



## Our heritage and our future

Retired Air Force Col. Clarence Emil "Bud" Anderson, a World War II triple ace, visits with Nicole Nagy and Aubrey Buis at the Aviation Expo in Lexington, Ky., Aug. 10. The two women are members of the Delayed Entry Program with the 332nd Recruiting Squadron B-Flight, and helped volunteer at the event. Anderson was inducted into the National Aviation Hall of Fame in 2008. Chuck Yeager, who served with Anderson in the 357th Fighter Group during World War II, once called Anderson "the best fighter pilot I ever saw." (U.S. Air Force photo)

# Changes designed to set clear expectations

WASHINGTON (AFNS) - Air Force officials announced actions designed to set clear expectations, restore Airmen's time and refocus officer promotions on job performance.

The Air Force has addressed long-standing perceptions – that to be promoted, officers must complete an advanced academic degree; and those officers selected by a promotion board to attend developmental education in-residence, are expected to first complete that same level of developmental education by correspondence.

"My number one priority is taking care of people and these

initiatives aim to do just that," said Secretary of the Air Force Deborah Lee James.

"Our intention is to set clear expectations and ensure that, where possible, we give time back to our officers," continued Air Force Chief of Staff Gen. Mark Welsh.

Effective Dec. 1, advanced academic degrees will no longer be considered for officers meeting line of the Air Force promotion boards below the grade of colonel. Additionally, information provided to all promotion board members will

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### **348th RCS change of command**

Col. Dennis Tucker (left), 372nd Recruiting Group commander, hands the guidon of the 348th Recruiting Squadron to the new commander, Lt. Col. Christopher Price, at Hill Air Force Base, Utah, Aug. 7. Behind the guidon is Master Sgt. Jason Joncas, 348th RCS senior trainer. (U.S. Air Force photo)

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only show the “completed” level of developmental education or whether the officer is a “select” to attend in-residence. The method and year of completion will no longer be displayed.

“The change does not prevent officers from completing an advanced academic degree, which is important to officer development,” Welsh said.

In fact, officers are expected to have an advanced academic degree for promotion to colonel. These changes allow the officer to focus on job performance and acquire an advanced academic degree at a time best suited for their life, career and family without worrying about possible effects of not having an advanced academic degree at ranks lower than colonel.

“Since job performance is the most important factor when evaluating an officer for promotion, the decision to delay completion of an advanced academic degree will not affect their ability to serve a full career in the Air Force,” Welsh said.

Another long-standing perception is that officers selected to attend professional military education in-residence must also complete the same level of PME by correspondence. This perception was based on the belief that officers who complete PME by distance learning early are demonstrating more initiative and are therefore more competitive for future opportunities and/or promotion.

The Air Force wants to debunk this perception by refocusing on job performance and Airmen’s time.

“We realize how valuable time is and want to give that time back to our officer corps,” Welsh said.

Officers chosen as “selects” on promotion boards will be prohibited from completing the distance learning course unless they are subsequently designated to attend a program

requiring the distance learning course to obtain full Joint Professional Military Education credit.

In addition, boards will be instructed to consider those with “select” status as having completed PME thereby eliminating any timing concerns for those “selects” meeting promotion boards prior to attending PME in-residence.

The Air Force also enacted an important change for captains. Every active duty captain will have an opportunity to attend Squadron Officer School in-residence and criteria for selection to attend will be based on the officer’s date of rank, duty requirements and family situation rather than whether or not they have already completed the distance learning course.

In fact, they will no longer be allowed to complete the distance learning course unless operationally deferred and within one year of meeting the promotion board to major. The distance learning course will remain available for Air National Guard and Air Force Reserve officers.

“We understand our Airmen are challenged every day to accomplish the mission with limited time, manpower and resources,” Welsh said. “By eliminating these perceived expectations, we hope to remind our officers that job performance is what we value most and that we want them to have a life away from work.”

“A balanced force is a healthy force and these changes strive to promote equilibrium in our Airmen’s lives,” James said.

The new policy modifications will be captured in the Air Force Guidance Memorandums to AFI 36-2301, “Developmental Education” and AFI 36-2406, “Officer and Enlisted Evaluation Systems.” The first promotion board to implement the new policy will be the Major’s Line of the Air Force Central Selection Board scheduled for Dec. 1.

# Booster clubs: Don't forget the rules

## Know the do's and don'ts before you schedule an event

By Maj. Airon Mothershed  
Air Force Recruiting Service Staff Judge Advocate

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*Editor's note: In recent weeks we've received several photos and stories relating to booster club events and other similar activities. Unfortunately, we have not been able to publish some of these submissions because the event did not follow Department of Defense guidelines. This article provides the rules which booster clubs must follow.*

A private organization is a self-sustaining, special interest group (i.e., the chiefs' group, a unit booster club, etc.) formed by individuals acting outside the scope of their official duties. Following are some important rules to which private organizations must adhere:

A booster club may not use the seal, logo or insignia of the Department of Defense, their squadron, or any military organization on their letterhead, correspondence or in its title. Booster clubs must not use official Air Force letterhead in sending out any of its correspondence. This means that recruiting squadron booster clubs cannot use their squadron number in their name, the words "recruiting squadron" or the abbreviation "RCS."

That means any RCS booster club with a name along the lines of "375th RCS Booster Club" is unlawful. However, mascots can be lawfully incorporated in the name. So, if the 375th RCS was also known as the Panthers, the booster club could rename itself as the "Team Panthers Booster Club."

