



Sept. 22, 2014



Brig. Gen. James C. Johnson (right) assumes command of the Air Force Recruiting Service in a ceremony at Joint Base San Antonio-Randolph-Texas, Sept. 11. Gen. Robin Rand, commander of Air Education and Training Command (left), presided over the ceremony. In the center is AFRS Command Chief Master Sgt. Charles E. Lamer Jr. (U.S. Air Force photo)

Johnson becomes 33rd AFRS commander

By Christa D'Andrea
Air Force Recruiting Service Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – Brig. Gen. James C. Johnson assumed command of the Air Force Recruiting Service in a ceremony here, Sept. 11. On the 13th Anniversary of the 9/11 terrorist attacks, Johnson reiterated the importance of the recruiting mission.

“Recruiting and retaining exceptional Airmen is the cornerstone of our Air Force,” Johnson said. He emphasized there are more challenges than ever.

“From threats that face our country’s military, to the dwindling resources entrusted to our care,” he said. “These challenges aren’t going away any time soon, as we pursue recruiting the next generation of great Airmen.”

Gen. Robin Rand, commander of Air Education and Training Command, presided over the ceremony. He stated there was no officer more qualified to take the reins.

“You served as a missile combat crew commander, survived a number of staff tours and most notably you are a proven commander,” Rand said to Johnson during his opening comments.

“Now he [Johnson] is entrusted to inspire, engage and recruit the most competitive and diverse men and women for service in America’s Air Force,” he added.

Rand charged the new AFRS commander with providing a clear vision and to lead from the front with passion.

Johnson accepted that charge and told the members of his command that “this cadre of Airmen is the force that will take our service into the future.”

He said recruiters will continue to inspire Airmen who, in turn, will continue the pursuit of such game-changing technologies, like hypersonics, nanotechnology, directed energy, and unmanned and autonomous systems.

“Clearly we must have a commitment to an ‘Aim High’ culture as we seek to recruit the broadest landscape of

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Aspiring Battlefield Airmen

Tech. Sgt. Dan Houghton, pararescue liaison for the 368th Recruiting Squadron, assesses the workout of Battlefield Airmen applicants at the Idaho Falls, Idaho, recruiting office of Tech. Sgt. Walter Hinds, 368th RCS, Sept. 15. Houghton spent the entire day with the members of the Delayed Entry Program, and spoke to them about fitness and Battlefield Airmen opportunities. (U.S. Air Force photo)

AFI 36-2903 undergoes significant updates

There have been significant updates to the dress and appearance instruction that effects accessions, specifically in hairstyles. For more information, refer to http://static.e-publishing.af.mil/production/1/af_a1/publication/afi36-2903/afi36-2903.pdf.

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Americans to join our great Air Force," Johnson said. "In the AFRS, we must be Great Airmen First. Our relationships must be built on trust and respect, we must give more than we take and deliver what we promise."

Johnson entered the Air Force through the University of Puget Sound Reserve Officer Training Corps program in 1988. His previous assignment was as Director for Logistics, U.S. Africa Command, Stuttgart, Germany. He has also served in various operational positions supporting U.S. Air

Forces in Europe and Air Mobility Command and completed numerous leadership assignments at the squadron, wing, major command, Headquarters Air Force, as well as Joint Command levels at U.S. Transportation Command, Central Command and Special Operations Command.

Johnson is the 33rd commander of the Air Force Recruiting Service, which was established in 1954 as the 3500th U.S. Air Force Recruiting Wing. The name was officially changed to the U.S. Air Force Recruiting Service on July 8, 1959. The command has maintained a San Antonio presence since 1965 at what is now Joint Base San Antonio-Randolph.

Air Force changes instructions for oaths

The Air Force has instructed force support offices across the service to allow both enlisted members and officers to omit the words “So help me God” from enlistment and officer appointment oaths if an Airman chooses.

In response to concerns raised by Airmen, the Department of the Air Force requested an opinion from the Department of Defense General Counsel addressing the legal parameters of the oath. The resulting opinion concluded that an individual may strike or omit the words “So help me God” from an enlistment or appointment oath if preferred.

“We take any instance in which Airmen report concerns regarding religious freedom seriously,” said Secretary of the Air Force Deborah Lee James. “We are making the appropriate adjustments to ensure our Airmen’s rights are protected.”

The Air Force will be updating the instructions for both enlisted and commissioned Airmen to reflect these changes

in the coming weeks, but the policy change is effective now. Airmen who choose to omit the words ‘So help me God’ from enlistment and officer appointment oaths may do so.

The language in previous instructions was based on an Air Force legal interpretation of 10 U.S.C. 502, 5 U.S.C. 3331 and Title 32, which contain the oaths of office.

The Air Force requested the review following a ceremony at Creech Air Force Base, Nevada, in which an enlisted Airman struck out the words, “So help me God” on the Department of Defense Form 4 and did not include them in his verbal oath. The Airman’s unit was unable to process his paperwork due to the guidance in AFI 36-2606, Reenlistment in the United States Air Force, which prohibited any omissions. Now that the Department of Defense General Counsel has provided an opinion, the Airman’s enlistment paperwork will be processed to completion.

