



## Honoring veterans

A veteran in the audience returns a salute from Capt. Samantha Sarkis, 319th Recruiting Squadron Operations Flight commander, after his name is called during the 4th Annual Salute to Veterans at Hanscom Air Force Base, Massachusetts, Nov. 10. The base held the ceremony to recognize and thank local veterans for their service to the nation. Veterans from World War II to the current campaigns in Iraq and Afghanistan attended the event. (U.S. Air Force photo/Jerry Saslav)

## AF releases Form 910, implements forced distribution

By Debbie Gildea  
Air Force Personnel Center Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – The revised Air Force Form 910, Enlisted Performance Report (AB Thru TSGT), and Interim Change 3 to Air Force Instruction 36-2406, Officer And Enlisted Evaluation Systems, have been published on the Air Force e-Publishing

<http://www.e-publishing.af.mil/?source=GovD> website. The interim change codifies forced distribution of promotion recommendations for technical sergeants and below (including staff and technical sergeant-selects), which will be implemented using AF Form 910 for the Nov. 30 technical

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sergeant and technical sergeant-select EPR static closeout date.

The new form and IC, with the associated forced distribution process, are the latest significant changes to the enlisted evaluation and Weighted Airman Promotion Systems since the transformation began last summer. The promotion recommendation restrictions associated with forced distribution only apply to the Regular Air Force.

For technical sergeants and below, forced distribution limits the top-two promotion recommendations a commander is authorized to give to time-in-grade/time-in-service promotion-eligible Airmen. The restrictions under forced distribution are tied to historical promotion rates in each grade and are designed to ensure those Airmen receiving a top tier promotion recommendation have a distinct advantage for promotion while ensuring others remain competitive for promotion. The total number of forced distribution quotas is based on the total number of time-in-grade/time-in-service promotion-eligible Airmen a commander has in a specific grade on the SCOD.

Airmen who are not eligible for promotion on their EPR static closeout date will only receive a performance assessment without a promotion recommendation. Promotion recommendations are in word form now, rather than the numerical ratings. Recommendations include promote now, must promote, promote, not ready now and do not promote. Promote Now can be awarded to the top 5 percent of time-in-grade/time-in-service promotion eligible Airmen from senior airman through technical sergeant. Must Promote is limited to the top 15 percent of time-in-grade/time-in-service promotion eligible senior airmen and top 10 percent of time-in-grade/time-in-service promotion eligible

staff and technical sergeants. There are no restrictions on the remaining three promotion ratings.

Percentages will be awarded outright by large units (those with 11 or more time-in-grade/time-in-service promotion eligible Airmen). Small units – 10 or fewer time-in-grade/time-in-service promotion eligible – will submit their top performing Airmen for consideration by an Enlisted Forced Distribution Panel led by the senior rater.

Once the EFDP selects the Airmen who will receive the top promotion recommendations, the remaining Airmen will receive outright promote recommendations. All EPRs are returned to the appropriate commander for final signatures. Airmen receiving “promote” recommendations from the EFDP or directly from their unit will remain competitive for promotion as the overall promotion percentages are greater than the forced distribution allocations. Eighty to 85 percent of time-in-grade/time-in-service promotion eligible Airmen will receive a “promote” recommendation.

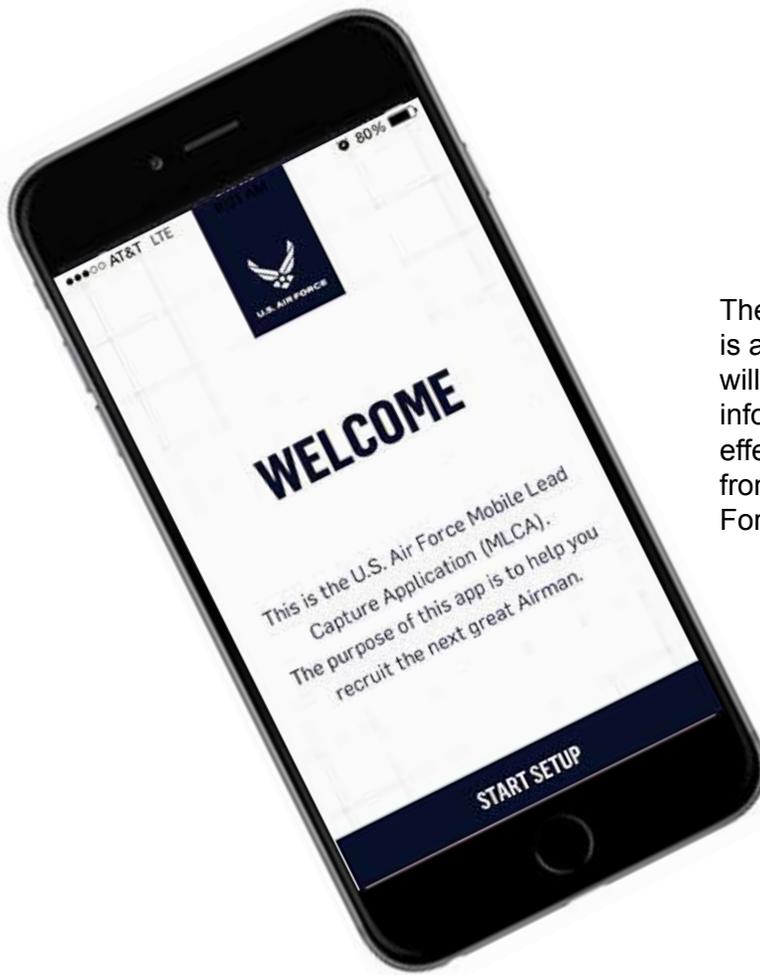
All technical sergeants and below will also receive a performance assessment. The new Performance Assessment categories include “performance in primary duties/training requirements,” “followership/leadership” and “whole Airman concept.”

