



# BEHIND THE BADGE

INSPIRE  ENGAGE  RECRUIT

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

OCTOBER 2020



## Behind the Badge

### 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.**

### SUBMIT

**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 us at: [afrrshapa@us.af.mil](mailto:afrrshapa@us.af.mil)**

## FROM THE EDITOR



As the calendar has turned from summer to fall, we are also reaching a new fiscal year and what an interesting year it has been.

Through it all our team has worked tirelessly with agile shipping and virtual recruiting to continue doing what we do, bring in the best and brightest to serve in the U.S. Air Force and now the U.S. Space Force.

While COVID-19 has been a challenge, a big push for FY21 will be an increased focus on rated diversity.

If this issue of Behind the Badge is an indicator, it seems like things are getting back to normal in some aspects.

And while attending events in person and regaining the human touch is something we all hope happens soon, I have a feeling video teleconference and a stronger presence on social media are here to stay.

It will be nice to get back in uniform and see our coworkers and some of our partnership families as we get back on the road.

I'd like to congratulate our recruiters for staying focused, thus ensuring the Air Force made goal for FY20.

Stay safe and AIM HIGH!



### ON THE COVER

Airman 1st Class Kelly Curtis shows off some of her medals from competing as a member of USA skeleton team. Curtis recently enlisted in the Air Force under the service's World Class Athlete Program, which will enable her to compete in her sport now and set her up for a career in the Air Force while she is competing. (Courtesy photo)

### Deadlines:





# Air Force recruiting makes Total Force goal for FY20

By Leslie Brown,  
AFRS Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas -- Despite challenges due to the COVID-19 pandemic, Air Force Recruiting Service had a successful fiscal 2020 making adjusted recruitment goals and achieving new milestones for the year.

The regular Air Force accessed 26,268 non-prior service enlisted Airmen, as well as 127 prior service, 660 line officers, 651 health professionals and 50 chaplains. The Air Force Reserve accessed 7,062 Airmen, exceeding their goal of 7,000, including enlisted, line officers, health professionals and chaplains. The Air National Guard assessed more than 9,200 enlisted Airmen and nearly 2,000 officers to finish the year ahead of their adjusted goal.

“Fighting through COVID in 2020 was no small feat and I could not be more proud of our recruiters,” said. Maj. Gen. Ed Thomas, who took command of AFRS in June at the height of the pandemic. “They adjusted course quickly from in-person recruiting to virtual recruiting to get the mission accomplished.” Secretary of Defense Mark Esper praised AFRS for quick action taken in the early days of the pandemic.

“What the U.S. Air Force Recruiting Service has done in response to COVID-19 by being ready to pivot, prioritize, and match applicants to an optimal job and enter-active-duty date on a weekly, and sometimes hourly, basis has been incredible,” Esper said.

While original goals were a bit higher at the beginning of

the fiscal year, a greater than expected retention rate along with a lowered training capacity at Basic Military Training and technical training schools due to COVID, led the Air Staff to adjust recruiting goals mid-summer.

“As an Air Force we had to reduce the training pipeline some to allow for social distancing, but the team at Basic Military Training did an incredible job of keeping recruits moving through the program and keeping them safe. They didn’t skip a beat,” said Thomas.

“When COVID shut down our Military Entrance Processing Stations, recruiters quickly became experts in shifting and rapidly adjusting when and where we shipped recruits from to ensure a steady flow of Airmen into the hands of our Military Training Instructors,” Thomas said. Agile Shipping, as it became to be known, was used to overcome obstacles like travel restrictions, cancelled flights and social distancing guidelines due to the pandemic.

“Despite COVID, our recruiters did a phenomenal job of bringing the best and brightest into our ranks,” he said. “We even had a couple of monumental events to celebrate.”

The Air National Guard had what is believed to be a record-setting event when a Georgia recruiter, Tech. Sgt. Reza Whitehead, accessioned 14 new Air Guardsmen in one month.

The Air Force health professions recruiters closed out the year filling every health professions goaled program.

“We had 100 percent or more in every medical program we were recruiting in 2020,” said



Lt. Col. Annie Driscoll, AFRS Det. 1 commander, rings the ceremonial bell in honor of AFRS making recruiting goal for fiscal 2020. After more than half a year of COVID restrictions leading to virtual recruiting operations, the Air Force, Air Force Reserve and Air National Guard all met their adjusted recruiting targets for the year. (Air Force photo/Master Sgt. Chance Babin)

Col. Jason Scott, Recruiting Operations director. “This hasn’t been accomplished since at least 2000. Our dedicated recruiters and the support teams in the groups and squadrons all made that happen.”

As AFRS continues to move toward a Total Force enterprise approach, bringing in the nation’s best talent to serve in the appropriate capacity, other accession sources had a strong finish as well.

In addition to the three components, Total Force recruiting also encompasses Air Force Academy admissions, Air Force Civilian Talent Acquisition and Air Force ROTC. ...

To continue reading go to: <https://www.recruiting.af.mil/News/Article-Display/Article/2369573/air-force-recruiting-makes-goal-for-fy20/>

# ANG recruiter reinvents himself, excels during COVID

By Master Sgt. Chance Babin,  
AFRS Public Affairs

SAVANNAH, Ga. – A highly competitive recruiter with the Georgia Air National Guard has reinvented himself during the COVID-19 pandemic and set some modern-day accession records in the process.

It all started with a question at a training conference in 2019. Tech. Sgt. Reza Whitehead, a rookie recruiter at the time, asked Senior Master Sgt. Jose Padilla, the state recruiting production superintendent, what the state record was for accessions in a month.

“I am a very goal-oriented person and I love a challenge, so I went out of my way to ask him if there was a state record,” Reza said. “He told me that he held the record and it had stood for more than seven years. I told him, ‘Awesome. I’m going to beat that.’ He smirked and said, ‘Oh yeah, that’s a good goal to have.’ His tone was like, ‘You’ve got a lot of fire, rookie. Keep at it, but it’s not going to happen overnight.’”

Padilla said he could tell Whitehead was a competitive and passionate recruiter and was pleased with his enthusiasm.

“After speaking with him during our annual state training conference in 2019, I had no doubt in my mind he would be successful,” Padilla said. “During my early years as a recruiter in Georgia, I placed 11 new accessions in one month. It took a lot of coordination and long hours, but I was not surprised that someday we would have other recruiter from Georgia exceed that number because we have an outstanding team.”

With Padilla’s record in his sights, Whitehead went to work. “I love challenges, especially crazy, big ones,” he said. “I set my target and I was able to beat his record about three months after our initial conversation.” When Whitehead broke this modern-day record in July of 2019, he did it the old-fashioned way, by attending events in person.

“My main way of obtaining leads and gaining enlistments was by attending as many live events as possible – career fairs, high school football games, Junior ROTC drill meets, toy drives, lunch room visits, etc...,” he said. “Any event, local or far way, I hit the pavement and got after it. I knew for every 100 people I met, I could probably get one qualified; so it was a numbers game at that point. When I enlisted the 12th person, I felt amazing. I was on cloud nine. Knowing I set a goal and pushed to make it happen truly inspired me to push further in my recruiting career.”

