



Recruiter

The Magazine of the Air Force Recruiting Professional

Recruiters on your mark

AFRS goal picks up speed down the stretch

March
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

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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 afsrhpa@rs.af.mil.

cover



Senior Master Sgt. Thomas Kichline, Air Force Recruiting Service trainer, along with other members of the command, stand poised to complete the recruiting year with a strong finish. (Photo illustration by Senior Airman Madelyn Waychoff)



Air Force Recruiting Service

COMMANDER'S ACTION LINE

New to Recruiter magazine this month is my Commander's Action Line. Most of you are already familiar with this program from base newspapers you may have picked up and read at your previous assignments.

Although many of the subjects you have read about in previous newspapers tend to impact services or programs relevant to a wing, this important program also provides great value to Air Force Recruiting Service and its people.

More importantly, this program provides you an avenue to talk directly to me. If there are matters you aren't able to solve through your chain of command, contact the action line.

Q: The vandalism to recruiting offices and government vehicles seems to be on the rise in my area. I've spoken to a few other recruiters and they're seeing the same thing. What's

being done to improve protection?

A: I take safety and security very seriously. My logistics staff has been hard at work over the last several months implementing an initiative that calls for security upgrades at recruiting stations across the Air Force.

Included in these upgrades are shaded screens on windows and, in some cases, security cameras. The \$12.4 million upgrade also includes enhanced locks, metal roll shutters, door chimes and fragmentation film on windows.

Additionally, you should be seeing in the next few months an operational security manual that outlines specific procedures and provides checklists for a variety of situations you may encounter.

I ask that each of you make safety and security a priority where you work and live. If you encounter any incidents, ensure you report them through appropriate channels.

The Commander's Action Line is a direct line for comments, questions, complaints and suggestions on how to make Air Force Recruiting Service a better place to work.

All action lines will be answered personally by me or my staff while protecting the identity of the individual as best as possible. Although the action line is always available, the best way to resolve problems is through your chain of command.

If concerns still cannot be resolved, please call the action line at (210) 565-4678, or e-mail at afsractionline@rs.af.mil. Items of general interest may be printed in the *Recruiter* magazine.



**Brig. Gen. Dutch Remkes
Commander**

From the commander:

Prepare to return to 'business as usual'

By Brig. Gen. Dutch Remkes
Air Force Recruiting Service commander

Over the last few weeks, most of you have seen a clear signal that recruiting is well on its way back to "business as usual" by the release of about 5,000 jobs. Finding qualified young men and women willing to wait for these jobs and managing them as part of your DEP was a challenge you successfully accomplished.

That challenge continues. While our queue had approximately 7,500 applicants qualified and waiting, projected rates for attrition combined with the number of those who are minimally qualified will drive the queue closer to the number of jobs we have available.

If you do the math, the nearly 10,000 people we've sent to basic training or had in the bank by the end of January combined with the 5,000 jobs released in February is far less than the goal of 24,000 we set earlier in the fiscal year. As our Air Force leadership continues to address its end-strength issues, we've been asked to do our part to help the service meet its congressionally mandated end strength. To that end, our goal was reduced to 18,900.

While it's common to associate a lower goal to reduced work, the opposite actually holds true for recruiting. Recruiting is a job that requires our people on the front line to keep their skills polished. Recruiters have done a great job filling our bank of qualified and waiting. However, the result of releasing July, August and September jobs in a relatively

short window is certain to almost diminish that bank.

This is where our lowered goal becomes more difficult. I anticipate next month that we'll begin recruiting for our fiscal 2006 goal of 30,750. For many of you, this means going back to a net reservation goal by the end of this fiscal year. For those of you new to recruiting, it's going to be a change in the way you've done business for the past year.

The challenge lies in positioning the command to enter the new year in the best shape possible for meeting the fiscal 2006 recruiting goal. This requires a robust bank of DEPPers – the same bank that is being depleted over the next several weeks as we finish booking the 5,000 remaining jobs for this fiscal year. The good news is that we have another six months to build this bank back up and can soon begin selling jobs in another 80-plus Air Force specialties.

In previous years, we've been fortunate to enter a new fiscal year with a bank near or in excess of 40 percent. For the upcoming fiscal year, that equates to obtaining about 12,000 new contracts during the remainder of this year. It's a task not too unfamiliar for many of you who have been on the bag for some time, but one that will, nonetheless, require continued focus on training and supervision.