Under those categories, Airmen will be assessed using one of five performance descriptions: not rated, met some but not all expectations, met all expectations, exceeded some but not all expectations and exceeded most, if not all expectations. There are no associated restrictions on the five performance descriptions.

Additional guidance for completing the revised AF Form 910 is included in AFI 36-2406, IC3 on the e-Publishing website.

**Tribute to veterans**

Staff Sgt. Russell Caesar, left, and Staff Sgt. Ralph Hall Gonzalez, 314th Recruiting Squadron A-Flight, take part in the first Philadelphia Department of Labor Veterans Day Tribute, Nov. 10. (U.S. Air Force photo)



The Mobile Lead Capture Application is a hi-tech standardized process that will allow recruiters to capture prospect information. This app will provide an effective method of gathering information from qualified leads interested in the Air Force. (U.S. Air Force graphic)

# Capture leads with new app

By Maricris Moore  
Air Force Recruiting Service Public Affairs

JOINT BASE SAN ANTONIO-Randolph, Texas – Recruiters now have a quick and easy way to acquire critical lead data, thanks to the Mobile Lead Capture Application.

Developed by the Air Force Recruiting Service Operations and Marketing division and the Air Force's advertising agency, GSD&M, the smartphone application is designed to capture potential applicant information. It also replaces the Lead Capture cards. The app provides a standardized process to capture and track qualified leads and will make it easier for recruiters to account for all potential applicants right on the spot.

The MCLA app can be downloaded by using a government-issued iPhone or iPad. To login, the app will

require the recruiter's email address and billet ID. The recruiter's billet ID is a four to five alpha-numeric code that is specific to the recruiter and the recruiter's squadron, flight and office location. Once the app has been downloaded, recruiters will be able to capture leads during school visits, zone canvassing or while attending events.

Recruiters will also have the option to set the app in "guest" mode to allow applicants to enter their information directly on the device.

The information entered into the app will then be transferred to the recruiter's Air Force Recruiting Information Support System account within 24 hours and lead records will be wiped from the iPhone or iPad once it has been submitted.

Visit <https://youtu.be/W6CrBeTVddE> to view a YouTube video about the app. For more information about the app, email Frank Radis at [frank.radis.2@us.af.mil](mailto:frank.radis.2@us.af.mil).

# DON'T *be* 'THAT GUY'



## Deceit, lies ruin recruiter's life, career

By Maj. Christopher Sheridan  
AFRS Assistant Staff Judge Advocate

“Oh what a tangled web we weave, when first we practice to deceive.”

--Sir Walter Scott, *Marmion*, 1808

Lying to applicants is as easy as violating paragraph 1.2.3! (AFRS Instruction 36-2001)

So you're sitting in your recruiting station looking at the applicant files on your desk trying to get caught up and unburied from your mountain of work. You start wondering how you are going to get it all done. You can't seem to move the applicant files forward because one document after another remains unsigned, or a form hasn't been filled out and you have only sporadic contact with your applicants.

In those frustrating moments maybe you even think, “Hmm, things would be so easy if I just filled out some of these forms and signed them for my applicant.” Of course, you don't do that because you know it is illegal. But one guy, Senior Airman Don't Be That Guy, did do that.

Fraudulently completing and signing forms is bad enough, but the deceptions didn't end there for Senior Airman DBTG. His lies became more and more elaborate and the consequences grew more severe for both himself and for the applicants he harmed with his lies.

On Sept. 10, 2014, Senior Airman DBTG received a UCMJ Article 15, Nonjudicial Punishment for Article 107, false official statements, and Article 123, forgery. For punishment, he received forfeiture of \$250 pay.

As alluded to in the opening paragraph of this article, he had fallen behind on his recruiting workload, and decided to

take the illegal shortcut of filling out forms and signing them for his applicants. He got caught because he had entered scores for a Physical Ability and Stamina Test for an applicant who never took the test. Other recruiters asked the applicant to confirm his signature/scores, and he told them it was not his signature and that he did not take the test on the date stated on the form.

This led leadership to look more closely at the applicant files of Senior Airman DBTG, and when they did, they also found he told another applicant he would be leaving for BMT with an open admin job, but in reality the applicant had a Security Forces job. Senior Airman DBTG was taken off the bag and given an order not to have contact with any current or future Air Force applicants.

Did Senior Airman DBTG learn his lesson? Unfortunately no, he did not. Next, he doubled-down on his problems and made things a lot worse for himself and others. Since he had gotten in trouble because of his poor handling of applicants and their files, he was now worried about getting more complaints from the last two applicants he had been responsible for. So he tried to buy himself time and decided to string his last two applicants along in the hopes that they would get frustrated and eventually go away.

