



Maj. Gen. James C. Johnson, Air Force Recruiting Service commander, was promoted in a ceremony at Joint Base San Antonio-Randolph, Texas, Aug. 3. From left to right are: (front row) the presiding official, Lt. Gen. William J. “Bill” Bender, chief, Information Dominance and Chief Information Officer, Office of the Secretary of the Air Force; Senior Airman Ryan Johnson, newly promoted Maj. Gen. James C. Johnson; Stacy Johnson, Rachel Johnson, Kathryn Johnson and Leorn Johnson; (back row) Tech. Sgt. Tiana Johnson and Natalia Johnson. (U.S. Air Force photo/ Melissa Peterson)

## Commander promoted, selected as AF SAPR director

Maj. Gen. James C. Johnson, Air Force Recruiting Service commander, received his second star in a promotion ceremony at Joint Base San Antonio-Randolph, Texas, Aug. 3. Officiating the ceremony was Lt. Gen. William J. “Bill” Bender, chief, Information Dominance and Chief Information Officer, Office of the Secretary of the Air Force.

Later that week it was announced that Johnson was selected for the position of Director of the Air Force Sexual Assault Prevention and Response (SAPR) Office of the Vice Chief of Staff, Headquarters U.S. Air Force, Washington, D.C.

The SAPR office is the service’s single point of accountability and oversight for sexual assault policy matters,

and reports directly to the Vice Chief of Staff of the Air Force. The SAPR office develops policies and programs that address the service’s sexual assault prevention, education, accountability, victim assistance and assessment efforts.

The new incoming commander for AFRS is [Maj. Gen. Garrett Harencak](#). He presently serves as the Assistant Chief of Staff for Strategic Deterrence and Nuclear Integration, Headquarters U. S. Air Force, Washington D.C. Harencak is responsible to the Secretary and Chief of Staff of the Air Force for focus on Nuclear Deterrence Operations.

The date of the change of command has not been announced.



### AETC commander visits AFRS

Brig. Gen. James C. Johnson (right) briefs Lt. Gen. Darryl L. Roberson, commander, Air Education and Training Command, during his visit to Air Force Recruiting Service headquarters at Joint Base San Antonio-Randolph, Texas, Aug. 3. Johnson, AFRS commander, was promoted to major general in a ceremony later that day. (U.S. Air Force photo/Annette Crawford)



Lt. Gen. Darryl L. Roberson, AETC commander, greets Master Sgt. Ashli Betts, a student in the AFRS Flight Chief Training Course, at Joint Base San Antonio-Randolph, Texas, Aug. 3. Roberson visited AFRS headquarters for his orientation visit, and had the opportunity to meet the class during their training. (U.S. Air Force photo/Annette Crawford)

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Lt. Gen. Darryl L. Roberson, AETC commander, greets Chaplain (Capt.) Molly Lawlor during his visit to AFRS headquarters Aug. 3. She is one of four chaplain recruiters assigned to AFRS who recruit all active duty chaplains in the Air Force. (U.S. Air Force photo/Annette Crawford)



Max Sellers, Lead Interactive Advisor for [www.airforce.com](http://www.airforce.com), briefs Lt. Gen. Darryl L. Roberson, AETC commander, during his visit to AFRS headquarters Aug. 3. (U.S. Air Force photo/Annette Crawford)



Lt. Gen. Darryl L. Roberson, AETC commander, (center) takes part in the AFRS "Boy, am I enthusiastic!" cheer at AFRS headquarters Aug. 3. It was Roberson's first visit to AFRS; he received briefings from each of the division chiefs on the state of recruiting. (U.S. Air Force photo/Annette Crawford)



### 332nd RCS change of command

Col. Patricia Sergey, 369th Recruiting Group commander, stands with incoming and outgoing commanders of the 332nd Recruiting Squadron in Nashville, Tennessee, after the change of command ceremony July 22. In the center is the new commander, Lt. Col. Assad Samad, and at right is the former commander, Lt. Col. Richard Mendez. The ceremony took place at the Hermitage, a National Historic Landmark and house museum which was the home of President Andrew Jackson. (U.S. Air Force photo)