There's no question that the past year has been a tumultuous one for recruiting as we've helped the Air Force address concerns over end strength. I have all the confidence in you and in this command that we will again come through in meeting the needs of the Air Force in the year to come. Godspeed!

As our Air Force leadership continues to address its end-strength issues, we've been asked to do our part to help the service meet its congressionally mandated end strength.

Annual awards

The following Airmen from Air Force Recruiting Service won 2004 AFRS annual awards for their category in January. Winners were selected by a board of AFRS officials based on their performance.

Airman

Staff Sgt. Andrew Gill
361st RCS

NCO

Tech. Sgt. Everett Costa
367th RCS

SNCO

Master Sgt. George Skender
369th RCS

CGO

Maj. Pete Ellum
319th RCS

Civilian Category I

Ms. Dorothea Clisby
336th RCS

Civilian Category II

Mr. Richard Boshart
HQ AFRS

Civilian Category III

Ms. Sarah Poelker
HQ AFRS

First Sergeant

Master Sgt. Tony Barnes
344th RCS

Winners will go on to compete at the Air Education and Training Command level.

Quarterly awards

The following Airmen are the 2004 fourth quarter award winners for AFRS. Winners were selected in January by a board of AFRS officials based on performance.

Airman

Senior Airman Thomas Roberts
336th RCS

NCO

Tech. Sgt. David Cooper
347th RCS

SNCO

Master Sgt. Noel Sharp
347th RCS

CGO

1st Lt. Stephen Braddy
333rd RCS

Civilian Category I

Ms. JoAnne Cromie
339th RCS

Logistics readiness

The following three Airmen from Air Force Recruiting Service were presented the 2004 AFRS Annual Logistics Readiness Awards in January. The winners were chosen by a board of AFRS officials based on performance.

Airman

Senior Airman Terrance Snell
338th RCS

NCO

Staff Sgt. Michelle Lee
337th RCS

SNCO

Master Sgt. Timothy Kelley
369th RCG

The winners will go on to compete at the Air Education and Training Command level.

Officer promotions

A January change in officer promotions removes all academic education information, including bachelor's degrees, for members through the rank of colonel from all line and judge advocate general promotion boards.

According to a January Sight Picture from Chief of Staff of the Air Force Gen. John Jumper, advanced academic degrees will no longer be a factor in the promotion process at any level of the process: rater, senior rater, management-level or the promotion board. The Air Force's emphasis is on job performance and for providing Airmen the right opportunities for advanced education when it is required.

This new policy does not affect chaplain and health profession officers. Due to certification require-

ments, the Air Force needs to continue showing academic information for these officers.

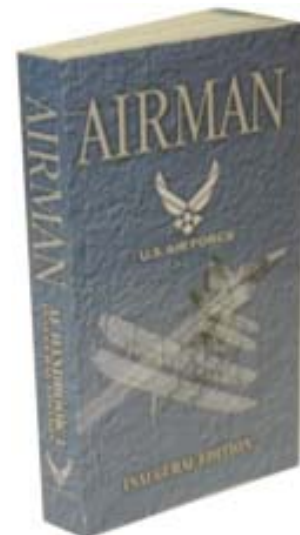
Airman handbook

LACKLAND AIR FORCE BASE, Texas – A new Airman handbook launched Jan. 31 offers Air Force accessions — officers, enlisted, civilians — everything they need to know to pass “Air Force 101” in a pocket-sized book.

The blue paperback handbook offers “big pictures” and little words to blend together the four pillars of the Air Force: character, honor, personal integrity and patriotism throughout its 360 pages. Chief Master Sgt. of the Air Force Gerald Murray presented the first two copies of the book to two technical school trainees at Eglin AFB, Fla.

The handbook encompasses a broad expanse of military information broken into six sections, covering topics such as “Air Force Top 10 Aces,” “Air Force Vocabulary,” “CONOPS” and “Medal of Honor Recipients.” The handbook was produced by the Air Force Occupational Measurement Squadron at Randolph AFB, Texas.

The new handbook is available to active-duty members online at www.airman.af.mil, which offers electronic file downloads.



EA, OTS recruiter assignments place focus on assessing HPs

By Senior Airman Madelyn Waychoff
Air Force Recruiting Service



Reduced accessions on both the enlisted and officer sides are leading to changes in recruiter assignments to better reflect the needed mission.