Booster clubs are not authorized to sell alcoholic beverages.

If Air Force personnel participate in a booster club event, they may only do so on their personal time and in their personal capacity. So, Air Force members cannot be in uniform when soliciting donations or participating in a fundraising event.

In addition, members may not participate while in duty status, therefore, if it's during the work day, members must be on leave to participate.

Air Force members may not use government resources (e.g., funds, equipment, vehicles, supplies, postage) in support of a booster club event or campaign. The only exception is that Air Force members may use government email to let other members of the booster club know about the event. The

email should be written in language that does not lead one to believe the Air Force, the group, or the squadron is endorsing the event.

Bottom line – emails about booster club activities should not be sent out by supervisors, first sergeants, commanders, etc. Otherwise, a perception may be made that participation by unit members is mandatory.

Air Force members may not personally solicit funds or other support for a booster club from their subordinates or from any "prohibited source." Prohibited sources include Air Force contractors or businesses that the Air Force does business with.

Participation in booster club events is voluntary and must always remain so. Individuals in leadership positions cannot mandate participation.

Booster clubs can only do two fundraisers per quarter.

Booster clubs may solicit off-base and in local communities for its own purpose — i.e., to support the unofficial unit functions so long as booster club members clearly indicate that any donations are to the booster club, as a private organization, and not to the Air Force. The booster club should also make clear to donors that recognition for donations may not be made publicly.

Booster clubs cannot hold a fundraiser, wherein a prime parking spot is auctioned off, or contributing members are allowed to wear civilian clothing to work (instead of their uniforms).

Booster clubs may send letters to local businesses asking for donations, however, the letters must be carefully written. The AFRS/JA office has a template of an authorized donation letter. For an electronic copy, please contact Master Sgt. Ines Fret-Caraballo at AFRS/JA at 210-565-4734 or [ines.fretcaraballo@us.af.mil](mailto:ines.fretcaraballo@us.af.mil).

If a booster club plans to fundraise on a base, please be aware that such fundraising can only occur after base officials have approved the event and ensured the event will take place away from the workplace. (Typically the base FSS has an individual in charge of approving events, and that individual will assist in providing the paperwork that must be completed prior to approval.)



### 28 years of service

Chief Master Sgt. George Skender, 372nd Recruiting Group superintendent, receives a memento from Col. Dennis Tucker, 372nd RCG commander, at a ceremony Aug. 11 at the group headquarters. Skender was recognized for 28 years of service. His formal retirement ceremony is being held with family in Tennessee. (U.S. Air Force photo)



## Interactive cloud-based map has arrived

By Rick Boring  
Air Force Recruiting Service Operations Division

Like the Air Force Recruiting Service pewter plate, the much sought-after, highly coveted interactive cloud-based mapping application has arrived and you don't need in-depth skills or geospatial technology to use it.

Enlisted accessions and health professional recruiters, supervisors, command staff and all others can use this full-featured mapping application to display recruiting zone boundaries down to the zip code level for individual recruiters, flights, squadrons and groups.

Pertinent demographic information for each zone can be displayed as well, such as population by gender, race and ethnicity; high school and college enrollment information; prior production statistics; median household income; etc.

The best thing about this application is its ease of use. If you have ever used Google Earth or other mapping applications, you will find this mapping software somewhat familiar and relatively intuitive to use.

With your feedback we will continue to improve the map process and its contents. Now let's get started with activation and create an account at <http://gis.worldviewsolutions.com/AFRS>. The account login can be found on RICKy at the Market Production and Analysis page.

- Step 1: New user creates an account.
- Step 2: New user receives email to confirm request.
- Step 3: Request approved within one to two duty days.
- Step 4: Log in and explore capabilities.

For more information or questions, call the operations division at 210-565-0315.

# Changes in store for evaluations, promotions

By Debbie Gildea

Air Force Personnel Center Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – The first in a series of changes to the enlisted evaluation and promotion systems announced July 31 will include implementation of static enlisted performance report closeout dates – or SCOD – for each grade and elimination of change of reporting official EPRs. The SCOD also drives adjusted active duty promotion eligibility cutoff dates for promotion to technical and master sergeant; all other grades are unchanged.

Evaluation system changes, which will occur in stages over the next 18 months for the Regular Air Force and 30 months for the Air Force Reserve and Air National Guard, are focused on purposefully evolving the enlisted evaluation system to ensure job performance is the most important factor when evaluating and identifying Airmen for promotion, according to a letter to Airmen from Air Force Chief of Staff Gen. Mark Welsh and Chief Master Sgt. of the Air Force James Cody.

RegAF technical sergeants will be the first Airmen to experience the change, with a Nov. 30, 2014, SCOD.

“Technical sergeant EPRs due between Aug. 15 and Nov. 30 will all shift to the Nov. 30 closeout date,” said Will Brown, AFPC Evaluation and Recognition Programs Branch chief. “What that means is evaluation periods during this initial crossover phase will range from 12 to 15 months. Annually, after that, all tech sergeants will have the same EPR closeout and will be assessed for the same number of days.”

Implementing static, or fixed, annual closeout dates for each rank tied to regular Air Force promotion eligibility cutoff dates will enable implementation of the future forced distribution and stratification policies also announced by senior leaders in July, and will result in better performance-based evaluations.

In addition, static closeout dates will enable raters, commanders and support staffs to plan for and schedule the workload, Brown said.

