year beginning Oct. 1, 1976 were announced recently by Air Force Recruiting Service officials.

Applications are now being accepted by the Medical Personnel Recruiting Division here.

"We have 32 scholarships available in various specialties," said Colonel Charles A. McAfee, division chief.

There are FY 77 openings for 282 freshmen and 40 sophomores in medicine, 35 freshmen and 10 sophomores in dentistry, four freshmen in veterinary medicine and five freshmen in optometry. There are also openings for six clinical psychology students working on a doctorate who will graduate in 1979.

The Health Professions Scholarship provides selected students with full tuition for up to four years, books, fees, necessary equipment, and a \$400 a month stipend, according to recruiting officials. HPSP students spend

45 days on active duty each year for military training during this period.

"This highly competitive Department of Defense sponsored program is an extremely important facet in providing physicians and other health professionals for the Air Force," said Col. McAfee. "Since the end of the draft, Recruiting Service has been tasked with the extremely difficult job of providing most of the highly skilled profession-

als required to maintain the finest quality of health care delivery possible in the Air Force.

"Although we must place major emphasis in recruiting fully qualified physicians, we also must work just as hard to meet future Air Force medical personnel objectives," he concluded.

Specific guidance for this year's program was recently provided by letter to recruiting groups throughout the country.

Recruiting tops Reserve target

Air Force Recruiting Service exceeded its Reserve Referral Program goal for the first quarter of fiscal year 1976.

Nationwide, 701 people referred to the Reserve by Air Force recruiters enlisted against a goal of 523.

Leading the group referral competition was the 3504th Air Force Recruiting Group with 3,500 competition points. The group attained 200 per cent of its goal.

In second place was the 3505th Group with 2,809 points, and in

third was the 3501st with 2,709 points.

"The top three groups not only exceeded their group-wide goals, but met goals at each Reserve location in their area," said Major Emmett V. Matthews, Reserve affairs advisor for Air Force Recruiting Service.

"We expect the Reserve to enlist some 3,000 people this fiscal year as a result of leads provided by Air Force recruiters," he said.

3506th Group's bikes answer energy 'crunch'

MATHER AFB, Calif. — The 3506th Air Force Recruiting Group has two answers to the national energy "crunch" — twin bikes!

The idea to purchase a bicycle for on-base errand-running, took root shortly after, Master Sergeant L. C. Johnson, noncommissioned officer in charge, logistics, was assigned last year. After asking around, he got the first bike to see if the project was useful.

The demand was so great for the "Group Get-About", that another has been added.

"There are a lot of advantages. By the time you get a

vehicle checked out, cranked up, get to the place on-base you want to go, and finally find a parking spot, you could have been there and back on a bicycle," noted MSgt. Johnson.

The fact that Mather is a "bike-size" base helps, according to the sergeant. All of the offices normally visited by group members are within a five-minute cycle ride.

"In the long run," said MSgt. Johnson, "It's a great plus. The people get there faster, don't burn gas, get fresh air and exercise, and probably save time and temper."



TIRE PRESSURE on one of the 3506th Air Force Recruiting Group's two energy savers is checked by Master Sergeant L. C. Johnson, noncommissioned officer in charge of logistics.



A MOMENT OF SERIOUSNESS settles on world-renowned comedian Bob Hope as he receives the Air Force Recruiting Service's Outstanding Public Support Award from Lieutenant Colonel William E. Baker, Air Force Recruiting Detachment 500 commander, and area recruiter Staff Sergeant Steve J. Hollowell. The presentation was made before a capacity crowd at the University of Eastern Illinois during the "crown prince of comedy's" homecoming. Mr. Hope holds a "Super Jobs in the Air Force" tee shirt presented moments earlier and appropriately tagged for the evening, "a left-behind piece of laundry from Southeast Asia." (Air Force Photo by Master Sergeant George L. Guthrie)

'Team Spirit' keeps burned out office open

"Team Spirit" took on added meaning to members of Air Force Recruiting Detachment 101, Pittsburgh, recently when a fire destroyed the recruiting office in Dubois, Pa. Two days later the office was open for business as usual.

Lieutenant Colonel Kenneth T. Stehli, Det. 101 commander, was notified of the fire on a Sunday. He contacted Captain Bernard J. Little, support officer, Senior Master Sergeant Taylor Wallace, operations superintendent and Master Sergeant John S. Bloom, logistics noncommissioned officer in charge (NCOIC). They departed

Sunday afternoon for Dubois, some 120 miles away. They were met upon arrival by Technical Sergeant Richard A. Snyder, Air Force recruiter there.

From home, Mrs. Snyder, the recruiter's wife, handled all coordination and telephone calls between Dubois and detachment personnel in Pittsburgh.

With everyone pitching in, some of the records and files were salvaged, but most of the office equipment and advertising materials were destroyed by smoke and fire that gutted the office.

Monday, Lt. Col. Stehli made arrangements with General Services Administration (GSA)

for the temporary use of an office in the Federal building in Dubois. Office equipment and supplies were loaned by Det. 104, Carle Place, N.Y. and delivered to the temporary office in a truck provided by the 911th Tactical Airlift Group, Air Force Reserve at Pittsburgh International Airport.

Ads were placed with each newspaper along with public service announcements on radio stations in the zone promoting "Super Jobs Still Available" at the new location. The following Tuesday, the recruiting office was open for business as usual, at a new address.

Nine recruiters earn AF honors

Six Headquarters Air Force Recruiting Service and three members of the 3503rd Air Force Recruiting Group were recently recognized for meritorious or outstanding service at prior assignments.

Technical Sergeant William D. Cessna, a member of Air Force Recruiting Detachment 301 was presented the Joint Service Commendation Medal by Major Mark W. Cappone, detachment commander, for meritorious service while stationed in Thailand.

Two members of Det. 308 were awarded the Air Force Commendation Medal. They are, Staff Sergeant Arnold W. Keltner, (first oak leaf cluster) and TSgt. Donald R. Dennis. The awards were presented by Lieutenant Colonel Roy R. Laferriere, detachment commander.

At Recruiting Service headquarters, Lt. Col. Richard D. Paul, Recruiting Service executive officer, and Maj. Hubert C. Moore, Directorate of Advertising, Publicity Division chief, were awarded Meritorious Service Medals for past achievements. Receiving Air Force Commendation Medals were Captain Mary Felts, (1st OLC), Directorate of Student Resources, Analysis Division; Capt. Edward B. Degroot, (2nd OLC), Directorate of Recruiting Operations, Medical Personnel Recruiting Division; TSgts. Jerry C. Cross (1st OLC) and Clifford D. Shepherd. TSgts. Shepherd and Cross are both assigned to the Command Section Administrative Branch. Brigadier General Andrew P. Iosue, Air Force Recruiting Service commander, made the presentations during formal ceremonies.



RECENT GRADUATES from Recruiting School assigned to the 3504th Air Force Recruiting Group celebrate completion of the course at a picnic sponsored by the group. The event, conducted for each class, gives the new recruiters a chance to get acquainted with group people.

Bob Hope gets recruiting award

by Master Sergeant George L. Guthrie

It was a quiet Saturday afternoon in downtown Charleston, Ill.

On the University of Eastern Illinois campus, thousands of students, parents, faculty and local residents had already formed long lines in front of the auditorium box office for the Homecoming, one night performance, of world-famous comedian and entertainer — Bob Hope.

A sell-out crowd of 8,000 cheering spectators gave a standing ovation as the veteran performer wisecracked his way onto center stage amid a blaze of flash bulbs, spotlights and the University Band. From that moment on, it was non-stop entertainment throughout the two hour show that followed. The packed auditorium rocked with continuous applause and gales of laughter as the "crown prince of comedy" captivated and delighted his homecoming fans.

Just prior to closing his performance, Mr. Hope read aloud a note handed him by the stage manager, informing the au-

dience that representatives from the Air Force Recruiting Service were waiting in the wings to present him with a surprise award.

In mock seriousness, Lieutenant Colonel William E. Baker, Air Force Recruiting Detachment 500 commander, and Staff Sergeant Steve J. Hollowell, Charleston recruiter, informed Mr. Hope that they had recovered some laundry that the entertainer had accidentally left behind in Vietnam following his U.S.O. tour.

The commander then slowly unfolded the Recruiting Service tee shirt bearing the slogan "Super Jobs in the Air Force," and held it up for the audience to see, before handing it to Mr. Hope. This time it was the comedian's turn to "break-up" with laughter. When the merriment subsided, the commander presented the world-renowned entertainer with Recruiting Service's Outstanding Public Support Award.

Mr. Hope then turned to the audience with the show's closing tribute, "There goes the greatest fan club an entertainer ever had, one heck-of-a-team of dedicated professionals — your American Air Force."

'03rd Group opens 'Command Access'

ROBINS AFB, Ga. — Members of the 3503rd Air Force Recruiting Group here now have a direct communications channel to the command section. Entitled "Command Access," it was instituted by Colonel Edward G. Bulka, group commander.

The colonel explained that inquiries from personnel are addressed to him for direct reply. He also plans to publish selected inquiries in the group's newsletter.

Col. Bulka emphasized that the direct line is a means for his people to get their ideas and thoughts to his level of command for consideration and to provide background information to clarify certain procedures.

It is not "a means to circumvent military channels . . ." he said.

To start the new program, the colonel asked each recruiter in his group to submit three areas of recruiting procedures and methods considered good and three that needed to be improved.

AFMIG tasks to impact on enlisted force

(Editor's note: This is the last of a two part wrap-up article about the Air Force Management Improvement Group (AFMIG) which was terminated Sept. 11. This part looks at how AFMIG's work will affect the enlisted force.

AFMIG tasks will impact on the enlisted force in several ways. Addressing issues such as noncommissioned officer (NCO) prestige, E-4 as an NCO, titles of address, and NCO utilization, the tasks were not easy, nor are there any universally accepted solutions.

The groundwork has been established, however, which will facilitate progress in two specific areas. One is the enlisted force structure, the other utilization of senior NCOs. So far, regulations (AFM 39-6 and AFR 39-36) have been rewritten to more clearly define responsibilities for each enlisted grade. Also, a newly defined structure has been set up that distinguishes between airmen, NCOs, and senior NCOs. Further, some ways to identify senior NCOs qualified to fill officer positions were developed, and the constraints, in terms of TOPLINE/TOPCAP, that might exist in putting NCOs into officer billets were addressed.