Whitehead held the record for less than a year before another hard-charging recruiter recorded 13 accessions in April 2020.

“When my record was beat earlier this year, it hurt. I’m not going to lie,” Whitehead said. “I thought I’d hold it for a while. But losing the record encouraged me to push harder – not just to regain my title but to push through all the challenges the pandemic had created.”

As COVID-19 restrictions set it, Whitehead knew he couldn’t depend on his preferred method of attending live events for recruiting.

“I had to re-evaluate how I



Tech. Sgt. Reza Whitehead, a recruiter with the Georgia Air National Guard, set a modern-day record with 14 accessions in one month to reach the state record in July 2020. Whitehead had to reinvent his recruiting approach due to COVID-19 restrictions, using social media and marketing to reach recruits. (Courtesy photo)

would recruit from the ground up,” he said. “I not only needed a new way of gaining leads, but my current way needed to be even more seamless so I could better assist each and every new lead.

“I had to go digital. It was the only way to get my message out. I took social media marketing as my main approach, so I ate, drank and slept social media,” Whitehead said. “I didn’t have a big following within my state and on my own pages, so I had to organically create a following and learn what it means to be a content creator. My background is in radar systems, computers, networks. The only social media I cared about was sharing pictures of my family with other family members abroad...”

To continue reading go to: <https://www.recruiting.af.mil/News/Article-Display/Article/2356365/air-national-guard-recruiter-reinvents-himself-excels-during-covid-19/>



Airman 1st Class Kelly Curtis, a member of USA skeleton team, recently enlisted in the Air Force under the service's World Class Athlete Program, which will enable her to compete in her sport now and set her up for a career in the Air Force while she is competing. (Courtesy photo)

# World class athlete finds her place in the Air Force

By Master Sgt. Chance Babin,  
AFRS Public Affairs

LAKE PLACID, N.Y. – While many of the world's top athletes have huge salaries and lucrative endorsement deals, there are countless others who struggle mightily to make ends meet while competing in the sport they love.

Airman 1st Class Kelly Curtis, a recent Basic Military Training graduate, falls in the latter category.

As a member of the USA skeleton team, Curtis has chased her athletic dreams for years while feeling the financial burdens experienced by many other world class athletes.

Fortunately, Curtis recently enlisted in the Air Force under the service's World Class Athlete Program, which will enable her to focus on her sport now and set her up for a career in the Air

Force while she is competing.

The Air Force World Class Athlete Program, managed by the Air Force Services Center, provides athletes, like Curtis, the opportunity to compete for Olympic glory, while serving in the Air Force. She is able to complete all annual and ancillary training, professional military education, fitness assessments and other mandatory tasks required of all Airmen.

"I first found out about the Air Force World Class Athlete Program from my teammate, Katie Uhlaender, this past February," Curtis said. "I knew the Air Force had a WCAP but thought it was only open to service members already in the Air Force."

To qualify for the WCAP, athletes must be nationally ranked in their sport.

"This past season, I finally made our national team and became eligible to be considered for the Army's world class athlete program. Katie knew of my plans and informed me that the Air Force was opening up its WCAP to civilians interested in becoming Airmen," Curtis said. "My brother served in the Air Force, so I was intrigued by this new approach."

Once Curtis decided to pursue the Air Force WCAP, she reached out to Lt. Col. Austin Pruneda, commander of 2nd Air Force's Detachment 1 at Joint Base San Antonio-Lackland, Texas, and the current liaison to the U.S. Olympic and Para Olympic committee.

To continue reading go to: <https://recruiting.af.mil/News/Article-Display/Article/2347285/world-class-athlete-finds-her-place-in-the-air-force/>



# AFRS continues to find ways to work around COVID-19

By Master Sgt. Chance Babin,  
AFRS Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – As the COVID-19 pandemic persists, Air Force Recruiting Service continues to find innovative ways to overcome obstacles. In conjunction with the Air Force Personnel Center, an electronic version of the Air Force Officer Qualifying Test is now available for the first time ever.

“The electronic Air Force Officer Qualifying Test (eAFOQT) is the first electronic version of the traditional AFOQT,” said Senior Master Sgt. Aaron Akridge, AFRS’s superintendent of officer accessions. “Due to COVID-19 limiting opportunities for traditional AFOQT, AFRS, in collaboration with AFPC’s strategic research and assessments branch, or AFPC/DSYX, began working an alternate avenue for line officer candidates to take/complete this initial qualifying test.”

The eAFOQT is not replacing current testing but is another tool for the recruiters to use when processing officer applicants.

“This tool specifically provides more capacity for testing along with a flexibility for the applicant and recruiters,” Akridge said. “This new opportunity has been communicated with the three officer accessions squadrons and is able to be utilized as of Sept. 14, 2020.”

The traditional paper AFOQT was traditionally accomplished at one of three locations, the Military Entrance Processing Station, Air Force ROTC detachments or base education offices.

“Due to health concerns related

to COVID-19, MEPS facilities have limited testing and most ROTC and base education offices have cancelled the test for our civilian applicants,” Akridge said. Akridge said working together as a collective was a great experience, especially knowing the solution would be a unique one.

“It was truly awesome working with a group of professionals and even more special to know that we are pioneering something that hasn’t been previously accomplished,” he said. “All of this hard work and collaboration is to better equip our line officer recruiters with the proper tools to inspire, engage and recruit.”

Each of the squadrons will have test control officers to assist with giving the test to applicants.

“Training guides were sent to all test control officers and additional training was accomplished via Zoom,” he said. “The mandatory training referenced the roles and responsibilities of TCOs in accordance with current instruction/guides. TCOs were

selected by each OA squadron leadership team.”

The eAFOQT is a beta test at this time specific for the regular Air Force.

“Currently, we are in discussion with our Total Force partners to determine feasibility of future expansion,” Akridge said. “We are continually learning at this time and always pushing to better refine this tool for all users.”

AFRS has relied heavily on innovation and flexibility during the COVID-19 pandemic and the eAFOQT was just another hurdle.

“COVID-19 has presented plenty of challenges for our recruiting mission; however, it has also presented opportunities,” Akridge said. “Through collaboration and innovation, we are overcoming all obstacles and are poised to continue meeting all line officer requirements.

We want to thank AFPC/DSYX for their herculean efforts and to all parties who have been involved with bringing this tool to fruition.”



Due to COVID-19 limiting opportunities to take the traditional Air Force Officer Qualifying Test, Air Force Recruiting Service and the Air Force Personnel Center’s strategic research and assessments branch, collaborated to create the first electronic version of the traditional AFOQT.

# Reserve recruiters enhance social media knowledge

By Master Sgt. Chance Babin,  
AFRS Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – Since the onset of the COVID-19 pandemic, recruiters have turned more to technology – including social media – to reach potential recruits. A group of 15 Total Force recruiters from the 351st Recruiting Squadron recently sharpened their social media skills by participating in the Defense Information School's virtual Social Media Forum.

