



Recruiter

The Magazine of the Air Force Recruiting Professional

Hispanic Recruiting

on the rise

September
2003

July Top EA Recruiters

TSgt Troy Kersey	348	600%
TSgt Kelly Bloom	348	550%
SSgt Tunisia Canyon	339	500%
SSgt Jeffery Hackworth	338	500%
SSgt Chris Jenkins	348	500%
TSgt Sean Snodgrass	344	500%
SSgt Jason Maloney	318	500%
TSgt James Carey	318	500%
SrA Hanley Lovinsky	314	500%
SSgt Rich Blankenship	332	450%

July Top Flight Chiefs

TSgt Jeffrey Geyer	330	230%
MSgt Daniel Dostart	343	222%
MSgt Angel Guterrez	364	192%
MSgt Michael Williams	332	180%
MSgt Clark Elliott III	338	178%
MSgt James Cadwell	343	178%
MSgt Timothy Monroe	336	175%
MSgt Warren Rooks	368	172%
MSgt Timothy Little	367	163%
SMSgt Ronald Draper	331	160%

July Top OA Producers

Physician	Nurse	Dental	OTS
367 RCS 133%	348 RCS 130%	333 RCS 300%	362 RCS 157%
331 RCS 100%	337 RCS 120%	330 RCS 150%	317 RCS 150%
337 RCS 100%	331 RCS 113%	314 RCS 133%	339 RCS 143%
341 RCS 83%	345 RCS 113%	331 RCS 100%	345 RCS 139%
344 RCS 80%	333 RCS 100%	332 RCS 100%	330 RCS 127%
339 RCS 75%	361 RCS 100%	337 RCS 100%	333 RCS 125%

Recruiter Spotlight

Photo by Tech. Sgt. Jim Lapp



Staff Sgt. Victoria Focht, 311th Recruiting Squadron, enlisted accessions recruiter, helps a prospective applicant fill out paperwork.

Staff Sgt. Victoria Focht

Job: Enlisted accessions recruiter, Ashtabula, Ohio

Hometown: Girard, Pa.

Time in the Air Force: 10 years four months

Time in AFRS: Eight months

Prior career field: Dental assistant and dental laboratory technician

Hobbies: I spend any extra time with my son, but enjoy running and music.

What inspires you to do what you do? I love helping and influencing people, and I especially like to be a positive motivator to show prospective applicants that the Air Force can provide them with the tools to be successful.

What are your personal and career goals? To earn a bachelor's degree in business and earn a gold badge — always do best in whatever I do.

What hints can you give others about recruiting? Be yourself and believe in what you do.

What is the best advice you ever received? From Dad, do it right the first time and one step better.

What is your personal motto? Those who bring sunshine to others cannot keep it from themselves.

Recruiter

September 2003 Vol. 49 No. 9

Editorial staff

Commander

Brig. Gen. Edward A. Rice Jr.

Chief, Public Affairs

Lt. Col. R. Steven Murray

Superintendent, Public Affairs

Senior Master Sgt. Linda Brandon

Editor

Staff Sgt. Marti Ribeiro

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

The editorial content is edited, prepared, and provided by the Public Affairs Office of Air Force Recruiting Service, Randolph AFB, Texas. All photos are Air Force photos unless otherwise indicated.

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

Correspondence should be addressed to AFRS/PA, 550 D STREET WEST STE 1, ATTN: EDITOR, RANDOLPH AFB, TX 78150-4527. Phone numbers are Commercial (210) 652-5745, DSN 487-5745 or e-mail afrshqpa@rs.af.mil

cover photo



Air Force Recruiting Service is increasing its Hispanic recruiting target to 11.3 percent for fiscal 2004. Staff Sgt. Lety Diaz, recruiter resource manager with Air Education and Training Command, is one of many Hispanic active-duty members with whom the Air Force is tapping into the limitless talents and advantages resident in our diverse population.

Photo by Angela Delgado

AFRS tackles new Hispanic recruiting target

By Brig. Gen. Edward Rice Jr.
Air Force Recruiting Service commander

The Hispanic population is on the rise in the United States, as well as the level of impact it has on the culture at large.

Because of this impact, Hispanics continue to be a primary focus for Air Force Recruiting Service in terms of accessions. In keeping with the Air Force's "strength through diversity" campaign, AFRS has set a target of 11.3 percent Hispanic enlisted accessions for fiscal 2004.

