



Recruiter

The Magazine of the Air Force Recruiting Professional



Staying Healthy

Growing
tomorrow's
HP corps
today

February
2005

Editorial staff

Commander

Brig. Gen. Dutch Remkes

Chief, Public Affairs

Lt. Col. R. Steven Murray

Deputy Chief, Public Affairs

1st Lt. Amy Render

Editor

Senior Airman Madelyn Waychoff

This funded Air Force magazine is an authorized publication for members of the U.S. military services. Contents of the *Recruiter* are not necessarily the official view of, nor endorsed by, the U.S. government, the Department of Defense, or the Department of the Air Force.

The editorial content is edited, prepared, and provided by the public affairs office of Air Force Recruiting Service, Randolph Air Force Base, Texas. All photos are Air Force photos unless otherwise indicated.

Articles and photos submitted for publication in the *Recruiter* must be received by the editor no later than the first day of the month preceding publication.

Correspondence should be addressed to AFRS/PA, 550 D STREET WEST STE 1, ATTN: EDITOR, RANDOLPH AFB, TX 78150-4527. Phone numbers are commercial (210) 565-4678, DSN 665-4678 or e-mail afrshqpa@rs.af.mil.

cover photo



Four-year-old Jonathon Williamson gets his blood pressure checked by a health care professional at the clinic at Randolph Air Force Base, Texas. HP recruiting is a critical focus for Air Force Recruiting Service because HP goal numbers have not been met since 2000 (Photo by Senior Airman Madelyn Waychoff)

Purple Heart

Major receives award, promotion

During a ceremony at the Massachusetts State House Hall of Flags in Boston Dec. 10, Maj. Pete Ellum, 319th Recruiting Squadron commander, was awarded the Purple Heart for injuries he received in the Feb. 11, 2004, attack on the central Baghdad recruiting center where he was deployed.

Major Ellum was also promoted to his current rank at the same ceremony by Brig. Gen. Richard Hassan, director of the Air Force Senior Leader Management Office.

Major Ellum served four months in Iraq as a National Operations of-



Photo by Walter Santos

ficer as part of the new Iraqi Armed Forces recruiting effort, an all-volunteer recruiting team brought in to build the new Iraqi army. (Compiled by Capt. Sarah Schwennesen, 66th Air Base Wing Public Affairs.)

Recruiter Spotlight

Staff Sgt. Carissa D. Martin

Job title: Enlisted accessions recruiter, 367th Recruiting Squadron

Office location: Greeley, Colo.

Hometown: Enid, Okla.

Time in the Air Force: 8 years

Time in AFRS: One year

Prior career field: Security forces

Hobbies: Softball, crafts, traveling and spending time with family

What inspires you to do what you do? My 2-year-old son

What is the best advice you have received? Everything is what you make of it.

Career goals: Retire as a chief master sergeant

What hints can you give others about recruiting? Do everything the right way, and have fun.

Personal motto: Live, love and laugh



Health professionals

AFRS outlines recruiting challenges

By Senior Airman Madelyn Waychoff
Air Force Recruiting Service

A renewed interest in health professions recruiting, a redirecting of marketing efforts and a revamping of the recruiting process aim to address the challenges recruiters face in recruiting health professionals.

With a nationwide shortage of nurses and the inability to match civilian workforce salaries, health professions recruiting numbers fell short of goal for the top three health professions – dentists, physicians and nurses in 2004.

“Each health profession has its own recruiting drawbacks,” said Tech. Sgt. Alan Scott, Air Force Recruiting Service medical and dental accessions program manager. “We can only do so much when recruiting them. We offer nurses a one-time bonus of \$15,000 and a health professions loan repayment of \$27,000 – \$28,000 a year before taxes. A lot of it has to do with money.”