### 336th RCS change of command

Col. Patricia Sergey, 369th Recruiting Group commander, passes the squadron guidon to the new commander of the 336th Recruiting Squadron, Lt. Col. David Lederer, at Moody Air Force Base, Georgia, July 15. At right is the outgoing squadron commander, Lt Col. Joseph Egresits, who is now the deputy commander of the 372nd RCG. (U.S. Air Force photo)



### SecAF visits Rapid Strike at Cheyenne Frontier Days

Secretary of the Air Force Deborah Lee James visits with Airmen at the Rapid Strike display during Cheyenne Frontier Days in Cheyenne, Wyoming, July 18. From left are Matt Wilfrath, Rapid Strike team; Airman 1st Class Scott Jackson and Senior Airman Blake Soule, Recruiter Assistance Program participants; James; Staff Sgt. Todor Stefanov, 367th Recruiting Squadron; and Mike Wilfrath, Rapid Strike. The U.S. Air Force Thunderbirds performed at the event July 22. Cheyenne Frontier Days was the first civilian air show the Thunderbirds performed at in 1953. (U.S. Air Force photo)



Maj. Lucas Buckley, Thunderbird No. 11, and Maj. Christopher Scheibler, Thunderbird No. 9, greet two members of the 367th Recruiting Squadron Delayed Entry Program at Cheyenne Frontier Days. (U.S. Air Force photo)

MISSION

AIRMEN

FAMILY



### Commander visit

Brig. Gen. James C. Johnson, Air Force Recruiting Service commander, greets Capt. Juan SianCastao at the 368th Recruiting Squadron headquarters at Hill Air Force Base, Utah, July 17. The general met with members of the 368th and 348th RCS, and the 372nd Recruiting Group during a two-day visit to the area. SianCastao is the 368th RCS Operations Flight commander. (U.S. Air Force photo)



Brig. Gen. James C. Johnson, AFRS commander, presents the Air Force Outstanding Unit Award to the 372nd Recruiting Group commander, Col. Dennis Tucker, during an All Call at Hill AFB, Utah, July 17. See more photos on Page 5. (U.S. Air Force photo)

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Brig. Gen. James C. Johnson, AFRS commander, speaks with Master Sgt. Trevor Faines, 348th Recruiting Squadron, Health Professions recruiter, at his office in Clearfield, Utah, July 16. (U.S. Air Force photo)



Brig. Gen. James C. Johnson, AFRS commander, gathers with members of the 372nd RCG, 348th RCS and 368th RCS for a game of ultimate football at Hill AFB, Utah, July 17. The game was won by players from the 372nd RCG and 368th RCS. (U.S. Air Force photo)

# Study material solely online by Oct. 1, 2017

WASHINGTON (AFNS) – Airmen studying for career development and promotion opportunities will begin to receive study materials solely online by Oct. 1, 2017.

Electronic delivery of Career Development Course volumes and Weighted Airman Promotion System study references have been in place for several years with a majority of the materials accessible on Air Education and Training Command websites.

“Air Education and Training Command’s e-WORLD websites provide Airmen the opportunity to download study materials for use globally with the click of a mouse,” said Chief Master Sgt. Scott Lumpkin, the Chief of Air Force Enlisted Force Development. “The electronic format also gives courseware developers the ability to add interactive content, making learning material more interesting, with the goal of increasing student comprehension.”

The Electronic WAPS Online Reference Library Database (e-WORLD) is currently available to .mil users only at <http://cdc.aetc.af.mil>. Once downloaded to their military desktop, Airmen can e-mail the WAPS materials or burn them to a CD in order to transfer them to a personal electronic device. The complete Enlisted Promotions References and Requirements Catalog is also available online at <https://www.omsq.af.mil/TE/EPRRC.pdf>, along with the Professional Development Guide at <http://pdg.af.mil>.