“We’re struggling to make goal in the top three health professions,” said Chief Master Sgt. David Gaertner, Air Force Recruiting Service Recruiting Operations Division superintendent. “This is a cascade deal that will realign management with the current mission.”

The change is taking place because of reduced enlisted and OTS accessions and will affect recruiters across the board in different ways. Because of the difficulty in recruiting physicians, dentists and nurses, some Officer Training School recruiters are being moved into health professions officer accessions, with enlisted accession recruiters backfilling the OTS recruiter positions.

“We’re training approximately 56 people to fill officer accession positions,” said Senior Master Sgt. John Osborne, AFRS officer accessions superintendent. “The training kicked off Feb. 1, and will pretty much be done on an individual basis. We will have some double billets so more experienced recruiters can mentor others, but this will be ongoing like training is throughout your career.”

EA recruiters moving into officer accession recruiting are being sent to AFRS headquarters at Randolph Air Force Base,

Texas, for one week to receive training. The first class took place the last week of February.

“We wanted to get the curriculum ironed out, to allow recruiters receiving the training to get a feel for their new job and to give them enough time to take care of their shop before they leave,” said Sergeant Osborne.

Training for those moving from OTS recruiting to HP recruiting will be provided by flight chiefs and flight commanders, he added. “We would also like to include peer training, where recruiters can learn from and feed off each other.”

The decision to adopt this program came when AFRS officials reviewed all recruiting programs and determined that recruiting was doing well in enlisted accessions, but struggling in the areas of physicians, dentists and nurses.

“We wanted to fuse our manpower and energy into the mission that needed it,” said Chief Gaertner. “This way we’ll get more leads and more accessions. And this gives commanders in the field the ability to use their resources to target recruiting in the market where it’s needed.”

The decision is not a new one; input from the field had been coming in concerning this move, and the move is also in response to recruiters’ requests, said Sergeant Osborne.

The moves are left up to the squadron, but will not involve a permanent change of station, said Chief Gaertner. “This is a temporary change; we’ll re-evaluate the program later this summer.”