"I wanted to get smarter in this virtual world of recruiting," said Master Sgt. Denise Alston, an in-service recruiter at Shaw Air Force Base, South Carolina. "My hopes are to be able to reach as many active-duty members as I can as we work in a less face-to-face environment. When COVID-19 first sent us home and I was missing my monthly Palace Chase and Palace Front meetings to reach my audience, I knew I had to get smarter on social media. Zoom was booming, so I figured this could go hand-in-hand to reach members."

During normal times, the daily grind and constant travelling from visiting recruits and going to the Military Entrance and Processing Station take up large parts of a recruiter's day. Since COVID-19 has forced most recruiters to work from home, the need for a social media presence was amplified.

"Today we live in a social media-driven society so when the opportunity came available to learn about this space through the Defense Information School, I wanted to take advantage of it to equip myself with tools to effectively incorporate the knowledge into my current role

as a recruiter," said Master Sgt. David Brian Gaffney, a recruiter with the 351st RCS, Keesler Air Force Base, Mississippi. "Building a social media platform is similar to recruiting because you have to build trust, create value, foster conversation with feedback and cultivate consistency."

The two recruiters each gained different insights from the class as well as their teammates who attended the course.

"The course was very educational and insightful, shedding more light on the social media spectrum than I had expected," Gaffney said. "The course gave me a better understanding on how social media platforms should be utilized from a macro and micro scale and some of the capabilities and strategies that are pushed through certain platforms to promote and manage content. When deciding to use social media in the workplace, ask for help, ensure you are adhering to the guidelines and policies set forth by your organization, have someone review and when in doubt reach out to public affairs before posting."

Alston has already begun utilizing some of the knowledge she gained from the course.

"There are a lot of creative ways to make your business come alive in a virtual world, but you have to be willing to put some time in to make it happen," Alston said. "You reap what you sow! I already went in and put in-service recruiting at Shaw AFB on the map so people can google and find us. People always have their phones and tablets in their hand so guess what ... we can reach more people than ever."

Gaffney left the course with

a newfound respect for social media and an excitement to put his new learning to task.

"The seminar has given me a greater appreciation for social media content creators and maintainers," Gaffney said. "Before attending the seminar, I had little knowledge on social media platforms and since the seminar, I am excited about the possibilities and future utilization of this new-age technology in my workspace." that a shot. A few interviews later, I was in recruiting tech school."

His experience in recruiting school and his initial years in recruiting give Camper a unique perspective to give advice to any young recruiter who may be doubting his or her ability to recruit the nation's best and brightest for the Air Force.

"If someone is not feeling great about being a recruiter – like I was at first – they should know they can make big changes if they put their mind to it and let their family, friends and mentors help them along the way," he said.



A group of recruiters from the 351st Recruiting Squadron recently completed a virtual Social Media Forum from the Defense Information School at Ft. George G. Meade, Maryland. (Courtesy image)

# Air Force recruits future space professionals

By Chrissy Cuttita,  
AFRS Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas--Recruiters nationwide will launch future enlisted space professionals to Basic Military Training to fill Fiscal 2021 job opportunities.

The Department of Defense's newest military branch is relying on Air Force Recruiting Service to find America's best and brightest to fill more than 300 enlisted positions next fiscal year. Competition for the limited number of opportunities is said to be tough.

During a virtual AFRS training session Sept. 10, 2020, with recruiters nationwide, U.S. Space Force career field managers from Peterson AFB, Colorado, explained the caliber of applicant they need to join them in their fight to assure access to space for America.

"We've gotten away from a checklist driven mindset to where we are lean and agile and our young Airman have to think on-the-fly sometimes to outmaneuver some of the adversaries," said Senior Master Sgt. Randy Magdaleno, U.S. Space Force manager of Special Programs Division. "As an example, we have young Airman sitting in the 2nd Operations Squadron flying the GPS (Global Positioning System) satellites and what a lot of people don't know is our Air Force and, now our U.S. Space Force, do the satellite command and control and operate our GPS systems out there for the world."

This is the reason why career field managers say they need top-notch space professionals to

stay ahead of adversaries and secure access to and through space for America in a hostile space environment.

Airmen who were selected to transfer to U.S. Space Force have joined the new service. In October, highly-qualified applicants without prior military experience will begin to make their way to BMT after being processed by an Air Force recruiter. That is their first step to service in the space mission.

They will apply at an Air Force office but will specify which branch of service they would like join. It is possible they can choose both. The same screening for eligibility to serve will apply. Space specialties will continue to require the same Armed Services Vocational Aptitude Battery scores and security clearances which are higher than most Air Force career fields.

"Most of our jobs focus on orbital warfare, space electronic warfare, or space battle management," said Senior MSgt. Daniel Hill, U.S. Space Force manager for the 1C6 Space Systems Operators Air Force Specialty Code. "We fly satellites, keeping them in position or repositioning them if a threat is detected. We use radar to detect missile launches and track space debris to protect our assets in space."

Descriptions for space specialties can be found on [www.spaceforce.mil](http://www.spaceforce.mil) by clicking on the Careers tab. Job locations are expected to be where a majority of these space professionals are currently located which include installations in California, Colorado and Florida but they

can be found in smaller units worldwide.

In February 2021, the U.S. Space Force expects to fill other career opportunities that are key to the military space mission such as cyber security and intelligence. Airmen currently holding those positions for the Air Force were given the opportunity in May 2020 to volunteer to transfer into the U.S. Space Force. Those selected to transfer will begin processing next year.

All space systems operator positions are scheduled to align in U.S. Space Force ranks and will no longer be called Airmen, but rather a yet to be determined nomenclature within the next two years.

Due to the unique capabilities space professionals perform for the nation, recruiters were encouraged by AFRS trainers to set up mentorship-like opportunities between applicants and active duty personnel or tour nearby space units where available when social distance and COVID health restrictions allow for such an opportunity.

"We are excited to partner with the U.S. Space Force as it endeavors to build a diverse and inclusive corps of Space Professionals," said Lt. Col. Michael Graff who leads U.S. Space Force recruiting efforts from his office at AFRS headquarters in San Antonio. "Air Force recruiters are rapidly stepping up to attract and find the agile, innovative, and bold young women and men who will defend a boundless domain and shape space power for decades to come."



# AFRS IG Eyes and Ears: complaint resolution

By Paul Gallagher

AFRS Inspector General office

JOINT BASE SAN ANTONIO-RANDOLPH, Texas -- IGQ is the complaint resolution. Our team right now is comprised of Mr. Paul Gallagher, Inspector General, Lt. Col. Patrick Matak, deputy IG and Master Sgt. Rebecka Composano, complaints resolution manager. Together, this team analyzes all incoming complaints and determines the best resolution path.

