



# BEHIND THE BADGE

INSPIRE



U.S. AIR FORCE

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RECRUIT

THE OFFICIAL MAGAZINE OF THE U.S. AIR FORCE RECRUITING SERVICE

AIR FORCE RECRUITING SERVICE

*August 2022*



***AFRS's New Special Warfare Branch is looking for tough Airmen for a tough career field in one of the toughest recruiting years ever! See how they are making a difference!***

## ABOUT US:

Behind the Badge is a digitally published, monthly magazine catering to the recruiting community. It is an official publication of the Air Force Recruiting Service Public Affairs Office.

## FEEDBACK:

Behind the Badge welcomes submissions from all recruiters and those working in the field. Photos, videos, story ideas, commentaries, suggestions and criticisms are all welcome, although publication is not guaranteed.

## TO SUBMIT:

Email: [afrshqpa@us.af.mil](mailto:afrshqpa@us.af.mil)

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## ON THE COVER



*Lt. Col. Joseph Lopez and Tech. Sgt. Kevin Dunham, two of seven members of AFRS's Recruiting Operations Special Warfare branch pose for a photo outside AFRS's headquarters at Joint Base San Antonio-Randolph. Their branch is making progress after just one year. Their story begins on page 2.*

Welcome to August!

August means back to school for many, cooler temperatures are coming soon (for some), and the final stretch for fiscal 2022.

Air Force Recruiting Service has employed a host of tactics to meet challenges in 2022. One of our popular tools is our monthly Career Chats hosted on social media. Please mark your calendars for the August 24, Special Warfare career chat on the U.S. Air Force Recruiting YouTube channel. The September Career Chat is scheduled for Sept. 7 and will be the first chat we host on the Space Force Recruiting YouTube to highlight the Space Operations career field. The fiscal 2023 Career Chats return to the Air Force Recruiting YouTube on Oct. 5 with Security Forces. Our Career Chats always start at 2 p.m. CT.

In this edition of the BTB you'll read about the AFRS Special Warfare branch and see how that new team deploys to support recruitment for some of our hardest to fill career fields. Also in this edition, we'll give you a peek at how recruiters are building relationships in their communities. You'll see recruiters having fun doing what they enjoy doing in some dynamic venues. Notice that there are a lot of people and partners who are working with AFRS on a shared challenge. In other words, we are not alone.

By the way, we've seen recruiters throughout AFRS engage with their local market media as part of our nationwide Media Blitz. Great work! Our Public Affairs team is here to help with talking points and media prep so reach out to us if you need to at [afrshqpa@us.af.mil](mailto:afrshqpa@us.af.mil).

We hope that you enjoy this edition of the Behind the Badge! Keep sending us high resolution pictures and story ideas! Be sure to include the elements of who, what, when, where, why, and how so that we can tell your story to the world.

There's less than 60 days left in fiscal 2022, and we want to ring that bell!

Stay safe. Rely on your wingmen. We will see you in September!

**Helpful Hints on How to Save Images:**

We love showcasing Recruiters in Action ... keep your photos coming!

**When using a cell phone:**

1. Use gridlines. They help balance your shot. Turning on gridlines will place lines on your screen based on the rule of thirds.
2. Get Closer. Lose the filters. Clean the lens and turn off the flash.
3. Try taking pictures from weird angles. This can result in some of the most memorable photos. It's all about seeing things from a different perspective!
4. Turn your phone on its side. The web is a horizontal medium.
5. Visit: [digitalbrandinginstitute.com/take-awesome-picturesphone/](https://digitalbrandinginstitute.com/take-awesome-picturesphone/) for more tips.
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# AFRS Special Warfare branch improving SW recruitment

Story by AFRS Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – Historically, recruiting Airmen for Special Warfare career fields has been as tough as the Airmen who fill its ranks. So when Air Force Recruiting Service entered fiscal 2022, it organized a team in its Operations division here to inspire, engage and recruit future SW Airmen.

That team, called the SW branch, is reporting some progress despite headwinds that have characterized one of the toughest recruiting years in Air Force history for all career fields.

The selection process and relatively small size of the Air Force Special Warfare community compared to other career fields make members an elite class of warriors. So AFSPECWAR is lesser known compared to its counterparts in the Army, Navy and Marine Corps.

“We needed to share the story of our community, its feats of heroism and no longer be ‘quiet professionals,’” said Lt. Col. Joe Lopez, SW branch chief. The former Army Ranger and current Air Force combat rescue officer by trade, designed the 2022 plan to recruit aspiring Airmen for AFSPECWAR from within the Air Force as well as non-prior service future Airmen.