When his applicants would call to check on the status of their applications, Senior Airman DBTG would come up with one outrageous lie after another as to what was going on with their application packages. He'd tell them: the computer system crashed; MEPS doesn't have appointments on Fridays; their shipping date was set and they should get ready to go (and then do nothing for them when that date came); they had an appointment the next day and to be ready (and then not follow through); or there was an administrative oversight made by a general.

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The sad thing is, the applicants had relatively easy issues to address had he just passed them off to a qualified recruiter. One applicant had BMI issues and could not qualify. Another needed a waiver processed for a simple medical condition. The investigation later revealed that there was another applicant who was good-to-go in all respects from before Senior Airman DBTG was issued the Article 15, but Senior Airman DBTG never processed his application – more on that applicant later.

These applicants eventually got tired of getting the runaround from Senior Airman DBTG and asked to be put in contact with his supervisor. Senior Airman DBTG escalated his game of elaborate lies. He started to text and email the applicants from different phone numbers and email accounts, impersonating his supervisor, a technical sergeant. (He also impersonated a staff sergeant and a lieutenant colonel, but on matters unrelated to recruiting.)

While impersonating his supervisor, Senior Airman DBTG continued with similar deceptions and lies to make the applicants think progress was being made on their applications when in fact he wasn't pushing them forward at all.

Remember the applicant who was qualified and good-to-go? He had a wife and child and a job – and he actually quit that job thinking he was heading out to BMT! Out of money and unable to stretch his dollars, he pressed harder on Senior Airman DBTG to find out what was happening. Senior Airman DBTG told him the Air Force made an error, but not to worry, they'd back-pay him as of his (falsely) promised ship date.

Ultimately, Senior Airman DBTG's lies, like a house of cards, had to collapse. Under intense pressure from his enraged applicants and wracked by guilt, he decided to come clean and turn himself in. Fortunately for that one applicant

with the family and no job, the squadron was able to process him rapidly and get him to BMT within two weeks (although in a different job than what he originally wanted). The other two applicants gave up on the Air Force in disgust.

Senior Airman DBTG was tried by a Special Court-Martial for his crimes. He plead guilty to one charge with four specifications of violating Article 92 of the UCMJ, Failure to Obey a Lawful Order or Regulation. Three specifications were for lying to his three applicants by failing to obey paragraph 1.2.3 of Air Force Recruiting Service Instruction 36-2001: "Recruiting personnel will not take any action to mislead or misinform a prospect or applicant/recruit to apply for or accept enlistment, commissioning, or appointment."

The other specification was for dereliction of duty for failing to process the medical waiver. Senior Airman DBTG also plead guilty to one charge with three specifications of Article 134, the General Article, for wrongfully impersonating the two noncommissioned officers and the commissioned officer. Senior Airman DBTG's sentence was a Bad Conduct Discharge and a reduction in rank to E-1.

Think for a moment about the harm that Senior Airman DBTG did to the lives of these applicants, and to his own life and career by lying to them. Beyond that, consider the third-order effects to the recruiting environment in Senior Airman DBTG's zone.

Some people already believe that recruiters lie. When you have a recruiter lie to applicants for months and then those applicants tell their story to their friends and family (in particular any friends and family who are in high school and might have considered joining the Air Force), it damages ALL recruiters' credibility. The damage Senior Airman DBTG's actions has done to recruiting efforts in his zone will most likely last for years.

You don't want to be "THAT GUY"!

## Correction

The Nov. 16 issue of *Behind the Badge* contained an error in the article, "The JAG Report."

Under the subheading, "Courts-Martial," the paragraph should have read:

"A technical sergeant from the 313th RCS was charged with wrongful use of marijuana in violation of Article 112a of the UCMJ. The member was tried at a special court-martial Aug. 19-21, and was acquitted."

The squadron was originally misidentified as the 361st RCS.



Tech. Sgt. Jerod Paccassi takes the field for the coin toss at a football game in Klamath Falls, Oregon. (U.S. Air Force photo)

## Is there anything the Air Force can do for you?

By Tech. Sgt. Jerod Paccassi  
361st Recruiting Squadron F-Flight

No matter what type of zone we work, I think we can all agree that having a strong school programs can lead to great things. I work a small market in Klamath Falls, Oregon, less than 800 seniors in a zone well over 6,000 square miles. It is essential that I develop strong relationships with influencers in my schools and ensure every one of those 800 seniors knows my name and my face when they are making that critical decision of what to do after high school.

As recruiters, we often ask our school influencers to assist us in *our* mission. We ask for market surveys, lead lists, ASVAB tests and opportunities to meet with their students and speak in their classrooms.

What we sometimes fail to do is ask what we can do for them – to assist in *their* mission. Developing those strong influencer relationships means making a concerted effort in understanding their needs and identifying ways we can work together so that our collective needs can be met. We do this by turning the question around and simply asking, “Is there anything the Air Force can do for you?”

For instance, over the summer I started a simple marketing request with one of my local high schools to hang an Air Force banner on the football field. When I met with the sports marketing director at the local high school to drop off

the banner I thanked him for his support and then asked him: “Is there anything the Air Force can do for you?”