(Courtesy of Secretary of the Air Force Public Affairs)

The Oath of Enlistment

I, (State your full name)

Do solemnly swear (or affirm),

That I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same, and that I will obey the orders of the president of the United States, and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice (so help me God).

The Oath of Office

I, (State your full name)

Having been appointed a 2nd lieutenant in the United States Air Force,

Do solemnly swear (or affirm), that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office upon which I am about to enter (so help me God).

Fourth time's the charm for Chapman family

By Annette Crawford
Air Force Recruiting Service Public Affairs

Exactly 97 years after his great-grandfather enlisted to serve in World War I, Riley Joseph Chapman is raising his right hand and becoming a member of the armed forces. He is the fourth generation in his family to enlist in the military on the same date – Sept. 17.

The tradition began when Pvt. Riley Virgil Chapman enlisted in the U.S. Army on Sept. 17, 1917, and joined the American Expeditionary Forces. He served for two years.

His son, retired Tech. Sgt. Glenn R. Chapman, enlisted in the Air Force on Sept. 17, 1956. Picking the date was completely arbitrary; Glenn didn't realize he had joined the military the same date as his father until after he retired in 1977.

But when it came time for Glenn's son, Joseph Michael Chapman, to join the Air Force in 1986, they intentionally picked Sept. 17. Joseph's recruiter, Master Sgt. John Olkonen, thought it was such a unique event he arranged for a story and photograph in the local newspaper.

And so there was no question about the date Joseph's son wanted to join the Air Force, and that is how Riley Joseph Chapman became Trainee Chapman at 9:30 a.m. MST on Sept. 17, 2014.

It was definitely a family affair for Riley's send-off at the Phoenix Military Entrance Processing Station Sept. 17. On hand for the historic event were Riley's parents, grandparents, his father's recruiter and of course, his recruiter.

The 22-year-old Riley grew up in Tucson, and said there was never any real question of whether or not he was joining the Air Force.

"It was just a matter of timing," he said.

While he'd like to explore a career in the Air Force, Riley said he'll "take it one day at a time. I'll see how it goes; I don't want to get ahead of myself." He'll be getting a job in the electrical aptitude area.

Having four generations join the military the same day isn't the only coincidence in this family. Glenn and his son, Joseph, both worked on U-2s. Joseph and his son both graduated



Riley Joseph Chapman (center) holds a photo of his great-grandfather, Army Pvt. Riley Virgil Chapman, at the Phoenix Military Entrance Processing Station, Sept. 17, 2014. Chapman is the fourth generation in his family to enlist in the military on that date. His great-grandfather enlisted Sept. 17, 1917; his grandfather enlisted Sept. 17, 1956, and his father on Sept. 17, 1986. From left are retired Air Force Master Sgt. John Olkonen, Riley's father's recruiter; 2nd Lt. Joshua Goerss, Luke Air Force Base, Ariz.; retired Tech. Sgt. Joseph Michael Chapman, Riley's father; Riley Joseph Chapman; retired Tech. Sgt. Glenn R. Chapman, Riley's grandfather; and Staff Sgt. Marvin Contreras, Riley's recruiter. Goerss is a former enlisted Airman who once worked for Riley's father when he was active duty. (Courtesy photo)

from Flowing Wells High School, and the day they visited Riley's recruiter happened to be Joseph's birthday.

The recruiter, Staff Sgt. Marvin Contreras, wasn't quite sure how to take the Chapmans' story when they came into his recruiting office in Northwest Tucson.

"I was a bit overwhelmed since I was just three weeks into the job," Contreras said. I thought, 'Is this for real? Am I being punked?'"

Contreras is assigned to the 362nd Recruiting Squadron. He spent five years in the services career field at Altus Air Force Base, Okla., before becoming a recruiter. The Sept. 17 date will also hold special significance for him – Riley is the first person he has sent to Basic Military Training.

Timeline set for enlisted evaluation, promotion systems

WASHINGTON (AFNS) – In July, the chief of staff and chief master sergeant of the Air Force announced a series of incremental changes to the Enlisted Evaluation and Weighted Airman Promotion Systems scheduled for implementation from August 2014 through January 2017.

These evaluation and promotion systems changes are slated for implementation in a phased manner for the Regular Air Force (RegAF), over the next 18 months, and for the Air Reserve Components (ARC), over the next 30 months. The announced changes focus on ensuring the Air Force accurately documents duty performance and uses it as the driving factor in selecting Airmen for promotion.

“We understand there is naturally a thirst for information on this topic,” said Lt. Gen. Samuel Cox, deputy chief of staff for manpower, personnel and services. “With a roll-out of this magnitude, it’s important that we synchronize the release of information with implementation of the changes. We’re committed to providing clear guidance and advance notice to our Airmen, supervisors and commanders for each phase of this dynamic program; to that end, we’ve carefully scheduled a phased roll-out over the next 30 months.”