Unlike most branches at the AFRS headquarters, SW branch members visited universities and military installations where they met with all demographics while local Air Force recruiters focused on traditional recruiting methods. Overall, SW branch is searching for people with grit and determination who have the aptitude, mentality and physicality to endure the requirements of entering the SW career fields.



*About 40 Air Force ROTC cadets from colleges throughout Ohio and Kentucky train with a “Rogue Worm” at Wright-Patterson Air Force Base, Ohio, April 22, 2022. The event was one of several immersive training experiences that the Special Warfare branch has organized as part of its nationwide outreach effort which aims to educate future Airmen and attract Special Warfare candidates to the career field.*

Those career opportunities include Combat Rescue, Special Tactics, and Tactical Air Control Party officer career fields as well as Pararescue, Combat Control, Special Reconnaissance, and Tactical Air Control Party enlisted career fields. In addition, the branch also supports recruitment for enabler Air Force Specialty Codes such as Survival, Evasion, Resistance, and Escape and Explosive Ordnance Disposal enlisted career fields.

Specific to enlisted career fields, qualified applicants will enter the Special Warfare Operator Enlistment vectoring program designed in 2020 to streamline the enlistment process. This begins in the pre-accession phase where recruiting development teams identify potential SW candidates and begin the process to prepare them for the rigors of the Special Warfare training pipeline and later, their designated career field.

AFRS and the AFSPECWAR

community aim to create a competitive model in the SWOE “Development Pool” where interested civilians strive to be sufficiently mentally and physically fit so they can be the next AFSPECWAR operators.

Part of the need and desire to move out more aggressively than before is because the Air Force has struggled to meet its goal for enlisted and officer ranks in AFSPECWAR.

“The intent of these outreach efforts is to establish rapport with interested applicants, give them insight on how to train smartly, and expose them with introductions to some of the physical challenges that they may experience while being screened and assessed so they’re better prepared mentally to overcome adversity during those trying times,” Lopez said. “All too often, we hear ‘I didn’t know the Air Force had this capability,’ so we are working to inspire, connect,

(Continued on Page 3)

## Special Warfare (Continued from Page 2)



*Air Force ROTC cadets from colleges throughout southern California learn underwater breathing techniques from Air Force Special Warfare trainers in a pool at the Naval Special Warfare Center in Coronado, California, May 7, 2022. Special Warfare branch organized the training to educate and attract future SW candidates.*

develop and recruit future candidates into AFSPECWAR before they ship to Basic Military Training.”

Lopez’s team includes veteran recruiters who are familiar with the challenges of recruiting SW Airmen. “Recruiting special warfare Airmen for the Air Force is very difficult, because most civilians have only heard about Navy SEALs and Green Berets,” said Master Sgt. Kenneth Babb, SW branch superintendent and former SW recruiting flight chief. “Few have ever heard about this very small community of elite warriors inside the Air Force. We know that there are people out there who want to serve in the military as a ground combatant and we need them to know that there are opportunities for them in the Air Force.”

Circumstances dictated the need for a new, innovative approach and plan that synchronized the worldwide effort to recruit SW Airmen.

“This is the very reason AFRS stood SW branch up and we hit the ground running,” Lopez said. “In our first year alone, we engaged with almost 1,300 cadets in 42 different Air Force ROTC detachments to recruit potential special warfare officers,”

The SW branch also visited 10 different Air Force bases and met with more than 200 Airmen to conduct in-service recruiting for enlisted Airmen and officers.

Simultaneously, Lopez and his team supported initiatives to elevate public awareness and engage new enlistees. The SW branch helped AFSPECWAR obtain trademark approval for a new logo and was involved in the Air Force’s decision-making process to increase SW initial enlistment bonuses from \$15,000 to \$50,000.

“Our main goal is to streamline the process from recruiting America’s highly talented applicants to enter

the Air Force and begin their journey, in the hopes of becoming an AFSPECWAR Airman,” Lopez said. “We truly believe that if we can improve AFSPECWAR’s brand awareness and promote the opportunities special warfare careers offer, then recruiting will be much easier.”

SW branch members said that, overall, AFSPECWAR’s most difficult challenge is recruiting SW Open Enlistment candidates. SW recruiters are spread throughout the U.S. where they need to bring in roughly 1,000 non-prior service recruits each year.

