

# Recruiter

The Magazine of the Air Force Recruiting Professional

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**101**  
**CRITICAL DAYS**  
**OF SUMMER**

June / July  
2004

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## cover photo



Ricky Recruiter gets into the safety act through awareness this summer season. (Cover illustration by Staff Sgt. Robert Ashley)

## April Top EA Recruiters

TSgt Robert Tilghman Jr.	333	600%	MSgt Willie Paine	345	400%
TSgt Arnold Goins Jr.	331	600%	SSgt Consuelo Hummons	347	400%
SSgt Daniel Di Matteo	336	500%	SSgt Jason Harrison	332	400%
SSgt Paul Waters	336	500%	SSgt Alexis Brown	336	400%
SSgt Trevor Faines	368	400%	TSgt Cleon People	333	400%

## April Top Flight Chiefs

MSgt Jon Andrews	368D	173%	SMSgt Scot Lee	341I	150%
MSgt Viette Sanders	364A	170%	MSgt Michael Loftis	345F	150%
MSgt Sean Garrett	342A	157%	TSgt Craig Rickaway	349E	146%
MSgt George Skender	369G	155%	MSgt Jeffrey Lewis	349I	143%
MSgt Angel Guterrez	364I	150%	MSgt Alvin Moore	361A	138%
			MSgt Francis Kreisman	364B	138%

## Recruiter Spotlight

Courtesy photo

### Tech. Sgt. S. Warren Richey

**Job title:** Enlisted accessions recruiter, 332nd Recruiting Squadron

**Office location:** Chattanooga, Tenn.

**Hometown:** Boaz, Ala.

**Time in Air Force:** 17 years

**Time in AFRS:** One year, 11 months

**What inspires you to do what you do?** The higher calling to help others. I am inspired and motivated when I see a young man or woman who wants to



go to college, but their family cannot afford to send them. I love to receive letters from my recruits when they get to their duty station and say, "I found you to be honest and you told me the truth about training, and by the way, I have already received 25 hours of college."

**What is the best advice you have ever received?** If you are going to do something, do it right the first time.

**What hints can you give others about recruiting?** Motivate your DEPpers to assist you. My DEPpers assist me in making telephone calls, school visits and pre-qualifying applicants.

**Personal motto:** Proverbs 3:13-14, "Blessed is the man who finds wisdom and the man who gains understanding. For her profit is better than fine gold. She is more precious than jewels; and nothing you desire compares to her."

# 101 Critical Days of Summer

# Follow your safety checklist

By Brig. Gen. Dutch Remkes  
Commander

Let me tell you a little about myself — I'm a checklist-oriented person. Recently, I launched my boat for the first time in two years. In order to ensure I did everything necessary to get the boat in the water correctly, I followed seven or eight checklists that are stored in my PDA. The first is an outside inspection, like the walk-around on an aircraft.

Then there's a "get it in the water" checklist, a "docking" checklist, a "starting the engine" checklist, etc. I take starting my boat as seriously as starting an airplane. I kid you not, I go through all this stuff.

A lot of people may think this is extreme, but I feel my checklists keep me from making stupid mistakes, especially when I haven't done something in two years. I'm a firm believer that checklists are a good way to ensure you and your families remain safe when embarking on a trip or participating in an activity. We all use them at work. Why not use them at home, too? For example, what are you going to do the first time you start your lawnmower? Are you going to run a checklist in your mind, or just crank the thing up without double-checking to see if everything is in order? Do you know what preparations to make prior

***A lot of people may think this (a leisure checklist) is extreme, but I feel my checklists keep me from making stupid mistakes, especially when I haven't done something in two years.***



to departing on a road trip?

Whether your checklists are paper-oriented or stored mentally, I encourage you to use them, especially now during the 101 Critical Days of Summer — one of our most dangerous times of the year. Air Force Recruiting Service was very fortunate in that we had no fatalities and only one minor mishap during the 2003 critical days period. However, each year the Air Force loses valuable people to mishaps — most of which are preventable.

Take driving as an example, have you ever gotten into your car after having experienced an accident and thought, "I drive a lot safer now that I've had an accident?" Why does it take an accident to make people more cautious when they drive? If we all started off in the right frame of mind that prevention is the key to

safety, we could avoid a potentially serious situation. The next time you get into your car and click the seatbelt you should be thinking, "I will drive safe so I won't get into an accident."

