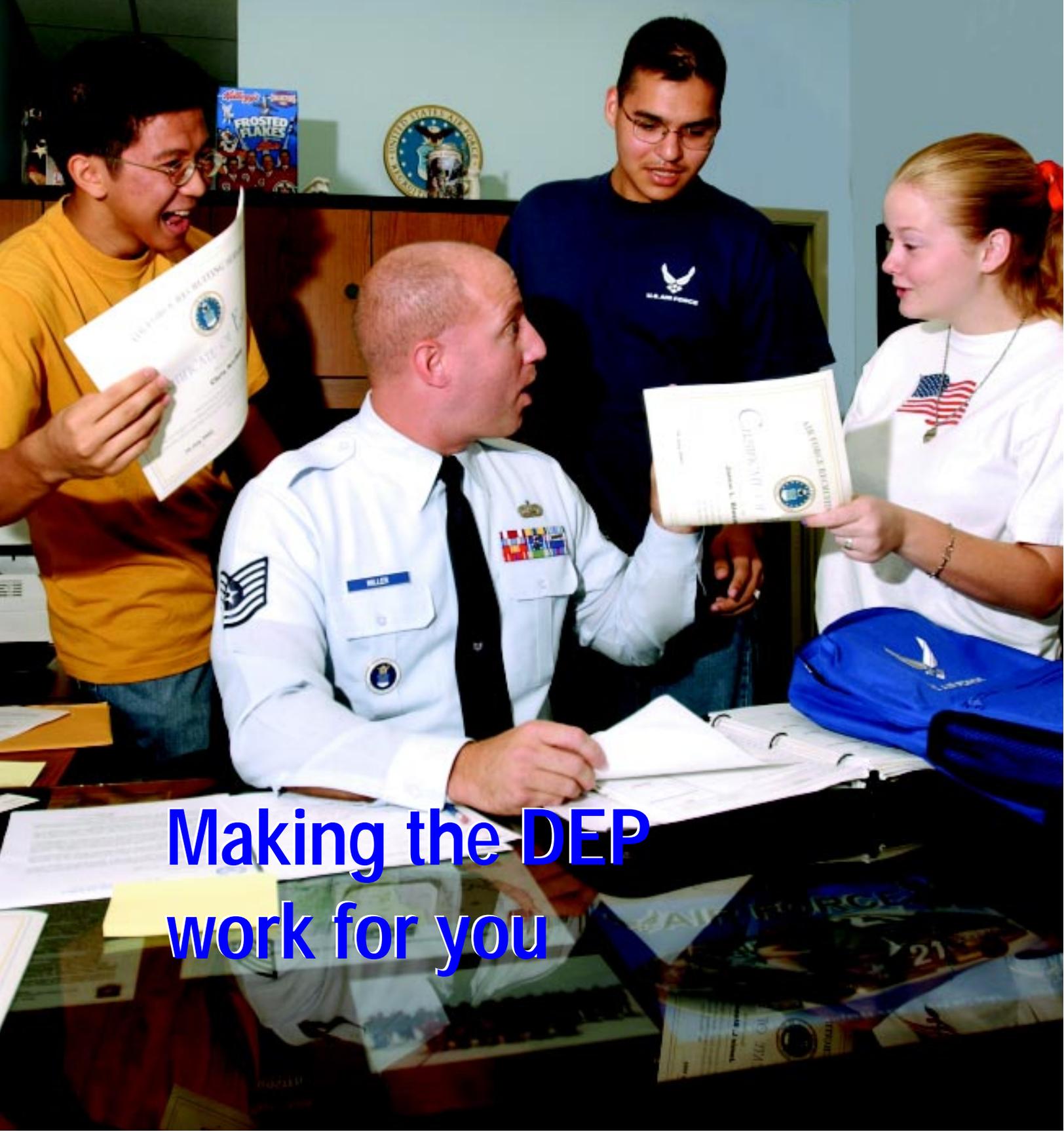


August 2002

Recruiter

The magazine for the Air Force recruiting professional



Making the DEP
work for you

Top EA Recruiters

Name	SQ/FLT	Net Res	Goal %
SSgt Mark Pennock	331/A	11	550%
SSgt Dawn Dunning	369/F	10	500%
SSgt Randy Jackson	331/E	10	500%
MSgt Joseph Gallagher	362/G	9	450%
SSgt Christopher Bailey	364/F	4	400%
SSgt Clint Harrison	368/E	4	400%
TSgt Donald Muehr	368/E	4	400%
SSgt Jeffrey Presson	337/BE	4	400%
TSgt Roger Berry	344/FI	14	350%
TSgt Rodney McDaniel	343/ED	20	286%