“I was blown away by the effort a recruiter puts into shipping a SWOE candidate,” said Master Sgt. Matthew Voss, a SERE specialist assigned to the SW branch. Before Voss was assigned to AFRS, he served as a flight chief for the SERE Specialist Orientation Course at Joint Base San Antonio-Lackland’s Chapman Annex. He is the first SERE specialist assigned to AFRS.

“The Airmen of AFSPECWAR are absolutely critical when a conflict kicks off and we need to ensure that we have sufficient Airmen ready for the next conflict,” Voss said. “That all starts with recruiting.”



**Continuous Process Improvement questions?**

**Contact: Matthew J. Jackson, Chief, Strategic Planning and Process Improvement at:**  
**(210) 565-4681,**  
**matthew.jackson.36@us.af.mil**

# Monkeypox, what Airmen, Guardians need to know

Air Force Surgeon General Public Affairs

FALLS CHURCH, Va. - The World Health Organization declared monkeypox a public health emergency, July 23. With more than 4,000 cases in the U.S., Airmen and Guardians should know the risks and how to stay safe.

Monkeypox is primarily spread from person-to-person through prolonged close contact with an infectious rash, scabs or body fluids, as well as through respiratory droplets or oral fluids. Additionally, spread can also occur through the handling of objects such as bedding or clothing belonging to a person with a known infection.

## Vaccine and Treatment

The Food and Drug Administration has approved a vaccine for monkeypox, however it is in limited supply in the U.S. The Department of Defense is working with the Centers for Disease Control and Prevention to ensure all service members, stateside and overseas, have a vaccine within 24 to 48 hours.

Members who have questions, concerns or want to know their vaccine eligibility should contact their military treatment facility. Patients

who receive care outside of the MTF should contact their local provider.

The current guidance on who can get vaccinated prioritizes those who are a known contact identified through public health contact tracing, as well as those who have had sexual contact in the last 14 days with an individual who was infected or had multiple sexual partners in the past 14 days in an area with known monkeypox cases. Additionally, those whose jobs may expose them to monkeypox, such as laboratory workers who handle monkeypox specimens, are advised to receive the vaccine.

“If you believe you fall into one of these categories, then you need to quickly reach out to your provider to get assessed and confirm the need for the vaccine,” said Lt. Col. David Sayers, Preventive Medicine chief, Air Force Medical Readiness Agency.

Airmen and Guardians should seek medical care immediately if they believe they have come in close contact with someone with a known infection or have a suspected infection themselves.

“Please do not wait to seek medical attention if you believe you are infected or a close contact,” Sayers said. “While the current outbreak has

mostly been seen among men, anyone can be at risk of getting infected. Children, pregnant women and people who are immunocompromised are most at risk of severe complications should they become infected.”

Isolation is recommended for the duration of the illness if an individual is confirmed to have monkeypox. Treatment is primarily supportive care to treat the pain, rash, fever and body aches, especially for young, healthy individuals. Currently, there are no specific medications licensed to treat monkeypox.

## Symptoms

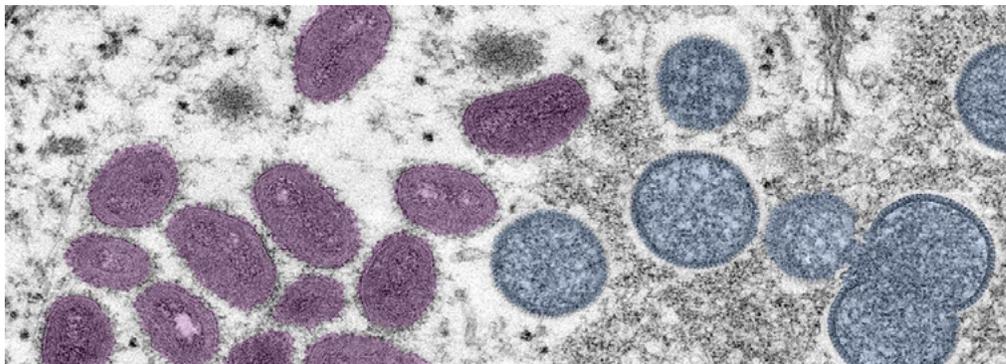
The most prominent monkeypox symptom is a rash that classically starts on the face and distributes to the extremities. In the current outbreak, the rash has been found to be distributed mostly to the genital area in some people. Symptoms also include fever, body aches, swollen lymph nodes and fatigue.

The time from infection to the presentation of symptoms is usually seven to 14 days but may range from five to 21 days total.

“The rash goes through stages where it shows up as a pimple and evolves into a pustule. That pustule then opens up and scabs over before healing,” Sayers said.