With a little extra attention to detail and thorough planning, your summer can remain accident free. But let me remind you that safety is not just an individual responsibility ... it's a team effort. I expect all my commanders and supervisors to make safety a top priority. So, look out for one another as you and your families camp, boat, vacation, barbecue and have fun this summer. Take care of yourselves and put prevention at the top of your checklist. (*Editors note: General Remkes recently served as president of a safety investigation board at Luke Air Force Base, Ariz.*)

## Chief's Sight Picture

# Air Force adapts Air

Longer deployments,  
more forces help meet  
needs of commanders

By **Gen. John P. Jumper**  
Air Force chief of staff



For the past 12 years, our Air Force has adapted to the demands of a changing world. Beginning in the early 1990s, we developed composite wings, expeditionary organizations, and crisis-response packages that allowed us to rapidly deliver combat capability to combatant commanders. In 1998, we formalized the structure into 10 Air Expeditionary Force packages. These responsive air and space capabilities allow us to present forces in a consistent manner and conduct military operations across the spectrum of conflict.

Throughout the late 1990s, our AEF concept of operations has proven itself time and again. Even with the high demands of Operations ENDURING FREEDOM and IRAQI FREEDOM, our AEFs surged to support the combatant commanders' warfighting and deterrence missions, employing nearly eight AEFs of combat forces. When major air and space operations diminished last year, we began the process of re-establishing the AEF battle rhythm.

Our reconstitution target was March of this year, but the continued demands of global operations, additional contingencies in other theaters, and a tasking to support Army operations with 2,000 of our expeditionary combat support forces required us to reassess our planning assumptions, and to adjust our AEFs to a new mission set.

Simply put, the demands on our deployable forces have not diminished and are not expected to decline for some time. We have a new rotational requirement for nearly 20,000 Airmen — about three times the demand prior to Sept. 11, 2001. Further, the Air Force component commander in the Central Command area of operations has asked us to deploy people for longer tour lengths to allow greater continuity for expeditionary commanders in the field.

To adapt to this new set of circumstances, I've directed a change to the AEF rotational cycle and

# Expeditionary Force

have asked our major commands to expand the pool of deployable Airmen in each AEF.

Beginning with AEF Cycle 5 in September 2004, the baseline deployment will be 120 days vice 90, and the AEF cycle will change from a 15-month rotational cycle to a 20-month cycle. We will continue to expect that each Airman will deploy only once during each cycle, although some stressed specialties will deploy longer, and in greater frequency, until manpower levels are adjusted or the theater requirements diminish.

For those already deployed in AEFs 7/8 (March-May) and those deploying in AEF 9/10 (June-August), it is our intent to stick to our 90-day deployment cycle. For those identified to deploy in AEF 1/2 (September-November), you should prepare to be gone a minimum of four months. This evolution of the AEF is not a temporary adjustment. More appropriately, it is recognition of new demands around the world for air and space power.

It is important to remember several fundamental principles regarding our AEF concept of operations. First, we are not changing the basic composition of each AEF; each will continue to provide about five air expeditionary wings and six air expeditionary groups of capability during each vulnerability period. Our low density/high demand units will continue to follow DoD-approved deployment guidelines. Finally, Air Force global mobility forces will continue to follow our AEF Presence Policy, with mobility aviation units postured in multiple AEFs to support the U.S. Transportation Command mission and other combatant commander needs.

The 20-month cycle will continue to provide commanders and Airmen the ability to plan ahead, allowing a sense of predictability while providing greater continuity to the in-theater commander. Still, I recognize longer deployments will present challenges to our Reserve component, possibly affecting

the number of Air Reserve Component volunteers, and requiring selected use of presidential mobilization authority.

We will manage these matters very carefully, ensuring equity and fairness across the Total Force.

In addition to extending tour lengths, it is my intent to expand our pool of deployable Airmen from our current level of about 272,000. I have asked all of our major commands to aggressively review the assumptions upon which they exclude Airmen from our AEFs and take immediate steps to maximize those postured in the Air Force Worldwide Unit Type Code System and our AEF libraries. The MAJCOMs will posture the maximum number of manpower authorizations into standard UTCs, and if required, we will develop new ones to provide additional expeditionary capabilities. Residual authorizations will be postured into associated UTCs and will be coded to support AEF requirements across the range of military operations.

Let me be perfectly clear — in our Air Force, every Airman is expeditionary, every Airman will know his or her place in the AEF system, and every Airman will be prepared to support a combatant commander, whether deployed, in CONUS via reachback, or employed at home station. If you are wearing the uniform of the U.S. Air Force, you are a part of the AEF.

We are at war today, and will remain engaged around the globe against a brutal and resilient enemy. Every Airman — active, Guard, Reserve and civilian — must be focused on our national commitment to the Global War on Terrorism. Our job is to deploy and deal with terrorists wherever they are in the world so we never again have to deal with them on our own soil. You will be the difference between our success and failure in this vital cause. Once again, I want to thank each and every one of you for your dedication, professionalism and service to our nation.