Airmen can expect periodic updates on each phase of the new program prior to the actual execution or implementation date. Information will be provided in a timely and standard manner to cover the main areas of these program changes and in a variety of ways to include articles and posts on myPers, the Air Force Portal, AF.mil and AFPC.af.mil as well as social media question and answer sessions.

Additionally, to help answer more detailed questions and provide base-level expertise, the Air Force Personnel Center will also publish change management messages and will hold webinars for combatant command, major command and force support squadron personnel to educate them on the specific changes associated with each phase of the roll-out.

The Air Force has now provided an implementation timeline to help shape expectations and let Airmen know when they should see information covering each phase of the roll-out, Cox said.

A pictorial version of the timeline will be available on the myPers site this week. The following is the implementation timeline showing when information on each topic will be available:

Near term (August – October 2014)

- Eliminate RegAF technical sergeant change of reporting official (CRO) reports: announced Aug.15, 2014
- Establish RegAF technical sergeants static close out date (SCOD) of Nov. 30: announced Aug. 15, 2014
- Publish 2015 E7 promotion testing window
- Establish/Publish new master sergeant promotion eligibility cut-off date
- Establish/Publish technical sergeant promotion eligibility cut-off date

- Establish RegAF staff sergeants SCOD
- Eliminate RegAF staff sergeant CRO reports
- Announce changes to the WAPS calculations for E5 through E9 promotions
- Announce new master sergeant evaluation board details
- Announce changes to enlisted performance report calculations for SNCO promotions

Mid Term (November 2014 – March 2015)

- Eliminate senior airman and below CRO reports
- Establish RegAF senior airman and below SCODs
- Release new chief master sergeant performance report (AF Form 912)
- Eliminate RegAF and ARC chief master sergeant CRO reports
- Establish RegAF and ARC chief master sergeants SCODs
- Eliminate RegAF senior master sergeant CRO reports
- Establish RegAF senior master sergeants SCOD

Spring 2015

- Release new master sergeant/senior master sergeant performance report (AF Form 911)
- Announce stratification restrictions for RegAF senior master sergeant and master sergeant reports
- First promotion release with WAPS changes in effect (15E6)
- Eliminate RegAF master sergeant CRO reports
- Establish RegAF master sergeants SCOD

Summer 2015

- Release new RegAF airman basic through technical sergeant performance report (AF Form 910)
- Announce force distribution guidance for RegAF airman basic - technical sergeant

Fall 2015

- Establish ARC senior airmen and below SCODs
- Eliminate ARC senior airman and below CRO reports

Spring-Fall 2016

- Eliminate ARC senior master sergeant CRO reports
- Establish ARC senior master sergeant SCOD
- Eliminate ARC technical sergeant CRO reports
- Eliminate ARC staff sergeant CRO reports
- Establish ARC technical sergeant SCOD

“Our commitment to the entire force is to be completely transparent and provide the details of each phase a few months prior to implementation,” Cox said.

For more information, visit myPers at <https://mypers.af.mil>, select “search all components” from the drop down menu and enter “27948” for enlisted evaluation changes or “27949” for enlisted promotion changes in the search window.

(Courtesy of Secretary of the Air Force Public Affairs)

Recruiting 'best leadership opportunity in the Air Force'

By Annette Crawford

Air Force Recruiting Service Public Affairs

Growing up as a military brat, the last thing Mike Romero the college student had in mind was joining the Air Force. A chance discussion with one of his roommates led him to discover he didn't need an aeronautical engineering degree to fly, so on the first day of his junior year he visited the ROTC detachment at Central Washington University and asked, "How do I sign up?" Now, after a 25-year career in special operations and recruiting, Col. Mike Romero looks back and asks, "Where did the time go?"

The vice commander of Air Force Recruiting Service retires from active duty Sept. 25.

"I don't think I've had a bad experience, even though there have been tough experiences," he said of his time in recruiting. "I will always remember this opportunity."

His initial assignment as commander of the 345th Recruiting Squadron was eye-opening.

"I turned down the first opportunity to compete for a recruiting command but, luckily, received another opportunity the next year and accepted it without hesitation. I knew nothing about recruiting. I didn't even know recruiting fell under AETC," he admitted. "I went into it about as cold as anyone could get, but it just turned out to be a blessing."

Romero said the assignment ended up being "the most fulfilling leadership opportunity of any command" he would ever have.

"You come into recruiting as an O-5, you've probably never been part of recruiting and you may have never talked to a recruiter before. How do you lead? How do you motivate? How do you inspire? That's really what the job of a recruiting commander is," Romero said.

"It's not necessarily about getting into the weeds and numbers. You get that eventually but what our recruiters and our Airmen out in the field are really looking for from their commander is to inspire them when they're by themselves, to get them to understand how critical they are to our mission," he continued. "If you can get them to understand that, they'll do anything for you. You have to be motivated to do your job and you need to know your squadron commander has your back."

As his time at the 345th came to close, Romero thought he would return to Air Force Special Operations Command or perhaps an assignment in Washington, D.C. But AFRS leadership had other ideas.