Another important AFMIG effort hitting squarely on an important issue for the enlisted force was senior NCO promotions. The current senior NCO promotion system doesn't give people the visibility they need to know where they stand, like the Weighted Airman Promotion System (WAPS) does for the lower grades. Yet, it does provide something the WAPS can't — an evaluation of management potential, the key ingredient in selecting senior NCOs. The AFMIG, working with the director of personnel staff, designed a new system, that combined the best features of both the WAPS approach and the selection board process. Under this proposal those factors that can be quantified (e.g., Air Force Supervisory Exam, Airmen Proficiency Report rating, time in grade, time in service, decorations, and PME) would be weighted and scored. A quality cut would be made in each Air Force special-

ty code (AFSC), and the remainder would go on to be considered by the central selection board. The board would give everybody a score, and promotions would be based on the highest scores (weighted factors, plus board scores). Further development of this concept has been bought by the Air Force Chief of Staff. Now the other experts in the Air Force, like the Human Resources Laboratory, have to find a way to weigh items. Much research, study, and field testing must be done before anyone is promoted under such a system. And that probably won't be before 1977 at the earliest.

Another area examined was women assigned in industrial AFSCs, such as maintenance. The AFMIG looked at data covering a three-year period, including: technical school attrition, retraining requests, APR indexes, separations, etc. That effort was to find trends and set up a baseline against which

to evaluate the future. During September, some indepth surveys and interviews with women, coworkers, and supervisors were to be conducted to determine what, if any, actions are appropriate.

First sergeants also came into specific focus within the AFMIG. The group sought to re-define the duties and roles of the first sergeant. AFM 39-1 and AFR 39-16—the regs that establish first sergeant authority—were comprehensively dissected. Further, the group proposed that the major command senior advisor pick up the job of career field manager for the top kicks. That one is out in the major commands for comment before going to the Air Force Chief of Staff.

Another task—one which attempted to address the need for accurate, timely information — was the telephone information system—Tele-Info. The idea is a simple one. A tape library is recorded that offers information on questions most frequently

asked; questions in personnel, finance, legal, and medical areas. If someone wants to know how to get out of a housing lease, why his or her AFSC is always "hot" for overseas, or how to get advance pay, all they do is pick up any base phone, dial a publicized number, and ask the operator for the tape they need. The AFMIG staff says the system probably won't hit all the hot questions on the head at first and isn't to be an instant cure for everybody's information needs, but a field test at three continental United States bases will help refine it. And it does offer a new instant way to get an answer — if you want it.

By this time, the message should be evident. The AFMIG was a story of beginnings, only some of which were discussed here. Some efforts are already being implemented, such as the law guides prepared for each state that provide information of local laws, and a financial management counseling pro-

gram available at the local level at the discretion of the local commander. Many efforts are just getting off the ground—others have raised numerous questions which will keep the experts busy resolving.

A number of those questions come from the AFMIG survey effort—a gigantic undertaking on its own. There was a survey of the active duty force, some 11,000 respondents; a survey of civilian employees, some 15,000 respondents; a survey of all base commanders in the Air Force; and a survey of spouses.

It will take some time to draw meaningful conclusions from all these. There's enough data to keep a university research team going for a year. The Air Force doesn't have the luxury of that kind of time, so its work will be harder yet. One of the perplexing puzzles it will be looking to solve is why senior NCOs report that they feel their prestige has declined or eroded, when in fact, the force as a whole indicates respect for them and a judgment that their work is needed, useful and competent, carrying with it a sufficient degree of authority and responsibility. A paradox indeed, and one needing more followup. In fact, the whole idea of how Air Force members perceive themselves, their jobs, the quality of their Air Force life, and Air Force policies and programs is an area that will receive new and innovative emphasis as a result of the AFMIG's research efforts and the base line of data they've established.

Still to come, in an effort to account for members' perceptions, will be tasks to better communicate benefits, or efforts to help commanders improve their Commander's Calls, or base newspapers, or their use of base-level councils such as human relations, junior officer, and airmen advisory councils.

The AFMIG has been a story—a study—of beginnings. A move to action. And action has begun. As time goes on, the actions will become disassociated from the AFMIG. All of the actions now are in the hands of the staff and major commands. The result: benefit to the total Air Force. (AFNS)



MASTER SERGEANT John Swatzell, Air Force Recruiting Detachment 405, St. Louis, recruiter, talks with a visitor in front of the Hall-Wall and Window display about opportunities in the Air Force. Approximately 25,000 people attended a Thunderbird performance during open house at Scott Air Force Base, Ill., recently. Advertising literature and bookcovers were given out to those interested.

Former members with particular skills sought

The Air Force needs qualified former military members who possess certain skills.

Accordingly, Air Force Recruiting Service officials here have increased emphasis on part of the prior service recruiting program.

"Specifically, we are looking for applicants who possess Air Force Specialty Codes (AFSCs) or their equivalent on our current required skills list and who meet the year group requirements for those specialties," said Colonel Willis G. Womack, director of recruiting operations.

"Retraining opportunities are currently being filled by active duty personnel," he continued. Heading the list of the 26 required skills is the former security policeman.

Recruiting service officials are taking several steps to help

recruiters meet the prior service objective.

"Prior service assignments are no longer being made available only one month at a time," explained the colonel. "The recruiters may now enlist applicants for assignment openings during a six month period." The current period ends Dec. 31.

"Lists of qualified prior service personnel who possess needed skills are being provided to recruiting groups as leads," said Col. Womack.

Bonus competition points are being awarded for each fully qualified enlistee.

"We will triple the number of points awarded by the groups for a fully qualified enlistee," he related.

Also Recruiting Service recently conducted a direct mail campaign to former security

policemen who separated within the last two years as staff sergeants with four years total active service.

Some 546 letters with reply cards were mailed in September. Replies from interested recipients are being forwarded to recruiters through the groups for follow-up.

Another mail-out is planned to qualified prior service personnel who possess other needed specialties.

Prior service members who had AFSCs requiring extensive training, or those considered to be highly technical, may be eligible to re-enter the Air Force even if their skill is not on the required list, according to officials.

Waivers may be requested from the Accession Control Center on an individual basis.

TV clips, record album now available

Three reproduced television clips and a new production album are now available to recruiters.

The TV clips are SFP 2132, High Flight; SFP 2256, National Anthem; and F 72-22A, Who Has Touched The Sky. They can be obtained through Aerospace Audio-Visual Service (AAVS), Norton Air Force Base, Calif. 92409.

The record album, Project GS 75-151, Production Music, Volume 2, has been distributed to field units. It includes the song "Who Has Touched The Sky" and the 3504th Air Force Recruiting Group production of "Spirit of '76". The record also contains complete radio spots and custom musical beds to build local radio spots.

dial 3425

Parking . . .

COMMENT: I am a liaison NCO assigned downtown and I have to pay approximately \$250 per year to park my private car. I would appreciate someone checking the possibility of paying these fees from out-of-pocket expenses or having the government lease parking spaces. We also use our cars to drive distribution throughout town to our detachments enroute home each night.

REPLY: I am basically sympathetic to your problem and therefore went to higher headquarters to see if we couldn't get the ruling changed. We were unfortunately shot down. There is, however, one small ray of light. If you are required to transport government documents in your personal auto, your detachment commander can authorize reimbursement by submission of Standard Form 1164, "Claim for Reimbursement for Expenditure on Official Business." This still would not authorize payment of parking fees. We've got a tremendous responsibility to keep close tabs on the spending of our tax dollars.

Mix and match

COMMENT: My question concerns the special order system. I recently called on a young lady and got two jobs preferences, EAI and AAI. I got a call today that she was turned down. Then, a few minutes ago, I got a call from another recruiter who needed a police check on an applicant from this area. I'll run it right away; however while we were talking he said he called last Friday for another young lady and got a call this Friday with her job, for the same AI as mine.

REPLY: His applicant wanted to come in as soon as possible. The AAC records indicate your applicant wanted to enlist a month later. It's the old problem of trying to match applicants' job choices against jobs available at a specific date.

Eliminate

COMMENT: Why don't we eliminate the DD Form 1584, National Security Check Request, since all the information is contained on the 1966, Application for Enlistment? We could just have another page on the 1584 for the NAC.

REPLY: There are three reasons: (1) we aren't the only agency using the NAC Center, and it is more convenient for those folks if all users submit their requests on a standardized form. (2) The DD Form 1966 does not include place of birth, aliases, all former names plus the data required in items 16 and 17 of the Form 1584. And (3) Legibility on all four copies of the DD Form 1966 is currently a problem, and adding another copy would only make it worse. Although this one didn't fly we need you to keep on the lookout for cost savings.

Be nice

COMMENT: I agree with part of your answer in the October issue about advertising on race cars. It would look bad if a car ran into the crowd. However, your second point about the Navy car outrunning the Air Force car I don't agree with at all. Following that line of thinking, the Air Force Academy should withdraw from football.

REPLY: Be nice. If you know of any valedictorians who are star football players, weigh about 245 and stand six feet, five inches, how about steering them toward the Academy. Seriously, football is an integral part of the Academy's varsity athletics program, and any advertising benefit we derive is coincidental. Now let me defuze your next question. What am I going to say if the Academy gets into car racing? And the answer . . . If you know any valedictorians who are expert racing drivers . . .

dial 3425

dial 3425

Keep us informed

COMMENT: I have been waiting four or five years for my Purple Heart from Vietnam to catch up with me. I have a copy of the battle report in my medical records and have been working with several CBPOs, but without success.

REPLY: By now you've gotten our phone call concerning the procedures you should follow. Keep us informed!

Commander's**D**irect **I**nformation **A**ction **L**ine

Commanders DIAL (Direct Information Action Line) is designed to provide Air Force Recruiting Service personnel with a direct line to the commander. If you have a question, suggestion, comment or complaint, call Autovon 487-3425 or Federal Telephone System/commercial (512) 652-3425.

Name withheld

COMMENT: This is (name withheld). I would like to request an investigation on the disenrollment of AB (name withheld) from the 30430 career field at Keesler. Recruiter integrity has been questioned in regard to ASVAB 3 scores.