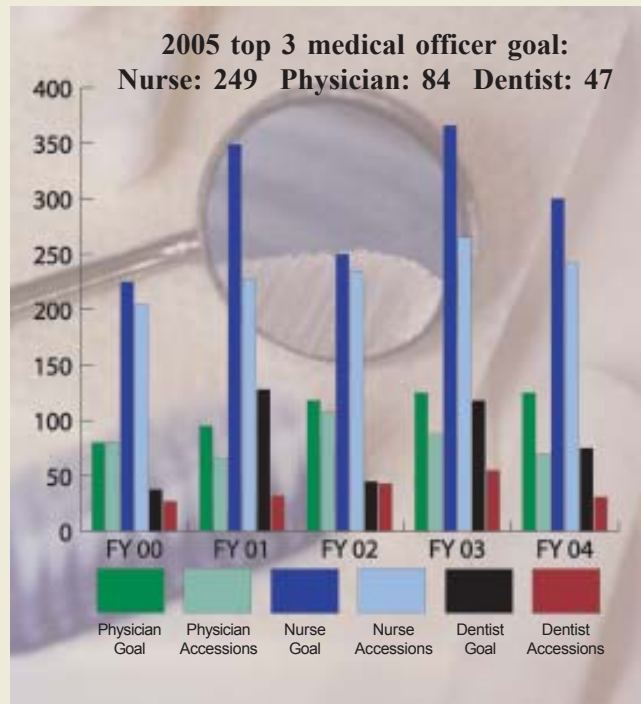
The surest way to recruit health professionals is to catch them early, said Lt. Col. Cynthia Gibson, AFRS medical officer accessions chief. “We grow our own health professionals by providing a way for them to go to school. We invest in their future early on, and they serve their early years in their chosen career field in the Air Force.”

Over the next few years the Air Force will take the weight off searching for fully qualified applicants by frontloading more future health professionals through college scholarship programs.

For fully qualified health professionals interested in joining now, the Air Force offers other incentives, Colonel Gibson said.

“We don’t present a rosy picture, though. The Surgeon General’s finances are limited, so we have to capitalize on the other benefits and the style of living,” said Colonel Gibson. “We want to present the best picture possible, but we have to maintain our credibility. Any omissions we make are communicated and they damage our credibility.”

AFRS is doing what it can to ease the HP recruiting process, while still maintaining its integrity. To do this, the selection process has been revamped for the physician and dentist application timeline. The process used to take 280 days; it has now been cut to 120 days.



Graphic by Senior Airman Madelyn Waychoff

“This eliminates scheduled selection boards for fully qualified physicians and dentists,” said Colonel Gibson. “Now instead of running the four processes consecutively – physical qualifications, credential verification, basic officer eligibility and security clearance – these processes are run concurrently as much as possible.”

To help combat shortfalls in health professions recruiting, the dental scholarship has been extended to four years this fiscal year. Other health professions initiatives include a compressed timeline to speed up application processing and a program to secure assignments earlier in the process in order to help reduce declinations.

Another initiative AFRS is taking to make its HP goal is the Health Profession Influencer tour scheduled for the first week in April.

“We hope to bring 35 health professional influencers from around the country to San Antonio,” said Staff Sgt. Marti Ribeiro, AFRS Headquarters community outreach NCOIC. “Our goal is to arm them with information about the Air Force to take back to their students and residents.”

Hopefully this will give them a better idea of what the Air Force has to offer and what military life is really like, she said.



Focus groups: shedding light on civilian health professionals' job concerns

By Senior Airman Madelyn Waychoff
Air Force Recruiting Service

Staying healthy in everyday life is important, and it's with the help of health care professionals that military members are able to maintain their healthy lifestyle. But what would happen if there were not enough physicians, dentists, pharmacists or nurses around to take care of people?

Because of difficulties the Air Force faces in recruiting health professionals, Air Force Recruiting Service officials sought the expertise of contract ad agency GSD&M to conduct focus groups to determine what health care professionals think about the Air Force and if they would consider joining.

Focus groups were conducted in two phases. The first phase was held from May to July and

focused on civilian health care professionals in the Dayton and Cincinnati, Ohio, areas, San Francisco, Chicago and New York City.

“We interviewed participants in person, in groups of seven to 10 professionals in each city, to find out what they thought about serving in the Air Force,” said Chad Wilson, GSD&M Air Force account manager.

“We wanted to speak to both sides, to civilians and Airmen,” said Randy King, GSD&M senior marketplace manager. “For the first phase we identified health care professionals who were open to job opportunities in the military and asked them what their perceptions were of the military, whether they would consider joining and what they perceived the benefits of joining were.”

The key concerns health professionals have about the Air Force, he said, are the salary, whether they are too old to serve and conditions of employment. Among the primary concerns were – starting rank, deployments, assignment locations, moves and length of service. Other concerns include whether there is opportunity for job control and debt compensation.