We've budgeted about \$3.5 million for Hispanic marketing, but it's not just marketing that will help us reach that target. Everyone in AFRS is part of the Hispanic recruiting team, from commanders and operations to marketing and recruiters. We are all important to this mission, and AFRS is building tools to help us reach our target.

Advertising is probably the most visible tool. We'll continue our national television advertising

on Spanish-language networks. We're also expanding into Spanish-language radio markets and actively participating in grass roots events in top 10 markets. You'll see an increase in media weight as early as this fall.

AFRS is also building a Spanish-language AirForce.com Web site. We'll start by translating some existing pages to Spanish and eventually have a completely Hispanic-oriented Web site. The first module is scheduled to come online this month, with the final stage completed by April.

We've also put together three minority focus groups from different areas of the country to help us gain an understanding of the lifestyle, needs, values and beliefs of Hispanic youth. Also, two "Total Force" brochures now in coordination will be translated into Spanish.

AFRS will continue its efforts to help gain exposure in the Hispanic community, but our front-line recruiters are the ones who will have the face time with the community.

I encourage you to ensure minority youth are aware of Air Force opportunities, while at the same time continuing to uphold our standard of finding the most qualified applicants.

AFRS increases marketing efforts toward Hispanic community

By Staff Sgt. Marti Ribeiro
Air Force Recruiting Service

Air Force Recruiting Service has increased its Hispanic recruiting marketing efforts.

This \$3.5 million effort was proposed by AFRS to ensure Air Force demographics closely match those of the nation this fiscal year.

AFRS has increased its Hispanic recruiting target from 6 to 11.3 percent to mirror the United States population. To help accomplish this goal, AFRS has stepped up its marketing toward Hispanic applicants.

“We would like to integrate historical ties and achievements of airmen to highlight the Air Force’s long-standing ‘strength through diversity’ message and provide role models and mentors to young minority prospects,” said Master Sgt. Juan Demiranda, Headquarters AFRS enlisted marketing programs account executive.

The driving force behind these marketing initiatives is minority focus groups that concentrate on

the level of impact the Hispanic population has on the nation.

According to Sergeant Demiranda, AFRS is using the information gained from focus groups to aggressively tackle this issue through the media and web.

Media

“We have national media coverage with Hispanic television stations like Telemundo, Univision, Fox World Español, Galavision, Mun2 and Telefutura,” Sergeant Demiranda said.

Getting the Air Force message out to the Hispanic community via television was essential, according to Sergeant Demiranda. “It reaches a large portion of our target audience.”

Besides television, AFRS has purchased Air Force recruiting spots on Spanish radio with the top 10 markets in the country.

Proposals for print media like magazines and newspapers are being negotiated with the AFRS advertising agency, GSD&M. But, this won’t be the last of the Hispanic media efforts. According to the marketing NCO, next fiscal year brings a broader Hispanic

marketing influence and larger budget.

“We will add radio spots and reinvest funds in potential markets such as Miami, Houston, Dallas-Fort Worth, San Francisco, Phoenix and San Antonio,” he said.

In addition to the external media being flooded with Hispanic Air Force marketing initiatives, internal Air Force outlets will be affected as well; one of these is the AirForce.com Web site.

Spanish Web site

AirForce.com will have a Spanish-language portion that provides information to prospective applicants and their families about military life.

By April 2004, a Spanish-language version of the Web site’s Frequently Asked Questions portion and a testimonial page will be added to highlight Hispanic Air Force members.

“This will be a complete Web site oriented to the Hispanic community,” Sergeant Demiranda said.

“The site will focus on Hispanic recruiters and influencers and be available in English or Spanish.”

The purpose of these expanded marketing initiatives is to extend the reach of advertising by targeting minority publications, popular broadcast programming, Web sites and major events, Sergeant Demiranda said.

“Minority youths continue to be a market that we focus our efforts in terms of applicants and accessions,” said Chief Master Sgt. Jeff Martin, Headquarters AFRS Marketing Division superintendent. “Given their rising numbers, especially the Hispanic population, it’s in the best interest of the Air Force to continue to recruit a diverse, high-quality volunteer force representative of America.”

Reaching the target

Air Force Recruiting Service has budgeted \$3.5 million for Hispanic marketing. Some of that money goes to mass-media advertising through different sources.