Instantly his eyes lit up and he started to talk about how he had always wanted to have a military appreciation football game to give back to the veterans of the community. He only needed someone who could assist with the planning and execution of the event. He had lots of ideas, including engaging local media to advertise and coordinating an honor guard. Each time he brought up an idea, I was able to provide a solution because of the connections I’ve been able to make.

What started as a simple idea soon grew into the “1st Annual Veterans Appreciation Night presented by the United States Air Force.” Thanks to previously established media relations, I was able to get on the radio with members of the football team during two live morning shows.

I was also able to get the honor guard scheduled and we were even approved for a small SPI purchase for the event. To show their appreciation, the school invited me onto the field to perform the coin toss at the beginning of the game.

In the end, the Air Force was put on display to the entire community, relationships with a priority 1 school were solidified and more than 100 members of our prime demographic met their local Air Force recruiter. None of it would have happened without asking “Is there anything the Air Force can do for you?”



### Community outreach

Lt. Gen. Lee K. Levy II, commander, Air Force Sustainment Center, Tinker Air Force Base, Oklahoma, visited Port Allen High School in West Baton Rouge Parish, Louisiana, Nov. 13. The general was in the area for a Veterans Day presentation for the ROTC detachment at Louisiana State University, his alma mater. From left are Senior Master Sgt. Dwight Beck, 331st RCS production superintendent; Lt. Col. Jonathan Austin, 331st RCS commander; Abram Haynes, a student who is a member of the Delayed Entry Program; Dr. Rose Thompson, high school senior counselor; Levy; Staff Sgt. Zachariah Earle and Staff Sgt. Eric Tabor, H-Flight enlisted accessions recruiters; and Master Sgt. Kurt Pinkowski, 331st RCS H-Flight chief. Haynes received his Community College of the Air Force certificate of acceptance from the general. (U.S. Air Force photo)



### A selfie with the CMSAF

Tech. Sgt. Sennesia Perez, 367th Recruiting Squadron, takes a selfie with Chief Master Sgt. of the Air Force James A. Cody at the U.S. Air Force Academy in Colorado Springs, Colorado, Nov. 2. Cody was at the academy for an enlisted call to discuss current issues. (Courtesy photo)



### In the news

Tech. Sgt. David Daniels, 362nd Recruiting Squadron Operations NCO, is shown in a screen capture during a broadcast of the Veterans Day ceremony at Riverside National Cemetery in Riverside, California, Nov. 11. At right is Capt. Richard Browell, 362nd RCS Support Flight commander. (Courtesy photo)



### Dallas salutes veterans

Members of the 344th Recruiting Squadron A-Flight and their Delayed Entry Program participated in the Dallas Veterans Day Parade Nov. 11. Clockwise from left:

1. Staff Sgts. Kevin Schroeder and Timothy Crowsey lead DEP members along the two-mile-long route near Reunion Tower.
2. DEP members stand at attention just before their swear-in ceremony at Dallas City Hall.
3. Staff Sgt. Kevin Schroeder drives the F-22 mini jet through downtown Dallas. (U.S. Air Force photos)



### Partnering with Scheuring Sports

Tech. Sgt. Travis Layman, an enlisted accessions recruiter with the 343rd Recruiting Squadron in Duluth, Minnesota, conducts a classroom presentation with high school juniors and seniors at Two Harbors High School in Two Harbors, Minnesota, Nov. 16. He worked alongside Steve Scheuring and his Air Force-sponsored Scheuring Speed Sports snowmobile race team to mark the start of the Snocross snowmobile race season. (U.S. Air Force photos)



### Remembering veterans

Members of the 368th Recruiting Squadron placed flags on graves at Veterans Memorial Cemetery in Riverton, Utah, Nov. 10. ABOVE: From left in the front row are Chief Master Sgt. Carmelo Vega, superintendent, and his daughter, Frances; Lt. Col. William Parker, commander; Tech. Sgt. Daniel Bolin, training and marketing NCO; Master Sgt. Michael Whitten, operations chief; and Tech. Sgt. Carl Ybarra, training and marketing NCO. In the back row from left are Master Sgt. Gary Poulin, first sergeant; Tech. Sgt. Greg Horner, operations NCO; Staff Sgt. Andrew Pope, enlisted accessions recruiter; Master Sgt. Jese Baysinger, training and marketing NCO; and Staff Sgt. Louis Hurst, EA recruiter, and his son, Ethan. LEFT: Hurst helps his son plant a flag as Pope watches. (U.S. Air Force photos)



**Packing it up for 2015**

The Blue Angel Homecoming Air Show at Naval Air Station Pensacola, Florida, was the last stop for the Blue Angels and the Air Force Vapor Supercar Team Nov. 6-7. Staff Sgt. William Magill of the 331st Recruiting Squadron and future Airmen pictured below were on hand for the event. At left, the Vapor team pack up as Blue Angel No. 1 gets towed into a hangar. (U.S. Air Force photos)





**Moody AFB air show**

Members of the 336th Recruiting Squadron G-Flight worked the Moody Air Force Base, Georgia, air show Nov. 7.