REPLY: Why didn't you say you were calling about your nephew? In any case, we investigated and learned that he had failed three out of five measurement units, was 23.5 hours behind the standard of 135 hours, had failed to complete homework assignments, and was caught sleeping in class twice and could not provide a good reason for reinstatement. He had received eight hours of remedial training. His math was weak but the instructors did not feel that it was because of an inadequate math background. We aren't challenging anyone's integrity regarding the testing.

G-45 — 9th grade

COMMENT: I am wondering about qualification testing. If you have an individual who scores a composite 170 or higher but doesn't have a G-40, you have to turn him down. Why couldn't we process those who have a 170 and a G-25 or higher as long as the applicant does not enlist in the general area?

REPLY: Reading problems have been a significant factor in wash-outs from basic and tech training. The G-45 roughly equates to a 9th grade reading level, which is the minimum necessary. The Air Force OJT program is also tied to a ninth grade reading level. We are building a quality force and it starts at the front gate with recruiting—Press on.

We're working it

COMMENT: Why do Air Force Recruiting offices work under ATC Manual 33-2 and not under AFR 33-3, which is what people go into the Air Force under?

REPLY: We are already looking into the possibility of combining the two.

dial 3425

dial 3425

Keep writing

COMMENT: I think this program is fantastic to write to your recruits after they arrive at Lackland. I've been doing this for years, but some of my recruits say that the training instructors hassle them if they get letters from their recruiters.

REPLY: Keep writing; it pays off. We're working on the hassle.

Bounty hunters

COMMENT: The Army and Navy have instituted a program whereby a person in the delayed enlistment program brings in, say, three recruits that actually enlist, the individual gets an extra stripe in basic. There are other benefits, too.

REPLY: Some people call it bounty hunting. We can't afford it financially and we don't need it. That isn't to say that we may not consider the idea in the future so please don't interpret my answer as a put-down. We need suggestions and ideas, but this one is on back burner. Don't you honestly think promotion should be based on merit?

ASVAB grading

COMMENT: Why is only one person authorized to grade the ASVAB results for my detachment? We have five testers but only one is authorized to grade, and when he's on the road, we have to wait an excessive amount of time to get results.

REPLY: The problem was a misinterpretation of the reg. Now you have an alternate TCO appointed and things should be much improved. Are you the alternate?

Dial DIAL
... Comments
... Complaints
... Suggestions
... Questions

dial 3425

dial 3425

Win some, lose some

COMMENT: I am a recruiter in the '06th Group and would like to remain anonymous. I want to know why some of the people in the Accessions Control Center treat me so rudely. They seem to want to pick a fight all the time with me—I am not sure which one—Operator 18 or 5. Someone should give them lessons on being courteous.

COMMENT: I am a recruiter in the '05th Group and would like to remain anonymous. I would like to express my appreciation to the entire staff of the Accessions Control Center, particularly Operators 5 and 18. They always give me tremendous service.

REPLY: These two calls came in on the same day. It might be worthwhile to note that ACC controllers handle about 1,500 calls on an average day, and human nature being what it is, it sometimes takes an extraordinary effort for them to maintain their cool when a caller on the other end of the line is losing his. Be nice.

Violations

COMMENT: I wonder why we can't come up with a policy on a traffic violation on Driving Under the Influence when the fine for the offense is under \$50 as we did in the past with reckless driving charges.

REPLY: Reckless driving is a 'catch-all' used by many law enforcement agencies for offenses not covered by local laws. Some examples from our records are "jack rabbit starts", spinning wheels, screeching tires, etc. These minor offenses normally resulted in small fines, and this was the reason for the \$50 fine. DUI is a totally different situation and I therefore feel that the waiver requirement should be retained.

MINIMUM tour

COMMENT: I am a 702XX and have been here at the detachment for two and one-half years, and due to rotate in March. I have not yet received any word on my assignment and was wondering if ATC had released me to MPC for orders.

REPLY: As a member of the support team you are on a three-year MINIMUM tour. Your March date of availability does mean you will get reassigned automatically. It depends on your commander's recommendation whether or not you should be retained in Recruiting, or whether or not the Air Force has a need for you elsewhere. In other words, at this point you are not in the system for an assignment.

Non compliance

COMMENT: (caller did not identify himself) I have taken it upon myself to supplement ATRC 33-11, paragraph 6, which requires minimum entries in the high school folder. This I feel is a graphic example of duplication of effort, and effort expended on this requirement could be directed toward production.

REPLY: Sorry that you didn't tell us who you are because I'm not sure what you're after and would have liked some clarification. Unauthorized supplements that change the reg are usually called non compliance—call me back and tell me what your idea is.

Privacy Act

COMMENT: They have come up with this Privacy Act and I would like to know how it will affect our followup on ASVAB testing.

REPLY: Participants receive a Privacy Act statement before they take the test. In addition, the student's signature on the ASVAB packet indicates authorization to make the information available.

dial 3425

dial 3425

DD 369 vs ENTNAC

COMMENT: Why is it required that we run a DD 369 and at the same time initiate a NAC request? Why should we run a 369 out of the immediate area where the individual resides?

REPLY: For several reasons, local offenses are often not reflected in the ENTNAC. Also, a lot of people get out of town after they have been in trouble with the law, and that's why we check with other police jurisdictions. It's all part of our effort to get quality people.

Cancel, cancel, cancel

COMMENT: I don't understand why we have the cancellation system the way it is now. We only get cancellations every six weeks, which puts a hardship on recruiters because we can't get them when we need them. I would rather have the old call system.

REPLY: The old system was not totally fair or equitable. Limitations inherent in the phone system made it harder for some recruiters to obtain their share. We therefore decided to let the groups manage them to meet their requirements.

He got scalped

COMMENT: I heard that Recruiting Service spent more than \$30,000 on a film about doctors. It was filmed at Wilford Hall and other hospitals. After seeing the film, a doctor's haircut upset some general so bad that he decided not to allow it to be shown. Is this truth or rumor?

REPLY: Rumor! Three films were made at Wilford Hall last year: "Air Force Hospitals", "Air Force Health Professions", and "Reserve Medical Technicians." All have been released. The only problem was one doctor who had a Mohawk haircut.

Odious ODS

COMMENT: At a recent supervisors conference they announced we were doing away with the ODS system and coming up with a new 33-2. In this morning's mail I got two more ODS letters. The stack is getting thicker than 33-2. Is there any way we could do away with ODS and still keep current with changes?

REPLY: The ODS letters fulfill a vital need in our dynamic, constantly changing recruiting environment. A new ATC Reg. 33-2 should be out by the time this is printed, incorporating the guidance in ODS letters 1 through 33. In the future, ODS letters will be followed closely by formal changes to the basic reg.

Reservberations

COMMENT: I don't see why regular Air Force recruiters must be burdened with a quota for the Air Force Reserves. The reserves at Grissom are manned 120 per cent.

REPLY: The Reserves are part of our Air Force, and a vitally important aspect of our nation's combat capabilities. We are tasked to conduct an aggressive referral program, and although the Reserve unit you mentioned is more than 100 per cent manned, some 140 actual and projected specific vacancies exist and another 100 are forecast during the next 12 months. Keep charging!

dial 3425

dial 3425

To whom it may concern

COMMENT: I would like to suggest that we eliminate DD Form 369. Due to the Privacy Act, many police agencies are now returning 369s with the form letter, "To whom it may concern: We cannot release arrest records that we have on file." I think we ought to eliminate the 369 as soon as possible.

REPLY: The Privacy Act of 1974 only applies to the records and files of the Federal Government. The moral caliber of our recruits is of sufficient concern to warrant making every effort to ascertain prior arrest records. While some jurisdictions won't honor our requests, many do. Therefore our guidance is not to submit 369s to those that won't cooperate while continuing to work with those that will. Be assured that we are seeking a better solution to this problem.

Why wait?

COMMENT: To learn what's on the recruiter's mind, I suggest a questionnaire every six months mailed from the commander by the ODS system.

REPLY: It's a good idea, but why wait six months? That's one reason I established DIAL.

You got a gotcha

COMMENT: I was looking at the list of jobs for the guaranteed training enlistment program in the October edition of the Recruiter newspaper and couldn't find AFSC 23130, audio visual media specialist. Maybe they just missed it.

REPLY: We goofed. Here are some changes for ODS letter 40, dated Sept. 26. Delete AFSC 27320 from the list of low-flow AFSCs. Under the heading of less than one per month add AFSCs 32832, 42131, 43231 and 75130. Actually, we no longer have requirements for these AFSCs for the remainder of this fiscal year. Under low-flow, 6-10 per month, add AFSCs 23130 and 60134. And add to the list for medium flow, 11-20 per month, AFSC 36231.

You'll love Vance

COMMENT: Last May I received an assignment to Norton AFB, only to have it changed two weeks ago to Vance, which is nowhere near one of my choices. While I realize it isn't Recruiting Service handling this, I think it makes it very rough to recruit when you put a statement into the system only to find it completely changed somewhere down the line. I don't know if any action can be taken to change the assignment but I don't think the Air Force handled this very well.

REPLY: We checked with the Air Training Command Personnel Directorate—and although it doesn't make your short notice assignment change any more palatable—there was an overriding reason for the change. Hope you were satisfied with the explanation given to you in the phone call from my Executive Officer.

dial 3425



THE AIR FORCE Honor Guard Drill Team begins a performance before spectators at the Kiwanis Club Old-Time Air Show, at Melfa Airport, Va. The show was so successful that another is planned for next year, according to Kiwanis Club spokesmen.

Visitors surround recruiter at show

MELFA, Va. — On a hot, sunny afternoon recently, the silence of the country air was broken by the sound of gun butts slamming against the runway at Melfa Airport as the Air Force Honor Guard Drill Team was beginning its performance before some 5,000 spectators attending the Kiwanis Club Old-Time Air Show.

The Drill Team's appearance was coordinated by Master Sergeant Ron Fye, an Air Force Recruiting Detachment 305 recruiter from Salisbury, Md. The recruiter also used the Air Force recruiting van

as a mobile display, and handed out hundreds of pieces of literature at the event.

Sharing the feature spot with the Drill Team was the Mason-Dixon Stunt Flyers. These daredevil men in their biplanes performed several aerial stunts. The most spectacular featured a young woman riding on a wing of one of the airplanes. The show also featured sky divers, other antique aircraft and helicopters.

Throughout the show, MSgt. Fye was surrounded by spectators seeking information about the Air Force.