"I got a call from Col. Mike Brice, who was then the vice commander, and he asked me if I wanted to come up to the headquarters. That meant a lot to me," he said.

Brice, who retired in 2011, was commander of the 369th Recruiting Group when he first met Romero.



Col. Michael Romero and his family in 2006. (Courtesy photo)

"My assessment of him early on was that he was a strong leader – smart, confident and capable. He had worked hard to understand the recruiting business and fully understood the strengths and weaknesses his squadron faced in meeting mission production," Brice said. "Colonel Romero trusted his people but always validated what was being said and used sound, logical judgment in making decisions."

Brice, who is now the deputy director of the Manpower and Personnel Directorate at Headquarters U.S. Pacific Command, said he knew Romero innately understood and embraced a culture of training and compliance since he was a highly qualified and respected aviator.

"In my view as the AFRS vice commander, these key traits – strong leadership, committed to training and compliance – were exactly what we needed in our AFRS Inspector General at the time. Recent inspection reports highlighted training and compliance as an ongoing issue across the command. Mike Romero was exactly the right man to correct that," Brice said.

"I am honored to have served with Colonel Mike Romero and proud of all the contributions he made to the overall success of the AFRS mission," Brice said. "In my view, he was always good to work with and good to work for. That's not always as easy as it sounds at the senior level during dynamic and trying times."

A master navigator with more than 3,900 flying hours, Romero spent the majority of his career in special operations before coming to recruiting in 2008. He began his flying

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Col. Michael Romero with then-Brig. Gen. John P. Horner, Air Force Recruiting Service commander, sporting their mustaches during Mustache March 2014. (U.S. Air Force photo)

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career in the C-141B and then transitioned to the MC-130H Combat Talon II. He considers his four-month deployment as commander of the 16th Expeditionary Special Operations Squadron the best experience of his career outside of recruiting.

"It was my first time as a commander and what an opportunity," Romero said. "To be able to command a combat unit – flying every night, finding the enemy, and resupplying our forces on the ground. It was an eye opener, and we got the mission done each and every night. But dealing with the nonoperational part of it, whether it was security violations, or working out problems with personnel if something went wrong at home and you had to get them back in time – those were the real challenges. When you're in the ops world, you just don't deal with that kind of stuff."

As Romero reflects on his six years in AFRS, he speaks enthusiastically of the future of Air Force recruiting.

"I'm most proud of the opportunity to be able to bring that perspective from the field to a headquarters, to be able to share what's important to our recruiters. For the most part, the support functions – plans, resources, personnel – the vast majority have never been recruiters. So the opportunity to ensure they understand what they're doing and the decisions we make – and the effect of those decisions on a strip mall in the middle of Missouri – is very important," he said.

"Recruiting command provides the best leadership opportunity in the Air Force. I have no doubt about that. If you want to become a better leader and set yourself up for later in your career, recruiting service is definitely something you ought to look at," Romero said.

"Getting to throw out pitches at major league baseball games, doing a DEP swear-in in front of 75,000 people, getting to be on the starting line for NHRA and NASCAR – no one else gets to do that. The fact that we continue to produce the finest Airmen in the world tells me that we've done it right."



Col. Michael Romero on his first deployment to Afghanistan in December 2001. (Courtesy photo)



Meeting the chairman

TOP PHOTO -- Members of the 313th Recruiting Squadron joined Army Gen. Martin Dempsey, chairman of the Joint Chiefs of Staff, in presenting dog tags to players of the U.S. National Men's Basketball Team at Madison Square Garden on Aug. 25. Each player was presented two dog tags, one with a service member's name and the other with the player's name. Team USA will wear the dog tags as they compete at the International Basketball Federation, known as FIBA, World Cup championship tournament in Spain. Before the presentation, Dempsey coined members of the 313th RCS. ABOVE -- From left are: Staff Sgt. Jorge Ducos and Tech. Sgt. Dana Bazile, 313th Recruiting Squadron; Army Gen. Martin Dempsey, chairman of the Joint Chiefs of Staff; Col. Eric Espino, 360th Recruiting Group commander; Lt. Col. Ray Fernandez, 313th RCS commander; and Tech. Sgt. Gervacio Maldonado and Senior Airman Richie Willis, 313th RCS. (Department of Defense photos)

Suicide Prevention a 24/7/365 responsibility

By Jonathan Stock
Air Force Surgeon General Public Affairs

WASHINGTON (AFRNS) – All Airmen have a responsibility that lasts much longer than a one-month campaign. This responsibility extends beyond ourselves and includes our work environment, our families, friends, fellow Airmen and our communities.

While Suicide Prevention Month is observed across the United States in September, the month-long event is a reminder of everyone's 24/7, 365-day responsibility to be a true Wingman. That means knowing our fellow Airmen, family members, coworkers and what is happening in their lives, as well as being willing and able to support them when they are facing challenges that test their resilience.