Complaint Resolution is our mission. IGQ is a leadership tool that indicates where command involvement is needed to address systemic or procedural weaknesses and ensure resources are used effectively and efficiently. The objective is to resolve problems affecting the Air Force mission promptly and objectively while creating an atmosphere of trust without fear of retaliation or reprisal, and assist commanders in instilling confidence in Air Force leadership. We primarily handle reprisal and restriction complaints which are governed by law, but also address complaints ranging from fraud, waste, and abuse, violations of policy, procedures, instructions or regulations, abuse of authority, and misconduct to broader command issues, congressional and White House inquiries, customer service complaints and many others.

Our primary charge in IGQ is a responsive complaint resolution process characterized by objectivity, integrity and impartiality, using an unbiased approach to gather all the facts

and determine if a wrongdoing has been committed. Sometimes this means our process takes more time than we'd like, but it's paramount that we get the most accurate and complete picture of the issues at hand to determine the optimal resolution path for each case. The IGQ team serves our AFRS mission and personnel, and we fully understand the impact of personnel issues within our detached units across the country. With that in mind, our main focus is addressing and resolving concerns as quickly as possible so you can focus efforts on recruiting the next generation of airmen.

Every complaint is treated with the same level of review and courtesy. If you need to submit a complaint, it's important to remember our role is fact gathering, and we do not have the authority to implement any changes to personnel records nor do we take any disciplinary action. Those decisions are made by commanders or other agencies like the Board of Military Corrections. What we do is translate the complaints into formal allegations that can be investigated if needed, and provide the investigators with the information they need to begin the investigation.

The IG has worked hard to develop a reputation of respect and credibility. Obviously, complainants are encouraged to attempt to resolve complaints at the lowest possible level using supervisory channels; however, the IG has an open-door policy. Regardless of the nature, the IG will address every complaint



with dignity and respect, and get to the right answer.

So, what kinds of complaints and Congressional Inquiries does the IG see? The majority are routine issues easily resolved through basic assistance – status of enlistment actions, rationale for enlistment disqualification, or why enlistment is taking so long. However, we do see several significant complaints each year – anywhere from unprofessional conduct and harassment to receiving a referral EPR/OPR as reprisal for making a protected communication. Allegations of reprisal or restriction often lead to extensive investigation, but rest assured every complaint is handled with the highest level of professional attention expected from the office of the Inspector General.

Lastly, if you have a concern, don't sit on it and hope it magically gets better. Address issues promptly with the appropriate chain of command, starting at the lowest level before elevating when possible, and engage with the IG when necessary.

# AFROTC expands Gold Bar Recruiter Program, addresses diversity

By Airman 1st Class Jackson Manske,  
Air University Public Affairs

MAXWELL AIR FORCE BASE, Ala. -- Forty newly commissioned second lieutenants headed across the country to volunteer for the Gold Bar Recruiting Program after completing a two week course Aug. 18, 2020, at Maxwell Air Force Base, Alabama.

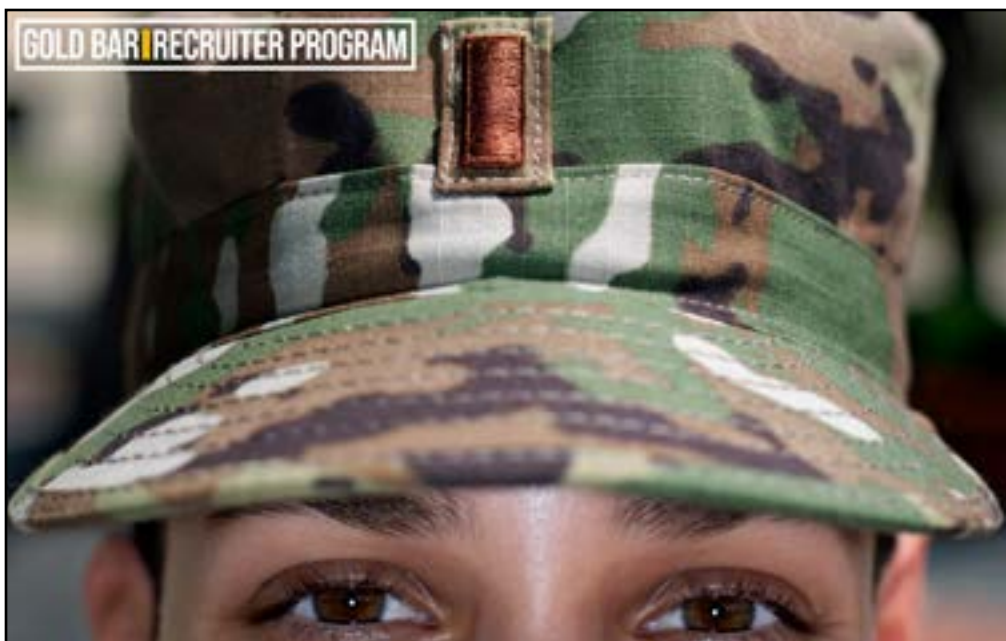
"The overall mission of the Gold Bar Recruiting Program is to inspire, engage and recruit talented and diverse men and women into our Air and Space Forces," said Maj. Sierra Smith, the Air Force Reserve Officer Training Corps Chief of Recruiting.

The GBRP is a yearlong program for newly commissioned second lieutenants from Air Force ROTC to return to a detachment and inform prospective cadets on Air and Space Force career opportunities and the ROTC scholarship program. The GBRP also serves as an opportunity for these young Second Lieutenant recruiters to develop valuable interpersonal leadership skills.

"The recruiters gain confidence and tools in their tool kit for effective communication, strategic engagement and continuous outreach," noted Smith.

As part of an effort to increase diversity within the Air Force, the GBRP expanded the number of recruiter positions from 30 to 40, allowing for more attention to be directed toward Historically Black Colleges and Universities and Hispanic-Serving Institutions.

"A diverse and inclusive Department of Defense draws out and builds upon the best in each of us; it builds esprit de corps,



2nd Lt. Jadzia Cabrera, Gold Bar Recruiter, poses outside of the Air University Headquarters building, Aug. 13, 2020, Maxwell Air Force Base, Alabama. The Gold Bar Recruiter Program is comprised of newly commissioned second lieutenants who volunteer to serve as recruiters during their first year in the Air Force. (U.S. Air Force photo illustration by Senior Airman Alexa Culbert)

forges teamwork, and brings out the best between us. In short, it brings out the best in America," said Secretary of Defense Dr. Mark T. Esper, in a message released June 18, 2020.

Jadzia Cabrera, a new Gold Bar Recruiter and pilot candidate from Puerto Rico, discussed her decision to apply for the GBRP. She expressed gratitude for a captain who she said mentored her and helped guide her toward a career in aviation after observing her drive and natural aptitude.

"Hopefully reaching out and giving more to the Hispanic community ... will equalize the ground to give them a shot like everyone else," said Cabrera, who headed to the University of Puerto Rico to work the GBRP.