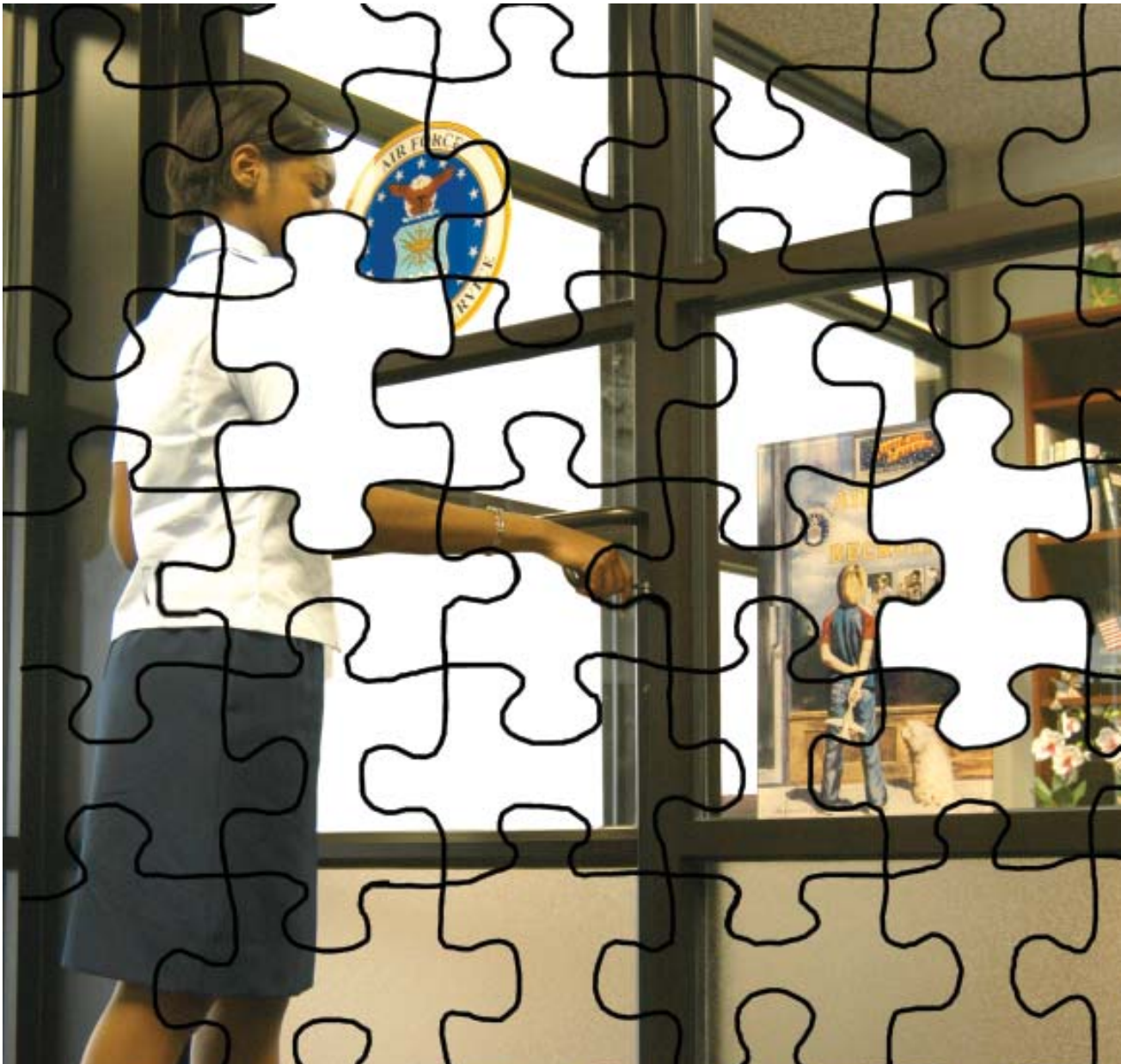


Photo illustration by Senior Airman Madelyn Waychoff



A good fit

AFRS opens door for A1C recruiters

**By Senior Airman
Madelyn Waychoff**
Air Force Recruiting Service

Service as a recruiter typically requires long hours and dedication to the Air Force. To ensure those

representing the Air Force as recruiters were prepared to handle the increased responsibility, the Air Force Recruiting Service formerly allowed only senior airmen and above to apply. This has changed due to a new initiative which

allows airmen first class to apply for recruiter positions.

This initiative, approved in December by Brig. Gen. Dutch Remkes, Air Force Recruiting Service commander, will begin later this year.

“The commander wanted a younger recruiting force,” said Senior Master Sgt. Aneta Stankiewicz, AFRS recruiter screening team. “The average recruiter has about 12 years in service; this will help bring that average down.”

The process began in September 2004 when General Remkes requested a survey of Airmen overseas to determine their interest level in becoming recruiters.

“We interviewed Airmen and asked them to complete a survey. Based on the interest level, General Remkes made the decision to allow (airmen first class) in,” said Master Sgt. Richard Delacy, AFRS recruiter screening team. “This will make a significant impact on manning.”

Because of the assignment cycle process, Airmen selected to become recruiters will not report to their assignment for nine to 12 months, making most of them new senior airmen by the time they are fully qualified recruiters.

“What this program is really doing is allowing Airmen to apply earlier in their careers to be recruiters,” said Sergeant Delacy.

According to the recruiter screening team staff, the move to allow airmen first class in recruiting won’t affect other recruiters.

“From my experience, the younger recruiters are very meticulous and do what they are supposed to do,” said Sergeant Stankiewicz. “I think the A1Cs will do very well.”

There’s been some concern from recruiters in the field, however, about whether airmen first class will be able to handle the workload, said Sergeant Delacy. “Recruiters think (airmen first class) don’t have enough experience to sell the Air Force or handle the autonomy they’re given

through their job. But we will make sure we recruit mature individuals who can handle the responsibility.”

Each volunteer is given a full, in-depth interview to ensure they are completely aware of the responsibilities, the requirements of the job, and how to handle their job, said Sergeant Stankiewicz.

“I truly think having A1Cs in recruiting will work,” said Master Sgt. Andrew Sites, AFRS recruiter screening team. “They can relate better to those we recruit based on

“It will give these individuals autonomy and experience they may not get in the regular Air Force, and they can take this back to their career field.”

Master Sgt. Richard Delacy
AFRS recruiter screening team

their average age.”