For more information and resources about monkeypox, visit the Air Force Medical Service site.

You can also find more information at the Centers for Disease Control and Prevention.



*Monkeypox is a rare disease caused by infection with the monkeypox virus. Monkeypox virus is part of the same family of viruses as variola virus, the virus that causes smallpox. Monkeypox symptoms are similar to smallpox symptoms, but milder, and monkeypox is rarely fatal. Monkeypox is not related to chickenpox.*

# Air Force Cycling Team rides in RAGBRAI

By Airman 1st Class Tylon Chapman,  
185th Air Refueling Wing

SIOUX CITY, IOWA - The Air Force Cycling Team rode again in the 2022 Register's Annual Great Bicycle Ride Across Iowa or RAGBRAI. The trip was a weeklong recreational touring bicycle ride that took cyclists from the Missouri river in the west to the Mississippi in the east.

The Air Force Cycling Team made their way to Sioux City where the Iowa Air National Guard's 185th Air Refueling Wing played host to the team for the first night of the event.

According to Trey Munn, Executive Director of the cycling team, this year they had 105 riders along with 15 support members. The group of cyclists joined more than 15,000 other riders from around the globe during the weeklong event.

This year, RAGBRAI had riders on a northern route that covered nearly 462 miles beginning in Sergeant Bluff in the west and ending at Lansing in the east. Riders made nightly stops in Ida Grove, Pocahontas, Emmetsburg, Mason City, Charles City, and West Union, swelling their populations by several thousand for a giant overnight rolling block party each evening.

Munn has been a part of the Air Force Cycling Team for seven years and said he keeps coming back because of the positive experience.

"It's a fantastic way to talk about the Air Force," Munn said. "[Riders] talk about where [they] come from, and to just find common connections with the people of Iowa."

Members of the Air Force team come from all over the world and are part of



*Members of the Air Force Cycling Team rode to Sergeant Bluff, Iowa, to start the Register's Annual Great Bicycle Ride Across Iowa at Sioux City, Iowa, July 24, 2022. The AFCT rides RAGBRAI as their premier event each year.*

the Active-Duty Air Force, Air Force Reserve, Air National Guard and Space Force. The team also included family members as well as retirees.

Air Force cyclers have a rich history of acting as the "Guardian Angels of the road," where they are known to provide aid to other riders with equipment issues and assist with injuries.

Air Force Cycling Team Chief Marketing Officer Drew Patterson explained that the team was riding in their 27th RAGBRAI event this year.

"We promote fitness, cycling, and being out in the community," said Patterson.

As part of their tradition on the first day, as the sun rose, the team formed up and paraded out of town two-by-two. According to Patterson, members of the team typically ride about ten hours each day before tenting at each evening's stop in the host cities.

For Air Force Cycling Team member Maj. Sara McDowell, RAGBRAI served as a kind of homecoming. The Cedar Rapids, Iowa, native is a Mental Health Provider for Headquarters Air Force and is a Regional Team Lead for the AFCT. McDowell explained how AFCT members greet and hand out swag to community members along the route.

McDowell said a big part of the experience for team members is that they get to interact and connect, forming bonds through comradery towards their common purpose.

"Airmen want to connect together," McDowell said.

McDowell said wearing the Air Force wings on their cycling uniform was a great way for participating Airmen to come together while serving the community.

Even though McDowell is a

(Continued on Page 6)

# RAGBRAI (Continued from Page 5)



Members of the Air Force Cycling Team posed for a group photo in front of a gold-painted F-16 Fighting Falcon and a F-100 Super Sabre at the 185th Air Refueling Wing at Sioux City, Iowa, July 23, 2022. The AFCT rides the Register's Annual Great Bicycle Ride Across Iowa as their premier event each year.

native Iowan, she said she had not participated in RAGBRAI until joining the active-duty Air Force. Now, she is back for her fourth year. The first day of RAGBRAI this year was themed after the Air Force's 75th Anniversary, and many cyclists were seen wearing patriotic colors and Air Force clothing.

Patterson explained that on the final

day of riding, the Air Force team met two miles out from Lansing, which is the last town on the ride. As part of their tradition the team paraded into town on their bicycles, marking an unofficial end for RAGBRAI.

First-time AFCT rider and RAGBRAI newcomer Col. Jeffrey Pixley, Commander of the 737th Training Group at Joint Base San Antonio-



2nd Lt. Delia Stephens, a Warfighter Communications Operations Officer that is assigned to go to Keesler Air Force Base, prepares a tire for her bicycle at the 185th Air Refueling Wing at Sioux City, Iowa, July 23, 2022. Stephens is a member of the Air Force Cycling Team, which participated in the 2022 Register's Annual Great Bicycle Ride Across Iowa.