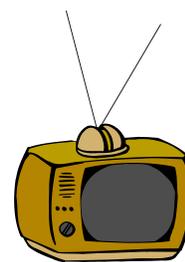
Internet advertising on www.batanga.com



In-theater advertising in Puerto Rico, Los Angeles, Chicago and New York



Print advertising in People En Español



Television advertising on Telemundo, Univision, Fox Sports World Español, Galavision, Mund2 and Telefutura

Graphic by Staff Sgt. John Asselin
Source: AFRS Marketing

RAP focuses on Hispanic market

By Staff Sgt. Marti Ribeiro
Air Force Recruiting Service

The Recruiter Assistance Program has been around since 1993 but recently has turned its focus toward Hispanic recruiting.

Air Force Recruiting Service, in trying to reflect the demographics of the Air Force population with the nation, has put increased awareness on using Hispanic RAPPers to recruit Hispanic applicants.

RAP gives eligible members the opportunity to work with an Air Force recruiter by helping bring new members into the Air Force, according to Tech. Sgt. Charles Jones, Headquarters Air Force Recruiting Service RAP manager.

“The Air Force is targeting Hispanic recruiting so the number of Hispanics in the service will better mirror the civilian population in general,” Sergeant Jones said.

According to Sergeant Jones, AFRS is seeking to increase the number of Hispanics who participate in RAP to reach its objective.

Like any other potential applicant, hearing and talking to someone they can relate to in terms of age, sex, race and ethnicity, lends greater confidence in the decision to join the Air Force. AFRS is encouraging Hispanic active-duty members to take the opportunity to share their experiences with potential applicants to increase the number of Hispanic recruits.

Tech Sgt. Ronald Almirol, enlisted accessions recruiter from National City, Calif., has witnessed firsthand the benefit of Hispanic RAPPers in the past

year to help with minority recruiting.

“I have RAPPers accompany me to the school visits and give personal testimony of their experiences in the Air Force. They also speak to Hispanic educators and counselors, which open doors for classroom presentations on the Air Force,” Sergeant Almirol said.

“The Air Force has a Hispanic recruiting goal of 11.3 percent to mirror the U.S. Hispanic population,” Sergeant Jones said. “Increased RAP participation by Hispanics will be a key element in achieving this goal.”

For Sergeant Almirol, having Hispanic RAPPers is very important, especially in Hispanic communities.

“They are very influential in their communities and help make Hispanic applicants more at ease with their decision to join the Air Force,” he said. “Hispanic RAPPers are a definite asset to AFRS achieving its Hispanic target in the communities. In my opinion, we would never make the Hispanic target without them.”

Active-duty members, either directly out of technical school or perma-

nent party, can participate in the program. Members spend up to 12 days in non-chargeable leave status helping recruit new applicants.

According to Sergeant Jones, this gives a potential applicant someone else to talk to about the Air Force.

“The future Air Force member can look at the RAP participant and see him or herself in that position serving their country,” he said.

AFRS is encouraging Hispanic active-duty members to share their experiences with potential applicants in hopes of increasing the number of Hispanic recruits.

Photo by Master Sgt. Dave Richards



The Hispanic Recruiter Selection Program places bilingual recruiters in Hispanic-populated areas, like San Antonio.

AFRS program places bilingual recruiters in Hispanic areas

By Staff Sgt. Marti Ribeiro
Air Force Recruiting Service

Recruiters in Hispanic-populated areas often times face a challenge — language. While potential recruits speak English, sometimes there is a language barrier when meeting their parents who may only speak Spanish.

In an attempt to place the most suitable recruiter in the right market, Air Force Recruiting Service is working with the personnel office at Air Education and Training Command to design a program to assign bilingual recruiters to Hispanic-concentrated areas.

“We want to recruit a nationally representative mix of qualified young men and women, and that includes increasing our numbers of Hispanic applicants,” said Maj.

Tom Houle, analysis branch deputy chief at Headquarters AFRS.

“Recruiting involves providing vital and timely information about military life to the applicants and their family — bilingual recruiters can easily deliver this information to a Spanish-speaking family.”

To ensure this is accomplished, the Hispanic Recruiter Selection Program has been implemented as one of the initiatives to increase the Hispanic recruiting numbers for fiscal 2004.