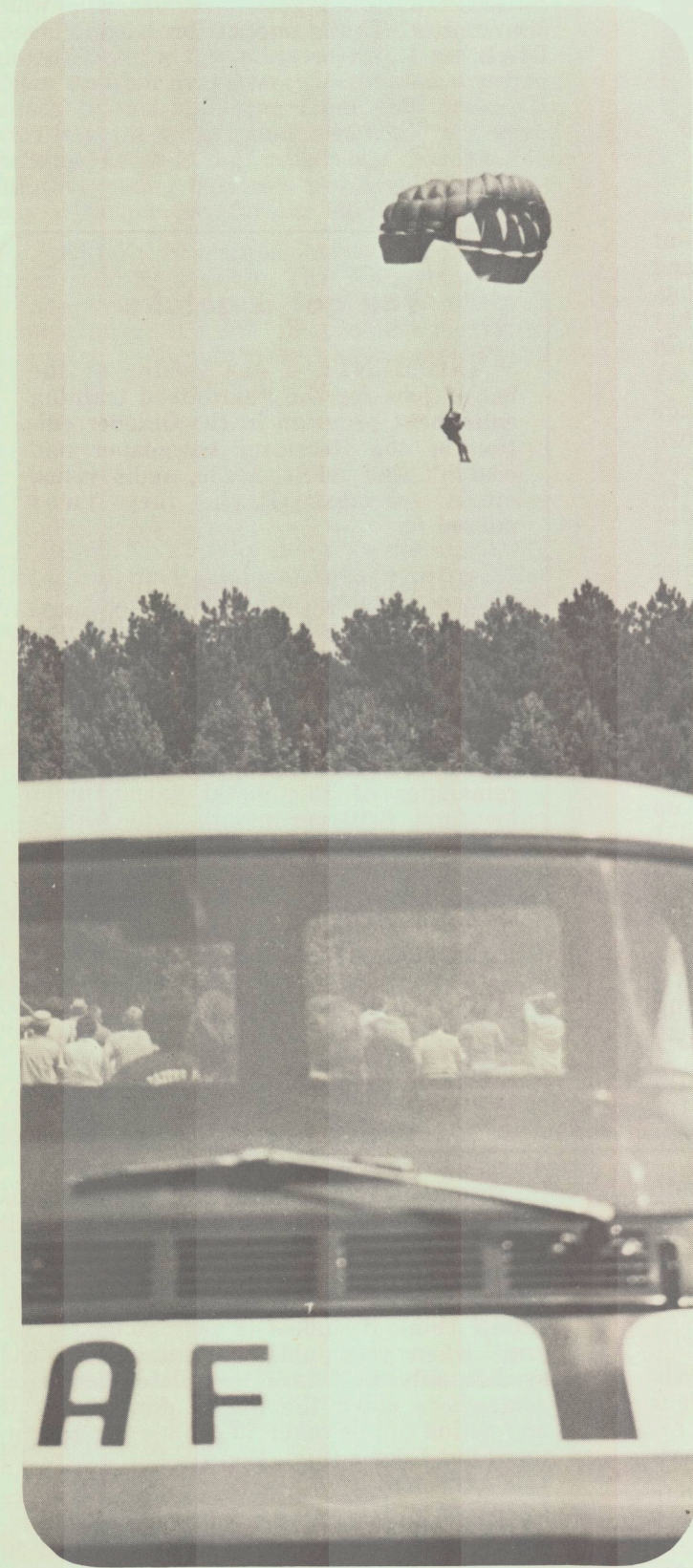
"I'm really looking forward to next year's show and all the new leads that will come from it," said the sergeant.



A MASON-DIXON Stunt Flyer makes a low pass over the some 5,000 airshow spectators.



SURROUNDED BY SPECTATORS at the Kiwanis Club Old-Time Air Show, in Melfa, Va., Master Sergeant Ron Fye, discusses Air Force career opportunities and answers questions.



A SKYDIVER FLOATS to earth behind Air Force Recruiting Detachment 305's van at an air show staged recently in Melfa, Va. Detachment officials reported that the van attracted considerable attention.

Story and Air Force Photos

by Staff Sergeant William Madden

Controllers vital link in recruiting success

At three telephone equipped circular consoles in a renovated old barracks, here, sit 17 airmen.

Although the oldest is scarcely 26 and the youngest 18, responsibility for the success or failure of the Air Force Recruiting Service mission rests in part with them. These men and one woman are a key link in a recruiter's applicant getting a job in the Air Force.

Operators, or controllers as they are better known, are assigned to the Accession Control Center, directorate of student resources here.

When one of the Center's telephones ring—which they do some 1,700 times a day, these professionals work with the recruiting representative on the other end of the line, to try to match an applicant's request for a particular job with an Air Force requirement in that specialty.

The controller obtains from the caller, the applicants aptitude scores, choice of Guaranteed Training Enlistee Program job or aptitude area, and such personal information as his birthdate, social security number, and the date the individual desires to enter active duty.

If the requested job is available for an acceptable enlistment date, the controller records this information on a computer card corresponding to the desired assignment and date. The cards are drawn from a revolving table at the center of the consoles. Each table is equipped with individual compartments for Air Force specialties relevant to a particular job area.

If, by chance, there are no openings in the desired career field, the caller is informed and a different job must be selected by the applicant. This process of job selection-elimination continues until the applicant and manpower requirements are satisfied.

Once the card is annotated, the controller

furnishes the recruiting representative with a Requirement Action Number (RAN) which confirms the enlistee's assignment. The card then goes to the machine room, where it is processed and forwarded to the computer data bank for recording against authorized spaces.

This system is called PROMIS—the computerized, Airmen Procurement Management Information System.

Each of the consoles at which the controllers work handles a particular category of assignments.

At one table controllers have assignments in the general and administrative aptitude areas, at another they handle the mechanical and electronic areas and at the third table controllers reserve assignments for women and prior service applicants.

Controllers who reserve prior service assignments are trained personnel specialists who sometimes assist the recruiting representative to determine the qualifications of the applicants.

"Our controllers range in rank from airman through sergeant," said Colonel Donald B. Wren, director of student resources. "Although most are relatively new members of the Air Force, they are top flight professionals who work with other members of the Accession Control Center staff to provide a valuable service to the applicant, Recruiting Service and the Air Force."

One controller a month is recognized as tops by the director of student resources and the top controller of the quarter is honored by the Recruiting Service commander. "Competition is keen," said Col. Wren. "The airmen selected for these honors are the cream of the crop."

"When a phone on one of the consoles lights up, we know the caller will get the best service possible," concluded the colonel.



ASSISTING A centralized booker obtain an assignment for an Air Force applicant is Sergeant Nettie Morga, a controller assigned to the Accession Control Center here. In part, the responsibility for the success of the Air Force Recruiting Service mission rests with the sergeant and her 16 counterparts at the center. (Air Force Photo by Jim Drury)

Units recognize top people

Air Force Recruiting group and detachment members were recently honored for making significant contributions to the Recruiting Service mission.

3501st

Those taking top awards in Det. 101 are Sector "D" Supervisor Master Sergeant Paul Lorigan who was named as Top Sector Supervisor, and the Top Detachment Recruiter is Technical Sergeant Richard Snyder of the same sector who recruits out of the Dubois, Pa., recruiting office.

In upstate New York the Top Recruiter Of the Quarter for Det. 103 is Staff Sergeant Edgar H. Eggleston of the Malone, N.Y. office. The Top Sector Supervisor is MSgt. Arnold R. Davis of Sector "A", Elmira, N.Y.

Det. 104 named SSgt. Stephen A. White of the Jamaica, N.Y., recruiting office as Top Recruiter of the Quarter. Top Sector Supervisors were MSgt. Carlyle D. M. Clark, Sector "D" of Queens, N.Y., and TSgt. Carey Pierce, Sector "A" of the Bronx.

MSgt. Arthur A. Benjamin of the Medical Recruiting Team was named Top Specialist Recruiter for the Quarter.

Top Recruiter for Det. 105 is SSgt. Thomas Bradley of Vineyard, N.J.; Top Advertising and Publicity Noncommissioned Officer for the Quarter TSgt. Warren V. Conway of the Levittown, Pa. office.

In Det. 106 MSgt. Edward C. Gagnon, Sector "E", of the Springfield, Mass., office, is the Top Sector Supervisor of the Quarter and TSgt. Homer R. Davis of the same office is Top Detachment Recruiter for the Quarter.

In Det. 108 Senior Master Sergeant Robert W. Ocker of the Williamsport, Pa. office in Sector "C" took the honors of Top Sector Supervisor for the Quarter. The Top Detachment Recruiter is TSgt. Niram L. Renoe of the State College, Pa. office in Sector "E".

In Det. 109 SMSgt. Roderick L. Levesque was named as Top Sector Supervisor for the Quarter.

SSgt. Robert E. Jacques of Fall River, Maine, and MSgt. Ernest A. Gallant of Presque Isle, Maine are tied for Top Recruiter Detachment Award.

3505th

At Det. 500 MSgt. Joseph H. Devore, Jr., was named outstanding supervisor, and SSgt. Randel Walker, outstanding recruiter.

At Det. 501 MSgt. Leroy E. Holloway was named outstanding supervisor, and TSgt. Pat R. Pownall, outstanding recruiter.

At Det. 504 MSgt. Jackson White was named outstanding supervisor, and TSgt. Cecil White, outstanding recruiter.

At Det. 505 SMSgt. George Knipfel was named outstanding supervisor, and TSgt. Jack Verveer, outstanding recruiter.

At Det. 506 SMSgt. Sherman C. Holmes was named outstanding supervisor, and SSgt. Roger H. Keck and SSgt. Philip C. Hilton tied for outstanding recruiter.

At Det. 513 MSgt. Daniel J. Reed was named outstanding supervisor, and SSgt. Richard H. Bost, outstanding recruiter.

At Det. 514 MSgt. Henry F. Smith was named outstanding supervisor, and SSgt. Dale A. Fritz, outstanding recruiter.

3506th

Fourteen people were recognized by the 3506th USAF Recruiting Group for outstanding mission contribution during the quarter from July through September.

The number one group recruiter for the period is TSgt. Ernest G. Quevedo, from Det. 610, Glendale, Ariz.