“Some of the health care

professionals we talked to were skeptical of what the Air Force had to offer,” said Mr. King. “They wanted to know what the catch was because everything seemed too good to be true.”

On the positive side, the participating civilian health care professionals said they see the military as a great place for benefits, top-notch training, money for education and travel.

“They also think the military has great patients,” said Mr. King. “On the civilian side, patients don’t go to the doctor unless they’re sick. In the military, it’s preventive health care. Civilian health care professionals also say doctors with military experience get more respect in the civilian world.

“There just isn’t a general awareness of the Air Force as a career choice, though,” he said. “And what we’re doing is trying to make that better.”

To address increased awareness, GSD&M conducted a second phase of focus groups from December to January. This phase centered on health care professionals already in the Air Force. They were asked about both positive and negative benefits of their jobs, why they joined the Air Force and how they would sell the Air Force to potential recruits.

“A lot of the Airmen we talked to tend to interact with potential recruits,” said Mr. King. “We want to know how they sell the Air Force and if we can use it as marketing material.”

Because of the difficulty in getting a group of military health care providers together, second-phase interviews were done over the telephone with Airmen from Wright-Patterson Air Force Base, Ohio, and Lackland AFB, Texas.

“Holding these focus groups is a better way to recruit HP professionals,” said Tech. Sgt. Corey Hulse, AFRS

officer accessions account executive. “This way we find out what they’re looking for and what we need to do to recruit them. It allows us to better focus our recruiting strategies and techniques.”

The results from the focus groups will be used to guide the ad agency and AFRS creative team for future HP recruiting campaigns.

Editor’s note: This is the first in a series of three articles on the findings from health professional focus groups conducted by the Air Force Recruiting Service’s contract ad agency GSD&M.





TV journalist 'anchors' 5 dentists

By Staff Sgt. Jason Smith
311th Recruiting Squadron

A television anchorman in Cleveland, Ohio, commissioned five new Air Force dentists Dec. 7, 2004.

Brig. Gen. Tim White, public affairs mobilization assistant for the Office of the Secretary of the Air Force and news anchor for WKYC TV 3, led the oath as five Case Western Reserve University School of Dental Medicine students received their commissions in the Air Force Medical Services Corps.

General White arranged studio time and a camera crew at the Cleveland NBC affiliate. He also offered his services in swearing in the students.

"I love this country, and I've always wanted to serve in the military in some capacity," said 2nd Lt. Andrew Larson, one of the new Air Force Medical Services Corps members. "Ever since high school I've thought about military service. This is a great opportunity for me because I get to serve in a capacity that I choose."

Lieutenant Larson, whose wife and young son were in attendance at the commissioning, said the

family values aspect of the Air Force helped him make his decision.

"I hold family values important," said the lieutenant. "When you take care of your family and have values as a foundation, it makes society stronger."

Lieutenant Larson said he initially thought about the Army

"Most thought about joining the military at one point, but when they realized they could serve in the dental profession, it made the decision easy."

Tech. Sgt. David White
311th Recruiting Squadron

dental program, but realized the Air Force seemed to be more in line with his personal and family goals after talking with Tech. Sgt. David White, 311th Recruiting Squadron officer accessions recruiter, who recruited the new dentists.

Sergeant White said each of the lieutenants is going to make a great Air Force dentist and officer.

"They're all sharp students, they all have the right attitude, and they're all doing it for the right reasons," Sergeant White said. "They're all going to be very successful."

It's not every day an Air Force recruiter gets five applicants commissioned to be future Air Force dentists. Sergeant White credits his success to having a great dental school in his zone, accompanied with support from the director of student services.

"Phil (Aftora) is very supportive of the Air Force dentistry program," said Sergeant White of the school's director of student services. "Our relationship and his support really make me successful."

For Sergeant White, success can be quantified. Of the 35 nationwide openings for three-year



Photo by Tech. Sgt. David White

Brig. Gen. Tim White, public affairs mobilization assistant for the Office of the Secretary of the Air Force and news anchor for WKYC TV 3 in Cleveland, leads the oath as five Case Western Reserve University School of Dental Medicine students received their commissions in the Air Force Medical Services Corps.

dental scholarships, Sergeant White's candidates took three spots. The other two were selected from only 30 nationwide slots for two-year scholarships. Sergeant White said the three freshmen knew each other from classes, and the two sophomores knew each other, but each made an individual decision to pursue an Air Force commission.