ABOVE: Tech. Sgts. Cristina Garcia and Gene Moll, Staff Sgt. Johnny Amaya, and Delayed Entry Program members pose for a photo with a Thunderbird pilot. LEFT: Staff Sgt. Dwain Douglas, Tech. Sgt. Cristina Garcia and Master Sgt. Rachelle Johnson enjoy themselves at the air show. BELOW: DEP members walk out to ready for their swearing in ceremony. (U.S. Air Force photos)





### The spirit of Saginaw

Retired Army Col. Roger H. Donlon, swears in members of the 339th Recruiting Squadron Delayed Entry Program during Military Appreciation Day activities at the Saginaw Spirit hockey game in Saginaw, Michigan, Nov. 7. Donlon was the first American soldier to be awarded the Medal of Honor in the Vietnam War. E-Flight members in attendance were Master Sgt. Gregory Lamb, E-Flight chief; Staff Sgts. Joseph Glorso, Matthew Marentette, Parker Smith, Jessica Welch and David Whitney, recruiters; Airman Basic Ashley Wiles, Recruiter Assistance Program; and Renee Mousseau, E-Flight secretary. (U.S. Air Force photo)



### Homecoming

Chief Master Sergeant Troy G. Palmer Jr., 12th Flying Training Wing Command Chief, stands with Staff Sgt. William Magill, 331st Recruiting Squadron, and 62 Naval Junior ROTC students at Pine Forest High School in Pensacola, Florida, Nov. 3. The chief is a 1983 graduate of Pine Forest. He spent the morning speaking with the cadets about the realities of life after high school and life in the military. Also present was Airman 1st Class Joseph Franzone, stationed at Hickam Air Force Base, Hawaii, who was participating in the Recruiter Assistance Program. After Palmer's presentation, Magill provided briefings on special operations and the Community College of the Air Force. (U.S. Air Force photo)



### Under inspection

Members of the 341st Recruiting Squadron assisted with the Del Valle High School vs. James Bowie High School Air Force Junior ROTC Drill Competition in Del Valle, Texas, Nov. 14. Tech. Sgt. Nathaniel Peace, front row; Staff Sgt. Candace Grantham, middle row; and Staff Sgt. Cory Kime, back row, inspected both teams on uniforms, color guard, armed/unarmed drill sequences and physical training. James Bowie High School is located in Austin, Texas. (U.S. Air Force photo)