“EPRs take a lot of administrative time. Under the current system, leaders at every level work a constant flow of evaluations, which affects their ability to dedicate time to other mission requirements. SCODs will enable supervisors, raters and commanders to plan ahead, clear the deck, focus on the evaluations, and then turn to other duties,” he explained.

SCODs also level the playing field for Airmen, since all Airmen will be assessed for work done during the same time period.

“When all Airmen in a unit are assessed for

accomplishments during the same time frame, factors like special events or increased workload will not unfairly favor one Airman over another. Quality of performance then becomes the primary focus,” Brown said.

Also effective Aug. 15, change of reporting official EPRs will no longer be accomplished for RegAF technical sergeants.

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“ Changes ... are focused on purposefully evolving the enlisted evaluation system to ensure job performance is the most important factor when evaluating and identifying Airmen for promotion ... ”

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“The rater at the time of the new static closeout date will be responsible for accomplishing EPRs that cover the entire rating period. Although there may be occasions when a mid-term assessment is required, other tools exist for those situations and this change doesn’t eliminate such tools as commander-directed EPRs or letters of evaluation,” Brown said.

What the change will do is eliminate the need for more than 36,000 CRO reports per year.

“As the Air Force works to accomplish critical missions with fewer Airmen, changes like this become ever more critical,” Brown said.

Additional EPR SCOD date changes as well as other adjustments to the enlisted evaluation and promotion systems will be announced at a later date.

For more information about enlisted evaluations and promotions, and other personnel issues, visit the myPers website at [\\_https://mypers.af.mil](https://mypers.af.mil). \_Select “search all components” from the drop down menu and enter “Enlisted Evaluations” in the search window.



Staff Sgt. Derek Guerin (left), 337th Recruiting Squadron, and Col. William Jones (right), 20th Fighter Wing vice commander, are shown with South Carolina educators who participated in Military Career Pathways 101 at Shaw Air Force Base, S.C. (U.S. Air Force photo)

## Tour will reap benefits for years to come

By Staff Sgt. Derek Guerin  
337th Recruiting Squadron Standardization and Training

The benefits of a program that the 337th Recruiting Squadron started this summer will continue to pay off for years to come. Known as Military Career Pathways 101, the goal was to reach South Carolina educators from across the state.

The 337th RCS marketing and training team worked with the Department of Education's career and technology office to set up a tour that allowed educators the opportunity to learn more about Science, Technology, Engineering and Mathematics careers in the Air Force, Army and Navy by way of seminars and hands-on applications at Fort Jackson and Shaw Air Force Base, S.C. The event also partnered with Midlands Technical College in Columbia, S.C.

The first two days of the tour were spent at Midlands Technical College and Fort Jackson. The third day was all Air Force.

Our tour guides met two charter buses of educators at Shaw AFB, and the morning started with the wing vice commander giving a briefing on the base's mission and demographics.

The educators then visited cyber security, aerospace physiology, the medical group, Airmen's dorms, the fitness center, fire department and education and training center. The teachers also experienced Meals Ready to Eat for lunch.

More than 60 participants had their eyes opened to careers in the Air Force. Another benefit for these participants was the opportunity to earn Continuing Education Units every teacher is required to keep up with.

This program has opened the door for recruiters to get into schools that previously had little willingness to allow recruiters into their classrooms. It will now be an annual event for the squadron.

For more information, contact me at [derek.guerin@us.af.mil](mailto:derek.guerin@us.af.mil) or at 803-840-5521.

**On the air**

Dennis Shannon of 610 KONA Radio interviews Staff Sgt. Oscar Gastelum Aguirre during the Tri-City Water Follies in Kennewick, Wash., July 25. Aguirre is a recruiter with the 361st Recruiting Squadron B-Flight. He was interviewed twice during the three-day event which had more than 65,000 people in attendance. (U.S. Air Force photo)

**In the driver's seat**

Pennsylvania Gov. Tom Corbett tries out the No. 43 showcar while his wife, Susan, watches at the NASCAR GoBowling.com 400 Race at the Pocono Raceway in Long Pond, Pa., Aug. 3. Lt. Col. Michael Fenimore, commander of the 314th Recruiting Squadron, spoke with the governor about recruiting Pennsylvania's best and brightest youths. Also on hand were Master Sgt. Benjamin Serrano, 314th RCS A- and B-Flight chief; Master Sgt. Clifton Hensley, 314th RCS Standardization and Training; and several members of the Delayed Entry Program. More than 500 race fans interacted with the recruiters. (U.S. Air Force photo)



Staff Sgt. Charles Osbourne, 50th Space Communications Squadron, discusses network security with teachers during an Air Force Recruiting Service-sponsored visit at Schriever Air Force Base, Colo., Aug. 5. The visit allowed FIRST educators from across the nation to highlight STEM opportunities within the Air Force. (U.S. Air Force photo/Christopher DeWitt)

## AFRS FIRST visit propels STEM opportunities

By Jennifer Thibault  
50th Space Wing Public Affairs

SCHRIEVER AIR FORCE BASE, Colo. -- Schriever Air Force Base cyber and space professionals hosted 24 science and technology educators from across the nation Aug. 5, as part of the Air Force's science, technology, engineering and mathematics-focused outreach efforts.

Air Force Recruiting Service continued their now three-year collaboration with FIRST – For Inspiration and Recognition of Science and Technology – with the visit here and the U.S. Air Force Academy by robotics competition and tech challenge mentors.

During the FIRST mentors' visit to Schriever, professionals demonstrated how Airmen apply technology in their precision, navigation and timing and military satellite communication operations in addition to cyber applications at the base and around the world.