Lackland, said he looked forward to the community interaction during RAGBRAI.

“Having a very public face of the Air Force out there,” said Pixley, “not just out there in the form of commercials, but regular people from across the different AFSCs, officers and enlisted represented the Air Force.”

“They helped the community by putting service-before-self, literally on display as they rode through RAGBRAI and help people out,” he explained.

AFCT Organizers said they are open to all ranks in the Air Force and Space Force, as well as retirees, Air Force Civilian Service workers, and family members of Air Force service members. More information can be found on the Air Force Cycling Team website.

According to their website, the Air Force Cycling Team was founded in 1995 by Air Force recruiters from Offutt Air Force Base in Bellevue, Nebraska, under the name “Team Aim High,” and the riders rode fast in order to impress, but over the years have changed, slowing down to connect with and help other riders along the way, allowing them to connect with the local population that does not have a large local Air Force presence.

## Editor's Note

The AFCT plans to be a part of the inaugural Air Force Heritage Monument to Monument ride, starting at the Wright Brothers Memorial in North Carolina on September 15, ending at the Airman's Memorial in Washington D.C. on September 18, 2022, the Air Force's 75th anniversary.

# 372nd Recruiting Group



Right, Col. Joseph J. Egresits, incoming 372nd Recruiting Group commander, receives the guidon from Maj. Gen. Ed Thomas, Air Force Recruiting Service commander, during a change of command ceremony at the Eccles Conference Center in Ogden, Utah, July 22, 2022. Egresits will lead more than 750 personnel with the 372nd RCG across 24 states, Alaska and the Pacific Rim, which is responsible for recruiting health professionals, officers and enlisted Airmen and Guardians.



Maj. Gen. Ed Thomas, AFRS commander applauds as Col. Joseph J. Egresits (middle), incoming 372nd Recruiting Group commander, shakes the hand of the outgoing 372nd RCG commander, Col. Layne D. Trosper, at a change of command ceremony July 22, 2022. Trosper is now serving as the AFRS Chief of Plans and Resources at Joint Base San Antonio-Randolph, Texas.

# Air Force adds more jobs to initial enlistment bonus list

By Air Force Recruiting Service  
Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas - The Air Force added more opportunities for future Airmen to receive bonuses upon entering active duty in fiscal 2022.

Seven maintenance-related skills, each with four or six-year contracts, were added to the FY22 Initial Enlistment Bonus program July 11, 2022. Bonuses will be offered through Sept. 30, 2022.

This brings the total number of Air Force Specialty bonuses to 22.

“Our Air Force value proposition is about far more than pay or compensation. It’s primarily about opportunity, and joining a community with an unmatched sense of purpose. But in a highly-competitive labor market enlistment incentives can help ensure we get the additional Airmen required to fill our ranks and serve the nation. Today, that job market is at record-high levels of competition and it’s a battle for talent,” said Maj. Gen. Ed Thomas, Air Force Recruiting Service commander.

Another incentive that may help recruiters fill short-notice gaps is a quick-ship bonus which began in April. Quick Ship is when an already fully-qualified applicant fills a short-notice Basic Military Training vacancy, and ships within five days or less.

More than 179 bonuses have been paid to new recruits who entered active duty within a few days of signing their contract. Any member who enters active duty with one of the quick-ship career fields may be eligible to receive an \$8,000 bonus. Special Warfare recruits are eligible



*The Air Force added more opportunities for Initial Enlistment Bonuses on July 11, 2022. Those bonuses are available until Sept. 30, 2022.*

for up to \$50,000 upon entering active duty.

Certain cyber career fields have bonus pay amounts that are based on an applicant’s highest level of certification, giving the applicant an opportunity to receive up to \$20,000.

Recruiting incentives give recruiters additional support and tools to use as they press through all the challenges associated with reaching the Air Force’s FY22 accessions goals. Those challenges include a low youth inclination to join, a national labor shortage and the aggregate effects of recruiting with reduced face to face contact since the outbreak of



An Explosive Ordnance Disposal apprentice trains at Ellsworth Air Force Base, South Dakota, in 2020. The Air Force is offering a \$50,000 bonus as part of its Initial Enlistment Bonus for EOD and other AFSCs in fiscal 2022.

COVID-19 in 2020.

“It’s really all about national security and combat readiness,” Thomas said. “Every Airman we recruit and train is slated to fill a critical job ensuring we remain the best Air Force in the world.”