A phased approach will be used to ensure every Air Force Specialty Code is prepared for electronic delivery of its study material. The three-phased approach focuses on the target of complete electronic delivery of unclassified CDCs by

Oct. 1, 2017. The process for electronic delivery of classified CDCs will remain unchanged. Career Field Managers for those AFSCs transitioning over the next several months will execute specific plans as the printing and shipping processes are phased out.

Since February 2012, the primary WAPS study material – the PDG – has been available online in a variety of electronic formats through the Advanced Distributed Learning Service and AETC Airman Advancement Division websites. The Airman Advancement Division will no longer print or distribute the PDG beyond fiscal year 15.

In fall 2015, the PDG will be published electronically as Air Force Handbook 1, Airman. The handbook will support the enlisted promotion system with the publication of individual study guides from each enlisted promotion testing grades (staff sergeant to chief master sergeant). These study guides will be available along with other tools to support all mobile devices this fall.

The transition to electronic delivery of materials will save the Air Force approximately \$5.9 million annually. Unit commanders (through their unit WAPS monitor) will have the option to authorize printing of eCDCs and eWAPS on a case-by-case basis to support study effectiveness or mission requirements. Print options from non-common access card enabled devices will be available for those Airmen interested in using personal resources to obtain hard copy study materials.

For more information on the transition to eDelivery, Airmen can visit the myPers website at <https://mypers.af.mil>.



## Certified

Senior Master Sgt. David Jackson (left), 338th Recruiting Squadron production superintendent, and Lt. Col. Tameesha Coatney, 338th RCS commander, stand with Tech. Sgt. Matthew Potticary after presenting him with his recruiter certification and badge in Florence, Kentucky, July 22. Potticary is assigned to C-Flight. (U.S. Air Force photo)



### Brickyard 400

Delayed Entry Program members with the 338th Recruiting Squadron were sworn in at the Brickyard 400 at the Indianapolis Motor Speedway in Indianapolis, July 26. From left are Senior Master Sgt. David Jackson, 338th RCS production superintendent; Staff Sgt. Brian Barr, 338th RCS Marketing NCO; the 24 DEP members from E-, G- and H-Flights from Indiana; Lt. Col. Tameesha Coatney, 338th RCS commander; and Lt. Gen. Carlton Everhart II, 18th Air Force commander, who officiated the DEP swearing-in. (U.S. Air Force photo)



### Coined

Marine Sergeant Major Bryan B. Battaglia, senior enlisted advisor the Chairman of the Joint Chiefs of Staff, coins Tech. Sgt. Steven Weston, 311th Recruiting Squadron for his performance as the Air Force liaison at the Pittsburgh Military Entrance Processing Station, July 22. (U.S. Air Force photo)

# Being a warrior is a frame of mind

By Master Sgt. Ryan Glosson  
336th Recruiting Squadron first sergeant

What is a warrior? What does this term mean to you? This has been a discussion at every level of Professional Military Education I have had the pleasure of attending. Many times this subject would divide the room.

I always felt the Air Force was missing the boat when it came to a warrior mentality. At the Senior NCO Academy, they talk about the “aha” moments where something clicks and just makes sense all of the sudden. Well, this happened to me as we discussed Warrior Ethos over seven weeks.

I decided to reach out to some of our brothers and sisters in arms of all branches, ranks and career fields to find out how they define warrior? What surprised me is a lot of Soldiers and Marines felt that being a warrior is a frame of mind – exactly how the Air Force defines Warrior Ethos.

According to Merriam Webster, the definition of a warrior is “a man engaged or experienced in warfare; a person engaged in some struggle or conflict.” Ethos is defined as “the distinguishing character, sentiment, moral nature, or guiding beliefs of a person, group or institution.” So, in layman’s terms, this means a person who is willing to engage in warfare, struggle or conflict, because they believe in something bigger than themselves.