"This was an excellent opportunity to see where work skills are needed," said Susan Hay, FIRST mentor in New Hampshire.

Another was impressed by the extensive Air Force training regimen.

"We saw an aerospace engineer and a historian working side by side [in technology fields]; it's a testament to the broad skills the Air Force offers," said Wiley Meade, FIRST mentor in Missouri.

One mentor who had previously served with the Air Force was excited to see the advancements.

"I served with the Air Force for 20 years, 25 years ago, and it was exciting to see how the research we conducted then served as the road markers the highway has become today," said Scott Watson, FIRST mentor in Utah.

These notions are the very ones AFRS officials hoped to achieve with their outreach effort.

"We do this for several reasons," said Col. Marcus Johnson, AFRS chief of Strategic Marketing. "We aim to educate mentors on how we grow leaders in the Air Force, expose them to our Airmen as they execute their critical missions as it relates to STEM and ideally see connections between the

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### Award winner

Senior Master Sgt. Joseph Cuthbertson, 338th Recruiting Squadron first sergeant, receives the John L. Levitow Award at the Senior NCO Academy graduation Aug. 6 at Maxwell Air Force Base, Ala. At left is Maj. Gen. Brian T. Bishop, commander of the Carl A. Spaatz Center for Officer Education and commandant, Air War College. At right is Chief Master Sgt. Benjamin Caro, Senior NCO Academy commandant. Cuthbertson also received the Excellence in Fitness Award. The Holly, Mich., native has served 19 years in the Air Force. (U.S. Air Force photo)

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students they mentor and coach and the opportunities we have in the Air Force.”

Serving as the wing’s host, Col. E. Marcus Caughey, 50th Space Wing vice commander, joked with the group of FIRST robotic competition mentors and coaches that rocket science really does happen here as they toured 2nd, 3rd and 4th Space Operations Squadrons operating spaces. The group also engaged in hands-on simulated cyber operations with several members of the 50th Space Communications Squadron.

“We targeted Schriever this year because we think it’s an excellent opportunity to showcase our Airmen and our amazing space capabilities,” said Johnson. “We think showing these teachers Air Force capabilities and missions and highlighting the fact that our Airmen have excellent career opportunities and world-class training to prepare them for these responsibilities will make the connection between their current FIRST efforts and future opportunities for their students.”

Schriever’s orientation followed a day and a half at the

Academy where the mentors engaged in character and leadership development seminars as well as with the school’s mechanical and aerospace engineering labs.

“This was great,” Meade said. “We got to see the academic portion earlier today and now we get to see how the Air Force applies that training and education.”

To wrap up the visit and the group’s Air Force orientation, Johnson presented each mentor with a certificate of completion.

“I know this says completion, but it’s just the beginning,” Johnson said, referencing the intent for the mentors to return to their students and enlighten them on the many STEM opportunities they saw during the visits.

“It was enlightening to see such dedicated and diverse groups of men and women protecting our country, said Beth Leavitt, FIRST mentor in South Carolina, as they departed the base.

FIRST is a nonprofit that was founded in 1989 to inspire an appreciation of science and technology in young people. Visit [www.usfirst.org](http://www.usfirst.org) to learn more about FIRST.

“ We saw an aerospace engineer and a historian working side by side [in technology fields]; it’s a testament to the broad skills the Air Force offers. ”

**Helping their community**

Members of the 361st Recruiting Squadron and their Delayed Entry Program volunteered at the Lakes Area FISH Food Bank in Lakewood, Wash., Aug. 8. LEFT – Staff Sgt. Natasha Juarez, 361st RCS personnel NCO; JuJu Poff; Master Sgt. Heather Poff, 361st RCS operations flight chief; and Angela Gomez help package groceries. (U.S. Air Force photo)



Staff Sgt. Juan Betancourt, liaison NCO at the Seattle Military Entrance Processing Station, works with DEP members in unloading shipments of food at the FISH Food Bank. Volunteers also stocked shelves, sorted and repacked food, assisted customers, organized inventory and cleaned. (U.S. Air Force photo)



### **Military Appreciation Night**

Col. Ron Jolly, 75th Air Base Wing and installation commander, swears in 21 members of the Delayed Entry Program at the Ogden Raptors' Military Appreciation Night at Lindquist Field in Ogden, Utah, Aug. 8. The DEP members are from the 368th Recruiting Squadron. Airmen from nearby Hill Air Force Base presented the flag and sang the national anthem. The Raptors wore brown and tan camouflage uniforms in honor of U.S. military members. (U.S. Air Force photo/Alex R. Lloyd)



### **Math Options for Girls**

Tech. Sgt. Jennifer Noll of the 314th Recruiting Squadron is shown with attendees of the Math Options for Girls Summer Camp at the Penn State Campus in Abington, Pa., Aug. 14. Twenty-four young women participated in a week-long camp geared toward science, technology, engineering and mathematics initiatives. The program was designed to help girls explore and experience the career choices available in STEM fields. Hands-on activities and lab experiences were led by instructors and professionals in these high-demand careers. (U.S. Air Force photo)



**Hook 'em, Horns**  
Master Sgt. Shawn Amerson, 341st Recruiting Squadron D-Flight chief, is shown in front of the Red McCombs School of Business at the University of Texas at Austin. Amerson was recently accepted into the highly competitive program, and will attend classes two evenings a week for two and a half years beginning next semester. (U.S. Air Force photo)