Top Flight Chiefs

Name	SQ/FLT	Net Res	Goal %
MSgt Reginald Destin	341/B	23	255%
MSgt David Mason	330/A	29	241%
MSgt Stacy Adams	367/A	23	209%
MSgt Douglas A. Brown	330/B	27	207%
MSgt Daryl Swartzlander	330/C	24	200%
MSgt Ronnie Giles	344/G	23	191%
MSgt Timothy Williams	330/D	19	190%
TSgt Robert Hawkins	368/E	17	188%
MSgt Clay Stark	314/A	17	188%
MSgt James Mears	330/E	17	188%

Top OA Producers

	Physician	Nurse	Dental
1st place	348	344	345
2nd place	330	348	364
3rd place	333	332	343
4th place	337	336	367

Source: AFRS Operations Information current as of July 24

Cover photo: Tech. Sgt. Jim Miller, 341st Recruiting Squadron, Enlisted Accessions recruiter, tries to respond to inquiries from his DEPPers, Christopher Arcibal, Justin Gonzalez and Jamie Blessing. For more on managing your DEP, see page 4.
Photo by Master Sgt. David W. Richards

AFRS Spotlight

Photo by Staff Sgt. Christin Taylor



Name: Staff Sgt. Katherine Ebner
Job: 319th Recruiting Squadron, Information Management NCO, Marketing Office
Hometown: East Hampstead, N.H.
Time in the Air Force: 10 years
Time in AFRS: 3 years
Hobbies: Cooking, spending time with my family
What inspires you to do what you do? The impact my actions have on others, whether personal or professional.
What are your personal and career goals? Finishing my CCAF degree and go on to earn a bachelor's degree in early childhood education so I can teach after I retire from the Air Force. I also want to be promoted to tech sergeant next cycle and continue to do the best I can for my family and coworkers.
What hints can you give to others about recruiting? For support staff: learn the recruiting process. You are the expert in your field; learn how it applies to recruiting and what will best support the needs of the field.
What is the best advice you have ever received? Just keep smiling. Keep doing your best, but don't forget that the mission will not stop if you take a day to refresh.
What is your personal motto? Attitude is everything.

Sergeant Ebner checks the supply room at the 319th Recruiting Squadron.

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Recruiter

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CC addresses quality of life issues

Special events clothing, SDAP top list of concerns

**By Brig. Gen. Edward A. Rice Jr.
Air Force Recruiting Service**

The focus of this issue of Recruiter Magazine is DEP management. As you read through the articles, I'm sure you will find several helpful ideas on how you can better manage your DEP so that the hard work you've put into gaining a commitment from your recruits is not wasted.

As I travel around the command, it is clear that many of you have questions about the status of the quality of life issues we are working. Consequently, I want to use my space in this issue to update you on many of the initiatives we are working in this area.

One of those issues high on the list is Special Duty Assignment Pay. Currently, many recruiters get the full \$375 in SDAP and we hope to increase the amount in October 2003. Additionally, the tier system that is now in effect results in some AFRS members getting less than the full amount of SDAP. We're looking at getting rid of the tier system and giving everyone eligible the full SDAP. We'll keep you posted on both of these issues.

We also had a problem in the past with new recruiters not getting their SDAP within a reasonable time frame. This was associated with the transition to MILMOD and we think the

problem has been resolved. If you or someone in your unit experiences a problem getting SDAP, make sure your supervisor or squadron commander is aware of it and we'll get the problem fixed.