Isn’t this what we do as military members serving in the profession of arms? When you sign your name on the dotted line to become a part of the world’s greatest Air Force, you are giving up your ability to control your destiny should you be called to war. How humbling is that?

In light of the recent incident in Chattanooga, Tennessee, it is important to remember we are an institution with core values, and a warrior mindset as well. You don’t need to be armed to have a warrior mindset. Someone with a warrior mindset will plan and prepare for all possible situations, and react accordingly should something happen. This type of individual also looks out for anyone around them and is willing to sacrifice themselves to protect others, should the time come for it.

I am not trying to change anyone’s thoughts or definitions of what being a warrior means. My hope is that you will read this and take on that mindset for survivability and pride. There is no easy answer to the uncertainty recruiters face today, but I can assure you by subscribing to a “Warrior Ethos,” you will be better prepared to face anything that comes your way.



Master Sgt. Ryan Glosson

John Hopper wrote a poem for the first responders who perished on 9/11.

I am a warrior,  
I fight not for glory or fame,  
For they are momentary.  
I fight for those who can't.  
I fight for justice, the oppressed and the down trodden.  
And if I should lose my life for these just causes,  
Then I have no regrets,  
For I served to protect the innocent.

No matter what you believe, I assure you that you epitomized the warrior mindset when you signed the dotted line. My hat is off to you for being out there recruiting and fighting to bring in the best applicants from all over America. You are exactly who John Hopper was talking about.



### Team effort

Members of the 336th Recruiting Squadron played a role in collecting school supplies for families of senior airmen and below stationed at Moody Air Force Base, Georgia, July 22. The collection is managed by the African-American Heritage Association, which provides each student a book bag with back-to-school supplies. Pictured from left are Courtney Copeland, local community guest; Chief Master Sgt. Greg Brown, 23rd Civil Engineer Squadron; Uniece Owens; Chief Master Sgt. Ed Dyson; Leila Brown; Lt. Col. David Lederer, 336th RCS commander; Cliff Bergantinos; Tech. Sgt. Jesse Emmons; Dot Clisby; Master Sgt. Eszra Tanner; Master Sgt. Brian Higgins; Kinsey Hagedorn; Tech. Sgt. Joe Jessup; and Master Sgt. Nejah Vickers. (U.S. Air Force photo)



### Community support

Members of the 336th Recruiting Squadron gathered clothing, shoes, toiletries and books for children and adults living at the New Horizon Shelter in Valdosta, Georgia, at the squadron headquarters at Moody Air Force Base, Georgia, July 24. The homeless shelter provides empowerment classes, and business and education opportunities. From left in the front row are Leila Brown, Catherine Reese and Gayle Moren from New Horizon, Key Spouse Donna Barber, and Dot Clisby. From left in the back row are Master Sgt. Brian Higgins, Tech. Sgt. Joe Jessup, Tech. Sgt. Richard Barber and Chief Master Sgt. Ed Dyson. (U.S. Air Force photo)



### Recruiter and mentor

Senior Airman Samantha Fonseca, assigned to the 375th Security Forces Squadron at Scott Air Force Base, Illinois, meets with her recruiter, Staff Sgt. Kevin Alvarado, 342nd Recruiting Squadron, in Fairview Heights, Illinois, July 16. Alvarado is now a health professions recruiter with G-Flight, and is based in Fairview Heights. He recruited Fonseca in 2011, and over the years she has maintained contact with Alvarado for guidance and mentorship in her career. She's slotted to attend Airman Leadership School in September, and met with Alvarado to discuss tips on how she could prepare. (Courtesy photo)