## AFRS announces 3rd quarter production awards

Congratulations to the recipients of the Air Force Recruiting Service 3rd Quarter Production Awards for fiscal 2014:

**Top Production Superintendent:** Senior Master Sgt. Derek Draper, 333rd Recruiting Squadron  
**Top Health Professions Flight:** 348th RCS H-Flight  
**Top HP Flight Chief:** Master Sgt. Johann Lynch, 348th RCS  
**Top HP Recruiter:** Tech. Sgt. Kevin Farr, 318th RCS  
**Top Enlisted Accessions Flight:** 331st RCS C-Flight  
**Top EA Flight Chief:** Master Sgt. William Barth, 367th RCS  
**Top EA Recruiter:** Tech. Sgt. Cameron Bruggeman, 361st RCS  
**Top Line Officer Recruiter:** Tech. Sgt. Grant Grady, 361st RCS  
**Top Support Flight:** 362nd RCS  
**Top Support (Non-8R000):** Master Sgt. Eduardo Hernandez, 369th Recruiting Group  
**Top Operations Flight:** 368th RCS  
**Top Training and Marketing Branch:** 333rd RCS  
**Top Support (8R000):** Staff Sgt. Brian Matheny, 345th RCS  
**Top Medical Service Corps Recruiter:** Staff Sgt. John Pantoja, 342nd RCS

**Top Medical Corps Fully Qualified Recruiter:** Staff Sgt. Chad Lemaire, 342nd RCS  
**Top MC Financial Assistance Program Recruiter:** Tech. Sgt. Joe Roberson, 342nd RCS  
**Top MC Health Professions Scholarship Program Recruiter:** Tech. Sgt. Cassandra Honrado, 348th RCS  
**Top Dental Corps FQ Recruiter:** Tech. Sgt. Joshua Hopper, 318th RCS  
**Top DC HPSP Recruiter:** Tech. Sgt. Jacob Kobielusz, 342nd RCS  
**Top Nurse Corps FQ Recruiter:** Staff Sgt. Kevin Farr, 318th RCS  
**Top NC HPSP Recruiter:** Master Sgt. Eric Hart, 342nd RCS  
**Top Nurse Transition Program Recruiter:** Master Sgt. Nathan Suhaysik, 342nd RCS  
**Top Biomedical Service Corps Recruiter:** Tech. Sgt. Judson Willis, 348th RCS  
**Top BSC HPSP Recruiter:** Master Sgt. Nathan Pompey, 318th RCS  
**Top Small Military Entrance Processing Station:** Spokane, Wash., 361st RCS  
**Top Medium MEPS:** Portland, Ore., 361st RCS  
**Top Large MEPS:** Sacramento, Calif., 364th RCS

# AFRS announces second quarter award recipients

Congratulations to the recipients of the calendar year 2014 second quarter awards for Air Force Recruiting Service:

**Airman:** Senior Airman Christopher Stewart, 319th Recruiting Squadron

**NCO:** Tech. Sgt. Nina Butler, 313th RCS

**Senior NCO:** Master Sgt. David Poff, 361st RCS

**Company Grade Officer:** Capt. Lauren Hale, Headquarters AFRS

**Civilian Category I:** Charlynn Rivera, 369th RCS

**Civilian Category II:** Marissa Archuleta, 348th RCS

**Civilian Category III:** Jacqueline Lewis, HQ AFRS



## Rugged Maniac 5K

Teammates from the 336th F-Flight joined together to participate in the Rugged Maniac 5K Race in Conyers, Ga., Aug. 16. The course featured 25 obstacles. From left are: Staff Sgt. Curtis Joiner, Staff Sgt. Stephen Thomas, Tech. Sgt. Darren Wittmann, Master Sgt. Corey Hartzler, Valerie Rashid and Tech. Sgt. Mubarak Rashid. (U.S. Air Force photo)



## Let the games begin

Staff Sgt. Seth Yothers and Tech. Sgt. Andrew Venegoni, 338th Recruiting Service F-Flight recruiters, talk with a visitor at their booth at the West Virginia Games in Charleston, W.Va., Aug. 16. The West Virginia Games are the largest collection of sanctioned sports and sporting events in the state. Yothers is based in Portsmouth, Ohio, and Venegoni in Beckley, W.Va. (U.S. Air Force photo)



### Honor Flight returns

Airmen from the 318th Recruiting Squadron were among the more than 200 people who gathered at Dayton International Airport in Dayton, Ohio, Aug. 8 to welcome home an Honor Flight. Honor Flight Network is a program which flies veterans to Washington, D.C., free of charge so they may visit and reflect at their memorials. Top priority is given to World War II veterans, along with other veterans who may be terminally ill. ABOVE – Airmen are lined up to welcome the veterans. RIGHT – Tech. Sgt. Josh Hopper, a 318th RCS health professions recruiter, welcomes back one of the World War II veterans. (U.S. Air Force photos)



### DEP commander's call

Lt. Col. Timothy Maxwell, commander of the 338th Recruiting Squadron, conducts a commander's call for 25 members of the Delayed Entry Program in Kokomo, Ind., Aug. 7. Maxwell spoke to the DEP members about ID3A, job opportunities, and what each individual will be doing in the Air Force, followed by a question and answer session. (U.S. Air Force photo/ Senior Master Sgt. Joseph Cuthbertson)