Another hot quality of life topic is special events clothing. We recently determined that requests for special events clothing, unlike special duty uniforms, do not have to be approved by the Air Force Uniform Board, so we should have approval on new AFRS special events clothing very soon. Specifically, the special events clothing for AFRS consists of a blue polo-style shirt with Air Force logo on the left and a magnetic name tag on the right, worn with khaki trousers, a brown belt and brown shoes. A long-sleeve, blue washed-denim shirt can be used as an alternate with the same logo and name tag requirements. Wear of the approved baseball-style cap is also authorized with the special events clothing. This will allow Air Force recruiters to wear the same civilian-style clothing when appropriate for an event. AFRS members will always be permitted to wear the blue service uniform, but the civilian-style clothing offers another option for selected special events. It's been a long process, but we are almost there.

For Air Force Recruiters not geographically close to a military installation with a gymnasium or fitness facility, I would like to find a way for them to maintain a high level of fitness. A government paid membership in a civilian

health club is one way to get at this challenge, but would be very expensive. We're working to see if we can get approval for a test program in FY 03 where a few squadrons would test the civilian health club concept to determine how much benefit the memberships would provide. Unfortunately, a short-term answer for this one is not on the horizon so I ask you to continue to find creative ways to stay fit.

We also have LifeWorks available to our people who are at least 50 miles away from a base and don't have access to helping organizations such as Family Services, legal and finance. LifeWorks has a complete range of referral and counseling services, from home buying and finances, to raising children and retirement planning. The professional life of an Air Force Recruiter is very busy and stressful, and we want you to be able to have access to services that can help balance the demands of your professional and personal lives. Using LifeWorks can help you put both parts of your life more in balance.

We also have a website that can help our people with health and wellness issues. It is at <http://wellatafrs.com>. This web site can help you set up a fitness program and give you tips on healthy eating. It's a great site for everyone in AFRS.

All of you continue to do great work in meeting our recruiting goals. My thanks to each of you for helping make AFRS a world-class organization.

*Goal-breaking,
record-setting year produces*

Big DEP

**By Staff Sgt. Shelby Martin
Air Force Recruiting Service**

The Delayed Entry Program weighed in at 17,130 people on July 22, keeping with this year's tradition of record-breaking bank numbers and putting Air Force Recruiting Service in a position to set even more recruiting records in Fiscal 2003.

About 8,000 of those people are waiting to ship to Basic Military Training this fiscal year, which puts AFRS at 102 percent of its contract goal of 37,283.

"This percentage represents the people who have left for basic training and those still left in this year's bank," said Chief Master Sgt. James Lepant, superintendent, AFRS operations. "If we continue to recruit at this present rate, we'll be at 48 or 49 percent of contract goal going into Fiscal 2003."

"This is the largest DEP percentage in two years," said Col. James Holaday,

chief of AFRS's operations branch. "Last year our percentage was 45 percent of the contract goal, and 32 percent two years ago," he said.

"We made our contract goal in mid-May, which is one month earlier than last year," said Tech. Sgt. Sherri Trowbridge, AFRS job bank supervisor.

In Fiscal 1999, the Air Force missed its recruiting goal for the first time in 20 years. More recruiters, targeted bonuses in certain career fields and paid television advertising are some of the initiatives that helped with this year's success, according to Colonel Holaday.

"Primarily our success is the manning, Colonel Holaday said. "Air Force Recruiting Service maintains 1,650 recruiters as a baseline. We presently have about 1,580 and we're continuously driving toward that baseline number."





Photo by Eddie Edge



DEP tools, ingenuity help prevent cancellations

**By Staff Sgt. Shelby Martin
Air Force Recruiting Service**

On average, 14 percent of the people in the Fiscal 2002 Delayed Entry Program will cancel before shipping to Basic Military Training according to Chief Master Sgt. James Lepant, superintendent, Air Force Recruiting Service operations. While not every cancellation can be prevented, there are many tools available to help recruiters lower this number.

One common reason for cancellations is lack of information or fear of the unknown. AFRS combats this problem by producing informative literature that

explains various careers and educational opportunities.