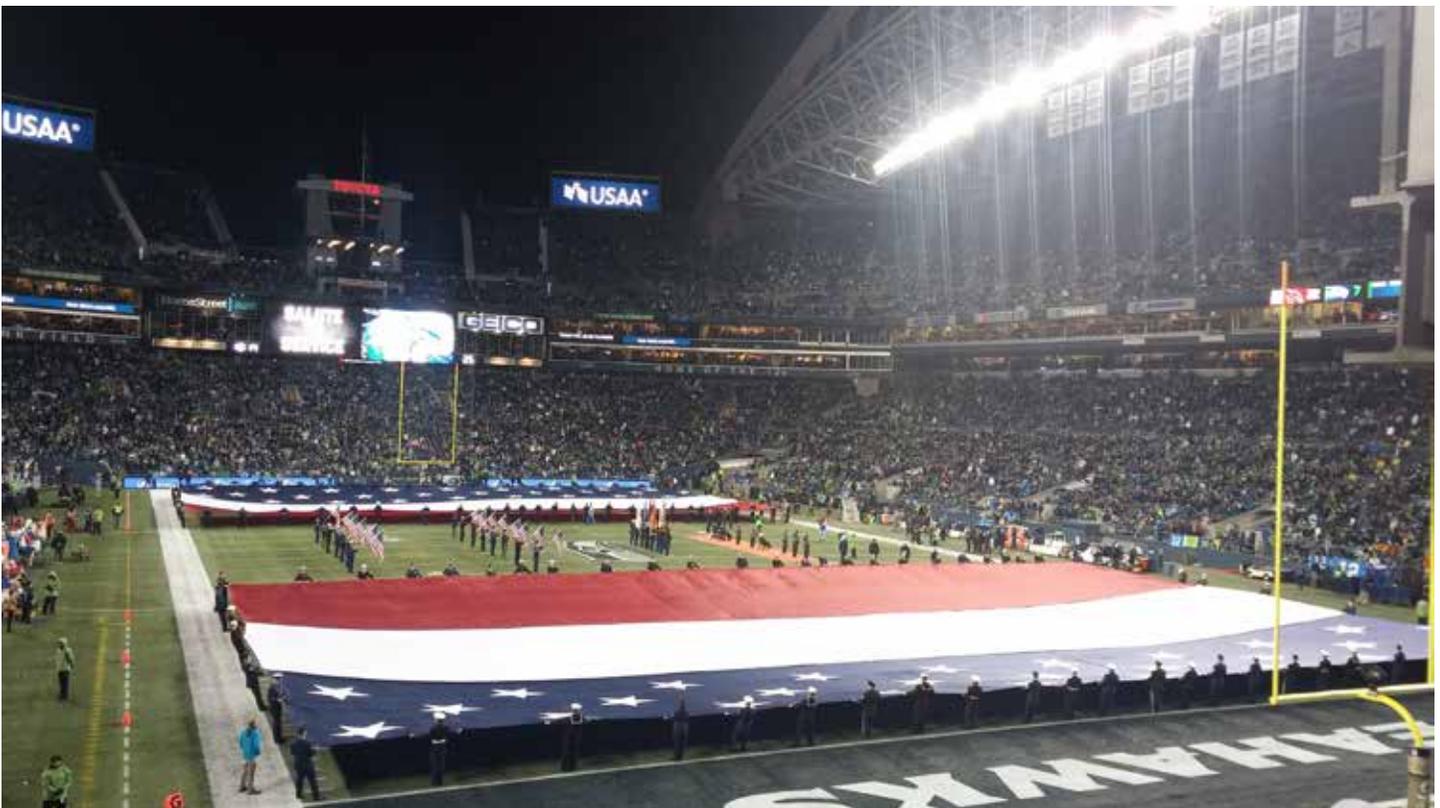
### DEP Call

Recruiters from the 369th Recruiting Squadron held a mass Delayed Entry Program Call in Anaheim, California, Nov. 14. The plan was to a Basic Military Training-type commander's call while also making it fun for the future Airmen. The recruiters held a knockout competition, during which a series of basic drill movements were performed. After each movement, individuals were eliminated based on execution. The last one standing won. Trainee Bradley Wells won bragging rights. H-Flight recruiters were, from left in the front row: Staff Sgt. John Ramsey, Tech. Sgt. Maria Pineda, and Staff Sgts. Adriana Arcscott, Guillermo Cajigas, Ricky Scoggins and Michele Atencio. (U.S. Air Force photo)



### Salute to Service

Members of the 361st Recruiting Squadron participated in the Salute to Service pre-game and halftime show at the Seattle Seahawks game at Century Link Field in Seattle, Nov. 15. The game was nationally televised. From left are Tech. Sgt. Robert Harrower, A-Flight recruiter; Master Sgt. Greg Hite, Operations chief; and Tech. Sgt. Doug Pecor, Training and Marketing NCO. (U.S. Air Force photos)





### Engineering opportunities

Second Lt. Ajay Reddy briefs new Delayed Entry Program members from the 314th Recruiting Squadron about engineering opportunities in the Air Force at Cape Canaveral Air Station, Florida, Nov. 4. Reddy, assigned to the 5th Space Launch Squadron, was a fiscal year 2012 Technical Degree Sponsorship Program selectee from the 314th RCS line officer flight. Staff Sgt. Jessica Kosisky, 314th RCS, contacted him and assisted in setting up a presentation for the local recruiter's new engineer DEP members. (U.S. Air Force photo)



### Giving thanks

Master Sgt. Jordan Perry, 336th Recruiting Squadron E-Flight, organized an all-service color guard detail for the Wounded Warrior Project Give Thanks Monday golf tournament in St. Augustine, Florida, Nov. 23. Approximately 300 individuals and sponsors participated in the tournament. (U.S. Air Force photo.)



### Ring the bell!

On the last duty day of the month, members of the 369th Recruiting Squadron headquarters call to congratulate each flight chief, recruiter and flight admin on making goal. They celebrate by ringing the bell for each person. Shown on Nov. 30 are, clockwise from far left: Tech. Sgt. Michelle Davenport, NCO in charge, Client Systems Management; Staff Sgt. Alan Crawford, enlisted accessions recruiter in Los Angeles; Staff Sgt. Michael Sommer, Operations NCO; Lt. Col. John Patrick, commander; Staff Sgt. James Tench, Training and Marketing NCO; Master Sgt. Alexandro Almaraz, acting first sergeant; Chief Master Sgt. Daniel Oien, superintendent; and Tech. Sgt. Geoff Bell, EA recruiter in Inglewood, California. (U.S. Air Force photo)



### Appreciation for veterans

Members of the 339th Recruiting Squadron pose with some Detroit Lions at Ford Field for the Quicken Loans Detroit Lions vs. Oakland Raiders Veterans Appreciation Game, Nov. 22. From left are Master Sgt. Damian Vandevender, senior trainer and line officer flight chief; Tech. Sgt. Frank Farley, Detroit Military Entrance Processing Station Liaison NCO; Matthew Stafford, Detroit Lions quarterback; Manny Ramirez, Detroit Lions offensive lineman; Riley Reiff, Detroit Lions offensive lineman; Staff Sgt. David Whitney, Flint, Michigan, recruiter; Calvin Johnson, Detroit Lions wide receiver; Senior Master Sgt. Dale Graham, production superintendent; and Master Sgt. James Asedo, interim H-Flight chief. (Courtesy photo/Detroit Lions)



### Developing future Airmen

Retired Air Force Master Sgt. David Overton, a former combat controller, is now the Combat Support Developer for the 332nd Recruiting Squadron. TOP PHOTO – Overton instructs members of the Delayed Entry Program about the Physical Ability and Stamina Test at the University of Tennessee Aquatic Center, Nov. 12. ABOVE – Overton keeps count and watches form as DEP members do sit-ups. At right is Staff Sgt. Darrell Coursey, the enlisted accessions recruiter based in Knoxville. (U.S. Air Force photos)