The younger recruiters will also be able to develop a good working relationship because potential recruits will see them as role models, said Sergeant Stankiewicz. The potential recruits may be able to relate to younger recruiters more than they would an older recruiter.

Airmen applying for these positions agree.

“I’d be able to mentor more people in my age group because I’m about their age, but I have experience in the Air Force I can

talk about,” said Airman 1st Class Judian Anthony-Brown, a healthcare management specialist at Eglin Air Force Base, Fla., applying for recruiter duty. “A lot of high school kids don’t know what they want to do, and talking to someone their own age may help them figure that out.”

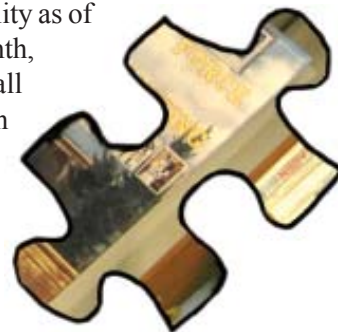
The move will also benefit the Air Force, said Sergeant Delacy. “It will give these individuals autonomy and experience they may not get in the regular Air Force, and they can take this back to their career field.”

Following their assignments, typically 50 percent of recruiters return to their previous career fields, said Sergeant Stankiewicz. “They have approval to return to recruiting service at a later date, though.”

The recruiter screening team is still in the process of reviewing applicants.

In order to apply, airmen first class must have a minimum of 24 months time in service, completed 5-skill level upgrade training, a commander’s recommendation, no financial problems, a good personal appearance and good fitness scores.

Also, they must meet the minimum time on station requirements, have a valid state driver’s license, be able to obtain 36 months retainability as of the reporting month, not have an overall rating of less than “4” on any enlisted performance report within the last three years, meet minimum physical requirements, not exceed maximum allowed body mass index, and not be enrolled in a mandatory fitness program.



Timing is everything

Recruiting NCO takes advantage of family's hospital stay to highlight Wilford Hall Medical Center healthcare professionals for advertising campaign

By Master Sgt. Kimberly Spencer
59th Medical Wing Public Affairs

While visiting his newborn triplets at Wilford Hall Medical Center at Lackland Air Force Base, Texas, recently, an Air Force Recruiting Service NCO took advantage of a special opportunity to photograph healthcare workers at their best – working on those they care for.

Senior Master Sgt. David Richards, AFRS national advertising photojournalist, mixed business with pleasure while taking photos of healthcare professionals at work for AFRS's national advertising campaign.

"The Air Force would like to get the recruiting numbers up in the healthcare career fields," said Sergeant Richards. "We have been working with hospital leadership to get access to the staff and equipment, and they have been really great about helping us."

The biggest hurdle is often finding patients who do not mind giving permission to photograph them or their children, explained Sergeant Richards.

This in mind, Sergeant Richards decided to take advantage of the right timing when his wife, Tashia, was admitted to Wilford Hall Medical Center to give birth to their triplets – Jacob, Natalie and Amelia.

"I have firsthand knowledge of the outstanding professional care given by the hospital staff," said Sergeant Richards. "It is more than just a job -- these individuals are truly caring."

Recruiting service headquarters, located at Randolph AFB, Texas, is working hard to stay in step with all the advances in medical care throughout the Air Force, he added.



“The Air Force needed to fulfill its health professions still photo requirements for the national advertising program, and I have the perfect opportunity to make that easier for everyone involved,” said Sergeant Richards.

The photojournalist used a minimal amount of lighting and equipment, taking photos on a non-interference basis, with as little disruption to the neonatal intensive care unit as possible. “My wife wouldn’t allow anything else,” he said.

The triplets were born one minute apart, with Jacob leading the way, followed by Natalie and Amelia beginning at 2:50 a.m. Dec. 26, at 32 weeks gestation. Doctors determined Caesarean section was needed due to complications.

The infants all weigh nearly 8 pounds now, double their birth weight. Little Amelia surprised everyone by being the first to be weaned from her incubator, going into an open crib Jan. 13.

Sergeant Richards, who has taken photos in 47 different countries and has more than 4,000 flying hours in 47 different airframes, spent several days photographing the triplets and staff. This gave more individuals throughout the wing an opportunity to be highlighted and gave the babies plenty of down time between shoots, he said.