New Airman magazine is one publication aimed at keeping DEPpers fired up about their decision to join the Air Force. In addition to general Air Force news and information, the *DEP News* portion of this monthly magazine covers topics such as Air Force medical benefits, BMT preparation, physical conditioning and educational benefits. *New Airman* is mailed to each DEPper's home. Family members are also encouraged to read it to learn more about the new life their loved one has chosen. They are also encouraged to pass the magazine along to interested

siblings or friends.

Another promotional item with information helpful to new recruits is the DEP backpack or 'DEP pack'. "The DEP pack contains a DEP referral card and certification letter, fact sheet on basic training Warrior Week, a certificate of enlistment, a DEP bumper sticker and a compact disc," said Master Sgt. Juan Demiranda, Air Force Recruiting Service marketing division. The CD contains information about the Air Force, including quality of life responsibilities and Air Force services. "The DEP packs also contain job information and the Air Force core values," Sergeant Demiranda said.

When DEPpers receive their DEP pack they also get a DEP identification card. This gives them limited access to the nearest Air Force base, and allows them use of the base exchange, commissary and gym.

“Providing DEPpers a means to stay in shape and see a small glimpse of military life could be what makes the difference in reference to cancellations,” said Master Sgt. Colette Boussan, AFRS command standardization and training manager. Sergeant Boussan and other training managers handle the DEP ID card program.

While these “standard issue” DEP management tools are useful, recruiters are limited only by their own ingenuity when it comes to keeping DEPpers committed to joining the Air Force.

“I hold DEP Commander’s Call parties for those shipping out to basic training,” said Staff Sgt. Darnell Reynolds, 332nd Enlisted Accessions Recruiter, Florence, Ala. “It gets them excited about basic training.”

Sometimes, keeping a DEPper can be as simple as taking a little extra time to help them understand the Air Force. I almost lost one of my DEPpers and to re-motivate him, I took him on a base visit to Columbus Air Force Base,” said Master Sgt. Willie Paine, 345th Recruiting Squadron, Oxford, Miss. “I showed him the dormitories, the base gym and just Air Force life in general. This alleviated all his fears — he decided to stay.”

How your DEPpers are preparing for BMT



Christopher S. Arcibal
Departed for BMT: Aug. 13
Air Force job: Computer maintenance

What are you doing to prepare for BMT?

I’m lifting weights, maintaining a healthy diet, drinking tons of water and getting as much sleep as possible. I’m also going over some of my drill steps from ROTC that might be useful.

Jamie Blessing
Departing for BMT: Dec. 3

Air Force job: Medical laboratory technician
What are you doing to prepare for BMT?

I’m going to college this summer to get a head start on my education and my mom and I are going on vacation so I can relax before I ship out.



Justin W. Gonzalez
Departing for BMT: Nov. 12
Air Force job: Security Forces

What are you doing to prepare for BMT?

I’m exercising and eating properly so that I make sure that I am under the weight maximum. I’m also keeping up on current events and trying to memorize rank insignia.

We're all in the same blue suit

**By Col. Francis M. Mungavin
Commander, Air Force Reserve Command
Recruiting Service**

Our uniforms are exactly the same, and except for the recruiting badge, it's difficult to tell us apart. The public may not even notice the difference in those little round disks we wear, but we do, because we're all proud of the separate Air Force Recruiting Commands we represent, whether it is the active duty Air Force, Air Force Reserve Command, or Air National Guard.

Deep down, I believe all recruiters are a lot alike. Our career field is one of the best and most challenging jobs in any branch of the military. It's up to each of us to find large quantities of qualified people each year to fill our ranks, and we do it very well.

Those of you who have been in the recruiting business for many years have probably noticed some emerging trends such as higher college-entry rates for high school students, fewer influencers with military experience, and prospective applicants who want more for less. You may even be finding it a challenge to differentiate your service in the competitive military recruiting marketplace.

So, where do you turn for help? One way to leverage your time, talent, and resources is to expand your recruiting reach by joining forces with

your fellow recruiters, particularly those wearing the blue suit like yours.