Typically, Sergeant White visits the school during the Freshman Orientation Picnic. He said this event gives him the chance to meet students and their spouses. He follows up with additional

meetings or lunches with students who are interested in the program.

From a recruiting standpoint, Sergeant White said the scholarship and stipend that comes with the dental program helps sell it. Financial independence upon completion of dental school is appealing, but there's something more to it.

"I think all five are elated about not having the burden of paying for dental school," Sergeant White said, "but they all have a strong sense of patriotism and family values. Most of them thought about joining the military at one

point, but when they realized they could serve in the dental profession, it made the decision easy."

As far as having their first military ceremony recorded for possible use during a newscast, the new officers were excited.

"General White has been a part of my recruiting life since I've been here," said Sergeant White. "I asked him if he was willing to administer the oath of office, and he said 'certainly.' He lined up the use of the building and the cameras. He really enjoys the Air Force, and he will help in any way he can."



Rear ended -
6 times
Backed into something -
4 times



Brake failure -
1 time
Hydroplaned -
4 times
Struck curb -
1 time



Rise in incidents a call for increased awareness

By Tech. Sgt. Daniel Elkins
Air Force Recruiting Service

As reports on the number of government vehicle incidents trickle in to the headquarters, an increased awareness of safety has become a prevailing theme for all assigned to Air Force Recruiting Service.

“Because our recruiting mission requires many of our people to travel thousands of miles each year, safety is paramount,” said Col. Bob East, Air Force Recruiting Service vice commander. “Almost all incidents can be prevented with increased awareness.”

Through Dec. 20, AFRS people driving government vehicles have been involved in 27 incidents this fiscal year. While a handful of the incidents involved drivers being rear-ended, the majority included single car incidents in parking lots, accidents resulting from

conditions during inclement weather and inattention when pulling into lanes of oncoming traffic.

“This is an alarming number of incidents so early in the fiscal year considering the number of incidents tend to rise during the summer,” said Ray Brown, AFRS chief of safety. “For most of us, on or off duty, the roadways are the most hazardous environments we experience.”

Mr. Brown points to a variety of unsafe acts behind the wheel as the leading cause for many of the accidents he deems preventable. These include driving at unsafe speeds, tailgating, unsafe passing and using cell phones.

The increased number of vehicle incidents in AFRS combined with other ground mishaps throughout Air Education and Training Command has led to a command-wide emphasis on safety, according to Mr. Brown, who led a safety briefing Jan. 3 for personnel



**Rear ended
another - 1 time
Struck an
animal - 2 times**



**Struck -
6 times
Turned into
traffic -
2 times**



** All initial reports, some incidents are still in the process of a report of survey.*

** Not all incidents involved RAPTOR vehicles*

assigned to the headquarters. He said Gen. Donald Cook, AETC commander, directed leadership throughout the command to stress the importance of safety. This emphasis was relayed from AFRS leaders at Randolph Air Force Base, Texas, to recruiting squadron commanders across the country.

As another step to ensure the safe operation of government vehicles on the roadways, the AFRS Marketing Division conducted training on the RAPTOR marketing platform in November and December for representatives from 28 squadrons and four recruiting groups. Master Sgt. Marv Daugherty, who serves as superintendent of special events for the AFRS Field Support Branch, said the need for training was punctuated by the rollover of a RAPTOR vehicle and trailer last fall.

“Squadrons were initially provided a DVD that included operating instructions, but the training we conducted here was more in depth and provides a greater consistency in operations across the command,” he said. “More importantly, it will allow those people to reinforce the safety aspect while providing training for recruiters who use the RAPTOR. We received great feedback from those who received the training.”

The training was conducted at Randolph AFB and led by members of the 12th Transportation Squadron. Because of the turnover in marketing personnel at the squadron level, Sergeant Daugherty said the training would be offered annually.

As added motivation to increase safety awareness, Mr. Brown said the AFRS commander in December offered recruiting squadrons and groups an incentive of an additional \$5,000 in funding to offset any remaining mission requirements for units having no “at fault” accidents between Jan. 1 and Aug. 31, 2005.