### Certificate of Appreciation

Staff Sgt. Ralph Hall Gonzalez, 314th Recruiting Squadron A-Flight, presents a certificate of appreciation to Tech. Sgt. David Morson, instructor at The School District Junior ROTC detachment in Philadelphia, Nov. 19. Gonzalez has established good rapport with the detachment, and was also able to recruit Morson's son, Jacob, who is now an airman 1st class stationed at Andersen Air Force Base, Guam. (U.S. Air Force photo)



### Teamwork

Staff Sgt. James Robison, 336th Recruiting Squadron H-Flight, is surrounded by Army recruiters at the Army Recruiting Station in Roswell, Georgia, Nov. 12. Robison was presented the Army Achievement Medal for helping their office achieve their mission with active duty and Reserve recruiting for fiscal years 2014 and 2015. He contributed more than 100 leads to their center that resulted in 16 contracts from April 2014 to April 2015. He has referred seven more since then. From left are Tech. Sgt. Jason Crawford (H-Flight chief), and Army personnel Sgt. 1st Class William Evans, 1st Sgt. Clay Boyles, Staff Sgt. Christopher Petree, Staff Sgt. James Robison, Capt. Chafac Mofor and Staff Sgt. James White. (U.S. Air Force photo)



### Proud moment

Staff Sgt. Bobbie Guthrie stands with Airman Basic Nathan Holm at his Basic Military Training graduation at Joint Base San Antonio-Lackland, Texas, Nov. 13. Guthrie has been a recruiting instructor with the 344th Training Squadron for a year, and Holm was her last Delayed Entry Program member to graduate BMT. He booked his No. 1 job – helicopter maintenance – and was a BMT Honor Graduate. (Courtesy photo)



### Heartfelt wishes

Members of the 333rd Recruiting Squadron hold up handmade cards they received for Veterans Day from the Indian Harbor Beach KinderCare in Harbour Beach, Florida, Nov. 13. From left are Maj. James Kramer, Support Flight commander; Master Sgt. Jason Greco, first sergeant; Tech. Sgt. Christopher McClendon, Operations NCO; Lt. Col. Brian Clough, commander; Tech. Sgt. Edwin Ramos Jr., NCO in charge, Client Systems Management; and Senior Master Sgt. Derek Draper, production superintendent. (U.S. Air Force photo/Tech. Sgt. Sean Christian)



**Newest certified recruiters in the 336th RCS**

Senior Master Sgt. Josephine Davis-Fogle, 336th Recruiting Squadron production superintendent, is shown with two F-Flight recruiters she recently certified in Morrow, Georgia – Staff Sgt. Andrew Curtis (left), Nov. 12, and Tech. Sgt. Darren Wittmann, Nov. 13. Davis-Fogle was their instructor supervisor when they attended the recruiting schoolhouse, and the two ended up being office partners. (U.S. Air Force photos)



**369th RCS certification**

Master Sgt. Kevin Daigle, 369th Recruiting Squadron production superintendent, presents a recruiter certificate to Tech. Sgt. Larissa Aldrich in Lakewood, California, Nov. 13. (U.S. Air Force photo)



### 342nd RCS certification

Senior Master Sgt. Frank Rawls, 342nd Recruiting Squadron production superintendent, presents Tech. Sgt. Caleb Walker with his certified recruiter badge. Walker is the newest certified Health Professions recruiter out of Arlington, Texas. (U.S. Air Force photo)



### Small world

While in-processing as a new enlisted accessions recruiter at the 367th Recruiting Squadron in November, Staff Sgt. Jefferson Aguiar come across a familiar face. He wasn't sure where he had met Master Sgt. Vincent Phifer until Phifer mentioned that he had been stationed in Tampa, Florida, and Aguiar recognized him. Then a staff sergeant, Phifer was the person who helped Aguiar select his job as a ground radar systems technician eight years earlier at the Tampa Military Entrance Processing Station. (Courtesy photo/Tech. Sgt. Lauren Kinzer)

# Congratulations

## Annual Production Awards

Congratulations to the following individuals and units who have been selected as the Air Force Recruiting Service Annual Production Award winners for fiscal 2015.

AFRS Commander's Award of Excellence: **337th**

### Recruiting Squadron

AFRS Langley Spirit Award: **Staff Sgt. Jonathan Newark, 349th RCS**

Top Squadron: **337th RCS**

Top Squadron Enlisted Accessions Programs: **319th RCS**

Top Squadron Health Professions Programs: **342nd RCS**

Top Squadron Line Officer Programs: **361st RCS**

Bob Cantu Most Improved Award: **318th RCS**

Top Squadron Safety Award: **332nd RCS**

Top Operations Flight Commander: **Capt. Brian Murray, 336th RCS**

Top Support Flight Commander: **Capt. Myles Morales, 336th RCS**

Top Production Superintendent: **Senior Master Sgt. Frank Staud, 337th RCS**

Top Enlisted Accessions Flight Chief: **Master Sgt. Brian Rodgers, 361st RCS**

Top Enlisted Accessions Recruiter: **Tech. Sgt. Lucas Bistor, 311th RCS**

Top Line Officer Recruiter: **Tech. Sgt. Bryan Berrio, 345th RCS**

Top Rookie Recruiter Award: **Tech. Sgt. Larry Prasek, 361st RCS**

Top Enlisted Accessions Flight: **362nd RCS G-Flight**

Top Operations Flight: **337th RCS**

Top Training and Marketing Flight: **319th RCS**

Top Support Flight: **345th RCS**

Top Support Award: **Tech. Sgt. John Mass, 342nd RCS**

Top Support Award 8R000: **Staff Sgt. Vincent Lee, 360th**

### RCG

Top Military Entrance Processing Station (Large): **Tampa, Florida, 333rd RCS**

Top MEPS (Medium): **Milwaukee, 347th RCS**

Top MEPS (Small): **Memphis, Tennessee, 345th RCS**

Top HP Biomedical Service Corps Recruiter: **Tech. Sgt. Justin Nixon, 342nd RCS**