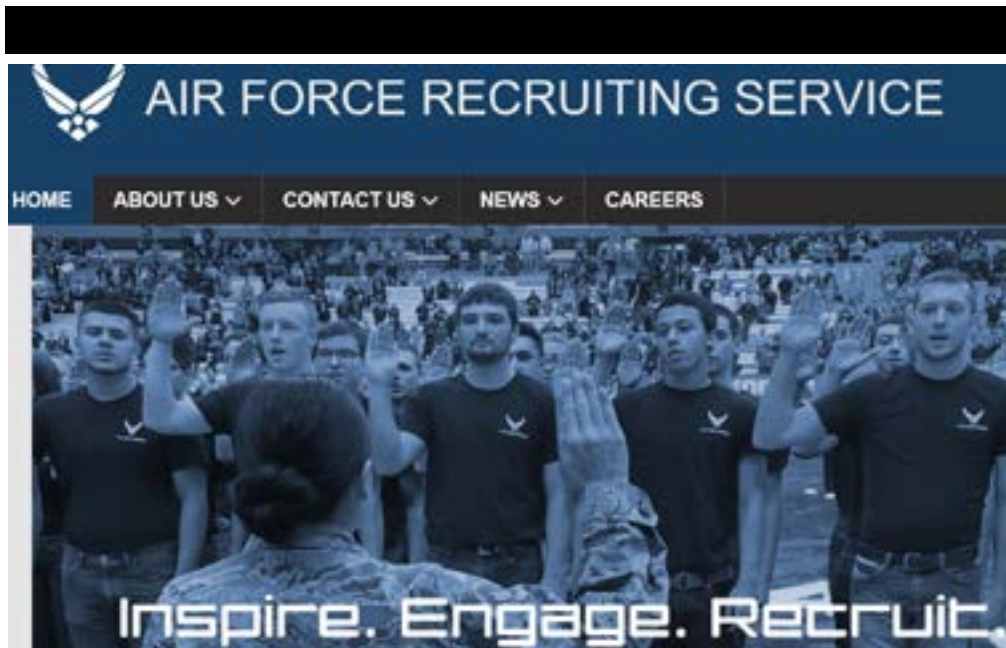
In order to claim a spot in the GBRP, the newly commissioned officers undergo a competitive application process, which includes a personal written statement and a video explaining their strengths, qualifications

and why they should be selected as a GBR. Applicants must also have an endorsement from their detachment commander.

"The goal of this process is to select well-rounded individuals with exceptional communication skills and a strong desire to go out and recruit the next generation of Air and Space Force leaders," Smith said.

After securing a seat, the second lieutenants attend Gold Bar Recruiter Training at Maxwell AFB. To prepare for their yearlong mission, the recruiters take lessons on presentation skills, senior leader perspective, total force recruiting and Air Force ROTC incentives and programs.

Among the duties of the Gold Bar Recruiters are assisting candidates throughout the ROTC application process as well as attending virtual conferences, community events and speaking engagements.



Above is the AFRS webpage. To get to the website go to: <https://www.recruiting.af.mil>. The AFRS Public Affairs team is keeping the website current with relevant Air Force information. Stay informed and continue being safe.



*Congratulations!*

2020

**Lance P. Sijan  
USAF Leadership  
Award Nominees:**

**Junior Enlisted Category:**

**319 RCS**

**TSgt Gregory J. Wingender**

**Senior Enlisted Category:**

**337 RCS**

**MSgt Tanisha E. Ross**

**Junior Officer Category:**

**341 RCS**

**Capt Reuben J. Rodriguez**

**Senior Officer Category:**

**372 RCG**

**Maj Amy Abbott**

## Career Chats

**Future Chats**

Oct 21:	Weather
Nov 18:	Paralegal

**Questions about  
a career?**

■ ■ ■

**Ask the experts -  
it's great for applicants!**

■ ■ ■

**If there's a career you like to see, let  
us know at [afrrshqpa@us.af.mil](mailto:afrrshqpa@us.af.mil)**



# AFRS teams up with College Football Hall of Fame

By Master Sgt. Chance Babin,  
AFRS Public Affairs

ATLANTA – The Chick-Fil-A College Football Hall of Fame is located in Atlanta, the college football capital of the world. The HOF attracts more than a million fans a year, and now the Air Force has a major presence there, with hopes of attracting recruits to explore the opportunities of serving in the world's greatest Air Force.

At the beginning of 2020, the Air Force entered into a three-year agreement with the Chick-fil-A College Football Hall of Fame to build a permanent exhibit for the Air Force AIR RAID QB Sim experience. This virtual reality and sensor technology is used to train quarterbacks at both the college and pro level. In the experience, visitors are playing against an Air Force defense and the stadium features Air Force branding. Visitors can elect to

participate at the pee wee, high school, college, or professional level.

“The College Football Hall of Fame is an awesome opportunity for the Air Force and all of its components to get national exposure with the hall having over 1 million visitors per year,” said Master Sgt. Daniel Bedford, Air Force Recruiting Service’s national events and program manager. “With the College Football season upon us now and families looking for things to do, the hall offers a safe environment for people to enjoy our college football heritage. The location is a great hub with Atlanta being one of the largest connection airports in the country. Air Force Reserve Command headquarters is less than two hours away and Dobbins Air Reserve Base is located in Atlanta.”

For Air Force Total Force recruiting, the HOF will offer a

venue to not only brand the Air Force, but as a location to hold events.

“We are planning on building our partnership/relationship with the hall and having DEP (Delayed Enlistment Program) tours, squadron quarterly training meetings, possible enlistments and much more,” Bedford said. “The Hall of Fame was temporarily closed starting in March due to COVID-19 and then suffered damage following protests in downtown Atlanta. As of 1 July, the Hall is back open to the general public.”

A group of Total Force recruiters were invited to the HOF Aug. 28, 2020, to check out Air Raid and meet and greet with ...

To continue reading go to: <https://www.recruiting.af.mil/News/Article-Display/Article/2353091/air-force-recruiting-teams-up-with-college-football-hall-of-fame-promote-total/>



Total Force recruiters pose for a photo at the Chick-Fil-A College Football Hall of Fame, Aug. 28, 2020, in Atlanta, Georgia. Air Force Recruiting Service recently signed a partnership with the HOF and the Air Force has a major exhibit called the Air Force Air Raid Quarterback Sim Experience. This virtual reality exhibit features technology used to train quarterbacks at both the college and pro levels. In the experience, visitors virtually play against an Air Force defense and the stadium features Air Force branding. The HOF will offer a venue to not only advertise the Air Force, but a location for holding events. Originally fans were going to attend the race, but with pandemic fears those plans were cancelled. (Courtesy photo)

# 342nd RCS recruiter assists hospital during COVID



Tech. Sgt. Reynaldo Perez Santiago, a health professions recruiter with the 342nd RCS, in Guaynabo, Puerto Rico, poses with local doctors and nurses in the emergency room in the Centro Medico hospital in San Juan, Puerto Rico. During the COVID-19 pandemic, Perez aided the local hospital with dozens of scrubs. This allowed the emergency personnel to continue to do lifesaving work while still wearing proper personal protective equipment. (Courtesy photo)