“We plan to match current bilingual recruiters and new recruiters to areas like Miami, San Antonio, New York, Los Angeles and other areas of the country where there’s a high concentration of Hispanics,” he said.

AFRS plans to take inputs from the field recruiters and verify

it with Hispanic population data to help place these recruiters.

According to the major, this helps recruiters communicate with the applicant’s family and gain access to predominately Hispanic high schools — thus improving the chance AFRS will reach its Hispanic recruiting target.

The long-term effects of this program involves coding manpower positions for bilingual recruiters in certain areas.

“The overall effect of this program is to improve our access to Hispanic applicants and thereby raise their numbers in the Air Force. Diversity brings us strength in our ranks,” Major Houle said.

“By placing the right recruiter in the right area, I think we can accomplish this. The result will be a stronger Air Force for America.”

AFRS implements new Hispanic GO Outreach Program

By Staff Sgt. Marti Ribeiro
Air Force Recruiting Service

A new program gives Hispanic general officers an opportunity to speak to prospective Hispanic applicants and influencers in an effort to reach a Hispanic recruiting target of 11.3 percent.

“The Hispanic General Officer Outreach Program is one component of Air Force diversity outreach recruiting,” said 1st Lt. Jason McCree, deputy chief of public affairs for Headquarters Air Force Recruiting Service. “This program ensures our Air Force is representative of the country it serves by targeting Hispanic perspective recruits.”

The GO Outreach Program consists of Hispanic general officers attending national conventions where they will speak to a widely Hispanic population.

“There are three Hispanic active-duty general officers, and we’re going to ask them to speak at five national conventions in

fiscal 2004,” said Senior Master Sgt. Gerald Thayer, Recruiting Operations Center superintendent.

AFRS has established this program to give possible Hispanic applicants a role model.

“It helps for youth to see people of the same ethnic background who have reached the top,” Sergeant Thayer said.

“We’re giving them someone they can emulate,” he said.

In addition to providing a role model, AFRS is giving potential recruits the chance to hear and talk to someone in the Air Force besides a recruiter.

“These generals will get the chance to tell their

story and hopefully our recruits can relate to that,” he said.

AFRS Headquarters is taking the lead in scheduling general officers for these speaking engagements. If a special event is planned in a highly populated Hispanic area, recruiters should contact Sergeant Thayer for consideration as part of this program. He can be reached at gerald.thayer@rs.af.mil.

“It helps for youth to see people of the same ethnic background who have reached the top.”

*-Senior Master Sgt.
Gerald Thayer*

U.S. Air Force photo



Staff Sgt. Dawn Adams, a military training instructor with the 331st Training Squadron at Lackland Air Force Base, Texas, monitors trainees' push-ups during Physical Readiness Training. New graduation standards take effect in basic training Oct. 12.

BMT sets new fitness standards

By Wayne Bryant
37th Training Wing Public
Affairs

LACKLAND AIR FORCE BASE, Texas (AETCNS) — Just as Chief of Staff Gen. John Jumper announced the Air Force would be raising fitness standards in January, more rigorous BMT graduation standards will take effect here Oct. 12.

Basic military training daily physical fitness regimens are now tougher and more focused on

producing fit airmen for Air and Space Expeditionary Force duty.

Lackland's 737th Training Group, home of Air Force Basic Military Training, has been infusing greater physical rigor into all of its programs over the past year. The unit has added a second run through the confidence course, a 2.5-mile formation run for graduating airmen, monthly fitness competitions between basic training squadrons and recognition of the most physically fit airmen in each graduating class.

On July 14, BMT unveiled a more comprehensive physical fitness program. The old program, known for years as physical conditioning, is out. Physical Readiness Training is now in.

After much collaboration with exercise physiologists, BMT is now ready to roll out PRT standards designed to give today's recruits a higher level of physical fitness.

"In line with CSAF vision for higher fitness standards, it all starts here at Lackland," said Col.

(Continued on next page)

Robert Holmes, 37th Training Wing commander. “We set the tone in basic training for the physical conditioning of the Air Force of the future. BMT begins with a solid foundation of tough, but success oriented, physical readiness training coupled with Air Force standards; technical training builds on that foundation; finally, units continue with the permanent party force — good solid building blocks at every level.”