Mr. Brown said the effectiveness of the incentive program rests with commanders and their safety NCOs to design awareness programs geared not only for this incentive but the underlying, overall safety theme.

“The recruiting family did, unfortunately, experience the loss of one of its members in November due to an off-duty motorcycle mishap. We must strive to exercise awareness every day, whether on or off duty,” said Colonel East. “The cost of losing one person not only impacts our mission but, more importantly, the lives of many in the Air Force family.”



Photo by Master Sgt. Lee Roberts

Army Cpl. J.R. Martinez presents a military coin to Willie Nelson during his Fort Worth concert in November.

Airman prescribes dose of ‘fun’ to boost morale among injured servicemembers

By Master Sgt. Lee Roberts
*12th Flying Training Wing
Public Affairs*

RANDOLPH AIR FORCE BASE, Texas — Although he’s not certified to practice medicine, a local technical sergeant has a special prescription he likes to hand out – a good dose of “fun” to boost the morale of injured servicemembers recovering at Brooke Army Medical Center in San Antonio.

An information manager

assigned to the Air Force Recruiting Service headquarters here, Tech. Sgt. Daniel Vargas often volunteers, organizes and coordinates with community leaders across the state to sponsor injured soldiers, sailors, Airmen and Marines to an evening out.

“They get to dine out, enjoy complimentary sporting events and concerts, and other forms of entertainment,” he said. “It is medicine you can’t bottle up.”

Most recently, a charter bus with more than 50 patients received a patriotic welcome as

guests of the city of Fort Worth, Texas. They arrived Nov. 12 with an 11-motorcycle police escort from the outskirts of the city to Billy Bob’s Texas nightclub where they met the mayor and event sponsors, ate a barbecue dinner, watched a rodeo and ended the evening with a Willie Nelson concert.

Sergeant Vargas worked behind the scenes throughout the event to ensure everyone had a good time. He also arranged for two soldiers to go backstage and meet Mr. Nelson’s bass player, Bee Spears.

They also socialized with other fans who were quick to thank them for their service and sacrifice.

One of the soldiers who went back stage, Army Cpl. J.R. Martinez, said he was grateful Sergeant Vargas made it possible for him to enjoy himself and get his mind off of the dozens of surgeries and hundreds of physical therapy sessions he received.

Corporal Martinez, who served with the 101st Airborne at Fort Campbell, Ky., was injured when he ran over a landmine with his Humvee in April 2003 in Karbala, Iraq.

He said he is touched by the outpouring of support from everyone at the hospital, other servicemembers and the public, and he is especially thankful Sergeant Vargas has shown such an incredible interest in their well-being. "It's heart-warming that Sergeant Vargas uses his personal time to arrange events like tonight with the Willie Nelson concert."

Over the past several months, Sergeant Vargas has become close to many of the wounded troops participating in the various activities he put together. That closeness is what many of the patients appreciate as much as the events themselves.

Army Master Sgt. Pam Nelson, a reservist assigned to the 172nd Corps Support Group in Broken Arrow, Okla., injured her back while serving at Camp Anaconda in Balad, Iraq, in January 2004. She said Sergeant Vargas has done a great deal for the soldiers and other servicemembers going through rehabilitation.

"He's done such a wonderful job of showing how much he appreciates what we've done," Sergeant Nelson said.

Sergeant Nelson, who said she

always wanted to see Mr. Nelson in person, got her chance at the concert.

"I remember listening to Willie as a kid growing up, and it was a dream come true for me to actually get to see him," she said.

Another appreciative soldier at the concert was Army Sgt. Joe Washam from the 321st Military Intelligence Squadron, a Reserve unit in Dallas. He suffered burns when a chemical warehouse exploded April 21 as he sat in the gun turret of a Humvee while

"We have to remember the wounded coming back home have to live with this the rest of their lives. Every time they look in the mirror, they remember what happened to them."

Tech. Sgt. Daniel Vargas
HQ AFRS

assigned to the Iraq Survey Group. He has since been recovering at the medical center.

"The concert was great," Sergeant Washam said. "The public attention toward the wounded was sensational. It was a huge morale boost for all of us."

Sergeant Washam also praised Sergeant Vargas for setting up another superb activity for the troops like him who have come back from war with visible and invisible scars. "I've asked

Sergeant Vargas several times why he gives so much of himself for us," Sergeant Washam said. "He just says it could easily be him, and he would not want to be forgotten."