Photos by James Coburn

Group Capt. (Col.) Dawn McCafferty, Royal Air Force head of Recruiting at RAF Cranwell, Lincolnshire, England, listens as Master Sgt. Greg Andrades, a Basic Military Training chemical warfare instructor, points out a landmark on the field training area. Behind them trainees are debriefed after a simulated airbase attack.

U.S., RAF recruiting exchange ideas, learn from each other

**By Senior Airman
Madelyn Waychoff**
Air Force Recruiting Service

Five members of the Royal Air Force recruiting service visited the U.S. Air Force Recruiting Service headquarters in January to share and exchange information on recruiting practices and policies.

The visit included the head of RAF recruiting, Group Capt. (Col.) Dawn McCafferty. Also attending were the head of RAF marketing, lead medical and dental specialist recruiter, head of the RAF recruitment training school, and area

commander for southwest England.

While here, the RAF visited AFRS headquarters and GSD&M, the contract ad agency. They also visited Basic Military Training, attended a graduation parade and had lunch with basic trainees at Lackland Air Force Base, Texas. This was followed by a visit to the recruiting schoolhouse and the 369th Recruiting Group.

“The RAF was curious about what we do,” said Lt. Col. Dan Woolever, AFRS operations commander, who led the tour. “Organizations that want to

continually improve processes usually look at what others do. We gave them an overview of each division, what it does and how it drives our business.”

Because of the difference in size between the two countries, recruiting strategies tend to vary based on demand.

“From the Royal Air Force perspective, we gained an understanding of the scale of your recruiting operation compared to ours,” said Group Captain McCafferty. “And we saw the additional complications placed on you by the vast physical areas

over which you need to communicate and retain command and control.”

The RAF recruits about one-tenth the number of people the U.S. Air Force recruits, hiring only 3,000 people a year – 1,000 this year with reduced accessions.

Over the last year the RAF has undergone reduced accessions, giving those visiting the opportunity to discuss their experiences with AFRS officials facing a similar reduction.

“We shared our experiences of ‘downsizing’ and the subsequent effect of reduced recruiting,” Group Captain McCafferty said. “The RAF has undergone this process before and learned lessons regarding trying to reduce the numbers recruited and then increase them again in the future.”

Although there are differences in the way the two organizations recruit, there are many similarities as well. The RAF has difficulty in recruiting the top three health professions – dentists, physicians and nurses. It is also facing budget cuts in the future. And because there are so many similarities, many ideas were shared on how to improve pro-

cesses on both sides.

“We shared our concept of specialist recruitment teams that have proved very successful in overcoming the lack of recruitment in specialist areas such as doctors, dentists, nurses, noncommissioned aircrew and engineers,” said Group Captain McCafferty. “Many of these areas are also problematical for the U.S. Air Force, and our methodology may well work for you.”

Along with problems faced by both organizations, each faces the issue of marketing their respective force.

“The trip to GSD&M was a very good presentation,” Colonel Woolever said. “It triggered thoughts for them about our marketing, and what we do with it. They were awed by the depth and scope of some of our marketing strategies, including the RAPTOR and minijet. But what we stressed to them was that five years ago we had none of this, and are only just now seeing the fruit of our efforts.”

Although the RAF does not believe some of the U.S. Air Force’s marketing strategies would work for the British culture, “the outreach and motivational work

carried out in a multicultural and diverse society were excellent, and the professional selling of the service to a patriotic population worked well,” said Group Captain McCafferty.

Overall the tour was a success, said Colonel Woolever. A lot of information was exchanged, but there is potential for a follow-up tour with the RAF. “We could exchange more information on training processes and give them more information on our recruiter’s assistance program, which they were interested in using as a benchmark.”

“We hope to host a return visit by the AFRS to RAF Cranwell in the summer to take forward the exchange of ideas,” said Group Captain McCafferty. “We hope that further liaison will identify additional areas in which we can refine our recruitment operations to the mutual benefit of the RAF and the U.S. Air Force.

“Finally, we would like to return some of the hospitality provided by our U.S. Air Force hosts, who were extremely welcoming and friendly, and who could not have done more to make our visit so professionally and personally rewarding.”



Sergeant Andrades and Col. Gina Grosso, 737th Training Group commander, discuss training with RAF Squadron Leaders (Majs.) Paul Dean and Bernie Carten.