The six-day a week PRT regimen includes three days of aerobic runs and three days of muscular endurance training. The runs consist of 40-minute sessions of group-paced running, self-paced running and six 30-second sprint interval runs separated by brisk walking. Each week, trainees will be timed on a 2-mile run.

The muscular endurance training takes up to 48 minutes on a circuit of crunches, leg lifts, pushups, flutter kicks and pull-ups, to name a few. These are designed to improve upper body and abdominal strength in minimum time.

Even the most fit are finding the PRT regimen a welcome and rewarding challenge. Airman Francis Collins, a trainee in the 321st Training Squadron and the week’s top male athlete, admitted “the (physical conditioning) program we started out with didn’t meet expectations, but the new (PRT) standards challenge us.”

Not only are the airmen being

prepared physically, they are being rewarded for their preparation. BMT now recognizes the most physically fit trainees at weekly and monthly events. Last fall, BMT stood up a monthly “Warrior Challenge” event that pits training squadrons against one another in a measure of physical prowess. Challenge events include a 5-kilometer run, 100-yard dash, relays, tug-of-war, push-ups, sit-ups and pull-ups.

“We’re very much focused on building a fitter force here at BMT,” said Col. Sharon Dunbar, 737th TRG commander. “Our Air Force today is vastly different than it was a decade ago. So is basic training. Our military training instructors do an amazing job in preparing the young men and women entering our Air Force for the physical and mental rigors of

the expeditionary Air Force. At the same time we’re training airmen for success, we’re showing them that fitness is as much a lifestyle as it is an operational necessity.”

BMT’s Physical Readiness Training is geared toward motivating trainees to achieve excellence. Ever mindful of Air Force heritage, BMT coined the individual levels of achievement after famed aircraft in the Air Force inventory. Airmen who meet the basic fitness standards required for graduation are termed Liberators, while those who exceed the standards fall into two categories: Thunderbolt and Warhawk. All honor graduates from BMT must meet the Thunderbolt standard. For exceeding standards, Thunderbolts receive a certificate of recognition and an additional day

U.S. Air Force photo



Airmen and their military training instructors from the 331st Training Squadron at Lackland Air Force Base, Texas, run past parents and friends during the weekly Airman’s Run. Graduating airmen show off their fitness during the weekly event that passes the BMT Reception Center, where parents meet prior to Friday graduations on Lackland’s Parade Ground.

on town pass at graduation.

The Warhawks, estimated as the top one percent of all basic trainees, are extraordinarily fit. In addition to receiving the same recognition as the Thunderbolts, Warhawks are awarded a t-shirt recognizing them as achieving the most elite fitness condition.

Teamwork is paramount to all that is taught during BMT, and physical fitness is no exception. The most physically fit male and female flights each week receive a “Fitness Excellence” streamer to display on their guidon. Flights are also expected to complete the 2.5-mile Airmen’s Run in flight formation. By the end of basic training, all airmen will have run at least 2.5 miles, a major accomplishment for many who had never even run a mile before entering basic training.

The person who oversees basic and technical training for the Air Force and has advocated, for over a year, more vigorous fitness training in BMT, applauds the increased physical standards BMT has implemented.

“All our airmen — active, Guard and Reserve — begin their Air Force career at Basic Military Training,” said Maj. Gen. John Regni, 2nd Air Force commander. “As we transition civilian to airman, we introduce them to the expeditionary Air Force, a foundational piece of which is physical fitness — what we call Physical Readiness Training. Basic training’s PRT is challenging and will continue on in technical training so we can deliver to

operational units trained military airmen who are also warfighters in top physical condition.”

As far as what the new standards will require from them in the future, airmen know it will be more than they did before coming into the Air Force. Airman Jennifer Ouverson of the 324th Training Squadron, who is classified in security forces, said she plans to go to the gym at least three to four times a week to stay in shape.

Airman Collins, who will train to be a firefighter, said members of the Air Force should apply the core value of “excellence in all we do” to meeting physical standards.

“I plan to go to the gym five times a week and run three times a week,” he said. “And that should be the standard for everybody, whether you’re the fastest runner or the slowest runner. You should still work to make yourself better.”

The men and women charged with training these young people, their military training instructors, also agree.

Staff Sgt. Raymond Archambo, an MTI in the 331st TRS who is credited as one of the architects of the new BMT physical fitness plan, said the new program should “work out perfectly, especially with the active-duty Air Force going to the push-ups, sit-ups and the run. These new airmen will go out and prove to the active-duty force that they are in shape and can meet the standard. They are ready to go.”