Regardless of which Air Force component you work for, you have a choice on how you view your local active duty, Air Force Reserve Command, or Air National Guard recruiter. You can see them as competition or an ally; the choice is up to you.

For many years, active duty and reserve component recruiters experienced little interaction. While active duty recruiters focused almost exclusively on non prior-service applicants, reserve component recruiters pursued active duty separatees.

That's all changed. Draw downs in the active force have dramatically reduced the pool of experienced military personnel to recruit from, and now reserve component recruiters are seeking more non prior-service applicants to fill their needs.

In Fiscal 2002, the Air Force Reserve will attempt to recruit close to 3,000 non prior service applicants, clearly a much smaller number than our active-duty counterparts, but certainly higher than the 900 we recruited just five years ago. Meanwhile, shortages in critical job specialties in the active force have caused active duty recruiters to work the prior service market as well.

Does that mean our components are in competition with each other? Many would say, "yes," however; I say it doesn't have to be that way. It's

true that both of us are often working in the same age market, but we may not be working the same segment of that market.

For example, the activeduty Air Force recruits its applicants for full-time service, anywhere in the world their professional military services are needed. Education, training, a steady paycheck, the opportunity to travel and job satisfaction, are just a few of many benefits service in the active force has to offer.

On the other hand, members of the reserve components generally have a different mindset. We kindly refer to them as citizen-airmen, meaning they prefer to maintain a civilian lifestyle, while volunteering to serve their country on a part-time basis.

Reservists don't have it "easy." They balance a civilian career, military service and the responsibilities of raising a family. Their reasons for serving may or may not be the same as their activeduty counterparts. As I like to say, people choose to join one component of the service for their reasons, not yours or mine.

For this very reason, I believe it's incumbent upon every recruiter, from every component, to satisfy the needs and wants of their applicants. Any recruiter, by



Deep down, I believe all recruiters are a lot alike ... it's up to each of us to find large quantities of qualified people each year to fill our ranks, and we do it very well.

positioning himself/herself as a career counselor, military professional, advocate, or creative problem solver has the opportu-

nity to build trust and value, thereby helping their applicants make the best decision for themselves as to which military career option to choose. (By the way, the minimum QT Score for an Air Force Reserve applicant is 31, as compared to a 40 QT for the active force.)

As the commander of Air Force Reserve Recruiting Service, I've asked our recruiters to treat every applicant as though it were their own son or daughter they were processing for enlistment or commissioning. Therefore, if the "best" recommendation one of our recruiters can give to an applicant is to consider service in the active force, I encourage them to "hand-carry" the applicant to an activeduty Air Force recruiter.

In turn, I hope any activeduty Air Force recruiter who comes across an applicant whose best option is a part-time career in the military would refer that person to the nearest Air Force Reserve Command recruiter.

I am a member of the Air Force Reserve Command, but I've never forgotten that the first two words of my organization are "Air Force." In the end, we're all on the same team, and I'm proud to be working side-by-side with all of you. Good recruiting!

Do-it-yourself

Manage your DEP in four easy steps

By Senior Airman Marti D. Ribeiro
Air Force Recruiting Service

The sale has been made, the applicant is qualified, a job is selected and he or she is sworn into the Delayed Entry Program – now you have to keep them there until ship day.

With an average wait time in the DEP of four to 12 months, this can be easier said than done.

“We have a current DEP retention rate of 85.5 percent,” said 2nd Lt. Andrew Jastrzembski, Headquarters Air Force Recruiting Service production analyst.

This means some of AFRS’s qualified applicants are canceling their enlistment contracts before shipping out to Basic Military Training.

“DEP cancellations are like accidents — 98 percent are preventable,” said Senior Master Sgt. Ed Bujan, AFRS command standardization and training manager. Sergeant Bujan teaches DEP management to flight chiefs and recruiters during training at

Headquarters AFRS.

According to Sergeant Bujan, the four main reasons DEPpers cancel are peer pressure, poor sales, fear of the unknown and poor follow-up.

Peer pressure can be addressed one way — by changing a DEPper’s peers.