Silver Dollar Salute

New lieutenant recognizes former recruiter in ceremony

By Maj. Mike Richmond
AFROTC Det. 510
commandant of cadets

On a sunny afternoon in New Mexico Dec. 20, Master Sgt. Bettina Sellers put into her pocket a silver dollar that meant significantly more to her than one dollar in currency.

It was given to her by 2nd Lt. Patrick Tibbals, a young man she'd recruited into the Air Force five years earlier – a young man with a somewhat wayward past who needed extra work and waivers to get to Lackland Air Force Base, Texas.

Lieutenant Tibbals not only proved Sergeant Sellers right by excelling in the enlisted force – including honor graduate status in basic training – he did so well at his first duty station that he landed a rare wing commander-bestowed scholarship to earn a commission through Air Force ROTC, which he did through Detachment 510 at the University of New Mexico.

It was at Lieutenant Tibbals' commissioning ceremony in December that he presented the precious coin to Sergeant Sellers during the solemn "Silver Dollar Salute," an ROTC commissioning ceremony tradition in which newly commissioned officers present silver dollars to enlisted members who render them their first salute.

It's customary at Det. 510 that a new lieutenant chooses for his or her ceremony an enlisted member who has been particularly influential somewhere along the commissioning journey. For Lieutenant Tibbals, the choice of his enlisted recruiter was a no-brainer.

"She had to fight to get me in," Lieutenant Tibbals said, "because of some stupid teenager stuff I'd done."

Specifically, when he lived at Yokota Air Base, Japan, where his active-duty father had moved his family in the 1990s, Lieutenant Tibbals established a bit of a rap sheet for possessing alcohol as a minor, a graffiti incident, and an

episode he refers to as a "supersoaker drive-by."

All the incidents were ultimately dismissed, but the mere fact they happened was enough for Sergeant Sellers' flight commander to brand Lieutenant Tibbals a "lost cause" when he attempted to enlist at Sergeant Sellers' recruiting station in Oxen Hill, Va., a few years later.

"He told me not to waste my time," Sergeant Sellers said.

But Sergeant Sellers saw in Lieutenant Tibbals a spark that she believed transcended his youthful indiscretions, despite an outward appearance that some would deem off-putting.

"He just sort of glided into the office one day in his baggy clothes," Sergeant Sellers said. "Of course, I started into my standard recruiting pitch, but he cut me off and said, 'I'm a military brat, I know all about the BX and commissary, just tell me where to take the test.' He had a very interesting personality in the way he related to people, and he was



Photo by Todd Berenger

Second Lt. Patrick Tibbals presents a silver dollar to his former recruiter, Master Sgt. Bettina Sellers, during the customary “Silver Dollar Salute” portion of Lieutenant Tibbals’ commissioning ceremony Dec. 20 at the University of New Mexico. Sergeant Sellers is now the superintendent of Joint Strike Fighter military personnel in Crystal Springs, Va.

extremely smart.”

Personality and smarts aside, Lieutenant Tibbals’ Yokota transgressions presented hurdles.

Sergeant Sellers worked nights calling Yokota and faxing forms back and forth. She said her commander told her not to bother, but she thought Lieutenant Tibbals was worth fighting for.

Sergeant Sellers fought hard to arrange a meeting between Lieutenant Tibbals and her commander. It took a lot of convincing, international faxing, and acquiring the necessary waivers to get Lieutenant Tibbals into the Air Force, but he’s been a success ever since.

Adding to his enlisted accom-

plishments, Lieutenant Tibbals earned a slew of ROTC awards while in the program and once again finished as an honor graduate.

Sergeant Sellers left recruiting in 2003 and is now the superintendent of Joint Strike Fighter military personnel in Crystal Springs, Va. She said she found so much gratification in being part of Lieutenant Tibbals’ success that she flew to New Mexico from Virginia just to take part in Lieutenant Tibbals’ commissioning ceremony.

“To me, as a recruiter, it was always about whose life I affected, not how many people I put in,” Sergeant Sellers said. “You can give me all the (medals) in the

world, but that’s not as important.”

Of the many Airmen she put into the Air Force, and the only one to earn a commission, she counts Lieutenant Tibbals as perhaps her greatest success story, especially because he proved worth the extra effort.

“I learned that you don’t pre-judge people,” she said. “There’s a process you put them through, and you’ve got to trust the process.”

Lieutenant Tibbals, of course, is glad she did. But Sergeant Sellers believes that others – the Airmen he’ll lead as an officer – are destined to be glad, too.