Get the skinny on new fitness program

Airman should plan to hit the track soon as the Air Force begins a new physical fitness program, the service’s senior leader announced in his July 30 “Fit to Fight” Sight Picture.

Air Force Chief of Staff Gen. John Jumper directed that airmen will now test their fitness levels by performing sit-ups, push-ups and running 1.5 miles.

General Jumper cited the physical requirements demanded by recent deployments around the world as the impetus for the change. Details will be released soon that will get airmen back to the basics of running, sit-ups and push-ups, General Jumper said. The cycle ergometry test, in use for the past 10 years, will continue for those who, for legitimate reasons, are not able to run.

The program will begin Jan. 1.

Photo by Master Sgt. Jim Varhegyi



Airman 1st Class Jonathan Besko (left) and Senior Airman Brandi Wyatt, both communication specialists with the 11th Wing Communication Squadron, put the newly proposed Air Force utility uniform through its paces at Bolling Air Force Base, Washington, D.C. The blue, gray and green tiger-stripe camouflage ensemble includes many new features intended to increase functionality while providing a distinctive look for 21st century Air and Space Force airmen.

Air Force unveils plan to wear test new uniform

By Tech. Sgt. David Jablonski
Air Force Print News

WASHINGTON – Air Force officials announced plans Aug. 6 for the wear test of a new utility uniform that could replace the current battle dress uniform.

The blue, gray and green tiger-stripe camouflage ensemble is a departure from the current woodland-pattern uniform and includes many new features that are intended to increase functionality and provide a distinctive look for airmen of the 21st century, officials said.

Three hundred uniforms will undergo wear testing from January to July at Elmendorf Air Force Base, Alaska; Hurlburt Field, Fla.; Langley AFB, Va.;

Luke AFB, Ariz.; McChord AFB, Wash.; Ramstein Air Base, Germany; Robins AFB, Ga.; Vandenberg AFB, Calif.; and Wright-Patterson AFB, Ohio. The test will generate feedback about fit, durability and functionality.

“Our intent is to create a uniform that will be distinctive, practical, easy to maintain, comfortable and, most important, a uniform you will be proud to wear,” said Air Force Chief of Staff Gen. John Jumper.

“We have become a more expeditionary force, with less time at home to spend caring for the uniform,” General Jumper said. “In the last 20 years, material technology has improved greatly. As a result, we have designed one uniform that can satisfy our various climates and utility needs, while

eliminating the need for professional ironing to provide a polished appearance.”

General Jumper said the distinctive Air Force uniform is designed to fit well, look sharp and require much less maintenance than the current uniform.

“We (also) need to ensure our airmen have a uniform that fulfills our unique air and space missions,” he added.

Chief Master Sgt. of the Air Force Gerald Murray said great care is being taken to ensure the best possible uniform is created to meet future needs.

“I believe that one of the great strengths of our Air Force and its airmen is the ability to adapt to new missions, new technologies and an ever-changing world landscape,” he said. “This new utility uniform is another example of seeing a need for improvement and moving forward.”

A key step in bringing any new uniform item into service is feedback from airmen in the field, Chief Murray said.

“I believe it’s a uniform fitting of the world’s greatest expeditionary Air Force and one that we will be proud to wear,” he said. “We want your feedback as well – not shoot-from-the-hip feedback, but feedback that comes from seeing the uniform in action and thinking about how it will meet your needs based on your work environment.

“It’s important to remember that this is a wear test, and the decision about whether or not to adopt some, all or none of this uniform will be made after considering the results of the test and feedback about how it meets airmen’s needs,” Chief Murray said.

According to officials, the wash and wear uniform will be easier to maintain and will not require professional laundering or starching. Officials estimate that home laundering can save up to \$240 in laundry costs over the course of a year.

Unlike the current BDU, the new version comes in men’s and women’s cuts. The separate women’s uniform reflects the growth in the number of women in the service. In the late 1980s women comprised less than 13 percent of the total force; today nearly one in five airmen are women.