# Summer Safety

Learn to stay alive  
during critical days

By Tech. Sgt. Daniel Elkins  
Air Force Recruiting Service

*As the hours of daylight grow longer and warm summer days begin to heat up, the chance of off-duty injuries and fatalities also heightens. This warning from safety officials at Headquarters Air Force Recruiting Service is sent to help all AFRS members make it through this summer safely.*

“People enjoy the weather and longer days because it gives them the opportunity to become involved in more outdoor activities,” said Ray Brown, safety manager for AFRS.

AFRS members are now well into the 101 Critical Days of Summer, in which increased attention is placed on safety by leaders throughout the Air Force in hopes of eliminating the number of fatalities commonly associated with off-duty activities. The campaign runs through Labor Day weekend.

Since the start of this year’s campaign, recruiting members have remained vigilant with no major mishaps. Last year, AFRS suffered only one minor injury due to outdoor recreation. And while most of the injuries Air Force-wide are due to outdoor sports and recreation, Mr. Brown stressed that recruiting personnel must also remain mindful of safety on the roadways.

“There has been an increased emphasis on the ‘Click it or ticket’ campaign across the country this year. The Air Force, because of its policy, has a greater buckle-up rate than most other segments of society,” he said. “However, it only takes a momentary lapse in judgment with the use of seat belt restraints to prove costly.”

Warranting such a caution is the fact that throughout the recruiting service, Airmen will be driving more than 30 million miles this fiscal year.

“We’ve been fortunate to not have experienced a fatality on the roads during duty in my time here,” said Mr. Brown, who took over the safety program for AFRS in 1994.

According to a recent Air Force chief of staff’s Sight Picture from Gen. John P. Jumper, off-duty private motor vehicle accidents have steadily increased since fiscal 1998 and remain the No. 1 killer

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**“It only takes a momentary lapse in judgment with the use of seat belt restraints to prove costly.”**

— Ray Brown  
AFRS safety manager

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of Airmen. The safety manager credits the excellent AFRS safety record to supervisors who “take every opportunity to hammer home the importance of safety and unit safety representatives who call attention to this important aspect for those in the field.”

Mr. Brown said the importance of the summer-long campaign extends beyond active duty and to civilian personnel whose absence also impacts mission accomplishment. Also important is that recruiters continue to stress safety during their delayed entry program commander’s calls.

“It’s vital that they stress the dangers of drinking and driving. Whether it’s behind the wheel or on the water, it’s important that we not lose anyone to injury.”

According to the chief of staff in his Sight Picture, the Air Force’s goal is zero mishaps - “Some people may think ‘zero’ is simply too hard to be a realistic goal. To my way of thinking, however, any goal other than zero implies that some mishaps are acceptable. But no mishap is. The moment we stop pressing forward, we start falling back.”

## Watch for risk factors to protect co-workers

By Tech. Sgt. John Asselin  
Air Force Recruiting Service

Suicide is the second leading cause of death for active-duty Air Force people. In 2003, 37 Air Force, including eight Air Education and Training Command, active-duty members died as the result of suicide.

Many suicides can be prevented with the help of supervisors, co-workers and friends, said Lt. Col. Richard Handley, author of an AETC suicide prevention program and chief of Air Force Recruiting Service's officer accessions branch.

"The best ways to prevent suicides are to be sensitive to others, particularly co-workers; know some of the risk factors; and know what to do when you identify a suicide risk," he said. "Historically, many of the Air Force suicide victims expressed their desire to kill themselves to co-workers, who often did not report the suicide risk. The most important thing you can do is take them seriously and get them help."

According to the colonel, people in the military are most at risk during time of sudden loss and upheaval, such as divorce, relationship difficulties, financial problems, death of a loved one, potential loss of military career due to legal problems, investigation, disciplinary action, etc. Professionals believe when the ties that help balance a person's life and provide restraint to such behavior are

suddenly lost or loosened, the risk for suicide or some other self-destructive behavior is intensified.

"Loss of hope seems to be a particularly powerful risk factor for suicide," Colonel Handley said. "One study I did in AETC several years ago indicated that about 70 percent of the victims were under investigation for some reason at the time of their death, which brings about another risk factor for suicide in the military in particular: shame."

In times of war, the support and backing of co-workers is a powerful force to protect against combat stress. But this same factor can work in reverse — when a military member does something to violate those norms — cause shame — and place them outside the support of others, it can often be viewed as a fate worse than death, Colonel Handley added. But suicide is a permanent reaction to a temporary problem or situation in the big scheme of things.

"Very simply, it's the right thing to do to prevent needless and tragic loss of life and all the consequences that follow for years afterward," the Colonel said. "I have done many death notifications in the Air Force and dealt with many suicide victims' families. Some suicide notes I read rationalized that they were 'doing the honorable or right thing,' or 'taking care of their family' by killing themselves. I have yet to find one family member that would agree."