“I hold commander’s calls on a regular basis and encourage my DEPpers to bring friends,” said Senior Airman Jose L. Rodriguez, Enlisted Accessions Recruiter, 369th Recruiting Squadron, Santa Monica, Calif.

“Introducing DEPpers to one another can form friendships as well as a support group,” said Sergeant Bujan. “It gives DEPpers a group of people with similar goals who are less likely to get into trouble before ship date.”

Poor sales, another DEP cancellation problem, can be addressed the moment the applicant walks into the office.

“Get to know the applicant,” said Sergeant Bujan. “Find out their needs and wants and why they’re pursuing the Air Force. This shows applicants you’re

interested in their future.”

“I want my DEPPers to know that I do care – that they’re not just a number,” Sergeant Rodriguez said.

Good sales, getting to know your applicant and being able to talk freely with them can also help prevent the third cancellation reason — fear of the unknown.

Regardless of their previous military knowledge, all DEPPers are a little fearful of what is in store for them at BMT, according to Sergeant Bujan.

“Talk to your DEPPers and let them know what they’re feeling is normal,” he said. “If you need to, re-sell the Air Force — you are their security factor and you have to keep reassuring them.”

Along with re-selling the Air Force, recruiters need to make sure they follow-up with their DEPPers.

“I try and keep in touch with them,” Sergeant Rodriguez said. “I call and talk to them about summer vacation and school, and invite them to lunch or to just hang out and talk in the office.”

According to Sergeant Bujan, staying in touch with DEPPers gives recruiters the opportunity to stress staying in school, graduating drug free and other important values.

“I also use my follow-ups to talk to them about personal choices such as abstinence and safe sex,” Sergeant Rodriguez said. “I’ve had two DEP cancellations, pretty close together,

because of pregnancies.”

Introducing DEPPers to a new peer group, showing them that you care, answering any questions they have and following up are the main ways to keep your DEP retention high. However, there are as many tried and true tips for DEP management as there are recruiters.

Some recruiters send DEP newsletters, birthday cards or selected *Air Force Times* or *Airman* news clippings pertaining to a DEPper’s selected job to make them feel welcome and informed. Many recruiters also take their DEPPers on tours of nearby Air Force installations. Arranging the DEP in a squadron, flight, squad format and assigning certain duties can also help keep DEPPers interested and ready for BMT.

“At DEP Commander’s Call I teach marching, facing movements and how to shine boots,” Sergeant Rodriguez said. “We also go bowling and have drill downs where the DEPPers can earn prizes.”

Keeping DEPPers interested in joining the Air Force can take time, a lot of hard work and initiative.

“That hard work can sometimes be a lot of fun,” Sergeant Bujan said. “It’s an ongoing process, but you get to be creative and adding to the four main steps can help you maintain a healthy DEP.”

Warning signs of cancellations

- Got a new job or significant pay raise
- Moved out of the house
- Got married
- New boyfriend or girlfriend
- Applied for financial aid
- Will not return your calls
- Problems with spouse, boyfriend or girlfriend
- Concerns start surfacing frequently
- Failing classes or skipping school

DEPpers take oath at Rangers game

By Tech. Sgt. Rodney Williams
344th Recruiting Squadron
Public Affairs

The 344th Recruiting Squadron along with the Texas Rangers baseball club celebrated Independence Day together with a Delayed Entry Program swear-in at the BallPark in Arlington, Texas.

Lt. Gen. Richard E. "Tex" Brown III, the Air Force deputy chief of staff for personnel, gave a speech to the record-capacity crowd of 49,219. Following General Brown's speech he administered the oath of enlistment to nearly 100 young men and women from the Air Force DEP. Following the national anthem, a B-1 Bomber, from the 13th Bomb Squadron, Dyess Air Force Base, Texas, flew above the stadium, after which General Brown threw the game's first pitch.

"This was a great tribute to the United States Air Force," General Brown said.

"We want to thank the Texas Rangers for being so nice to us and honoring the men and women of the Air Force, in particularly these new enlistees who are going to be a part of our great Air Force."