## 311th RCS Airman honored for hard work



Senior Master Sgt. Ladiwina Gilly (right), 311th RCS production superintendent, recognizes Tech. Sgt. Cameron Culliver. Gilly was impressed to find out that Culliver was the director of the school board for one of the high schools in his zone. Culliver, a recruiter with the 311th RCS, also did an outstanding job of securing several free radio and newspaper opportunities during COVID-19. (Courtesy photo)



# 364th RCS staying active, spreading the word



Master Sgt. Jonathan Bish, of the 364th RCS, is a volunteer with the Solano County Search and Rescue team, along with fellow volunteer Carlos Soto. Bish helped set up the Solano County Local Assistance Center (LAC). Many local families lost everything during recent wild fires as they only had a few minutes notice to evacuate. This center was set up to support the families affected by the fires to help them in their recovery get and them back on their feet. The LAC will serve as a one-stop shop as it houses multiple agencies during the wild fire season and recovery. (Courtesy photo)



The 364th RCS conducted a base tour at Travis Air Force Base, California, for 10 Delayed Entry Program members. The Airman Family Readiness Center briefed members on mission and personal readiness. The Aerial Port briefed the group on how they operate and provide the military logistical functions to assigned aerial ports and cargo processing. The group toured a C-17 and got to witness an operational Turner 60K Loader. Civil engineers briefed the members on construction, masonry and plumbing. Each speaker showed their experience of BMT and Technical School. (Courtesy photo)



Staff Sgt. Trevis Stiles, of the 364th RCS, and his DEP members joined the Beale AFB 5/6 Council and local organizations for a community cleanup event in Marysville and Yuba City, California. Over 200 volunteers enhanced the local community by removing over 41K lbs of garbage and abandoned vehicles caused by illegal dumping in five major areas within these two cities. (Courtesy photo)



Staff Sgt. Joseph Crittenden, of the 364th RCS, presented an Air Force toolbox to Shasta High School in Redding, California, and conducted an influencer event. He spoke to teachers and counselors about Air Force education benefits and discussed opportunities for virtual class presentations this school year. (Courtesy photo)



# AFRS Cyber quarterly talk: The value of data

By Master Sgt. Joshua D. Hinshaw,  
AFRS Cyberspace Support Branch

JOINT BASE SAN ANTONIO-RANDOLPH, Texas -- Technology better enables our abilities to operate in world today. From digital calendars that help us better structure our schedules to mobile applications that document our children's daily meals and routine, there is seemingly no end to what technology in the digital space is capable of. Many of these capabilities are provided free of any monetary cost to us as consumers, or so we are led to believe.

Data broking as of 2019 is believed to be a \$200 billion industry. By collecting thousands of data points, businesses in this space build extensive profiles of individuals and sort them into a range of categories, primarily to sell insights to better aid in advertising. Our interests in books, music, hobbies, dating preferences, political or religious affiliations, and personality traits are all packaged and sold by data brokers to a range of industries, including banks and insurers, retailers, telecoms, media companies and governments.

Permissions to access your contacts is a fairly common request in the mobile app world. These requests are typically used for recommending people that are in your contact list as connections on the platform in question. We as consumers however should be very careful

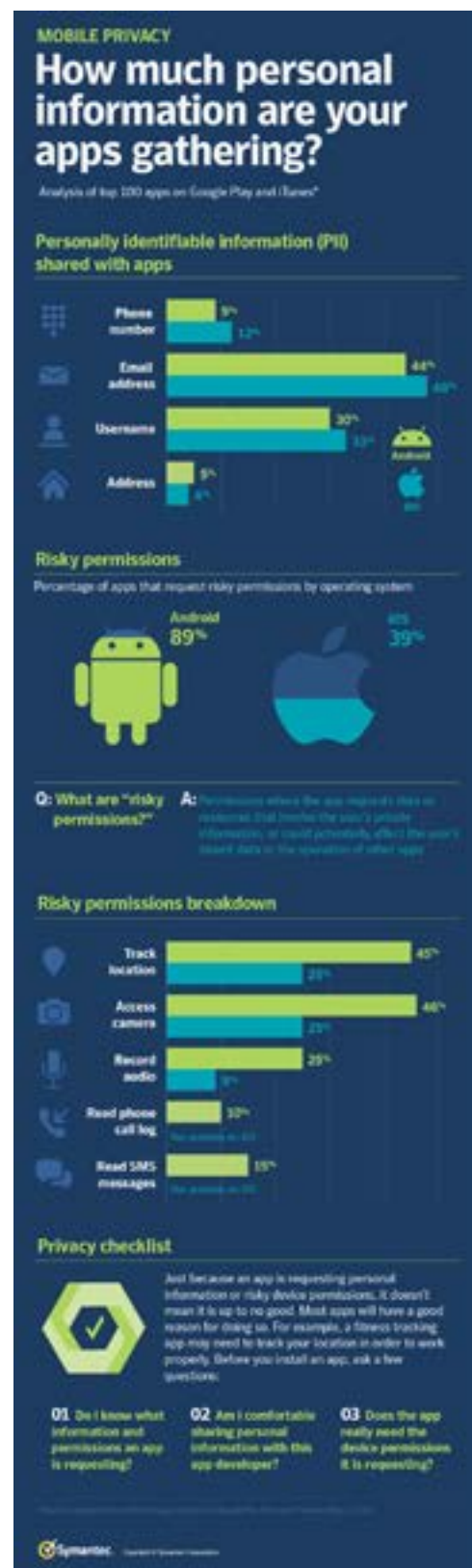
in allowing this kind of access as some businesses harvest that address book data to build consumer models for the purpose of reselling. In these specific cases, the apps are harvesting the data of our friends, family, and coworkers utilizing our consent, rather than the consent of the contacts themselves.

Our personal information also has value in the black market as well. Data elements such as usernames and email addresses are used universally as credentials for authenticating to the services we use. Account unlocking and password resets usually ask for some form information that only we would know, such as our birth date or the name of a relative. "Hacking" doesn't just happen.

Just as we collect intelligence before we engage in war or peacetime operations, hackers execute the same investigative practices before compromising an intended target.

We, in the recruiting enterprise, must be wary of the technology we use to exchange information, especially as it relates to our applicants' personal information. We collect private information on behalf of the U.S. government on a routine basis, and as such strive to be exceptional stewards of that information. The public's trust is in our hands, and we should not treat that responsibility lightly.

A detailed graphic on how data brokers identify people is continued on page 14.