Officials said other possible advantages to the

Photo by Master Sgt. Jim Varhegyi



Staff Sgt. Daryl Alford puts the newly proposed Air Force battle dress uniform through its paces in the Pentagon courtyard.

uniform include:

- Using the same fabric identified by the Marines as the optimum material for wash and wear characteristics;
- A camouflage pattern that corresponds to the jobs airmen do in most situations that require a utility uniform;
- Recalling the “tiger stripe” camouflage pattern used during the Vietnam War, but with the distinctive Air Force logo embedded into a color scheme that preliminary testing indicates may provide better camouflage.

Officials are also considering maintenance-free boots and alternative T-shirts.

The uniform patterns are being cut, with production to begin in November. Data collection and analysis, and any potential adjustments, will occur from August through October 2004. A final decision on the uniform is expected in December 2004. If approved, production could begin as soon as 2005, with a phase-in date to be determined.

PureEdge software

Air Education and Training Command has made it mandatory to use the new PureEdge software when filling out AF Form 1206, award nomination packages. PureEdge is the new program replacing FormFlow throughout the Air Force.

The forms in PureEdge are much more user friendly, intuitive and straightforward than FormFlow, according to Phyllis Conrad, AETC publishing manager. The product is designed so users can teach themselves how to use it. Computer-based training is available at www.aetc.randolph.af.mil/im/.

For help with the transition into PureEdge, individuals should see their information manager or squadron-level forms monitor. Air Force Form 1206 is available on the Web at www.e-publishing.af.mil/formfiles/af/af1206/af1206.xfd.

Force structure changes

The Air Force announced its annual force structure changes July 23 that affect 23 Air Education and Training Command locations.

The actions to increase or decrease duty authorizations addresses the president's fiscal year 2004 budget for force structure, realignment and management actions required to achieve efficiencies, modernize or make organizational changes, according to a message from the office of the secretary of the Air Force.

Listed below are the locations and positions affected in Air Force Recruiting Service.

- Maxwell AFB — The 331st RCS loses one civilian position as a result of workforce shaping.

- Little Rock AFB — The 348th RCS loses one military and one civilian as a result of workforce shaping.

- Wright-Patterson AFB — The 338th RCS loses one military

and one civilian authorization as a result of workforce shaping.

- Randolph AFB — Headquarters Air Force Recruiting Service loses 18 military and eight civilian authorizations as a result of workforce shaping.

- Hill AFB — The 372nd Recruiting Group loses two military and the 368th RCS loses one civilian authorization due to workforce reshaping.

Photo by Master Sgt. Rodney Williams



July Fourth swear-in

Tech. Sgt. Sandon Miller, enlisted accessions recruiter with the 344th Recruiting Squadron, leads DEPPers into The Ballpark to swear in July 4, before a Texas Rangers game in Arlington, Texas. Maj. Gen. Peter Sutton, deputy chief of staff for personnel, Headquarters U.S. Air Force, administered the Air Force oath of enlistment to 100 young men and women.

August Promotions

Major

Rodney Logan 330 RCS
 Constance Banks 336 RCS

Chief Master Sergeant

Michael Suchy 313 RCS

Senior Master Sergeant

Ronald Kirchner 364 RCS

Master Sergeant

Richard Delacy HQAFRS
 John Baumann 317 RCS
 Steven Rapp 317 RCS
 William Preston 331 RCS
 Bradley Sprague 332 RCS
 Jesse Gabbert 333 RCS
 Albert Christian 338 RCS
 Keith Parrish 338 RCS
 Richard Jackson 345 RCS
 Steven Olund 347 RCS
 Timothy Deshotel 348 RCS
 Robert McClelland 372 RCG

Technical Sergeant

Leon Brown 314 RCS
 Tammy Kirksey 333 RCS
 Craig Loncar 333 RCS
 Napoleon Bain 336 RCS
 Ronald Lambert 337 RCS
 Darius Darkhan 362 RCS
 Stephen Ebare 368 RCS

Staff Sergeant

Heath Hinton 332 RCS
 Kenneth Jinks 332 RCS
 Jonathan Snyder 339 RCS

Air Force Recruiting Service 2nd Quarter Award Winners

Airman

Staff Sgt. Sonia Williams, HQ AFRS

NCO

Tech. Sgt. Jerry Harms, 369 RCS

SNCO

Master Sgt. Angel Gutierrez, 364 RCS

CGO

Capt. John McIntyre, 348 RCS

CIV CAT I

Lana Huelsenbeck, 314 RCS

CIV CAT II

Tina Kneip, HQ AFRS

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

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