"The 344th does it right with the Texas Rangers," said Lt. Col David Resendez, 344th RCS commander. "When the DEPpers walked out in a formation, in step together, the audience, without any prompting whatsoever came



Master Sgt. Kyle Green marches DEPpers down the third base line before swearing into the Air Force before the Texas Rangers versus Tampa Bay Devil Rays baseball game at the BallPark in Arlington, Texas.

to their feet and started clapping,"

According to Colonel Resendez, it was awesome to see more than 49,000 people cheer on the Air Force DEPpers.

"I think it had an effect on every one of the DEPpers, and on all of us wearing the uniform," he said.

"Every squadron in the nation has some way to nurture their DEPpers," Colonel Resendez

said. "The 344th has reached out and found this with the Texas Rangers and capitalized on it."

According to Colonel Resendez, we all need to find those unique things in our area that we can use to try to encourage our DEPpers and give them unforgettable memories they will have throughout their careers.



New mission, vision statement announcement

Gen. Don Cook, commander of Air Education and Training Command, has announced new mission and vision statements for the command.

The new statements take effect immediately.

AETC Mission:

“The First Command ... Recruiting, training and educating professional airmen to sustain the combat capability of America’s Air Force”

AETC Vision:

“Professionals integrating innovation and technology to recruit, train, and educate tomorrow’s air and space leaders”

Members of the command should update any documents and products containing the old mission or vision statements, according to AETC personnel officials.

CSAF site picture

The Chief of Staff of the Air Force’s latest site picture covers professional reading and is available at <http://www.af.mil/lib/sight/index.shtml>.

Tuskegee Airman death

Gen. Benjamin O. Davis Jr., the Air Force’s first black general, died July 4 at Walter Reed Army Medical Center in Washington. He was 89. General Davis, promoted to the rank of general by President Bill Clinton on Dec. 9, 1998, is recognized for his role in breaking color barriers in both the Army and Air Force during World War II. He was buried at Arlington National Cemetery July 17. More information on General Davis’ Air Force



Photo by Helene Stikkel

Former President Bill Clinton (left) and Elnora Davis McLendon (right) pin the fourth star on the epaulets of retired Gen. Benjamin O. Davis during a White House ceremony Dec. 9, 1998. General Davis died July 4 at Walter Reed Army Medical Center in Washington.

career is available at http://www.af.mil/news/Jul2002/n20020709_1081.shtml

Washer/Dryer unit recall

The Army Air Force Exchange Service, in cooperations with the U.S. Consumer Product Safety Commission and Whirlpool Corp., is participating in the voluntary recall of combination washer and gas dryer units. The gas dryer can overheat, posing a fire hazard. Washer and dryer units with electric units are not involved in the recall.

For more information about the recall visit http://www.af.mil/news/n20020723_1161.shtml or call Whirlpool at (866) 251-1607.

Multiple Sclerosis ride

Five cyclists from the 368th Recruiting Squadron: Tech. Sgts. Shawn Vincent and Brian Hayden, Capt. Wayne Brasch, Master Sgt. Donald Oliver and 1st Lt. John Snider, were members of the Air Force bike team that raised more than \$1,000 for Multiple Sclerosis during the 16th Annual Utah’s Best Dam MS 150 Bike Tour June in Cache Valley, Utah.

BEST PRACTICES

Recruiter's Toolbox

“DEPNIGHT” WITH LOCAL MINOR LEAGUE BASEBALL TEAM set up by the flight chief to thank DEPpers for their service to the country. Recruiters and DEPpers received free tickets and handed out promo items at the game. MSgt Mike Williams, 333rd RCS, (321) 242-6216

DEPPER OF THE MONTH is a competition for DEPpers to earn points for perpetuation, zone posting and office work. DEPper with the most points for the month has a short bio and photo placed on the bulletin board. SSgt Brian Halley, 344th RCS, (903) 758-8465

DEPPARENT CC CALL – Recruiters conduct a commander’s call with all of the DEPpers and their parents. The recruiters have the parent of a past DEPper talk about the great things his son or daughter has achieved because of joining the Air Force. If you get the parents convinced of how great the Air Force is, their children are less likely to cancel. TSgt Robert Stair, 342nd RCS, (612) 727-5329