### Silver Stars honor military

The San Antonio Silver Stars hosted a Military Appreciation Night that was a tribute to women in the military at the AT&T Center in San Antonio, Aug. 15. ABOVE – Lt. Col. Angie Blair, commander of the 341st Recruiting Squadron, swears in members of the Delayed Entry Program. (Courtesy photo/Melissa Kasper)



The 737th Training Group Basic Military Training Band performed the national anthem as part of Military Appreciation Night activities. (Courtesy photo/Melissa Kasper)



Staff Sgt. Marqus Armour of the 341st Recruiting Squadron and his daughter set up an information table before the game. (U.S. Air Force photo/Staff Sgt. Ryan Kasper)



### Senior NCO induction ceremony

Members of the 368th Recruiting Squadron attended a Senior NCO induction ceremony, July 25, at Hill Air Force Base, Utah, for three master sergeant selectees from their squadron. From left are Senior Master Sgt. Carmelo Vega, production superintendent; Tech. Sgt. Mike Lundell, enlisted accessions recruiter in West Valley City, Utah; Tech. Sgt. Jese Baysinger, Salt Lake City Military Entrance Processing Station Liaison NCO; Tech. Sgt. Jaron Wagner, EA recruiter in West Jordan, Utah; Master Sgt. Robby Kindernay, first sergeant; and Master Sgt. Tim Anton, Salt Lake City MEPS Liaison Supervisor. (U. S. Air Force photo)



### Visiting the 311th

Chief Master Sgt. Scott Stoy, 360th Recruiting Group superintendent, and Col. Eric Espino, 360th RCG commander, display the Pittsburgh Steelers Super Bowl XLIII ring during their visit to the Steelers training camp and VIP tour Aug. 4 in Latrobe, Pa. The camp was the first stop of a three-day leadership visit at the 311th Recruiting Squadron. (U.S. Air Force photo)



### Car culture

Staff Sgt. Michael Regina of the 339th Recruiting Squadron points out features of the Air Force Vapor Supercar to a visitor at the Woodward Dream Cruise in Royal Oak, Mich., Aug. 16. The event is known as the world's largest one-day celebration of classic car culture. It attracts more than 1 million visitors, and features more than 40,000 muscle cars, street rods, custom, collector and special interest vehicles. Regina is a recruiter in Macomb, Mich. (U.S. Air Force photo)



### Dragons honor military members

The Dayton Dragons honored military members Aug. 16 at their Military Appreciation Game at Fifth Third Field in Dayton, Ohio. A joint service swear-in for Delayed Entry Program members was conducted by Lt. Gen. C.D. Moore II, commander of the Air Force Life Cycle Management Center at Wright-Patterson Air Force Base, Ohio. On the left are Air Force Tech. Sgt. Erich Marquardt, 338th Recruiting Squadron D-Flight recruiter in Huber Heights, Ohio; Navy recruiter Petty Officer 2nd Class Travis Breitbach; Army recruiter Staff Sgt. Mariae Williams; and Marine recruiter Staff Sgt. Rosmell Mejia Escobar. At right are Lt. Col. Timothy Maxwell, 338th RCS commander; Navy recruiter Petty Officer 1st Class Eric Macias; and Marine recruiter Sgt. Maxwell Martinez. DEP members are first row, Air Force; second row, Navy; third row, Army; and fourth row, Marines. Not shown are Air Force recruiters Staff Sgts. James Simpkins and Travis Parker, 338th RCS D-Flight recruiters in Kettering, Ohio; and Army recruiter Staff Sgt. William Jacobs. (Courtesy photo)



### Guest speaker

Master Sgt. James Potts of the 336th Recruiting Squadron stands with retired Chief Master Sgt. of the Air Force Robert Gaylor at the Air Force Sergeants Association Professional Airman Conference in Jacksonville, Fla., Aug. 18. Potts is president of AFSA Chapter 559, which was the host chapter of the conference. Gaylor was the guest speaker at the professional development luncheon. (Courtesy photo)



### Thunder Over the Boardwalk

Staff Sgt. Quitney Hall, 314th Recruiting Squadron D-Flight recruiter in Mount Holly, N.J., speaks with visitors at the 2014 Thunder Over the Boardwalk Air Show in Atlantic City, N.J., Aug. 13. The U.S. Air Force Thunderbirds headlined the event. Hall was one of several D-Flight recruiters who worked along with Rapid Strike to engage more than 300 registrants. (U.S. Air Force photo)



### Triathlon competitor

Senior Master Sgt. William Eihusen, 332nd Recruiting Squadron production superintendent, competed in the Heart of Dixie Triathlon in Philadelphia, Miss., Aug. 2. Eihusen completed a half-mile swim, 27.5-mile bike ride and a seven-mile run in two hours and 35 minutes. (U.S. Air Force photo)



**Thank you for your support**  
 Staff Sgt. Marc Proctor, 341st Recruiting Squadron C-Flight recruiter, presents a certificate of appreciation to the owner of Café Calypso in Corpus Christi, Texas, Aug. 12, in acknowledgement of their continued support of the Air Force and local law enforcement agencies. (U.S. Air Force photo)