### Determination

Micah Reddick stands with members of the Detroit Military Entrance Processing Station on his ship date, July 21. From left are Tech. Sgt. Timothy Williams, Tech. Sgt. Frank Farley and Staff Sgt. Brandon Hamm. Reddick was so determined to join the Air Force, he went to the MEPS seven times, but it did not detract from his excitement of wanting to join the Air Force. The MEPS staff wanted to do something special for him so they celebrated with Air Force blue balloons and refreshments. Reddick's recruiter is Staff Sgt. Lee Davis, 339th Recruiting Squadron, based in Ann Arbor, Michigan. (U.S. Air Force photo)



**In appreciation**

Tech. Sgt. Erich Marquardt, 338th Recruiting Squadron, presents a certificate of appreciation to Mark Wallace, owner of Car Stereo Max in Miamisburg, Ohio, and his team July 27. At right is Staff Sgt. Brian Barr. The certificate was presented in recognition of the custom modifications the business did on the squadron Raptor. (U.S. Air Force photo)



**Family tradition**

Senior Master Sgt. David Jackson, 338th Recruiting Squadron production superintendent, stands alongside his son, Airman Basic Bo Jackson, at his Basic Military Training graduation ceremony at Joint Base San Antonio-Lackland, Texas, July 17. (U.S. Air Force photo)



**Running for a cause**

Members of the 311th Recruiting Squadron, participated in a run Aug. 1, which raised money to maintain the Veterans' Memorial Wall in Clinton, Ohio. The mission of the wall is to interpret and preserve Ohio's military history so all generations may understand the cost of freedom. From left are Staff Sgt. Tyler White, 311th RCS G-Flight recruiter; Tech. Sgt. Trent Branstetter, Cleveland Military Entrance Processing Station Military Liaison Supervisor, and his children; Jen Hare; and Staff Sgt. France Hare, Cleveland MEPS Liaison. (U.S. Air Force photo)



### Champion swear-in

ABOVE – Capt. Christopher Daniels, 338th Recruiting Squadron Operations Support commander, swears in Delayed Entry Program members from Columbus, Ohio, at a Champion City Kings baseball game in Columbus, July 16. Standing with the DEP members are Staff Sgt. Donald Porter and Staff Sgt. Anthony Roessner, 338th RCS A-Flight. BELOW – Staff Sgt. Donald Porter presents an Air Force Recruiting Salutes plaque to Rick White, Champion City Kings general manager, for his support of the military. (U.S. Air Force photos)





### Raise your right hand

ABOVE – Lt. Col. George A. Peasant III, 314th Recruiting Squadron commander, swears in members of the Delayed Entry Program at the Camden Riversharks game in Camden, Pennsylvania, July 22. The A-Flight DEP members are from the Philadelphia area. LEFT – Lt. Col. George A. Peasant III speaks with DEP members before swearing them in. (U.S. Air Force photos)





**Super Girl swear-in**  
Lt. Col. Erin Meinders, 362nd Recruiting Squadron commander, swears in members of the Delayed Entry Program at the Paul Mitchell Super Girl Pro Surf Competition in Oceanside, California, July 25. (U.S. Air Force photo)



### Softball tourney

Members of the 368th Recruiting Squadron traveled to Mountain Home Air Force Base, Idaho, to play in their Operation Warm Heart Softball Tournament July 26-29. The tournament began at 5 p.m. July 26, and teams played day and night for the next 72 hours to raise money for Operation Warm Heart, which helps Airmen in need. Pictured from left in the front row are: Tech. Sgt. Chris Ingram, Chief Master Sgt. Carmelo Vega, Senior Airman Melany Faculo, Tech. Sgt. Carl Ybarra and Tech. Sgt. Jeremy McLane; and in the back row from left are Donovan Fama, Chief Master Sgt. Jeffrey Morris, Staff Sgt. Jeff Herrod, Master Sgt. Robby Kindernay, Retired Master Sgt. Timothy Anton, Tech. Sgt. Daniel Bolin, Tech. Sgt. James Barton and Master Sgt. Jese Baysinger. (U.S. Air Force photo)