# Be a LINK in the prevention chain

Lt. Col. Richard Handley, chief of Air Force Recruiting Service's officer accessions branch, is the author of a suicide prevention program known as LINK, which was previously used as a model for the Air Education and Training Command and Air Force program.

"A simple way to help prevent suicides is to remember LINK," Colonel Handley said. "LINK is an active form of buddy care. Once we had buddies in the habit of letting someone know when their 'buddy' was at risk, we lowered the suicide rate in AETC by almost 50 percent in one year. Previously, these would have been the folks that told others of their thoughts, but others did nothing."

The Air Force Suicide Prevention Program now uses an updated model. The Air Force Suicide Prevention Web site is at [afssp.afms.mil](http://afssp.afms.mil).

Colonel Handley is also the author of the initial suicide prevention Air Force Instruction, AFI 44-154, and a chapter in AF PAM 44-160, Community Education and Prevention.

**L**ook for possible concerns and warning signs, such as stressful life events, talking about suicide, saying they have no hope and can't go on, etc.

**I**nquire about your concerns. Talk to them and listen when they talk. Ask if they have been thinking about suicide or have had thoughts to harm themselves or others. If they do, ask if they have a plan. More than anything, demonstrate active concern for them and reassure them you want to help.

**N**ote the level of risk. Note If you hear loss of hope; sadness and feelings that they can't go on; a history of intensified alcohol or drug use; or specifically if they have thoughts of suicide. Don't leave them alone — get help.

**K**now referral strategies or what to do. For most, it's notifying their supervisor immediately and staying with the person. Don't think that you are getting them in trouble.

# Driving tips grant AFRS members

# Safe Passage

With more than 2,500 Air Force Recruiting Service government vehicles on the road traveling more than 30 million miles each year, the chance of an accident is high. In fact, more accidents and vandalism happened to AFRS vehicles in the first six months of fiscal 2004 than all of fiscal 2003. The following instructions can help keep AFRS troops safe while on the road. A full list of instructions is available in AFRSI 24-301, Management and Operation of Air Force Recruiting Service Motor Vehicles.

## ***Drive time***

AFRS government vehicles may only be operated between the hours of 5 a.m. to 10 p.m. Make sure you are well rested before driving.

## ***Safe and secure***

Ensure the vehicle is secured when not driving. Always lock doors and do not leave valuable items in the vehicle. Park in well lighted areas, inside a fence, if possible.



## ***Back to basics***

You must follow the rules of the road. Do not exceed the posted speed limit and follow the local, state and federal traffic laws. As with a personal vehicle, never drive while impaired by alcohol or on a medication that promotes drowsiness. Always wear a seat belt.

## ***Check it out***

Check the condition of the vehicle prior to driving. Check the radiator, oil, battery, windshield washer fluid, tire pressure, lights, windshield wiper blades and seat belts. You should also perform a safety check at least weekly on vehicles that have not been driven.

## ***Accidents happen***

If an accident happens, stop immediately. Render all possible assistance to any injured people. Do not move the vehicle from the scene of the accident until police give permission. Use the highway warning kit to alert other motorists to the danger. Notify the proper civilian or military authorities, or ask someone to do it for you. Always comply with Air Force requirements and state and local laws concerning the reporting of government vehicle accidents.

Graphic by Tech. Sgt John Asselin  
Source: AFRSI 24-301

# Air Force Recruiting Service, high school students win with fourth Perfect Prom

By Tech. Sgt. Daniel Elkins  
Air Force Recruiting Service

The Air Force-sponsored “Win the Perfect Prom Sweepstakes” received almost 98,000 entries from students hoping to celebrate their prom lavishly while subtly being exposed to the message — “Be Safe. Be Smart. Be Sober. Make the Right Choice”

In its fourth year, the Web-based sweepstakes continues to meet objectives, according to marketing officials at Air Force Recruiting Service.

“The Perfect Prom Sweepstakes brings attention to the underage drinking awareness campaign by exposing high school juniors and seniors to a vital message and favorably positioning the Air Force with students, educators and parents,” said Master Sgt. Juan Demiranda, an advertising account executive at AFRS.

He said this was accomplished by drawing high school students to [www.perfectproms.com](http://www.perfectproms.com) for a chance to enter the sweepstakes and learn more about Air Force opportunities.

Sergeant Demiranda said the sweepstakes, which ran Dec. 1,



Photo by Tech. Sgt. Daniel Elkins

Grand-prize winner Jessica Karshner, right, and her friends enjoy a ride in a sport utility vehicle limousine. As the winner, Ms. Karshner received use of the limousine and a \$1,500 cash allowance for prom expenses.