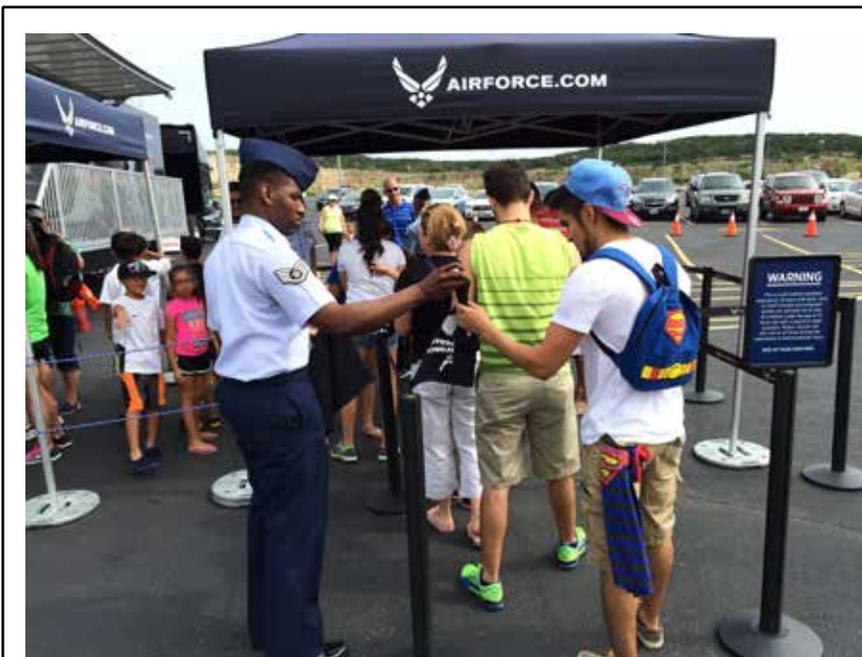
### A banner event

Senior Airman Kara Additon (left), Tech Sgt. William Coleman (third from right), and staff from Clear Springs High School in League City, Texas, display a banner Aug. 14 for Additon's brother, Mark. Additon had teachers and faculty sign the banner to show support for her brother, who graduates from Basic Military Training Sept. 5. Additon is a cyber transport journeyman assigned to the 147th Reconnaissance Wing at Ellington Field in Houston. Coleman is an enlisted accessions recruiter with the 341st Recruiting Squadron H-Flight. (Courtesy photo)



### Buck List Mini-Triathlon

Recruiters from the 341st Recruiting Squadron F-Flight participated in the Bucket List Mini-Triathlon in College Station, Texas, Aug. 10. From left are Tech. Sgt. Blake Manuel, Master Sgt. Blair Westmoreland, Staff Sgt. Justin Casey and Staff Sgt. Ruben Garcia. The event was comprised of a 200-meter swim, eight-mile bike ride and a two-mile run. Casey finished second in his age group and Manuel and Garcia both finished fourth in their respective age groups. The recruiters also presented a certificate of appreciation to the Race Texas team, who made start and finish line announcements for Air Force recruiting, and also posted their flight photos on social media. (U.S. Air Force photo)



### Six Flags event

Staff Sgt. Terrance Blue, 341st Recruiting Squadron B-Flight Recruiter, works at the Rapid Strike booth at Six Flags Fiesta Texas in San Antonio. Rapid Strike was at the theme park July 31 through Aug. 2. (U.S. Air Force photo)



### In the ring

Lt. Col. Ray Fernandez, 313th Recruiting Squadron commander, addresses the crowd at the Fighters Source Amateur MMA National Finals at the Jacob Javits Center in New York City, July 26. The Airmen behind him ready to present the colors are, from left: Senior Airman Edward Rivas, C-Flight recruiter; Airman 1st Class Jonathon McKenzie, Recruiter Assistance Program member; and Staff Sgt. Ryan Thomas and Staff Sgt. Sean Triglia, D-Flight recruiters. Recruiters had a booth at the two-day event and presented Air Force shirts to Dan Henderson and Anderson Silva, who wore them during the event. Henderson and Silva are professional MMA fighters and former UFC champions. (U.S. Air Force photos)



Staff Sgt. Sean Triglia, left, and Tech. Sgt. Gervacio Maldonado present an Air Force shirt to former UFC champion Dan Henderson.



From left are Ed Soares, Anderson Silva's manager; Tech. Sgt. Gervacio Maldonado, D-Flight; Silva; Master Sgt. Michael Severin and Master Sgt. Omar Becerrateran, D-Flight chief.

# 101 Critical Days of Summer draws to close

Use your risk assessment skills when playing sports, planning Labor Day activities

This year's 101 Critical Days of Summer safety campaign features movie titles for each week's theme. In this issue of "Behind the Badge," we look at the final two weeks of the campaign – Week 14, "The World's Greatest Athlete," which deals with summer sports injuries, and Week 15, "One Foot in Heaven," which focuses on Labor Day.

## "The World's Greatest Athlete"

In 2013, the Air Force reported 105 summer sports mishaps that indicated the injury was caused by improper stretching or warm-up.

Risk data for the civilian population shows that:

- More than 10,000 people receive treatment in emergency rooms from sports, recreation and exercise.
- Approximately 715,000 sports and recreation injuries occur each year in school settings alone.

Keeping fit is part of your responsibility as an Airman. The third core value, "Excellence in All We Do," includes personal excellence. In part, this says, "stay in physical and mental shape."

Risk management is important for mishap prevention in physical fitness and sports just as in other activities. If you're like many, your winter workouts may have consisted mainly of sprints to and from the refrigerator during commercials.

Even if you included workouts at the gym, you may still need to prepare for your favorite summer sport. Too much activity too soon and you might be enjoying the season on the sidelines as a spectator; ease into your activity at a comfortable level and gradually increase the duration and intensity over a recommended period of four to six weeks.

You also need to consider lessons or some form of instruction before diving in. Trying to go above your skill level can lead to disaster.