Top detachment recruiters are: MSgt. Ray Mullins, Salem, Ore., Det. 601; MSgt. Joseph G. Akens, Sacramento, Calif., Det. 603; SSgt. Ed Kelly, Hayward, Calif., Det. 606; MSgt. Ira Stanley, Colorado Springs, Colo., Det. 607; SSgt. Guy Watson, Billings, Mont., Det. 608; MSgt. Jim Duncan, Lakewood, Calif., Det. 609; and SSgt. Gary Menzies, Hawaii.

The top group sector supervisor is MSgt. Arnold Chihak, Phoenix, Ariz., Det. 610.

Best detachment supervisors are: SMSgt. Joe DeMichele, Sacramento, Calif., Det. 603; SMSgt. Harold Malkemus, San Jose, Calif., Det. 606; SMSgt. Ray Hill, Colorado Springs, Colo., Det. 607; and SMSgt. Joe Draper, El Monte, Calif., Det. 609.

The Outstanding Support NCO for the 3rd Quarter, calendar year 1975, is SSgt. Elwin Kinnison, Denver, Colo., Det. 607.



TWO RESIDENTS of Bush Gardens, a tourist attraction in Los Angeles, join a performance there by the Mach One, a contingent of the Air Force Band, Washington, D.C. Working with recruiters from Air Force Recruiting Detachments 609 and 610, the group combined a recording session with a series of performances. Locations included Magic Mountain amusement park, Marineland, Venice beach, Disneyland and Knotts Berry Farm.



MAJOR RICHARD King, operations officer of the 3504th Air Force Recruiting Group, attaches mounts to hold the sheet bronze sculpture of Theodore Roosevelt that he built. Maj. King was commissioned to construct the art work by the 1975 graduating class of Roosevelt High School in San Antonio, as their gift to the school. (Photo by David Hemion—courtesy of the Herald Publishing Co.)

Recruiters to refer women to academy

U.S. AIR FORCE ACADEMY, Colo.—Women seeking a nomination to the Air Force Academy freshman class entering next June must act immediately so their nominations will arrive at the academy by Jan. 31, 1976.

There are several avenues for young women wishing to apply, including Senators or Congressional District Representatives. There are other sources as well. Interested women students should contact their high school counselors or write to the Admissions Liaison Office, USAF Academy, Colo., 80840, for more information and assistance. Prospective applicants may also call the Admissions Liaison Office at (303) 472-2640.

Air Force recruiters are encouraged to refer all inquiries they receive to the Admissions Liaison Office.

Women became eligible to attend the Nation's military academies when President Gerald R. Ford signed the measure into law Oct. 7, 1975. Approximately 150 women cadets will arrive at the Air Force Academy June 28, 1976.

Competition for acceptance will be keen and women must meet the same basic qualifications for consideration as men. They must be at least 17 years old but not past 22 on July 1 of the year they enter the academy; be a U.S. citizen; be of good moral character; and be unmarried.

Academic selection standards will be the same for men and

women. Just as men, women will be judged for leadership potential based upon extracurricular activities—school leadership positions, women's sports, and membership in civic and community organizations. Applicants must also pass a physical aptitude test and a medical examination.

Women cadets will live separately from the men, but nearly all other aspects of cadet life will be coeducational.

At the end of the four years, women will receive bachelor of science degrees with majors in any of the 21 academic areas. They will also be commissioned as second lieutenants in the Air Force. (AFNS)

Wife helps sergeant win production honor

ATLANTA, Ga. — "My wife deserves this award as much as I do," said Technical Sergeant Jim Fitzgerald following his selection as Air Force Recruiting Detachment 304 Top Recruiter for Fiscal Year 1975.

"Sandy has been more than just an understanding wife when it comes to my job as an Air Force recruiter," continued TSgt. Fitzgerald. "She assists me in making appointments with applicants, types enlistment forms, and makes many of my

Maj. King sculpts former president

Hanging on the main building of Roosevelt High School in San Antonio, Tex., is a sheet bronze sculpture of Theodore Roosevelt, for whom the school is named.

The eight and one-half foot, 450 pound sculpture of our Nation's 26th president is the work of Major Richard King, operations officer of the 3504th Air Force Recruiting Group.

Major King was commissioned to construct the art work by the 1975 graduating class of Roosevelt High School, which gave the sculpture to the school. His daughter, Tammy Lee, who was a member of the class, was the instigator of the project.

The sculpture was built by Major King in spare time in his home garage. To construct the piece, he said that he molded

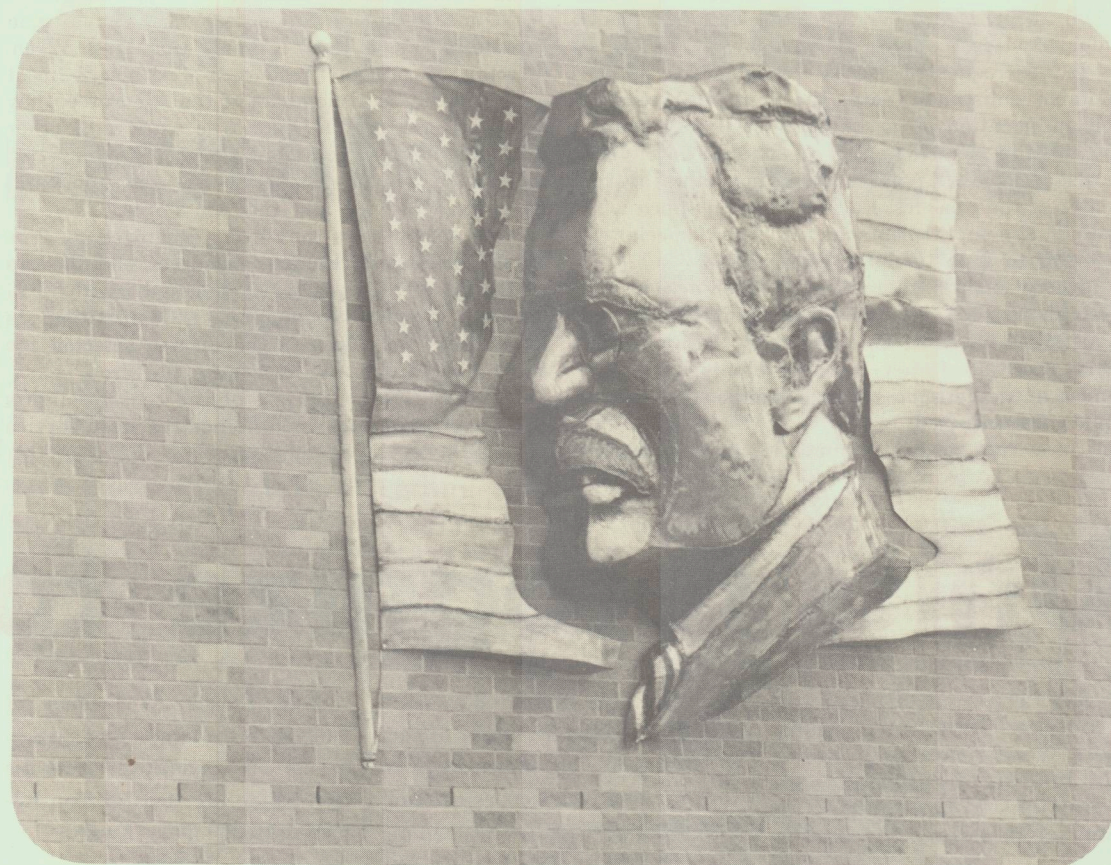
a small clay model of Roosevelt that he used for a scale when he built the larger bronze piece.

He used 16-gauge bronze sheets which he beat into shape.

According to Major King, the sculpture has more than 200 welded parts to it. He said that it took him about 265 hours to design and construct the piece and total cost was approximately \$4,000.

Major King has been building sheet bronze sculptures for several years as a hobby. He recently earned a Bachelor of Arts degree in art from Texas Lutheran College in Seguin, Tex., in addition to his degree in business.

After completing his Air Force career, Major King plans to work full time on his art work. He mostly works on sheet bronze sculptures, but he also paints.



THIS SHEET BRONZE sculpture of Theodore Roosevelt was designed and constructed by Major Richard King, operations officer of the 3504th Air Force Recruiting Group. The sculpture weighs 450 pounds and is eight and one-half feet high and 11 feet wide. (Photo courtesy of the Herald Publishing Co.)

More years seen

B-52 serves 20th year

WASHINGTON — The B-52 Stratofortress completed 20 years of outstanding and varied service this year, according to Strategic Air Command (SAC) officials.

The B-52 entered the SAC inventory June 29, 1955. The 93rd Bombardment Wing, Castle

Air Force Base, Calif., received the first aircraft when Brigadier General William Eubank, wing commander, flew it from the Boeing Co. plant in Seattle to the base. That same B-52 is now at the Strategic Aerospace Museum, located near Offutt AFB, Neb.

The development contract for the B-52 was signed in 1946, and the first prototype flew in April 1952. From that first model, the YB-52, evolved the A through H models. The last model, the H, came off the production line in 1962. Early model B-52s began retiring from the force in 1965.

The B-52 has been modified extensively to keep pace with changing technology and mission requirements. Built originally as a high-altitude strategic nuclear bomber, it was later adapted for low-level bombing. Because of its versatility, the B-52 was called upon to perform a conventional role in Southeast Asia.

The latest modifications to the B-52 include the electro-optical viewing system (EVS) and the short range attack missile (SRAM) carrying capability

which allows it to perform low-level strategic missions needed to penetrate a potential enemy's defenses.

Through many modifications, the older D models have been able to provide deterrence for SAC, years beyond their programmed life. A structural modification program, now in progress, will enable the aircraft to remain operational into the 1980s.

Although the B-52 was designed almost 30 years ago, it has outlived many newer weapon systems. In comparison to the strategic missile force, the life of the B-52 has spanned the development of the Atlas D, E and F; the Titan I and II; and the Minuteman I, II and III.

Although no bomber has flown for so long in the history of aviation, the B-52 continues to provide an important contribution for the successful accomplishment of the SAC mission. It must maintain that position well into the 1980s, until a successor — possibly the B-1 aircraft designed for low- and high-level missions — can share and then assume the mission. (AFNS)

A & P specialists complete course

Sixteen noncommissioned officers (NCO) information specialists met here last month for a five-day Recruiting Service special course for 791XO's newly assigned to Air Force Recruiting Detachments.