The following is the complete IEB list effective July 11, 2022:

- 1A8X1 (Airborne Linguist)  
\$20,000, 6-year enlistment bonus
- 1D731A (Network Operations)  
\$12,000-\$20,000 6-year enlistment bonus
- 1D731B (Systems Operations)  
\$12,000-\$20,000 6-year enlistment bonus
- 1D731D (Security Operations)  
\$12,000-\$20,000 6-year enlistment bonus
- 1D731E (Client Systems Operations)  
\$12,000-\$20,000 6-year enlistment bonus
- 1D731R (Radio Frequency Transmission Systems)  
\$6,000 6-year enlistment bonus  
\$3,000 4-year enlistment bonus
- 1N3XX (Crypto Linguist)  
\$18,000 6-year enlistment bonus

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# 336th Recruiting Squadron



Recruiters from the 336th Recruiting Squadron pose for a photo with their squadron commander, Lt. Col. Aaron Eggers, at the squadron's display at the College Football Hall of Fame in Atlanta, June 14, 2022, during the NIL Summit. NIL is an immersive multi-day professional development program created by student athletes for student athletes. More than 200 student-athletes from across the country attended.

## Bonus

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1T0X1 (SERE)

\$40,000 6-year enlistment bonus

The following AFSCs offer a \$6,000 6-year enlistment bonus or a \$3,000 4-year enlistment bonus:

2A534 (Refuel/Bomber Aircraft Maintenance)

2A632 (Aerospace Ground Equipment)

2A634 (Aircraft Fuel Systems)

2A636 (Aircraft Electrical and Environmental Systems)

2F031 (Fuels)

2M031 (Missile and Space Systems Electronic Maintenance)

2M032 (Missile and Space Systems Maintenance)

2M033 (Missile and Space Facilities)

2T331 (Mission Generation Vehicular Equipment Maintenance)

2W031 (Munition Systems)

2W131 (Aircraft Armament Systems)

9TE/MAI (Any Mechanical or Electrical Aptitude Area)

The following AFSCs offer a \$50,000 6-year Bonus:

3E8X1 (EOD)

9T500 (Special Warfare Operator Enlistment)

An AFRS Quick Ship bonus of \$8,000 is available for any AFSC with a six or four year enlistment.

For Cyber career fields starting with "3D" above any Level I Certification (A+, Network+) qualifies for \$12,000. Any Level II Certification (CCNA-Security, CAP, GSLC, Security+, CSSLP, GSEC) or Any CNDSP Certification (CISM, CISA, GCIH, GCIA, CEH, SSCP, CSIH, GCFA, GSNA) qualifies for \$15,000. Any Level III Certification (CISSP, CASP, GCED) qualifies for \$20,000.

# 330th Recruiting Squadron



During the Texas Megatron Wrestling Camp held at Lampasas High School, Master Sgt. Arturo Ybarra (back turned), a liaison noncommissioned officer to the 330th Recruiting Squadron assigned to the 24th Special Operations Wing, leads a group of approximately 30 wrestlers during a workout series that he developed which is inspired by the “eight Air Force Special Warfare Attributes.” Those attributes include: communication, drive, integrity, problem solving, trainability, team work, stress tolerance and physical fitness. The 330th RCS hosted the camp June 14-17, 2022. Bottom right, following the camp, Ybarra (second from right) travelled to the Dallas Convention Center in Dallas for a wrestling tournament during the UBU Fitness Expo on June 18 where he took time out to pose for a picture with Tech. Sgt. Nicholas Lanouette (left), Tech. Sgt. Jonathan Apaza (right) both recruiters with the 330th RCS and the tournament champion.

**Mark your calendars for the  
August 24, 2022, Special Warfare career  
chat on the U.S. Air Force Recruiting  
YouTube channel at 2 p.m. CT.**

# 339th Recruiting Squadron



*Lt. Col. Quoc Vo, 339th Recruiting Squadron commander, presented the Air Force Salutes Award to Tony Sharkey, a retired Air Force officer and owner of Gaylord Bowling Center, in Michigan, June 9, 2022, in recognition of his public service and exemplary support of the 339th RCS and Air Force Recruiting Service mission. The Salutes Award is often presented to a civilian or civilian organization that has provided vital support to the AFRS mission.*

# Air Force Reserve recruiting recruiters

By Lt. Col. Marnee A. C. Losurdo,  
403rd Wing Public Affairs

KEESLER AIR FORCE BASE,  
Miss. - Recruiters can leave a lasting  
impression on potential recruits.  
Twenty-six years later, Senior Master  
Sgt. Mark C. Shearin still remembers  
his recruiter, the man who prompted  
his future career choice.