The Air Force has undertaken several initiatives to improve resilience for individuals and our communities. These efforts can be found under the umbrella of Comprehensive Airmen Fitness, or CAF, which focuses on maintaining a balanced and healthy lifestyle across physical, mental, social and spiritual domains. Individuals practicing comprehensive fitness are more likely to seek help when needed and be able to identify risk factors and warning signs when an individual is off balance.

“Prevention begins with each individual working to strengthen and maintain their overall well-being across all CAF domains, as well as being able to identify when they need help. A good Wingman offers help knowing what resources are available, and follows up to stand by their side throughout a challenge,” said Lt. Col. Kathleen Crimmins, Air Force Suicide Prevention manager. “Assisting Airmen to get help... whether peer or professional is what a Wingman does.”

A number of resources are available to include the Air Force Suicide Prevention website; the Airman's Guide for

Assisting Personnel in Distress; the Military Crisis Line by calling 800-273-8255, press 1, text 838255; or going online to chat at www.militarycrisisline.net, with access to peer counselors in person and through online chats and text messaging.

You can also find help by contacting your local agencies who make up the installation Integrated Delivery System.

In addition to the crisis phone line, help is also available through the Vets4Warriors peer support chat line at 855-838-8255 or online at www.vets4warriors.com. This line will connect an individual with veteran peers who understand the unique challenges of military life and assist with problem-solving and resolution.

Family members, retirees, and veterans can also use these resources for themselves if they feel the need to speak with someone.

Air Force mental health clinics reported an increase in the number of visits annually over the last few years which are positive results of the Air Force's effort to remove the perceived stigma of seeking help, according to Crimmins. Leaders at all levels must continue to promote and encourage individuals to seek support agencies and clinician services as a normal step in maintaining a good work and life balance.

Early resolutions of stress helps Airmen maintain a balanced lifestyle, which in turn allows them to withstand, recover and grow in the face of adversity.

“We can all make a difference by helping our Wingmen understand they are not alone,” Crimmins said. “Sharing our stories and highlighting our own personal resilience and perseverance will let others know their Air Force family is behind them and those needing help are not alone.”

For more information and resources, visit the Air Force Suicide Prevention website at www.airforcemedicine.af.mil/suicideprevention.



Founders Day

Recruiters from the 319th Recruiting Squadron B-Flight participated in the Littleton, Mass., Founders Day Parade Sept. 6, celebrating the town's 300th anniversary. Standing with the mini F-16 are, from left: Master Sgt. Christopher Lanning, B-Flight chief; Senior Airman Lizette Garcia, recruiter in Danvers, Mass.; and Staff Sgt. Sean Ward, recruiter in Lawrence, Mass. (U.S. Air Force photo/Staff Sgt. Alejandro Maldonado)



At the fair

Master Sgt. Jeremiah Foote, 313th Recruiting Squadron E-Flight chief, talks to fairgoers at the Great New York State Fair in Syracuse, N.Y., Aug. 28. The Rapid Strike simulator gave attendees a virtual Air Force experience. Fair officials estimated the 12-day event drew more than 1 million attendees. (U.S. Air Force photo)

Airmen must revalidate dependents by Dec. 31

By Capt. Erika Yepsen
Secretary of the Air Force Public Affairs

WASHINGTON (AFNS) – By Dec. 31, every Airman will be required to provide their servicing finance office with documentation for all dependents as part of Air Force audit readiness efforts.

This one-time, Air Force-wide recertification process will allow the Air Force to validate Airmen's basic allowance for housing entitlements, ensuring every dollar of the \$5.4 billion the Air Force spends annually on BAH is fully auditable.

"When we say the Air Force is not audit compliant, that doesn't mean that money is missing or being misspent," said Doug Bennett, the deputy assistant secretary of the Air Force for financial operations. "Generally, it means that we lack the required documentation for our spending to be considered auditable. In the case of BAH, we need Airmen's marriage certificates, birth certificates for children and divorce decrees that require child support properly documented by our finance offices to ensure we can audit \$5.4 billion in Air Force spending."

Beginning this month and continuing through December, Air Force finance offices will contact Airmen across the total force by email to notify them of their responsibility to provide dependent documentation. Their finance office will tell them exactly which documents are required. Additionally, Airmen who recently provided documentation may not be required to do so again. Airmen should wait to be notified by their finance offices rather than bringing in documentation unsolicited, Bennett said. Waiting to receive notification will eliminate unnecessary duplication of effort for some Airmen.

Once notified, Airmen will have 30 days to provide the required documents to their servicing finance office or

have their housing allowance status reduced to single-rate. Deployed Airmen and those on extended leave or temporary duty will be given special consideration in meeting the 30-day deadline.

The push for revalidation of dependent documentation comes as the Air Force prepares to meet financial improvement and audit readiness requirements laid out in the 2010 National Defense Authorization Act. The Air Force currently retains dependent documentation for six years, which is insufficient to meet audit readiness requirements. This one-time revalidation will ensure Air Force compliance with audit requirements, Bennett said.