2003 through Feb. 29, generated more than 690,000 visits to the web site, which translates into marketing impressions.

Of those, 11,321 students opted to receive information about Air Force opportunities and 3,687 clicked through advertising on the site to visit [www.airforce.com](http://www.airforce.com) to learn more about Air Force jobs.

The 97,709 entries submitted for the 2004 sweepstakes were up 33 percent from last year's 65,168.

Randomly picked as the 2004 grand-prize winner was Jessica Karshner, a senior at Seymour High School in Seymour, Ind.

“I was sitting in class when a phone call came for me,” Ms. Karshner said. “I thought it was kind of weird — I never get calls during class. When they told me I had won, I went into shock.”

The student received a \$1,500 cash allowance for personal prom expenses and use of a sport utility vehicle limousine for her prom May 7. Her high school, located about 60 miles south of Indianapolis, received \$20,000 to cover expenses and a live concert by national recording artists Wakefield for its prom, attended by more than 440 students and their guests.

# Innovative idea spurs success

By Staff Sgt. Mike Hammond  
349th Recruiting Squadron

Recruiting is a challenging business — new ideas are needed to get ahead of the game. To meet their challenges, an office in the 349th Recruiting Squadron developed an innovative and successful approach to DEP management.

Tulsa, Okla., recruiters Tech. Sgt. Toby James, Staff Sgt. Paul Longwell and Staff Sgt. Corey Brown came up with the idea of having new members in the delayed entry program write an essay on why they joined the Air Force.

“This has been an awesome idea,” Sergeant Brown said. “The ‘DEP Essay’ lets the applicants tell us in their own words why they joined. This helps us to re-motivate our DEPpers and overcome objections if anyone starts getting cold feet.”

Many people feel more comfortable putting their thoughts and feelings on paper rather than speaking about them, Sergeant James said. “This gives us, as

recruiters, more insight into what our applicants are thinking.”

The DEP Essay program has proven its worth to the recruiters on numerous occasions — from saving potential cancellations, to cementing initial sales, according to Sergeant James.

“There have been several instances where applicants have read the essays and realized they are in the same place as the person who wrote the essay,” he said. “It gives people the opportunity to hear what the Air Force can offer them from someone other than a recruiter.”

The idea has also caught on at the squadron. “The DEP Essay represents exactly the kind of outside-the-box thinking we encourage all of our recruiters to use,” said Lt. Col. Tom Henson, 349th RCS commander. “Based on the success these recruiters have demonstrated, we are implementing the DEP Essay idea throughout our squadron by encouraging all our recruiters to start the program in their offices.”

## DEP Essay: Why I joined the Air Force

By Katie Russell  
DEPper

“You can do anything you set your mind to. This world is full of opportunities, don’t waste your chance to do something great. Don’t ever settle.”

How many times do you want to bet that every teenager in America has heard those lines at least a dozen times? I know I have. But the ways and means were still a mystery to me. I know what I wanted, but had no idea how I was going to reach those goals. But one day a

spark, an idea, sent my wheels spinning. The dream of a good life became a reality for me.

I spoke to Sergeant James, or rather, he spoke to me, and a whole array of opportunities and possibilities opened up for me. All the dreams that my family had for me were within my reach.

I want to respect myself. I want to know that when I begin my adult life, I won’t have to depend on anyone but myself. I want a chance to do something with my life — to be someone. I want to see some of the world.

The thought that there is so

much out there, just waiting for me to see, to experience ... it is so exciting. I want to take in everything, do everything, be everything. The memories that I will have, the knowledge I will gain, knowing that I am doing something great for myself, for my country, is a feeling like no other.

The anticipation, the planning, knowing that while I leave one family I will be gaining another, that is what life is all about. Going forward, setting goals, reaching them, I can do that. I will do that.

# Air Force officials take second look at 'code-C'

By Staff Sgt.  
Melanie Streeter  
Air Force Print News

## WASHINGTON —

Following a review of the new force-shaping policy, Air Force officials rescinded the enlisted date-of-separation rollback for Airmen with an assignment limitation code "C."

"The secretary and chief of staff of the Air Force decided we should take a harder look at code-C limitations, and the medical conditions that drive (the codes), to see if we can come up with a long-term solution, rather than a short-term, force-reduction tool," said Col. Michael Hayden. He is the chief of the Air Force military policy division at the Pentagon.

Initially, the force-shaping program's Phase II assigned a date of separation no later than June 30, 2005, for enlisted Airmen who possessed this limitation and had more than 20 years of service as of that date. Feedback from around the Air Force regarding the policy was part of what made leaders reconsider, Colonel Hayden said.