Sergeant Vargas said he wants to be a conduit for others to show their appreciation for what these brave men and women have gone through, and he wants the wounded to get out of the hospital for an evening of fun now and then.

"It's very simple," Sergeant Vargas said. "This could be me. This could be you. This could be anybody who is deployable. We have air bases right now that are on the front-line, and they are getting shelled every night. You don't hear about it on the news, but it is happening."

He said his commitment to boost the morale of the wounded troops stems from imagining himself in their situation.

"We have to remember the wounded coming back home have to live with this the rest of their lives," he said. "Every time they look in the mirror, they remember what happened to them, so I think anything we can do to show them they are appreciated and to let them know their sacrifice was just is worth doing. I'm not going to forget about them."

Sergeant Vargas has also arranged outings to a Keith Whitley concert in San Antonio, a Texas Rangers baseball game in Arlington and a Texas Longhorns football game in Austin. He has organized several trips to concerts at a local amphitheater and was instrumental in Sea World providing free tickets recently to wounded troops and their families staying at a Fisher House in San Antonio. *(Story courtesy of AF News)*

Operation Red Flag

Opening dates



Corpus Christi, Texas
Feb. 2

Huntsville, Ala.
March 12

Woodridge, Ill.
March 15

Tulsa, Okla.
March 15

Chicago, Ill.
May 1

Indianapolis, Ind.
May 1

San Diego, Calif.
May 15

Davenport, Iowa
May 20

Fort Worth, Texas
May 30

West Nyack, N.Y.
June 1

Hastings, Neb.
June 1

Lubbock, Texas
June 15

Memphis, Tenn.
June 25

IMAX premiere Boosting recruiting efforts

By Tech. Sgt.
Paula Allen-Gibbs
338th Recruiting Squadron

Originally designed to highlight the challenges faced by aircrews and pilots during the 14-day combat training exercise, the premiere of the IMAX film "Fighter Pilot: Operation Red Flag" also provides a tool for recruiters to find eligible young men and women inspired by this movie.

"I am very excited to have this movie in the theaters," said Lt. Col. John Farrell, 338th Recruiting Squadron commander. "We have all waited a long time to have a movie that shows the public what we do. This movie does that and in a phenomenal way. It will go a long way in supporting our recruiting efforts across the nation.

Several members of the 338th RCS attended the premiere screening at the National Museum of the United States Air Force at Wright-Patterson AFB, Ohio, in December.

"If you are looking for something to motivate troops and members of the Delayed Enlistment Program, this is it," he said. "I strongly encourage everyone in Air Force Recruiting Service to see this film. I honestly feel that most people will be as energized and enthusiastic about the film as I am."

The movie is a film of the Air Force exercise Red Flag held biannually at Nellis Air Force Base, Nev. At the premier, the director said he wanted to capture

the essence of what goes into making this exercise a reality and how intense and difficult it is for all involved.

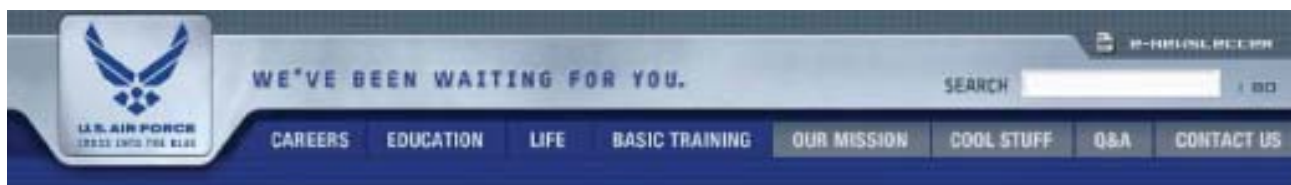
The movie was filmed over the course of 18 months and incorporated nearly every Air Force Specialty Code involved in the exercise. The show highlighted Airmen performing various tasks as a cohesive team.

Recruiters can benefit by supporting the film and attending local premieres.

"They can bring in the RAPTOR to show the Air Force's three-minute version of the Red Flag movie, commercials or the Cross into the Blue video. They can display the mini jet and offer giveaways," said Master Sgt. Marv Daugherty, AFRS field support branch. "There are many ways to support this, but it's important to check with the theater ahead of time so any scheduling or space considerations can be worked out."