"America entrusts the Air Force not only to spend taxpayer dollars wisely and efficiently, but also to account and justify that expenditure," said Air Force Chief of Staff Gen. Mark A. Welsh III in a recent memo. "Preparation for this important and legislatively-mandated effort rests in the hands of every Airman, not just the financial community."

Although revalidation of Airmen's dependents will be a one-time recertification, Airmen will continue to play a vital role in the Air Force's audit readiness. Starting in 2015, independent auditors will visit work stations for Airmen to review processes, procedures and transactions that directly impact the Air Force's financial statements.

"Ensuring we have the proper documentation to account for every expenditure in a very large budget is a difficult but essential effort," said Dr. Jamie Morin, the assistant secretary of the Air Force for Financial Management and Comptroller. "Becoming audit ready will help us demonstrate to the American public that we are responsible stewards of taxpayer money at a time when we must make every dollar count."

For more information about other personnel issues, visit the myPers website at <https://mypers.af.mil>.

New eligibility cutoff dates affect enlisted promotions

WASHINGTON (AFNS) – Implementation of a series of changes to the enlisted evaluation and promotion systems announced in July by Air Force senior leaders continues with new promotion eligibility cutoff dates for Airmen competing for promotion to technical and master sergeant.

Enlisted Evaluation System and Weighted Airman Promotion System changes will be implemented in stages over the next 18 months for Regular Air Force – or RegAF – Airmen and over the next 30 months for Air Force Reserve and Air National Guard – or ARC – Airmen. The changes focus on ensuring job performance is the most important factor when evaluating and identifying Airmen for promotion.

Promotion eligibility cutoff date changes follow implementation of enlisted performance report static

closeout dates and elimination of change of reporting official reports for technical sergeants were announced in August. Staff sergeants will be announced in September.

The promotion eligibility cut-off date for technical sergeants competing for promotion to master sergeant will change to Nov. 30 and the cut-off date for staff sergeants competing for technical sergeant will change to Jan. 31.

Promotion testing windows will remain the same: Feb. 1-March 31.

For more information about the enlisted evaluation and promotion systems and other personnel issues, visit the myPers website at <https://mypers.af.mil>. Select “search all components” from the dropdown menu and in the search window enter “27948” for enlisted evaluation changes or “27949” for enlisted promotion changes.



DEP event in Georgia

Seventeen Delayed Entry Program members from the 336th Recruiting Squadron were sworn in at the Georgia Southern University Eagles Military Appreciation Football Game at Paulson Stadium Sept. 6. The DEP members were from the Statesboro, Dublin and Hinesville, Ga., recruiting offices, and their recruiters were Staff Sgt. Rodrigo Camacho, Staff Sgt. Tyson Wagstaff and Tech. Sgt. Brandon Hardewig, all of B-Flight. The annual game honors members from all branches of the armed forces. DEP members from the Air Force and Army were sworn in by Army Lt. Col. Gary Morea, Georgia Southern University ROTC. (U.S. Air Force photo)

**Louisiana DEP ceremony**

Senior Airman Connie Simon, 344th Recruiting Squadron E-Flight recruiter in Shreveport, La., set up a booth at the Nashville Country Series Concert in Shreveport, La., Sept. 6. The free event featuring Craig Morgan was held at Hirsh Memorial Coliseum. LEFT – Lt. Col. Jason LeBleu, Global Strike Command flight management chief at Barksdale Air Force Base, La., stands with his son Evan, a member of the E-Flight Delayed Entry Program. BELOW – Lt. Col. Jason LeBleu prepares to conduct the swear-in ceremony. (U.S. Air Force photos)





Air Force Ball

Members of the 338th Recruiting Squadron attend the Air Force Ball in celebration of the service's 67th birthday at Wright-Patterson Air Force Base, Ohio, Sept. 4. From left are: Katrina MacVeigh; Tech. Sgt. Erich Marquardt, D-Flight recruiter; Lt. Col. Timothy Maxwell, 338th RCS commander, Patricia Maxwell; Master Sgt. Dionne Taylor, Air Force Intelligence, Surveillance and Reconnaissance Agency; and Tech. Sgt. Cindy Taylor, marketing and training. The event was held at the National Museum of the U.S. Air Force. (U.S. Air Force photo)