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***"We want to look at the deployment and assignment of Airmen worldwide and structure the policy to apply to both officers and enlisted."***

— Col. Michael Hayden

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"We want to look at the deployment and assignment of Airmen worldwide and structure the policy to apply to both officers and enlisted, while still taking into consideration the needs of the Air Force as well as the needs of the Airmen," he said.

According to Tech. Sgt. Candace Escobedo from the Air Force Recruiting Service military personnel branch, the code "C" limitation could have affected about 20 people in AFRS

"As more information becomes available regarding force shaping, we'll get it to the field through the group and squadron personnel offices," Sergeant Escobedo said.

## Obituary

Judith Arras, 341st Recruiting Squadron C Flight secretary, died June 3 due to complications from cancer treatment. Mrs. Arras served for 18 years with Air Force Recruiting Service.

## Bronze Star

Senior Master Sgt. Raymond Lagasse, 319th Recruiting Squadron first sergeant, received the Bronze Star medal recently for meritorious achievement in connection with combat operations while assigned to Ahmed Al Jaber Air Base, Kuwait.

Sergeant Lagasse also received the Distinguished Government Service Managerial/Supervisory award from the New Hampshire Federal Executive Association. The award is one of eight presented each year to New Hampshire federal employees for outstanding achievement.

## NAACP award

The NAACP honored Brig. Gen. Edward A. Rice Jr. with their top annual award for a military person, the Meritorious Service Award. General Rice was cited for distinguished service as commander of Air Force Recruiting Service from May 2002 to January 2004.

General Rice said he was accepting the award on behalf of the more than 2,000 Air Force Recruiting Service Airmen who are the ones who did the work that resulted in him receiving the award.

# AF selects 321 from AFRS for promotion

The Air Force recently selected 164 technical sergeants and 157 staff sergeants from Air Force Recruiting Service for promotion to the next rank. They are as follows:

## To master sergeant

Randall R. Adams, Alridge L. Allsman, Gari D. Anderson, David D. Anthony Jr., Scott R. Avery, Angela D. Batson, William E. Bialcak, Kelly R. Bloom, Norman W. Boring IV, Earl H. Boutelle Jr., Fredrick A. Bowers, Kenneth B. Bowling, Michael J. Bradley, Kimberly Bradshaw, Leslie Bramlett, Daniel T. Brown, Dominique S. Brown, James P. Brown III, Rupert D. Brown, Thomas M. Buxton II, Kikuyu M. Calhoun, James P. Carey, Delbert J. Christy, Roger L. Clapper, Dennis R. Clark, Frank E. Clark Jr., Joel L. Clark, Ryan A. Cobb, Robert J. Coleman, Christopher R. Collins, Pedro A. Colon Jr., Eric R. Cooper, Everett E. Costa II, Robert Cunningham, Joseph A. Davis, Michael H. Davis, Tony J. Demons, Ivan A. Diaz, Bryan K. Driscoll, Jeffrey J. Duncan, Martin E. Duran, Todd R. Edgar, Earl G. Edwards III, Kevin M. Edwards, Timothy L. Elias, Jay M. Flack, Jerome A. Fletcher, Darrell I. Foxx, Kevin H. Fuccella, Brenton L. Gale, Reynaldo Garcia II, Robert C. Garrett, Kevin E. Geeting, Alfredo Gonzalez, Gabriel Gonzalez, Jose A. Gonzalez-Parra, Roberto Goyco, Michael W. Griffin, David A. Hahn, Michael R. Hall, Gary L. Hameister, Mary L. D. Harley, Kenneth L. Harry, Michael R. Hawkins, Albert S. Head, Kent G. Heronimus, Vincent G. Hester, Jeffrey D. Hiatt, Charles C. Hoag III, Gerald P. Hodges, Mark G. Howard, Brian J. Huff, David J. Isham, Donald E. J. Jackson, Michael T. Jackson, Elaina M. Johnson, Michael J. Johnson, Charles R. Kehoe II, Troy C. Kersey, Maria T. E. Knowles, Rosalind C. Kohl, Scott A. Koke, Patrick A. Lander, Kenneth R. Laney, James E. Lapenta, Joseph C. Latino, John A. Leonard Jr., Laurence J. Lewis, James E. Lindsey, Christopher L. Lipphardt, William P. Lockard, Sean C. Loughrey, Daniel D. Lovdahl, Dale R. Luckey, Larry J. Mack Jr., Ariel Maningding, Steven R. Marciniak, Anthony D. Martin, Craig W. McCully, Dewayne McDaniel, Richard McPherson,