## Next AFRS Cyber quarterly talk: Microsoft OneDrive

# AFRS Cyber quarterly talk: continued

## How data brokers identify people

By collecting thousands of data points, companies build up extensive profiles of individuals and sort them into a diverse range of categories



Source: Cracked Labs

© FT

## 345th RCS recruiters get radio air time



Staff Sgt. Elliott Vance, of the 345th RCS, was able to get some live air-time with the radio stations Clear 94 and on Today's Talk KWOC, which serves listeners in Poplar Bluff, Missouri, reaching an excess of 158,000 listeners. Vance and his flight chief, Master Sgt. Roberto Conde, were interviewed live on the air twice on each of the stations. They covered topics related to benefits, how to qualify, when and why they each enlisted, how the Air Force builds a person set for success. They also touched on recruiting for the Space Force. (Courtesy photo)



# 341st RSC recruiters front row at MLB games



Cut-out versions of recruiters from the 341st RCS enjoy VIP seating on the first base line in Minute Maid Park, Houston, Texas, for all Houston Astros home games this season. (Air Force photo/Tech. Sgt. Matthew Garza)

## 344th RCS promos



Congrats to the 344th RCS's newest Tech. Sgt. selects: Staff Sgts. Jacobson Burrus, Garylee Campos, Christopher Sigler and Joshua Swertfager. (Courtesy photo)

## 338th RSC takes in race



Tech Sgts. Todd Carter (left) and Matthew Henderson at the Mid-Ohio IndyCar event with Air Force Indy car driver Conor Daily, Sept. 12, 2020. (Courtesy photo)



# 333rd RCS gives back to community in Brevard



Members of the 333rd RCS contributed to work on the Brevard Zoo Oyster Reef, while at the Brevard Zoo in Melbourne, Florida. The reef will provide a filter for the Indian River Lagoon. Once the gabions are hand-built, they will each be filled with 30 pounds of oyster shell as a “base” layer, and then handfuls of live oysters will be added to the top of each cage before they are placed in the lagoon. By containing the mixture of oysters within the gabions, we are not only mimicking their natural habitat but also ensuring that they are not dispersed by wave action—which is not conducive to oyster growth and recruitment. (Courtesy photo)



Tech. Sgt. Marcus Henry, of the 333rd RCS, helps build a gabions cage at the Brevard Zoo in Melbourne, Florida. The Brevard Zoo Oyster Reef will provide a filter for the Indian River Lagoon to help protect the oysters in the Indian River Lagoon. Henry was joined by three other members of his squadron. (Courtesy photo)

## 331st RCS recognizes achievements



Senior Master Sgt. Jeffrey Storman, 331 RCS production superintendent recognizes Tech. Sgt. (select) Ryan Lucier, a special warfare recruiter in Pensacola, for his impending promotion. (Courtesy photo)



Senior Master Sgt. Jeffrey Storman, 331st RCS production superintendent recognizes Tech. Sgt. Nolan Bang, of the 331st RCS. Bang was certified on Aug. 20, 2020, and also added 10 new members into his DEP, leading the squadron for August. (Courtesy photo)

## 331st RCS recruiter briefs Red Horse



The 331st RCS, led by Tech. Sgt. Carlos Morales (center), conducted a developmental special duty panel at Hurlburt Field, Florida, Aug. 13, 2020. Morales connected with a previous co-worker, Tech. Sgt. Zackary Parshall, who is on the Red Horse team there, to set up the two-day informative briefing. There were five separate NCO's and SNCO's who briefed about their DSD positions. Approximately 80 Red Horse members were in attendance. (Courtesy photo)

## AFRS chaplain gives invocation for USSF



Chap. (Capt.) Richard Blanchette, Jr., Staff Chaplain, Air Force chaplain accessions, gives the invocation for the promotion of Brig. Gen. Stephen Purdy, U.S. Space Force, Aug. 7, 2020, at Peterson Air Force Base. Purdy is dual-hatted as Director, Requirements, Architectures and Analysis and Director, Plans, Programs and Financial Management, Headquarters United States Space Force, Peterson AFB. (Courtesy photo)





Leaders at 2nd Air Force Detachment 1 have seen an uptick of trainees at BMT who are lacking a second job preference, listed in AFRISS. This issue can cause problems for the trainee during COVID-19 operations, as they are no longer conducting job counseling for Guaranteed Training Enlistment Program trainees, which may cause trainee to have accept a needs of the Air Force AFSC. (U.S. Air Force photo by Kemberly Groue)

## 2nd AF Det. 1 seeing trainees lacking a second MEPS preference

By Master Sgt. Andrew Peery  
2nd Air Force Detachment 1

JOINT BASE SAN ANTONIO-RANDOLPH, Texas – A unique role within the recruiting mission is working at 2nd Air Force Detachment 1 and dealing with enlisted classifications at Joint Base San Antonio-Lackland Basic Military Training.

A recent issue during the COVID-19 pandemic has been trainees showing up, many in special warfare, and other career fields, that only have one Military Entrance Processing Station job preference listed in AFRISS.

For most of the trainees, this is not an issue as they maintain their qualifications, move onto technical training and become productive members of the Air

Force. For some, however, only having 1 MEPS preference (the AFSC they booked) listed in AFRISS is a big problem.

Due to current COVID-19 operations, we are no longer job counseling Guaranteed Training Enlistment Program (GTEP) trainees. Trainees that become disqualified in BMT for the original GTEP they booked that do not have additional MEPS preferences will not be able to discuss other job preferences with us.

If a GTEP trainee becomes disqualified from their AFSC, and there are no additional AFSCs listed in their MEPS preferences, they will become “needs of the Air Force” and will receive the next available AFSC that they qualify for.

As you can imagine, this does

not bode well with the trainee, and can have many negative consequences—including unhappy Airmen that separate after 4 years that hurt the Air Force’s retention rates.

On the flip side of that coin, if a GTEP trainee becomes disqualified from their AFSC and does have additional MEPS preferences loaded in AFRISS, we try to get them one of their MEPS preferences that they qualify for, which is subject to technical school training availability.

This creates the environment for happier Airmen and a happier workforce. For more information on this, please reach out to Master Sgt. Andrew Peery, the interim superintendent for 2nd Air Force Det. 1 at [Andrew.Peery@us.af.mil](mailto:Andrew.Peery@us.af.mil).



# AFRS 5/6 page: Group staying busy, getting fit, always learning

By Master Sgt. Chance Babin,  
AFRS Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas -- The AFRS 5/6 executive council elected in June 2020 hit the ground running since the start of their term. The council created virtual PES meetings, held mentorship interviews led by leaders in the AFRS command, and created Tier 2 educational events.

In July, a Dynamic Fitness Panel was led by Tech. Sgt. Matthew Davis, explaining ways to adjust to the pandemic and maintain fitness levels, encouraging members to improve their health and wellness despite the circumstances.