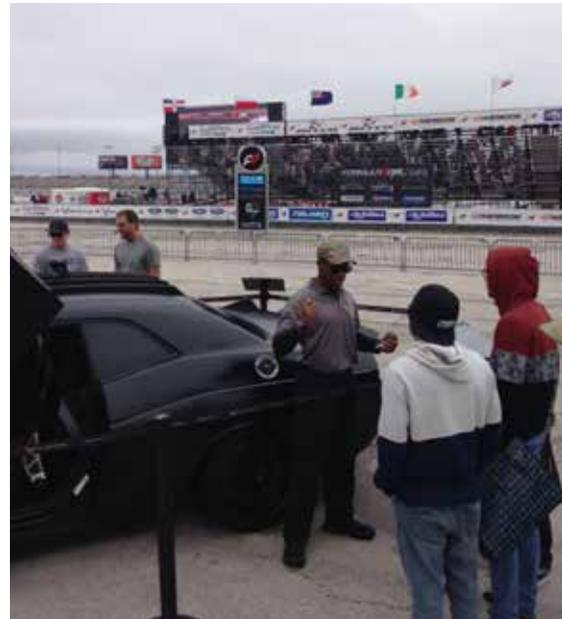
High school visit

Staff Sgt. Micah Mincey, 336th Recruiting Squadron G-Flight recruiter in Albany, Ga., visited Mitchell County High School in Camilla, Ga., Sept. 2 with the Air Force Raptor. He was accompanied by Airman 1st Class Bianca Parham who was on Recruiter Assistance Program duty. They spoke to approximately 150 Air Force Junior ROTC members and about 50 other students about career opportunities. (U.S. Air Force photo)



Formula Drift

The 344th Recruiting Squadron C- and H-Flights were on hand at the Formula Drift Showdown at Texas Motor Speedway in Fort Worth, Texas, Sept. 12-13. The Vapor supercar was on display, and the honor guard from Sheppard Air Force Base, Texas, posted the colors at the opening ceremonies. At left, Tech. Sgt. Jose Cortez, the new recruiter in Plano, Texas, talks with visitors.



LEFT – Air Force-sponsored drift car driver Ryan Tuerck signs autographs in front of the Vapor supercar. ABOVE – The Vapor tour manager explains the workings of the supercar. (U.S. Air Force photos)



Career expo

The Valdosta, Ga., Fire Department held its first career expo Sept. 9, and invited the 336th Recruiting Squadron to be a part of the program. From left are: Tech. Sgt. Joe Jessup, 336th RCS training; Tech. Sgt. Matthew Kenney and Senior Airman Elijah Johnson, 23rd Civil Engineer Squadron; Valdosta Mayor John Gayle; Valdosta Fire Chief Freddie Broome; Staff Sgt. Johnny Amaya, 336th RCS recruiter; Staff Sgt. Serafin Rosa, 23rd CES; and Staff Sgt. Robert Cooper, 336th RCS marketing. (U.S. Air Force photo)



At the ballpark

Lt. Col. Terrence Grimm, commander of the 311th Recruiting Squadron, administers the oath of enlistment to members of F-Flight's Delayed Entry Program at Console Energy Park in Washington, Pa., Sept. 4. At far left is Tech. Sgt. Jennifer Thompson; Staff Sgt. Matthew Lopez is second from right; and Airman 1st Class Krislin Failes, on Recruiter Assistance Duty, is at right. (U.S. Air Force photo)



Congratulations

Leadership from the 337th Recruiting Squadron was on hand to congratulate Tech. Sgt. Kurt Pinkowski, a master sergeant selectee, who was honored at the Senior NCO Induction Ceremony at Seymour Johnson Air Force Base, N.C., Sept. 5. From left are: Lt. Col. Cary Belmear, 337th RCS commander; Pinkowski and his wife, Melisa; and Master Sgt. Ryan Glosson, 337th RCS first sergeant. (U.S. Air Force photo)



Diamond sharp NCO

Master Sgt. Ryan Glosson, 337th Recruiting Squadron first sergeant, presents Staff Sgt. Jason Gilley, 337th RCS operations NCO, with the 20th Fighter Wing First Sergeant Council Diamond Sharp Award at Shaw Air Force Base, S.C., Sept. 11. According to Glosson, Gilley has performed at a level of excellence unmatched by his peers. His attention to detail has led to his squadron being lauded as best seen for operations by group leadership. Gilley is president of the unit booster club as well as the unit fitness program manager. Additionally, he spearheaded a squadron Battlefield Airman training session that spurred a 30 percent increase in production. He was also selected as the 337th RCS Top 8R Support NCO of the Year. He epitomized being a wingman when he and his spouse assisted the spouse of a deployed teammate and ensured that the family had the required support. (U.S. Air Force photo)



Six Flags

Tech. Sgt. David Tarver is shown with the Raptor and pull-up bar at his booth at Six Flags Over Texas in Arlington, Texas, Aug. 24. Tarver is the 344th Recruiting Squadron C-Flight recruiter in North Richland Hills, Texas. (U.S. Air Force photo)



Red Bull Air Races

The 344th Recruiting Squadron C- and H-Flights participated in the Red Bull Air Races at Texas Motor Speedway in Fort Worth, Sept. 6-7. The Vapor supercar was on hand, and brought in more than 500 registrants. (U.S. Air Force photo)



Senior Recruiter Badge

Chief Master Sgt. Scott Stoy, 360th Recruiting Group superintendent, presents the Senior Recruiter Badge to Tech. Sgt. Jeffrey Kelloway at the 337th Recruiting Squadron headquarters at Shaw Air Force Base, S.C., Aug. 26. (U.S. Air Force photo)