Douglas J. Mettler, Monty L. Mitchell, Donald E. Moore Jr., Michael P. Mowrey, Garry B. Myers II, Louis S. North, Manuel Ojeda Jr., Mark D. Pace, Gregory L. Palm, Richard S. Paradis, Charles F. Paul, Cleon E. Peoples, David A. Perkins, Glenn C. Perkins, Steven R. Porter, Ronald G. Poulton, Scott T. Powers, Gary L. Probst Jr., Arman Razavipour, Craig C. Rickaway, Sandy L. Rief, Henry A. Roberson, Sean D. Rose, David K. Sanders, Gregory F. Sanders, John J. Scarsella, Teresa D. Schorer, Anthony J. Schuck, Patrick D. Schultz, Paul W. Scott, Rodney B. Shepherd, Walter D. Simons, Timothy L. Sinnaeve, Paul A. Smith, Michael Snodgrass, Sean L. Snodgrass, Mark I. Spivak, John P. Stavros III, Steven O. Stephens, David E. Stewart, Kenneth S. Stone, Andrew R. Stowell, Donovan J. Thomas, James L. Thompson, Buffy M. Tobias, Michael A. Tracy, Troy D. Turner, Jeffery C. Wagner, Bryan E. Walker, James D. Walker, Jonathan Weinberg, Michael L. West, Jack W. Whitaker, David B. White, Robert J. White, Michael Wilkinson, Sterling Williams, Tyrone D. Williams, Leonard R. J. Wilson, Jonathan P. Wissler, Delton L. York, Eric D. Zdanowicz and Nicole L. Zielinski.

## To technical sergeant

Lakisha A. Adams, David Aguilar, Antonio Andrade, Rochelle L. Arnold, David V. Ash, Robert W. Ashley, Timothy J. Bacon, Chester H. J. Bailey, Stacey R. Baker, Michael Ballinger, Edward G. Bass, Dustin C. Beard, Gerald R. Beat, John C. Bedell, Joseph N. Benefield, Joshua N. Bennett, Carri R. Boswell, Gregory J. Boyce, Steven S. Bright, Thomas A. Brindisi, Marshall D. Buford, David L. Calabrese, David M. Cantrell, Cindy J. Cheek, Charles A. Clark, Vernon L. Cohrs, Lisa D. Coker, William R. Cook, Jerry L. Dail, Craig E. Dashnaw, David M. Davis, Kelly J. Dawson, Jason N. Defelice, Gabriel R. Delao, David E. Dick, Richard T. Dimson, Victor G. Donado Jr., Thomas F. Doyle, Mark J. Duarte, Katherine A. Ebner, Michael T. Edwards, Russell J. Ellerbe, John F. Fetter Jr., Jess L. Fisher III, Melinda A. Fletcher, Kristen L. Foley, Albert Freeman Jr., Anthony Fullilove, John T. Gadwill, Michael F. Galea, Kenneth L. Gardner, Kimberly Gessling, Christian Granda, Nicole J. Greenwood,

Brian R. Halley, Michael B. Hammond, Tracy A. Handler, Jack B. Head, Jesse L. Hemsworth, John T. Hickey, William D. Hilton, Brian E. Holbrook, Anthony L. Holland, David L. Hopson, James R. House, James L. Huntley, Clifford L. Hurst, Delano M. Jackson, Nelson W. J. Jackson, Randy E. Jackson, Byron K. Jefferson, Brian K. Johnson, Denise Johnson, Jason A. Joyce, Everett J. Justice, Aaron K. Kavanagh, Scott A. Klaas, Pamela M. Krier, Kevin J. Kuczynski, Joel A. Langton, Patrick K. J. Latour, Jill M. Lavoie, Michael A. Lee, Brian K. Lewis, Sean D. Lohr, Mark T. Lomax, Kristofer L. Lopez, Scott D. Lowell, Pedro F. Lozano Jr., Gregory S. Lyles, Douglas S. Martin, Chad R. Matson, Danny L. Matthews, Christian Mattila, Douglas Mattingly, Darcy A. McCoy, Craig A. McNeil, Timothy Megehardt, Eric D. Menard, Joseph E. I. Metzger, Angela D. Meyer, Angel M. Milanotero, Jody A. Miller, Victoria A. Miller, Joseph S. Minor, Tenisha R. Mitchell, Brian J. Moore, Scott E. Myers, Eric E. Neill, Kareem A. Nixon, Samuel W. Nowman, Michael A. O'Connor, Leslie Owens-Richardson, Randy J. Papanek, Brad A. Pearson, Jerome D. Peele, Mark A. Pennock, Driscoll Phillips, John P. Platz III, Jeffrey W. Presson, Daniel D. Quintero, William F. Rawls, Darnell L. Reynolds, Pablo E. Rivero, Michael J. Roberts, Stephen C. Sarrasin, Michael W. Savage, Jennifer D. Seidl, Scott A. Self, Danny L. Sellers, Joseph Sienkiewicz, Edward R. Smith, Michael L. Smith, Timothy J. Smith, John D. Solane, Daniel S. Sova, Brian H. Stone, Robert E. Story Jr., Brian N. Sullivan, Karen D. Sutton, Stephen M. Sutton, Randall D. Taylor, Calvin Thomas Jr., Sherry L. Thomas, Christopher L. Thompson, James T. Thompson, Jeremy C. Tutt, Danny L. Ulch II, Rodney D. Venable, Robert W. Veuleman, Michael S. Waddle, Bernhard Wallmann, Edward E. Weaver, John T. Weibel, Hilton R. Wells, Caleb T. Westfall, and Mark E. Wildes.