Top HP BSC Recruiter (Health Professions Scholarship Program): **Master Sgt. Timothy Bernau, 348th RCS**

Top HP Dental Corps (Financial Assistance Program): **Master Sgt. William Roskopf IV, 348th RCS**

Top HP DC (HPSP): **Tech. Sgt. Stephan Shinholt, 348th RCS**

Top HP DC Recruiter: **Tech. Sgt. Tara Benson, 342nd RCS**

Top HP Flight: **318th RCS D-Flight**

Top HP Flight Chief: **Master Sgt. Nathan Suhaysik, 342nd RCS**

Top HP Medical Corps Recruiter: **Tech. Sgt. Michele Corning, 318th RCS**

Top HP MC Recruiter (FAP): **Tech. Sgt. Michele Corning, 318th RCS**

Top HP MC Recruiter (HPSP): **Tech. Sgt. Mitchell Kirby, 318th RCS**

Top HP Medical Service Corps Recruiter: **Master Sgt. Timothy Bernau, 348th RCS**

Top HP Nurse Corps Recruiter: **Master Sgt. Eric Hart, 342nd RCS**

Top HP NC Recruiter (HPSP): **Master Sgt. Eric Hart, 342nd RCS**

Top HP Recruiter: **Master Sgt. Eric Hart, 342nd RCS**

Top HP NC Nurse Transition Program: **Tech. Sgt. Jacob Bender, 348th RCS**

## Third Quarter Awards

Congratulations to the AFRS 3rd Quarter Award winners for 2015.

Junior Enlisted Member: **Senior Airman Darren Turner II, 314th RCS**

NCO: **Tech. Sgt. Jessica Martinez, 311th RCS**

Senior NCO: **Master Sgt. Ryan Smith, 347th RCS**

Company Grade Officer: **Capt. Brian Murray, 336th RCS**

Civilian Category I: **Brigitte Eaton, 341st RCS**

Civilian Category II: **Jesse Esterly, 314th RCS**

Civilian Category III: **Kenneth Raimondi, Headquarters AFRS**

## Standard of Excellence

Congratulations to the winners of the AFRS fiscal 2015 Standard of Excellence Award.

314th RCS                      338th RCS                      367th RCS

317th RCS                      339th RCS                      368th RCS

318th RCS                      344th RCS                      369th RCS

332nd RCS                      348th RCS

333rd RCS                      349th RCS

336th RCS                      361st RCS

337th RCS                      362nd RCS



### Helping a veteran

Tech. Sgt. Brandon Pike, 344th Recruiting Squadron A-Flight, and members of his Delayed Entry Program, participated in the Rebuilding Together Greater Dallas Organization Volunteer Event in Dallas, Nov. 14. They assisted James Hurst, a veteran of World War II and the Korean War, at his home. Hurst wanted to ensure that Pike thanked each of the volunteers for the work they did. (U.S. Air Force photos)



### Competitor

Tech. Sgt. Annette Deering, 343rd Recruiting Squadron I-Flight, competes in the Fall Brawl CrossFit event in St. Michaels, Minnesota, Nov. 7. Deering and her teammate placed 6th out of 25 teams. She is based in Brainerd, Minnesota. (Courtesy photo)



### Pocono Raceway

Members from the 314th Recruiting Squadron B-Flight conducted a flight/Delayed Entry Program run at Pocono Raceway in Long Pond, Pennsylvania, Nov. 20. B-Flight members included Staff Sgt. Brandon Hilsheimer, Tech. Sgt. Anthony Powell, Master Sgt. Michael Halbrook (B-Flight chief), Tech. Sgt. TSgt Dominick Aritz and Staff Sgt. Jeffery Huber. DEP members and friends represented Wilkes-Barre, Pottsville and Scranton, Pennsylvania. (U.S. Air Force photo)



### **Building a field of dreams**

Members of the 333rd Recruiting Squadron volunteered to help build the nation's largest special needs and handicapped accessible sports complex and playground at the Space Coast Field of Dreams in West Melbourne, Florida, Nov. 12. From left are Tech. Sgt. Christopher Randall, Training and Marketing NCO; Tech. Sgt. Edwin Ramos Jr., NCO in charge, Client Systems Management; Master Sgt. Terrence Whitney, Operations Flight chief; Tech. Sgt. Christopher McClendon, Operations NCO; and Master Sgt. Cameron Bruggeman, Training and Marketing NCO. (Courtesy photo/Joy Whitney)