The award-winning director, Stephen Low, as well as the movie's featured pilot, Capt. John Stratton, attended the Ohio premiere. Each gave a brief speech before the screening began. "It was truly an honor working with such great caliber people on this movie," said Mr. Low. "I was really impressed with everyone's dedication to accomplishing the mission and loyalty to their teammates."

More information about the film and theater listings can be found at www.fighterpilotfilm.com.



Airforce.com redesign aids in telling Air Force story

By Senior Airman Madelyn Waychoff
Air Force Recruiting Service

Web surfers looking at airforce.com in 2005 are finding a newly redesigned Web site that gives them more insight into the Air Force, the Air Force way of life and the job opportunities available.

The newly redesigned airforce.com Web site was launched in December after more than a year of preparation by Air Force Recruiting Service.

Airforce.com, the official recruiting Web site for the Air Force, is the point of reference in virtual recruiting and provides information and guidance to potential applicants and influencers worldwide. The Web site continually generates more than 50 percent of all recruit leads received by AFRS.

The Web site was initially launched in 1996 as the "Air Base." In 1999 it became airforce.com.

"Some deficiencies were realized during usability and focus group testing that demanded drastic changes," said Col. Brian Madtes, AFRS marketing division chief. "Our version was more than two years old. The industry standard for commercial Web sites calls for a redesign every one and a half to two years.

"Also, the Web site was really in need of a facelift to keep the look and feel fresh, and to continue to portray the Air Force as the leader in technology."

The newest feature is a "See what it's like" section in which visitors can see what active-duty Airmen do on and off duty.

"The new Web site is much easier to navigate," said Staff Sgt. Salvador Torres, AFRS interactive account executive. "It allows potential applicants to find information much faster, and with the use of more audio and video, the site has a more inviting feel. We're finding it's much easier to relay our message using sights and sound rather than just text.

"We've gotten a lot of positive feedback," he said. "People seem to like the appearance and navigation. Our profiles of Airmen gave users a 'that could be me' feeling."

Existing features include sections highlighting Careers, Education, Life, Cool Stuff and Basic Training. Each includes descriptions for enlisted, officer and health care professions. Visitors can also access TV advertisements, downloads, videos and information about aircraft.

"Our Basic Training section receives a lot of traffic," said Sergeant Torres. "Many visitors use that feature to ease fears and get questions answered about Basic Military Training."

The three most interactive features are the FAQs, Ask a Question and Chat. In the FAQ section, people can search for an answer using keywords. Ask a Question visitors can e-mail specific queries to an online adviser and expect a response within 24 hours. Chat allows people to chat one-on-one with an adviser.

"The Web site is helping recruiters in the field accomplish their mission of providing the Air Force with its most valuable asset – people," said Colonel Madtes.





Photo by Staff Sgt. Terry Fike

Presenting the flag

Indianapolis, Ind. – Soldiers, sailors, Airmen and Marines practice in the “Super Flag” event during a pre-game show at the Denver Broncos and Indianapolis Colts NFL wildcard playoff game here Jan. 9. More than 200 servicemembers participated, of whom 90 were Air Force members from three squadrons in the 367th Recruiting Group.

AFRS awards

The following people from Air Force Recruiting Service won the 2004 AFRS Air Force Communications and Information awards in their category:

Information management outstanding Airman

Senior Airman Matthew Leas
364th Recruiting Squadron

IM outstanding civilian technician

Pamela Roth
364th RCS

IM outstanding NCO

Tech. Sgt. Tonya Harris
362nd RCS

IM outstanding SNCO

Master Sgt. Shane Ware
347th RCS

C&I outstanding CGO

1st Lt. Edmond Williams
HQ AFRS

C&I Gen. Edwin Rawlings team award

HQ AFRS information systems
division, information technology
branch

information assurance professional

Master Sgt. Larry Gonzales
HQ AFRS

NASCAR contract

The Air Force is continuing its partnership with the Wood Brothers Racing Team and NASCAR through the end of next season.

The NASCAR contract was renewed in October to include adding one more race with the No. 21 car

in the Air Force paint scheme and having primary races at Charlotte, N.C., Infineon Raceway, Calif., Phoenix, Ariz., and Richmond, Va. The new season also includes a new paint scheme on the car and new uniforms for the driver and crew.