The majority were cross-trainees who recently graduated from the Department of Defense Information School (DINFOS) at Ft. Benjamin Harrison, Ind. The NCO's were selected to fill recently converted advertising and publicity officer positions at several recruiting detachments throughout the United States.

As information specialists assigned advertising and publicity duty, they will be responsible for

conducting their detachments' local advertising program, center of influence events, direct mail programs, awards programs, and publicity actions in support of recruiting high quality applicants for the Air Force.

The week-long orientation here covered their duties with Recruiting Service and supplemented training received by the new information specialists at DINFOS where they were instructed in basic applied journalism, international relations and government, research and oral communications and other pertinent subjects.

Representing their respective units were Technical Sergeant

James S. Bickel, Det. 106; TSgt. Jimmie W. Attaway, Det. 108; Master Sergeant Roger A. Tomberline, Det. 301; MSgt. Dale Brinkman, Det. 303; MSgt. James R. Godfrey Jr., Det. 309; MSgt. Paul R. Pitzer, Det. 311; TSgt. Jack M. Jaffee, Det. 308; and MSgt. James Blalock, Det. 310.

Also attending were MSgt. Harold D. Smith, Det. 403; TSgt. Terrell L. Callaway, Det. 409; TSgt. Thomas P. Crowley, Det. 412; MSgt. George L. Guthrie, Det. 500; MSgt. William H. Ek-dahl, Det. 513; MSgt. Hartwell E. Edwards, Det. 514; Staff Sergeant Vickie M. Graham, Det. 601; and MSgt. William G. Chappell, Det. 603.

Thirty-nine graduate from supervisor class

Thirty-nine Air Force Recruiting Service sector supervisors composed two classes which recently completed a special supervisory course here.

The three-week course, designed to provide for the maximum exchange of information and ideas, includes sales management and training.

Honor graduates for one course were Senior Master Sergeant Joseph P. Smith, Air Force Recruiting Detachment 401 sector "C" supervisor from Joplin, Mo., and Master Sergeant Raymond E. Williams, "B" sector supervisor from Det. 301, Birmingham, Ala.

Other course graduates included MSgt. Francis J. Schneider, Det. 103, Buffalo, N.Y.; Technical Sergeant Edward E. Harrell, Det. 104, Carle Place, N.Y.; and MSgt. Jerome Bowser, Det. 105, McGuire AFB, N.J.

3503rd Air Force Recruiting Group supervisors graduated were SMSgt. Victor J. Reyes, Det. 300, Santurce, Puerto Rico; MSgt. Gresham U. Pope, Det. 301, Huntsville, Ala.; and SMSgt. Ralph D. Guyer Jr., Det. 307, Greensboro, N.C. Representing the 3504th Group

were MSgt. William F. Cook, Det. 411, Des Moines, Iowa; and TSgt. Russell E. Thompson, Det. 412, Duluth, Minn. Graduates from the 3505th Group included MSgt. Harold D. Rood, Det. 500, Springfield, Ill.; MSgt. John C. McKee, Det. 501, Joliet, Ill.; MSgt. Louis C. Reh-winkel, Det. 505, Appleton, Wis.; MSgt. Robert Nelson, Det. 513, Richmond Heights, Ohio; and MSgt. John R. Springer, Det. 514, Columbus, Ohio. Honor graduates for the second course were SMSgts. Hobert L. Allen, Det. 601, Bellevue, Wash., and Donald A. McGlory, Det. 411, Des Moines, Iowa. Also graduated were MSgts. Dalton W. Duval, Det. 603, Sacramento, Calif.; Paul J. Stiglione, Det. 404, Arlington, Tex.; Clyde L. Williams, Det. 104, Carle Place, N.Y.; Sherman C. Lockard and John C. Raney, Det. 308, Louisville; Jackie D. Williams, Det. 501, Joliet, Ill.; Neno Sartin, Det. 108, New Cumberland, Pa.; and Francis W. Onzay, Det. 608, Salt Lake City, Utah.

Other course graduates were TSgts. Carey D. Pierce, Det. 104; and James J. Bondarek, Det. 106, Milford, Conn.; SMSgt. Hayden F. Machino, Det. 307, Raleigh, N.C.; MSgt. Ronald H. Backsches, Det. 405, St. Louis; MSgt. Gerald H. Hannah, Det. 309, New Orleans; MSgts. Alvin L. Jamison and Arnold J. Chihak, Det. 610, San Bernardino, Calif. Also MSgt. Gerald T. Praetorius, Det. 108; MSgt. Billy F. Hennings, Det. 506, Kalamazoo, Mich.; SMSgt. Melvin A. Lackey, Det. 301, Gunter AFB, Ala.; MSgt. Donald G. Gresham, Det. 303, Patrick AFB, Fla.; MSgt. Frederick C. Hesse, Det. 513, Cleveland; MSgt. William W. Shagena, Det. 504, Selfridge Air National Guard Base, Mich.; and SMSgt. Charles E. Williams, Det. 412, St. Paul, Minn.

MISS JUNIOR TEEN 1976 displays a trophy she was awarded. She is Miss Tracy Travers, daughter of an Air Force Recruiting Detachment 609 recruiter.

California lass picked Miss Junior Teen

RESEDA, Calif.—Miss Junior Teen for 1976 is the daughter of an Air Force recruiter here.

Miss Tracy Travers, daughter of Staff Sergeant and Mrs. Gary Travers, was selected in national competition at Disney World in Florida.

The 14-year-old Sequoia Junior High School student parti-

cipated in city, state and regional competition in route to her title.

She was selected for her academic achievement, appearance and personality.

SSgt. Travers is assigned to Air Force Recruiting Detachment 609.

Changes to Bicentennial vans schedule released

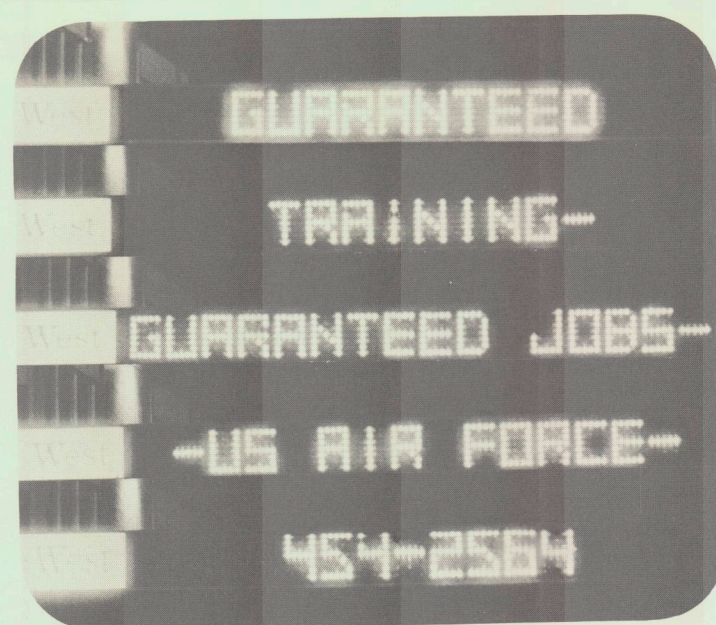
Project officials for the Armed Forces Bicentennial Caravans have announced the following schedule changes for Operating Location (OL) 2, Wright-Patterson Air Force Base, Ohio; OL 3, Tinker AFB, Okla., and OL 4, McClellan AFB, Calif.

The Bicentennial Caravans schedule for mid-October to mid-December was originally published in the October 1975 issue of **The Air Force Recruiter**. Each of the caravans are now touring a separate part of the country celebrating the Bicentennial year.

OLD SCHEDULE		NEW SCHEDULE	
	DATE		DATE
Fulton, Ky.	December 9	Hickman, Ky.	December 9
OL 2			
Guymon, Okla.	November 20	Guymon, Okla.	November 20 & 21
	21	Beaver, Okla.	22 & 23
	22	Buffalo, Okla.	24 & 25
	23	Alva, Okla.	29 & 30
	24	Fairview, Okla.	December 1 & 2
	25	Waynoka, Okla.	4 & 5
	26	Woodward, Okla.	6 & 7
	27	Fairview, Okla.	8
	28	Edmond, Okla.	10 & 11
	29	El Reno, Okla.	12 & 13
Watonga, Okla.	December 1	Norman, Okla.	14 & 15
	2	Kingfisher, Okla.	
	3	Guthrie, Okla.	
	5 & 6	Edmond, Okla.	
	7	El Reno, Okla.	
	8 & 9	Norman, Okla.	
	10 & 11	Shawnee, Okla.	
	12 & 13	Midwest City, Okla.	
OL 3			
Boulder City, Nev.	December 11	San Bernardino, Calif.	December 12, 13 & 14
	13 & 14		
OL 4			
San Bernardino, Calif.	December 11		
	13 & 14		



ACTOR ERNEST BORGNINE, grand marshal of the Canton, Ohio Pro-Football Hall of Fame Parade, discusses parade plans with Master Sergeant Bill Grosick. MSgt. Grosick is a recruiter assigned to Air Force Recruiting Detachment 513. He was responsible for coordinating the Air Force Logistics Command Band from Wright-Patterson Air Force Base, Ohio entry in the parade.



AF benefits from retirees efforts

by Technical Sergeant
Chuck Majors

Some just hang it up—cast a final glance over the shoulder and quietly fade into the blue and white collar world.

Others, like Air Force Master Sergeant Morris Broussard and Technical Sergeant Tom Pickard didn't, and the Air Force is reaping the benefits of their continued efforts.

Broussard and Pickard are Air Force retirees — and in their daily lives they continue to sell the profession in which they practiced for 20 years — the U.S. Air Force. Broussard is now a motel manager in one of Georgia's thriving communities and Pickard is a county employee and city council member in North Florida.

Prior to hanging up his blue uniform for the last time, Broussard was a recruiter-salesman and "Mr. Air Force" to thousands of Georgia residents. In fact, he and his family were so highly regarded they were featured in an edition of the local paper with a "Spotlight on Mr. Air Force."

"The Air Force in general, and Recruiting Service in particular, holds a lot of fine memories for me," he said from the plush reception area of one of the Nation's leading motel chains, "and I really get a kick out of reliving some of the experiences. You might say I talk Air Force to just about anyone who'll listen. I think the local recruiters will tell you that." (They do!)