Innovative thinking

Chief Master Sgt. Paul E. Gallagher (left), 372nd Recruiting Group superintendent, and Col. Dennis P. Tucker (right), 372nd RCG commander, stopped by the Lakewood, Calif., recruiting office when they visited the 369th Recruiting Squadron Sept. 2-3. They recognized Tech. Sgt. David Novelo (second from right) and his flight chief, Master Sgt. Kevin Shields, for creating custom-designed swimwear to promote Battlefield Airman careers at local high schools. (U.S. Air Force photo)



King of the Mountain

Tech. Sgt. Cory Kelly (left) of the 339th Recruiting Squadron G-Flight, runs with members of his Delayed Entry Program at the King of the Mountain Race in Traverse City, Mich., Sept. 6. The DEP members are on track to become future Battlefield Airmen. (U.S. Air Force photo/Tech. Sgt. Phillip Allen)



Air Force awareness

Recruiters from the 336th Recruiting Squadron had a presence at the Hall of Fame Championship Mixed Martial Arts event at the Jacksonville Veterans Memorial Arena in Jacksonville, Fla., Sept. 6. Staff Sgt. William Roland (left), and Tech. Sgt. Jordan Perry raised Air Force awareness at the event which had approximately 5,000 spectators. (U.S. Air Force photo)



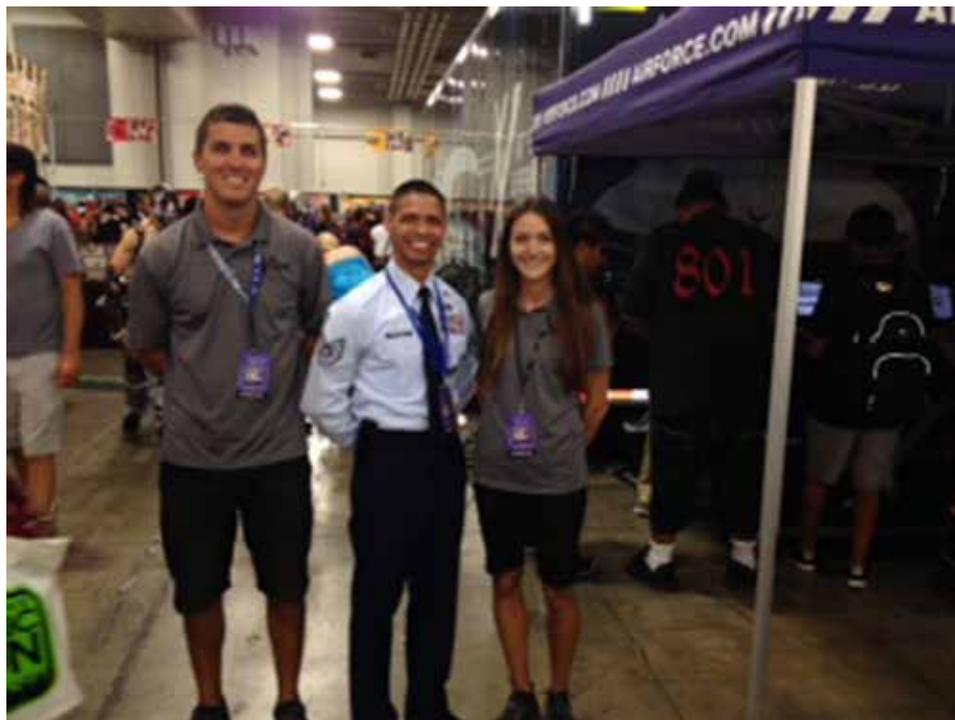
School spirit

Staff Sgt. Ryan Lafferty, 336th Recruiting Squadron G-Flight recruiter in Waycross, Ga., is shown with the student body pep squad at Pierce County High School in Blackshear, Ga., Sept. 5. Lafferty engaged with the students and staff as they held a pep rally for a football game against rivals Bacon County High School. Pierce won the game. (U.S. Air Force photo)



9/11 remembrance

The 344th Recruiting Squadron participated in a remembrance flag hold for 9/11 ceremonies at Globe Life Park in Arlington, Texas, Sept. 11. The squadron was joined by first responders in the Arlington and Fort Worth areas. The Sheppard Air Force Base honor guard, shown on the big screen, posted the colors during the ceremony. (U.S. Air Force photo)



At Comic Con

Tech. Sgt. Ronnie Iglesias, 368th Recruiting Squadron E-Flight recruiter in Salt Lake City, and the X-1 Supercar team stand outside their booth at the Salt Lake Comic Con. The event, held Sept. 4-6, drew approximately 120,000 attendees. (U.S. Air Force photo)

**At the fair**

Recruiters from the 314th Recruiting Squadron B-Flight participated in the 52nd Annual Luzerne County Fair in northern Pennsylvania, Sept. 3-7. Tech. Sgt. Dominick Aritz and Staff Sgt. Jeffrey Huber interacted with fair attendees and provided them with information on Air Force opportunities. LEFT – Aritz drives the F-22 mini jet in the fair parade. BELOW – Huber, left, and Aritz stand outside their set-up at the fair. (U.S. Air Force photos)