Andro ban

A new law now in effect adds 18 substances to the list of banned anabolic steroids as part of a Senate bill, otherwise known as the “Andro Ban.”

The most significant of these is androstenedione, a steroid precursor known as “Andro” in the bodybuilding community. Under the new law, Andro and Andro supplements, which are currently available in virtually all health and fitness stores,

are classified as Schedule III controlled substances, similar to cocaine and heroin.

These substances may no longer be legally purchased. It will also be illegal to use them, even if they were bought before Jan. 20.

A list of Andro supplements that are now banned can be found at by searching online at www.af.mil.

Flag folding

Because of recent inquiries about flag folding ceremonies, an interim policy was published in December.

The policy states: "A Flag Folding Ceremony may be conducted at Air Force events such as retirements and so forth. Protocol offices should not endorse or recommend any particular script for these voluntary functions. The Air Force does not endorse any flag folding ceremony script. If a script is used, the flag folding ceremony should be

introduced with a short explanation that this part of the ceremony is being conducted at the honoree's request and does not reflect an official Air Force position on the flag's symbolism. A flag folding ceremony at events such as retirements is completely optional and, if conducted, must be performed by volunteers."

The interim policy will remain effective until publication of new Air Force instructions on the subject later this year.

Retirement

The chief of the Air Force Recruiting Service Information Systems Division retired Jan. 28 after more than 24 years of service.

Col. John Boggess arrived at AFRS in 2002 and has been responsible for managing AFRS information systems programs supporting four groups and 28 squadrons with

3,700 personnel geographically dispersed over 50 states, Puerto Rico, Europe, and the Pacific Rim.

A new division chief is to be named in the coming weeks.

Video game

New Air Force video game components for the RAPTOR marketing platform have been sent to all squadrons by the Air Force Recruiting Service Marketing Division.

Each set includes the game CD, two joysticks, two video cards and two USB cable extensions. The video games will augment recruiting because marketing research has identified them to be one of the primary interests in generating enlisted accessions recruiting leads, said Master Sgt. Marv Daugherty, AFRS field support branch.

If these pieces have not been received, notify Master Sgt. David Isham at (210) 565-0542.

January Promotions			
Colonel		Cleon Peoples	333rd RCS
Mariano Campos, Jr.	HQAFRS	Glenn Perkins	343rd RCS
Lieutenant Colonel		Sandy Rief	361st RCS
Cynthia Gibson	HQAFRS	Dean Simanek	343rd RCS
Major		Michael Tracy	347th RCS
Juliana Weeks	314th RCS	Robert White	345th RCS
Captain		Technical Sergeant	
Jeffrey Maldonado	HQAFRS	Gregory Boyce	345th RCS
Jamal Williams	HQAFRS	Gerald Fleming	331st RCS
Marshall Brownlee	317th RCS	Christian Granda	313th RCS
Senior Master Sergeant		Phillip Howell, Jr.	337th RCS
Rowe Wheeler	313th RCS	Sean Lohr	HQAFRS
Master Sergeant		Alangel Meris	364th RCS
Kelly Bloom	362nd RCS	Joseph Minor	347th RCS
Bryan Driscoll	333rd RCS	Tenisha Mitchell	337th RCS
Jerome Fletcher	336th RCS	Randy Papanek	333rd RCS
Kevin Geeting	311th RCS	Pablo Rivero	338th RCS
Robert Jones	337th RCS	Jennifer Seidl	314th RCS
Kenneth Laney	337th RCS	Scott Self	367th RCS
		Jeremy Tutt	368th RCS
		Staff Sergeant	
		Thomas Roberts	336th RCS
		Christopher Stewart	349th RCS

AFRS/PA
550 D Street West Ste 1
Randolph AFB TX 78150-4527

PRST STD
U.S. POSTAGE PAID
LAS VEGAS NV
PERMIT #583

African-American Heritage Month



Air Force photos

1940's — Pilots of the 332nd Fighter Group, "Tuskegee Airmen," the elite, all-African American 332nd Fighter Group at Ramitelli, Italy., from left to right, Lt. Dempsey W. Morgran, Lt. Carroll S. Woods, Lt. Robert H. Nelron, Jr., Capt. Andrew D. Turner, and Lt. Clarence P. Lester.