The Air Force selected a total of 6,217 technical sergeants and 9,114 staff sergeants for promotion. The complete list of selectees across the Air Force is at [www.afpc.randolph.af.mil/eprom](http://www.afpc.randolph.af.mil/eprom).

# April/May Promotions

<b>Lieutenant Colonel</b>		Christopher S. Lyons	332 RCS
Diane L. Bilbray	333 RCS	Michael W. Menard	345 RCS
<b>Major</b>		Geri L. Miller	318 RCS
James A. Lamb	348 RCS	John W. Monroe	317 RCS
		Shane M. Ware	347 RCS
<b>Captain</b>		<b>Technical Sergeant</b>	
Ronald L. Thomas	347 RCS	Dwight M. Beck	368 RCS
Kelly M. Baker	361 RCS	Robert S. Brown	311 RCS
Kenneth A. Crane	362 RCS	Karl R. Brunell	338 RCS
Jennifer A. Miller	HQAFRS	Robert K. Burns	345 RCS
<b>First Lieutenant</b>		Arthur C. Cuizon	313 RCS
Johnathan J. Gilliard	HQAFRS	Matthew J. Davidson	364 RCS
<b>Chief Master Sergeant</b>		Leonard Dixon Jr.	336 RCS
John F. Farrell III	317 RCS	Evette E. Edwards	361 RCS
Gerald W. Thayer	HQAFRS	Tammy E. Kirksey	333 RCS
<b>Senior Master Sergeant</b>		Marcos Malacara	367 RCS
David G. Ponce	369 RCS	Michael R. McMillen	338 RCS
James R. Parker	369 RCG	Michael F. McNey	349 RCS
Michael Wright	332 RCS	Allen G. Miller Jr.	318 RCS
Frank J. Zura	314 RCS	Clifford S. Oberg	343 RCS
<b>Master Sergeant</b>		Vincent C. Phifer	342 RCS
Teresa L. Downing	343 RCS	Jason D. Pool	332 RCS
Danyal K. Driscoll Jr.	367 RCS	David M. Amparan	330 RCS
Samuel J. Fulmer	311 RCS	Ronald C. Everman Jr.	311 RCS
Jesse W. Gabbert	333 RCS	Keith A. Gedick	319 RCS
Willi R. Gruetzenbach Jr.	317 RCS	William F. Green	333 RCS
Scott W. Hartley	311 RCS	Tasha L. Harris	317 RCS
Michael L. Hewitt	339 RCS	Steven E. Hesterman Jr.	362 RCS
Mark L. Livingston	349 RCS	Jerry J. Honeycutt	345 RCS
James D. Marfield	343 RCS	Christopher G. Kidd	341 RCS
Timothy T. Olson	339 RCS	John J. Longo Jr.	319 RCS
Steven D. Pleasants	331 RCS	Lori A. Prince	317 RCS
Tina R. Williams	317 RCS	Alando C. Respress	HQAFRS
Steven J. Bowersox	337 RCS	Tracy D. Rumer	317 RCS
James Core Jr.	361 RCS	Daniel F. Sullivan	313 RCS
Billy J. Farmer	331 RCS	Christopher G. Westfall	342 RCS
Bart Graffin	338 RCS	<b>Staff Sergeant</b>	
Dennis G. Hatch	364 RCS	Katina R. Reynolds	314 RCS
Stephen J. Krause	367 RCS	Nathan M. Richardson	341 RCS
Judy K. Kuhn	319 RCS	Aidesiderio A. Alhambra II	364 RCS
		David P. Anderson	339 RCS
		Nathan B. Dove	331 RCS
		Jaime Luevanos	362 RCS
		Kenneth J. Raimondi	319 RCS

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# Recruiting Flashback

## 1982



Tech. Sgt. Clyde Henson works with a mini-jet in its trailer. Sergeant Henson earned musical acclaim as a featured soloist with the PACAF Showcase.