Retirees wanting to stay abreast of current recruiting policies and themes may request to be placed on the mailing list for copies of **The Air Force Recruiter**. Requests should be sent to USAFRS/RSADM, Randolph Air Force Base, Tex. 78148.

Pickard, locally referred to as "that transplanted Northerner," admits to finding his place in the sun along Florida's Gulf Coast, and will talk Air Force "till they get tired of listening."

Prior to donning his "USAF (Retired)" title, he and his family became involved with the small town community activities — PTA, Little League, Girl Scouts, civic affairs, and even "quilting bees."

"We really love it here," he said nostalgically, "but I guess I'll always be in the Air Force. It seems hardly a day passes that I don't talk about some part of the Air Force with one of the local kids. Working closely with the youth groups, I have many opportunities to put in a plug for the Air Force — and I never miss a chance."

Lieutenant Colonel Silver C. Crim, chief of the Production Control Division for Recruiting Service, began his "retiree recruiting" two years ago. While serving as Air Force Recruiting Detachment 409 commander, he obtained the names and addresses of almost 8,000 retired Air Force officers and enlisted men. Today, his retiree-contacts

are still spreading the Air Force word throughout Oklahoma, New Mexico and the Texas Panhandle.

Brigadier General Andrew P. Iosue, Air Force Recruiting Service commander, in a recent letter to the USAF News for Retired Personnel, said "Recruiting Service truly appreciates the outstanding assistance received this past year from Air Force retirees. Widely dispersed as they are, retirees continue to be an important link in reaching qualified young people. Please continue to refer quality youngsters to the recruiter in your area."

Air Force recruiters throughout the country are continuing to seek out the some 385,000 Air Force retirees to assist recruiting operations in support of the all-volunteer force.

After all, who should know more about the Air Force than one who's devoted a good part of his or her life — living it? Some, fortunately, don't just hang it up in search of the "golden years," and their referrals are helping build the quality Air Force of tomorrow — today.

Recruiter earns masters degree

McGUIRE AFB, N.J. — For a few hours recently, Master Sergeant Ralph Ladnier, was wearing two hats — his Air Force flight cap and the Mortarboard of a graduate of Central Michigan University, Mount Pleasant, Mich.

MSgt. Ladnier, a 20 year Air Force veteran and alternate test control officer for Air Force Recruiting Detachment 105, here, recently completed requirements for a master of arts degree from the school.

"It was a fast moving program," MSgt. Ladnier said, "I finished the degree requirements here in 10 months by taking one accelerated course per month."

With almost four years of Recruiting Service duty under his belt, MSgt. Ladnier credits his success to date to an understanding wife and the opportunities provided by the Air Force to gain an education while serving his country.



Det. 606 exhibit gets first place

Air Force Recruiting Detachment 606 recently won a first place plaque and ribbon for their exhibit at the San Mateo County Fair, San Mateo, Calif.

A member of Det. 606, Technical Sergeant Chuck Wells, set up the prize-winning Multi-Purpose Display. It supported the nonprior service program. More than 200,000 people viewed the standard recruiting display during the eight day fair, according to detachment officials.

Senior Master Sergeant Sanders Dyson, Sector "D" supervisor, said that in addition to speaking to numerous applicants at the fair, recruiters also tested four applicants, qualified three and enlisted three in the Delayed Enlistment Program.

SOME 330,000 high school seniors in the 3504th Air Force Recruiting Group will be getting a Christmas message from Orville A. Force, the '04th mascot in early December. In the message, Orville reminds the students that "the holiday break is a good time to reserve their choice of Air Force "Super Jobs" and if they wish, enlist in the Delayed Enlistment Program.

Blue suiter joins Army 'think-tank'

He's an Air Force "blue suiter" assigned to the Army's green machine, and he works side by side with the Navy and Marine Corps.

But Major John R. Lucas' recruiting credentials more than qualify him to serve as an Armed Forces Examining and Entrance Station (AFES) problem solver — more commonly known for the past nine months as a Joint Services Liaison Officer.

With 14 years of Air Force duty to his credit, Maj. Lucas has been associated with Air Force Recruiting Service for more than half that time. Today, he and his sister service

counterparts are members of the U.S. Army Recruiting Command's (USAREC) "think tank" headquartered at Fort Sheridan, Chicago.

As a liaison officer, he and his co-workers will serve to eliminate problems within the 66 AFES throughout the United States. According to a USAREC spokesman, "The multi-service problems facing the liaison officers range from having to clearly define terms because of differences in terminology, to agreeing on form standardization. The liaison officers are also responsible for seeing that the various recruiting practices do not conflict."

Maj. Lucas will also be in-

involved in the development of joint policy recommendations dealing with operations within the AFES. As a liaison officer he will conduct staff visits, attend conferences and gather information from the field to be used in making improvements in the AFES.

Earlier in his career, the Southeast Asia combat veteran served as AFES liaison officer, operations officer and detachment commander for more than seven and a half total years.

The 40-year-old San Francisco native and graduate of San Francisco State College presently resides with his family at Fort Sheridan.

Here 'n there in Recruiting

Leave policy

Air Force technical training center commanders have been encouraged to grant leave to students after they arrive from basic training, if time permits before their classes begin. Recruiting Service officials say that only the enlistees who arrive with enough days before the start of their classes will be afforded the leave opportunity. All recruiters have been advised to caution enlistees that leave is not guaranteed.

Nurse goal

The goal for qualified registered nurses to enter the Air Force during fiscal year 1976 has increased from 600 to 670, according to Air Force Recruiting Service officials here. They reminded that recruiters should now be forwarding applications to meet the goal for the second half of the fiscal year, and that at least 50 per cent of the nurses entering active duty must have a bachelor of science degree in nursing.

Never happen

When Master Sergeant Clyde L. Williams interviewed Michael L. Puckett for the Air Force some three years ago, he had no idea that he would be working with him. But, First Lieutenant Puckett, recently became head of Air Force Recruiting Detachment 104's nurse recruiting team to which MSgt. Williams belongs.

New commander

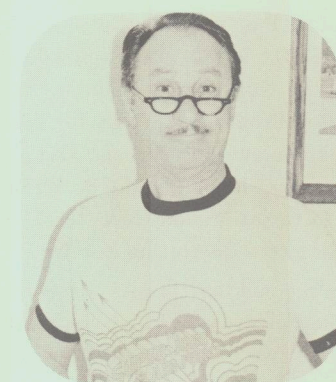
Major Winston R. Youngblood is the new commander of Air Force Recruiting Detachment 307. He replaced Lieutenant Colonel James T. Jones who has been reassigned to Pope Air Force Base, N.C. Maj. Youngblood was previously stationed at Maxwell AFB, Ala. where he attended the Air Command and Staff College.

Eagle Scout

The highest honor awarded by the Boy Scouts of America was recently presented to the son of an Air Force Recruiting Detachment 606 recruiter, John L. Wynia, son of Technical Sergeant and Mrs. Howard Wynia received the Eagle Scout Award during recent Court of Honor ceremonies.

Its Mr. Whipple

Dick Wilson, known to millions of television viewers as "Mr. Whipple" in a television commercial, was recently made an honorary Air Force recruiter by members of Air Force Recruiting Detachment 401. The award was presented along with a "Super jobs in the Air Force" tee shirt by Recruiter, Technical Sergeant Jerry Rosetti and Lieutenant Colonel F. B. Anderson, detachment commander.



It's that time again

Using her professional expertise, Captain Bonita Ness, nurse recruitment officer for Air Force Recruiting Detachment 411, Des Moines, Iowa, recently gave influenza immunizations to detachment headquarters personnel. There are no medical facilities nearby, so Capt. Ness borrowed necessary materials and serum from the local Navy Reserve Center to give the inoculations.

Really?

Air Force Recruiting Detachment 301's "Super Van" recently helped the Albany, Ga. Air Force recruiter, Technical Sergeant James E. Birdwell get three new prospects. TSgt. Birdwell entered the van in the Albany Pecan Festival Parade. Three of the onlookers, according to TSgt. Birdwell, followed the red, white and blue van to the recruiting office to get some information about the Air Force. The van was also used to transport several of the Georgia Agricultural Queens to the parade.

Controller honored

Airman John D. Mikalonis has been named Accession Control Center Controller of the Month. The 20-year-old personnel specialist was chosen for his loyalty, dedication to duty and motivation, according to center officials. Prior to his assignment here, Amn. Mikalonis attended technical training at Keesler Air Force Base, Miss.

Honor guard

An Air Force honor guard from Travis Air Force Base, Calif., presented the colors before some 40,000 in person spectators and thousands of television viewers at the Oakland Coliseum recently. The unit was participating in opening ceremonies for the third game of the Oakland "A's"-Boston Red Sox best-of-five American League playoff series. The honor guard's participation was arranged in part by members of Air Force Recruiting Detachment 606.

Det. 101 members compose buddy flight

BUFFALO, N.Y. — Many recruiters think of a "Buddy Flight" as a group of two or more people who enlist in the Air Force and attend basic training together.

Two members of Air Force Recruiting Detachment 101, have a slightly different perception. Master Sergeants Chuck Giles and Norb Wolf, high school age friends, entered the Air Force here in 1955.

They attended basic training together at Sampson Air Force Base, N.Y. and underwent technical training at Lackland AFB, Tex., graduating in 1956.

After technical school, the aircraft and engine maintenance specialists were assigned to separate bases at Okinawa.

After Okinawa the two were assigned separately for several years, but both were promoted to Technical Sergeant in August 1970, and in 1971 they were again stationed together as recruiters here.

MSgt. Wolf is an Armed Forces Examining and Entrance Station liaison noncommissioned officer, and MSgt. Giles is a sector supervisor.

The sergeants celebrated their "Buddy Flight's" 20th anniversary in the Federal Building here recently—the same place it began 20 years ago.

Groups, detachments get 'This Is My Air Force'

A slide briefing package, "This Is My Air Force," designed to help acquaint young people with the Air Force way of life was recently provided to groups and detachments for their use.

The package, prepared by Secretary of the Air Force, Office of Information, consists of a first person tell it like it is

briefing guide, script and 35mm slides on Air Force living, what people can expect when joining the Air Force and what the Air Force expects of them in return.

The briefing should not be used to actively recruit, according to Air Force officials. It should be incorporated into tell it like it is approaches to youth organizations, high school students and centers of influences.