Had the Airman in the example below applied personal risk management techniques and prepared differently for this sport, he might not have been injured.

While skydiving, an Airman's parachute did not open properly. He made an attempt to cut the parachute away but could not. He released the secondary parachute, but since he had become entangled with the first parachute, the second one did not open fully. He landed violently on the ground. He was airlifted to a local trauma center with a fractured back, pelvis, lacerated kidney and spleen. He was hospitalized for two months and spent another two months on quarters.

Many sports injuries also occur when your body of not prepared for the activity. Many people who start exercising



after being sedentary sustain a sports injury. However, with the proper preparation, sports injuries can often be prevented. Here are some things you can do to help prevent an injury

### Warm up

Ten minutes of light jogging or cycling before practice will increase circulation to cold muscles, making them more pliable and less prone to strain or rupture. Studies have shown that an active warm-up is associated with better athletic performance than a warm-up that consists only of static stretching.

### Stretching

Tight muscles are more prone to injury. Tight muscles also put more stress on the attached tendons and bones, putting these tissues at risk for injury as well. Regular stretching can improve muscle flexibility. The ideal time to stretch is after your workout.

Include all major muscle groups. Hold each stretch for 20 to 30 seconds and do not bounce.

### Rest

Allow an appropriate amount of time for rest and recovery between workouts. Schedule at least one to two days off each week. It is also important to schedule an "off-season" – a minimum of four weeks of rest from sports each year. This is easily overlooked when you play more than one sport or play one sport year-round.

### Hydrate

Young people are more prone to dehydration and heat illness than adults, so you should not wait until you are thirsty to drink. Drink before, during, and after workouts. Drink water for exercise that lasts less than an hour. Use a sports drink for longer workouts.

Avoid caffeine, juices and carbonated beverages.

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## 'Summer' continued from Page 22

### Respond promptly to injuries

Pain is a sign of injury, stress or overuse. You should not play through pain. If pain does not resolve after a day or two of rest, consult your physician. The sooner an injury is identified, the sooner proper treatment can begin. The result is shorter healing time and a faster return to sport.

### Participate in a variety of sports

A variety of sports provides for balanced muscle development, prevents burnout and decreases the risk for overuse injuries. Specializing in only one sport is not recommended until after puberty.

### Begin new activities slowly

A good way to prepare for a new sport is to participate in a pre-season conditioning program. Increase distance or duration no more than 10 percent per week.

### Use the right equipment

Be sure equipment fits properly and is in good condition. Runners should change their shoes every 300 to 500 miles.

### Get a sports physical

Before sports seasons begin, find a sports medicine physician who can help assess readiness for sports, address any medical issues that may cause risk of injury and offer recommendations to ensure safe sports participation.

For more information on the prevention of sports injuries, see:

<http://onsmd.com/2012/06/22/enjoy-your-summer-sports-but-dont-get-injured/>

<http://www.iiimef.marines.mil/News/NewsArticleDisplay/tabid/967/Article/146654/summer-sportsinjuries-easily-prevented-treated.aspx>

<http://www.outsideonline.com/fitness/injury-prevention/How-Much-Do-You-Know-About-Sports-Injuries.html>

### "One Foot in Heaven"

In 2013, the Air Force experienced one Labor Day loss of an Airman in a motorcycle accident.

Risk data for the civilian population shows:

- Drowsy driving causes more than 100,000 crashes a year.
- Drowsy driving causes 40,000 injuries a year and 1,550 deaths.
- Between 2001 and 2008, more than 34,000 motorcycle riders were killed in traffic crashes.
- Between 2001 and 2008, an estimated 1,222,000 person were treated in U.S. emergency rooms.

As summer draws to a close, your commitment to the Air Force core values of Integrity, Service, and Excellence enables all Airmen to accomplish great things every day. We must commit to safety with the same dedication in order to

prevent mishaps and ensure mission success.

Many people view the Labor Day weekend as the end of summer and their last chance to travel, hit the beach, fire up the grill, etc. The Automobile

Association of America estimated 34.1 million Americans traveled on the 2013 holiday weekend. The National Safety Council estimated almost 400 deaths just from traffic incidents and more than 42,000 "medically consulted injuries."

The American Red Cross offers safety tips to help everyone have a safe and enjoyable holiday.

"While many people will spend the Labor Day weekend traveling and spending time with family and friends, no one should take a vacation from safety," says Phil Hansen, Regional Chapter Executive of the American Red Cross Northern Minnesota Region. "It's still important that people work to remain vigilant on the road, at the beach and at cookouts."

The National Safety Council offers the following reminders for the weekend:

- Don't drink and drive. Law officials will be in full force focusing attention on impaired drivers.
- If you do drink, make arrangements for a designated driver or a taxi.
- Wear your seat belt. It is estimated that 148 people may survive collisions this weekend because they will have worn safety belts.
- Enforce a distraction-free zone for drivers. This includes cell phones, GPS, etc.
- Ensure children are in properly installed safety seats appropriate for their size.
- Allow plenty of travel time to discourage speeding and frustration.
- Drive alert and exercise extreme caution at all times.

For more information about Labor Day safety, see:

<http://traveltips.usatoday.com/labor-day-driving-tips-21014.html>

<http://newsroom.aaa.com/2013/08/34-1-million-traveling-for-labor-day-says-aaa-highest-since-recessiondriven-decline/>  
<https://www.my.af.mil/trips/af/Login.aspx>