“I’ve always wanted to be a recruiter.  
When I joined the Army, I’ll never  
forget the shiny shoes my recruiter  
wore and how sharp he was,” said  
Shearin, now a senior recruiter for  
the Air Force Reserve’s 403rd Wing,  
but this is after serving 18.5 years in  
the active-duty Army followed by  
time in the Army, Navy and Air Force  
Reserve.

He didn’t become a recruiter  
right away, but he did make the  
career switch in 2004, when he  
was a reservist working as a C-17  
Globemaster II crewchief at  
Charleston Air Force Base, South  
Carolina. He applied for the recruiting  
job, and the rest is history.

In addition to looking for qualified  
men and women to serve in the  
Air Force Reserve, the Air Force  
Recruiting Service is also looking  
for qualified Airmen to fill Reserve  
recruiter positions throughout the  
United States.

According to Shearin, interested  
applicants must be an E-4 or above,  
have completed Airman Leadership  
School, as well as have a minimum  
score of 85 on their fitness assessment  
and a 24 in the general category of the  
Armed Services Vocational Aptitude  
Battery, or ASVAB test. It’s an Active,  
Guard, Reserve assignment, meaning  
it’s a four-year active-duty tour, so  
members must be willing to move to



*Master Sgt. David Gaffney, 403rd Wing recruiter at the D’Iberville, Miss., recruiting office, completes paperwork for an Air Force Reserve recruit June 29, 2022. The Air Force Reserve is looking for Airmen who would like to be recruiters at various U.S. locations. The 403rd Wing is an Air Force Reserve unit at Keesler Air Force Base, Mississippi, with Airmen coming from more than 30 different states to serve part time.*

another base, work there four years,  
and be willing to move again when  
their tour is complete.

“Reservists who apply for this need  
to make sure their family is on board  
when they make this career-changing  
decision,” he said.

In addition to meeting the job  
requirements, Shearin said applicants  
need to become recruiters for the  
right reasons.

“You need to do this job for more than  
just the check; you need to want to  
help people,” he said. “As recruiters we  
change lives.”

While some high school students  
know what path they want to pursue  
after graduation, many teenagers do  
not.

“Some of these young adults lack  
direction; they don’t know what  
they want to do in life,” he said. “As  
recruiters, we can assist them with  
their future. The Air Force Reserve  
can provide them with a part-time

job, developmental education and  
career training, tuition assistance and  
low-cost health insurance.”

Shearin, and other Reserve recruiters,  
see the men and women they enlisted  
return to the 403rd Wing, unlike  
active duty recruiters who often never  
see their recruits again.

“It’s so rewarding to see these Airmen  
come back from technical school  
because you can see the change in  
them,” he said.

However, the Air Force Reserve is  
open to more than graduating seniors.

“I have seen young folks straight out  
of high school join to get education  
benefits for their degrees as well as  
older folks come in later on in life  
looking to take advantage of our  
healthcare benefits for their families,”  
said Master Sgt. Sara House, who is a  
recruiter in New Orleans, Louisiana,  
and previously worked in D’Iberville,  
Mississippi.

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# Recruiters

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House said there are many benefits to being a recruiter, but her favorite part is getting to know the members of the community.

“I talk to the local media stations, high school counselors, first responders, and community members on a regular basis,” she said. “Being a recruiter for the United States Air Force Reserve is an extremely rewarding opportunity, and I would highly recommend this position to folks who are motivated, and like to talk to people.”

Contact Shearin, at 228-377-5236, for more information. Qualified members who are selected to become recruiters are required to attend a three-day Evaluation and Selection Course at Robins AFB, Georgia, and six weeks of training at the 344th Training Squadron’s Air Force Recruiting School at Joint Base San Antonio-Lackland, Texas.



Senior Master Sgt. Mark Shearin, 403rd Wing senior recruiter at Keesler Air Force Base, Miss., works at his desk June 29, 2022. The Air Force Reserve is looking for Airmen who would like to be recruiters at various U.S. locations. The 403rd Wing is an Air Force Reserve unit with Airmen coming from more than 30 different states to serve part time.

## 914th Air Refueling Wing take New York’s Civil Air Patrol on KC-135 tour

By 1st Lt. Lucas Morrow, 914th Air Refueling Wing

HANCOCK FIELD, N.Y. -- For Niagara’s Reserve Citizen Airmen, it’s not just about delivering global

mobility to the joint force, someday it’s about inspiring our future Airmen to one day maintain and fly our KC-135 Stratotankers.