Recruiting Service gains Bicentennial recognition

WASHINGTON, D.C. — Air Force Recruiting Service headquartered at Randolph Air Force Base, Tex., has been specially recognized by the American Revolution Bicentennial Administration (ARBA) for outstanding support in commemorating the nation's 200th birthday.

In earning the Bicentennial acknowledgment, Recruiting Service with its some 1,800 recruiters located throughout the United States, Europe and Puerto Rico, was recognized for its wide scope of influence and projects supporting the Bicentennial observance. These include nationally produced billboards saluting the country's forthcoming birthday, Air Force bookcovers depicting George Washington's famous "crossing of the Delaware," a Bicentennial radio quiz, and a film featuring the Thunderbirds air demonstration team. Air Force recruiters' support of the Freedom Train, Armed Forces Bicentennial Vans, Band and Chorus, displays and advertisements with patriotic themes also contributed to the recognition.

"Our selection is indicative of the outstanding efforts of all Recruiting Service personnel in helping commemorate this truly memorable occasion," stated Brigadier General Andrew P. Iosue, Air Force Recruiting Service commander.

"Our Air Force recruiters are often the only military representatives within many miles of

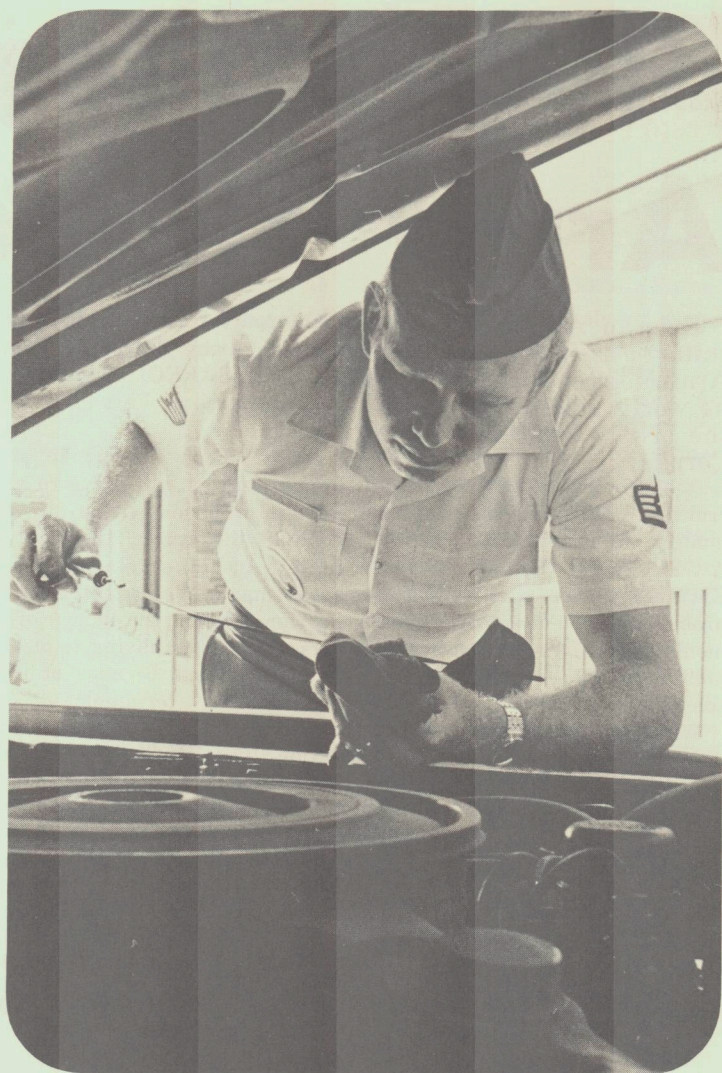
their communities and are looked to as symbols of patriotism," he continued. "Because of this position, they have a unique opportunity for encouraging every American to become aware of his or her responsibility to help protect and maintain our freedom.

"They are also instrumental in supporting participation in Bicentennial activities in their communities. With this in mind," he added, "our entire Recruiting Service approach to bringing men and women into the Air Force in 1976 will be based upon a program entitled the 'SPIRIT of 76'."

"SPIRIT" will serve as an acronym to remind recruiters of their responsibility to support and promote patriotism throughout the nation as they perform their assignments of recruiting a strong, committed, professional Air Force.

"This recognition by ARBA means a lot to us," Brig. Gen. Iosue concluded. "We believe our support of the 200th birthday will result in activities which point out the need to protect our way of life as well as display pride in country and community. The support and emphasis given to such activities by recruiters will provide a lasting benefit to communities everywhere."

To insure that all Air Force recruiters are recognized for their contributions, appropriate certificates will be distributed to each of the 1,004 Air Force recruiting offices for display.



INSPECTING ONE of 57 vehicles assigned to Air Force Recruiting Detachment 404, Arlington, Tex., is Staff Sergeant Richard Adamson. Helping ensure that these automobiles, which travel more than half a million miles a year, are in top condition, is one of the responsibilities of the detachment's logistics noncommissioned officer.

Dental lab. specialty added to GTEP list

Dental Laboratory Specialist, Air Force Specialty Code (AFSC) 98230, has been added to the Guaranteed Training Enlistee Program (GTEP) for four year enlistment periods, according to Colonel Donald B. Wren, director of student resources for Air Force Recruiting Service.

"By making this AFSC available under GTEP," Col. Wren said, "we hope to provide the Air Force with better motivated enlistees who have strong personal desires to succeed at technical school and in subsequent assignments."

A chalk carving test will be given to enlistees upon arrival

at basic military training (BMT) to determine their ability to fabricate and repair dental prostheses and appliances. Those passing the test will attend a 27-week course at Sheppard Air Force Base, Tex.

Enlistees who fail the test will have the option of completing their enlistment in another skill for which they qualify and a training requirement exists, or be immediately discharged.

The inclusion of AFSC 98230 in the GTEP brings the total number of skills available in that program for prospective applicants in fiscal year 1976 to 142.

Recruiters to receive more Airman copies

Air Force recruiters will soon be getting additional copies of Airman Magazine.

In January, Recruiting Service will start purchasing 10,000 copies of the publication a month for distribution by each detachment.

"The magazines are for recruiters to use as sales aids and to help inform prospective applicants about the real world of the Air Force," said Lieutenant Colonel Donald E. Burggrabe, director of advertising here.

They can be placed in school counselor's offices, high school libraries, waiting rooms in doctor's offices, barber shops and other places where prospective applicants congregate. They can also be used in recruiting offices

and Armed Forces Entrance and Examining Stations. They are not for use as a giveaway to individuals.

"Recruiters were queried recently about the need for additional copies of Airman through our Advertising Newsletter, and they indicated that more magazines would aid their local recruiting efforts," said Lt. Col. Burggrabe. "This is part of our renewed effort to respond to feedback from field units."

Each production recruiter will get five additional magazines, and each sector supervisor, medical recruiting team member, and AFEES liaison non-commissioned officer will receive one copy. Detachment headquarters will get five extra copies.

AF representatives tell recruiting story

Air Force recruiters around the nation, including the top recruiter, Brigadier General Andrew P. Iosue, have been telling the recruiting story and discussing it with first-term airmen and Air Force managers, under the Recruiter/Customer Awareness Program (RECAP).

"I think it will help me, as a recruiter, to go into more detail on points that these airmen bring out," With those words, Technical Sergeant Tom McDonald, assigned to Air Force Recruiting Detachment 303 at Patrick Air Force Base, Fla., epitomized the feelings of many of the 1,800 Air Force recruiters throughout the United States as they become more and more involved in the first part of the Recruiter/Customer Awareness Program, first-term contacts.

Many of the airmen recently interviewed were complimentary about their recruiters, stating that they had done a good job of preparing them for the Air Force.

Areas prompting concern by some newcomers include a need for more information about job assignments and cross-training possibilities. Some first-termers were under the misconception that if they did not particularly like the Air Force specialty they were assigned to, it was a relatively easy process to cross-train. Officials here noted that with the exception of special cases, the mandatory 36 month time-in-service requirement still exists before an enlistee is eligible for cross-training consideration. Many prospects said they were not made aware of that difficulty and enlisted into an Air Force specialty which they did not particularly want.

Other areas mentioned as needing additional clarification were the Guaranteed Training Enlistee Program, the likelihood of a remote duty tour, shift work, and other facets of Air Force duty.

Air Force recruiters will continue to use this informational cross-feed to improve the effectiveness of their recruiting, officials pointed out. It will enable them to become aware of areas often misunderstood by Air Force first-termers and revise their methods and counselling messages to better "tell-it-like-it-is."

Through the first part of RECAP, Air Force newcomers are learning that recruiters concern

for them does not stop once they have left the recruiting office and are headed for basic training.

Now in its third month, RECAP was initiated by Brig. Gen. Iosue, Air Force Recruiting Service commander, as a means of improving recruiting effectiveness and credibility. Under RECAP recruiters meet with first-term airmen at military installations and gather information feedback on problems and areas needing improvement in the recruiting process. They also meet with Air Force middle managers and explain recruiting policies and procedures, steps taken to improve quality recruiting, and the need for top quality non-commissioned officers to serve as Air Force recruiters.

A 35-minute "Recruiting for Quality" briefing, to be used in the second part of RECAP which involves contact between recruiters and Air Force field managers and supervisors, is being finalized for distribution to Recruiting Service's five recruiting groups. The briefing outlines the recruiting process, checks and balances used to insure high quality recruitment, and generally tells the "what," "how," and "why" of Air Force recruiting.

A version of the briefing has been presented by Brig. Gen. Iosue at the Tactical Air Command (TAC) and Military Airlift Command (MAC) Commanders' Conferences, the Worldwide Personnel Officers Conference and at the Air Command and Staff College. Other Headquarters Recruiting Service officials have given the briefing at various forums. It will be given at other commanders' conferences, major air command noncommissioned officer (NCO) academies, service schools, leaderships schools, and other appropriate meetings at Air Force bases. It is designed to dispel misconceptions about recruiting, and to tell the recruiting story the way it really is.

The briefing also includes information about recruiting duty, to support the third part of RECAP, an effort to interest top-notch NCOs in applying for jobs as Air Force recruiters.

The three parts of RECAP are bringing Air Force recruiters into much closer contact with first-term airmen and Air Force managers, Recruiting Service officials say, to improve the effectiveness and enhance the credibility of the recruiting force.