“He’s going to be such a good officer,” Sergeant Sellers said. “I’m so proud of him.”



Photo by Senior Airman Brian Ferguson

Prepare to board

SYRACUSE, N.Y. -- Vinnie DiMartino (third from left), Orange County Choppers mechanic, prepares to board an F-16 with crew members of the 174th Fighter Wing at Hancock Field Air National Guard here for his incentive flight Feb. 11. Air Force Recruiting Service coordinated incentive flights for OCC mechanics Mr. DiMartino and Rick Petko. The mechanics took from the flight a better understanding of the Air Force flying mission they can use in developing an Air Force F-22 Raptor motorcycle. The Discovery Channel was on hand to film the flights and will air the footage on "American Chopper" March 7 and 14.

Recruiter Spotlight

Master Sgt. Jacqueline Foster

Job title: Enlisted accessions flight chief, 339th Recruiting Squadron

Office location: Utica, Mich.

Hometown: Utica, Mich.

Time in the Air Force: 16 years

Time in AFRS: Five years

Prior career field: Medical service specialist

Hobbies: Reading, outdoor activities, basketball

What inspires you to do what you do? I love working with people and giving applicants the opportunity to live the Air Force way of life.

What is the best advice you have received? Don't let anyone tell you that you cannot achieve something; anything is possible if you really want it.

Career goals: Make senior master sergeant, build a successful EA recruiting flight and mentor and guide my recruiters

What recruiting hints can you give others? What you do today will affect you two weeks from today.

Personal motto: Be the best you can be in everything you do.





Photo by Staff Sgt. Michael Hammond

TULSA, Okla. -- Col. Mark Wasserman, 369th Recruiting Group commander, sits down to an interview with Keith Taylor on ABC affiliate KTUL-TV Channel 8 during "Good Morning Oklahoma" and "Good Day, Tulsa." The colonel discussed recruiting as well as critical needs recruiting such as physicians, dentists and nurses.

February Promotions

Senior Master Sergeant

Martin Dempsey	342nd RCS
John Halide III	343rd RCS
James Mears	HQAFRS
David Richards	HQAFRS
Charles Zahniser	372nd RCG

Ronald Poulton	317th RCS
James Walker	344th RCS

Technical Sergeant

Katherine Ebner	319th RCS
Aaron Kavanagh	318th RCS
Scott Myers	338th RCS
Kareem Nixon	341st RCS
Brad Pearson	330th RCS
Misty Driscoll	333rd RCS
Danny Sellers	331st RCS
Calvin Thomas	348th RCS
Sherry Thomas	319th RCS
Danny Ulch II	347th RCS
Mark Wildes	345th RCS

Master Sergeant

Randall Adams	343rd RCS
Scott Avery	341st RCS
Michael Bradley	331st RCS
Frank Clark Jr.	314th RCS
Christopher Collins	333rd RCS
Ivan Diaz	311th RCS
Gary Hameister	367th RCS
Kent Heronimus	367th RCS
Vincent Hester	347th RCS
Charles Hoag III	364th RCS
Maria Knowles	364th RCS
Laurence Lewis	342nd RCS
Sean Loughrey	337th RCS
Gregory Palm	330th RCS

Staff Sergeant

Jacob Hawkins	361st RCS
Jerret Hupp	330th RCS
Matthew Leas	364th RCS
Sammy Villareal	364th RCS

AFRS/PA
550 D Street West Ste 1
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Women's History Month: Great women in AF past

Clockwise from left: 1st Lt. Annie G. Fox, Army Nurse Corps, first woman to receive the Purple Heart. Sgt. Esther Blake, considered the "first woman in the Air Force" having enlisted in the first minute of the first hour of the first day the regular Air Force was authorized July 8, 1948, at Fort McPhearson, Ga. Nancy Harkness Love founded the Women's Auxiliary Ferrying Squadron and helped establish women as pilots. Col. Oveta Culp Hobby, the first director of the Women's Army Corps, and the first woman to receive the U.S. Army Distinguished Service Medal in 1945. Betty Gillies, the first woman to qualify for the Women's Auxiliary Ferrying Squadron. Nancy Batson, along with nine other WAFS members, became the first women assigned to the Air Transport Command's Pursuit School in Palm Springs, Calif. WAFS pilots.