The 914th Air Refueling Wing,

located at Niagara Falls Air Reserve Station, New York, stopped by the 174th Attack Wing at Hancock Field located in Syracuse, New York, on July 26, 2022, to showcase their aircraft to over 150 Civil Air Patrol cadets who took turns exploring the aircraft and speaking with Airmen from the 914th ARW.

“The event is called New York Wing Leadership Encampment,” said Civil Air Patrol Col. John Jones, New York Wing Commander. “Think of it as CAP’s ROTC-like summer camp.” The cadets are staying in a multi-tent encampment just outside Hancock Field’s flight line for a week’s worth of



Maj. Johnathan Liard, 328th Air Refueling Squadron pilot, shows a group of Civil Air Patrol cadets from the New York Wing the front controls of a KC-135 Stratotanker during an aircraft tour at Hancock Field, Syracuse, N.Y. July 26, 2022.

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# KC-135 tour

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events. They're studying leadership and aerospace. They also have physical training and team building exercises and are getting exposure to various U.S. Air Force missions. What seems like simple fun for the cadets holds special meaning to the senior cadre.

"First, CAP is a Total Force partner with the U.S. Air Force so just being around Active Duty, Reserve and Guard units reinforces our relationship," Jones said. "Second, CAP is an obvious pool of recruits for the Air Force. Many CAP cadets go on to serve in the U.S. Air Force. I was a CAP cadet and served in the U.S. Air Force and retired with just over 29 years of service."

The 914th ARW cycled through several flights of roughly 20 cadets giving each member an opportunity to ask questions and to touch a KC-135, the Air Force's oldest operational airframe for aerial refueling. Each tour started with an introduction from the 914th ARW's commander, Col. Lara Morrison, who just took command of the wing earlier this year. Jones said that experience resonates with the cadets which leaves a lasting impression.

"I am extremely appreciative of the 914th's efforts and their genuine interest in helping shape what may be the future of the Total Force," Jones said. "One of the female cadets told me it was the best day ever."

That day also held special meaning to the 914th ARW team. Morrison said she wanted to see New York's CAP program for herself and wanted to personally meet the Air Force's future leaders. Before each tour, Morrison explained to the cadets that she once



*A New York Wing Civil Air Patrol cadet sounds off in response to her element leader while in formation at Hancock Field, Syracuse New York, July 26, 2022. The cadets are participating in the New York Wing Leadership Encampment event.*

was in their place. She started her career as an enlisted support airman. She said then she didn't think she'd ever have the opportunity to become a pilot, let alone lead a wing.

"It's important to show these cadets that every job is open to them, Morrison said. "That no position is out of their reach no matter their background. I'm proud to be able to represent that for them."

Morrison also said it's not just senior leadership who need to represent the wing but airmen from all ranks and background need to represent the wing. They built a diverse crew to show cadets anything is possible. Senior Airman Quinn Gross-Baes, a crew chief with the 914th ARW, led the cadets through several external KC-135 tours. She showed them the external portions of the aircraft and highlighted how a maintainer's meticulous attention to detail keep the multi-million dollar assets in the fight.

"It's my entire job to make sure this jet is safe to fly," Gross-Baes said. "Being a maintainer is hard work but it's rewarding. I just wanted to let them know that if you have that drive and

motivation, to not let anyone stop you."

The Civil Air Patrol formed on Dec. 1, 1941 and has since grown to over 56,000 cadets all between the ages of 12 to 18. Visit [www.gocivilairpatrol.com](http://www.gocivilairpatrol.com) to learn how you can get involved in your local CAP organization.

**Mark your calendars!  
The September Career Chat will be Sept. 7, 2022 at 2 p.m. CT on the Space Force YouTube Channel. We will focus on the Space Operations Career Field.**

# 339th Recruiting Squadron



Members of the 339th Recruiting Squadron were honored on stage during a Country and Western music concert at Pine Knob Music Theater in Clarkston, Michigan, June 25, 2022, featuring the Brooks & Dunn's Reboot 2022 Tour. After the concert the artists took time to pose for a photo with the recruiters. (Left to right) Ronnie Dunn, Tech. Sgt. David Lawson, Tech. Sgt. Daniel Howells, Master Sgt. Justine Peichoto, Staff Sgt. Brandon Filer, Tech. Sgt. Marco Lobidoluzano and Kix Brooks.