DEP DISCHARGE DATABASE - The flight commander created an Access DEP discharge database to alleviate the redundant typing of DEPper information. With the new system the ops secretary inputs the dischargee’s information into the database and a report is generated from the data to print out a request for a DEP discharge order. Capt. Jeffery Gibson, 367th RCS, (719) 554-1246

LETTER WRITING - Recruiter mails letters to all DEPpers with the addresses of trainees already at BMT and prior DEPpers who are at their permanent duty stations. This gives current DEPpers the opportunity to write them and ask questions about BMT and Air Force life. SSgt Derril McDonald, 319th RCS, (860) 525-2049.

MONTHLY NEWSLETTER - Recruiter sends out monthly newsletter with everyone’s EAD, names of new people in the DEP and the time and date of the next DEP Commander’s Call. The recruiter also prints a movie review and safety tips. TSgt Wendy vonSeggern, 343rd RCS, (785) 539-4253

REMINDER CARDS - One week before DEP Commander’s Call recruiters send out an “AF Reminder Card” with the topic to be covered and inviting/encouraging DEPpers to bring a friend along. TSgt John Planty, 368th RCS, (801) 375-4127

DEP BADGES - Recruiter created DEP badges with DEPper’s name, job and EAD date. The backside includes DEP responsibilities, DEP Commander’s Call date and recruiter’s phone number. SSgt Craig Loncar, 333rd RCS, (561) 692-7604

RADIO STATION HELP- Recruiter arranged for his DEPpers to provide handouts for a local radio station during one of the station’s events. The DEPpers work paved the way for a PSA commitment. TSgt Michael Richards, 311th RCS, (304) 842-9946.

HOLD DEP COMMANDER’S CALL PARTY for those shipping out to basic training. Encourage DEPpers to invite their friends. SSgt Darnell Reynolds, 332nd RCS, (256) 764-5461

SAVINGS BOND INCENTIVE – Recruiter gives out a \$25 savings bond to any DEPper that brings in someone who actually signs up. The recruiter also uses this to explain savings plans. TSgt Mel Poborsky, 311th RCS, (724) 437-0501.

DEP INCENTIVES – If a DEPper gets three people to join the Air Force, the recruiter uses his personal funds to buy them an Air Force windbreaker jacket. SSgt Pete Tabury, 319th RCS, (860) 585-0618.

Captain



Christian J. Haun 361 RCS

Senior Master Sergeant



Thomas W. McCray Sr. 367 RCG

Ronald O. Neely 372 RCG

Master Sergeant



Shawn M. Sanford HQAFRS

Susan B. Riggsby 311 RCS

Charles R. Schott 311 RCS

Bettina J. Sellers 317 RCS

Matthew A. Drechsel 337 RCS

Rodney D. Bradley 343 RCS

Timothy E. McClanahan 344 RCS

Joseph E. Kedra 347 RCS

Kenneth A. Stevens 348 RCS

Kenneth J. Lehman 361 RCS

David Delgadillo 364 RCS

Eladio P. Montez 367 RCS

Dawn A. Schmidt 372 RCG

Technical Sergeant



David A. Scarsella Jr. 311 RCS

Joseph A. Davis 314 RCS

Davy P. Davis 317 RCS

Elaina M. Johnson 319 RCS

Roy M. Bradt 331 RCS

Jason E. Hill 332 RCS

Timothy Scott 336 RCS

Edward H. Edgar 337 RCS

Jeffrey T. Moffet 337 RCS

Donald L. Stevens 338 RCS

Marty J. Ragnone 339 RCS

David D. Anthony 341 RCS

Jamey J. Johnson 342 RCS

Jason L. Fish 343 RCS

Donnis C. Richardson 362 RCS

Jeffrey D. Schultz 362 RCS

Elva M. Shipp 362 RCS

Scott C. Ward 369 RCS

Staff Sergeant



Jeffrey D. Tjaden 343 RCS

Joe Fleming 344 RCS

Amy M. Stultz 364 RCS

**Congratulations to
Maj. Yolanda M. Wood,
369 Recruiting Squadron
Commander for earning the
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