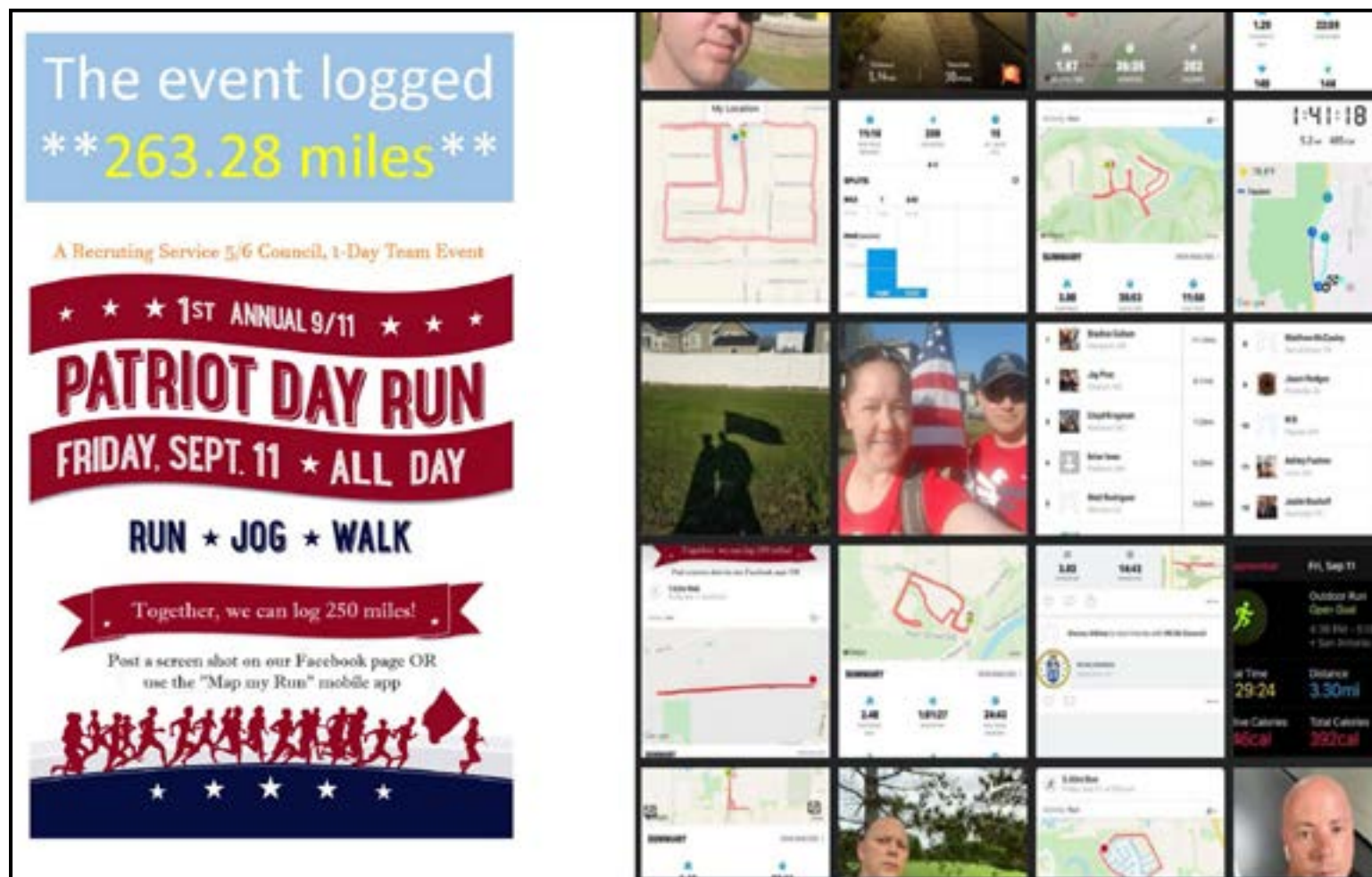
A Domino of change discussion took place Aug. 17, 2020, to address head-on the issues with race, diversity, and inclusion. Dr. Donna Elam who is recognized as one of the leading professionals in diversity education having earned numerous awards for her efforts joined the discussion. She shared her insights on how we can identify challenges in AFRS and grow to be more accepting and inclusive.

An ongoing effort that began in August is the Record Review Board led by Tech. Sgt. Michal Medendorp, allowing members of AFRS to submit their Enlisted Performance Evaluations to senior NCOs for professional

development recommendations.

On Sept. 11, 2020, the inaugural Patriot Run was held where members across AFRS sent in how many miles they completed via a mobile app, collectively achieving over 263 miles in just 24 hours.

The efforts the members of the council have put together have also spread to the field, an anonymous "Pay it Forward" post asking to pay for one individuals membership dues was posted on Facebook which raised \$355, and paid for numerous memberships. The momentum this team has created has no sign of slowing down, with several events planned in the coming months.



Members of the AFRS 5/6 participated in the inaugural Patriot Run, Sept. 11, 2020, where members across AFRS sent in how many miles they completed via a mobile app, collectively achieving over 263 miles in just 24 hours. (Courtesy graphic)



## 330th RCS hosts EOD demonstration, educate DEP members



Tech. Sgt. Brandon Bass, an EOD technician with the 902nd Civil Engineering Squadron, EOD, Joint Base San Antonio-Lackland, Texas, explained to a group of DEP members how the bomb suit comes in different sizes, depending on a person's stature and described the material it is made out of to protect someone in the event of an explosion. He further told the group how the bomb suit can easily become overwhelmingly hot so a fan inside the helmet keeps regular temperature. The training was held at the 330th RCS headquarters in San Antonio, Texas. (Courtesy photo)



DEP members listen as an EOD technician discusses the different mission sets within the career field. In the two-hour outdoor, social-distanced event, they were able to have some of their personal questions answered by current EOD techs based out of JBSA-Lackland, Texas. The training was held at the 330th RCS headquarters in San Antonio, Texas. (Courtesy photo)





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# ENERGY = CAPABILITY

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In October, the Department of the Air Force recognizes **Energy Awareness Month** to highlight how energy is critical to our combat capability and readiness, and what we can do to improve effectiveness.

**#EnergyAbleMissionCapable**





# Political Don'ts

As we draw closer to the general election, many of you will have questions about what you can or cannot do during this election season. In accordance with the Hatch Act, DoDD 1344.10, and AFI 51-508, below are a list of prohibited activity.

**Prohibited Activities: \*\*This list is not exhaustive! Activities may be contrary to the spirit and intent of the Instruction. Any activity that may be reasonably viewed as directly or indirectly associating the AF or DoD with a partisan political activity or is otherwise contrary to the spirit and intention of the Instruction shall be avoided.\*\***

- Participation in partisan political fundraising activities, rallies, conventions (including making speeches in the course thereof), management of campaigns, or debates, either on one's own behalf or on that of another. This prohibition applies whether the individual is in uniform or not, and regardless of whether an inference or appearance of official sponsorship, approval, or endorsement may be drawn. Participation includes more than mere attendance as a spectator. (See also paragraphs #9 and #16 below)
- Use official authority or influence to interfere with an election, to affect its course or outcome, to solicit votes for a particular candidate or issue, or to require or solicit political contributions from others.
- Allow, or cause to be published, partisan political articles, letters, or endorsements signed or written by the member that solicit votes for or against a partisan political party, candidate, or cause.
- Serve in any official capacity or be listed as a sponsor of a partisan political club.
- Speak before a partisan political gathering, including any gathering that promotes a partisan political party, candidate or cause.
- Participate in any radio, television, or other program or group discussion as an advocate of a partisan political party, candidate, or cause.
- Conduct a political opinion survey under the auspices of a partisan political club or group, or distribute partisan political literature.
- Perform clerical or other duties for a partisan political committee or candidate during a campaign, on an election day, or after an election day during the process of closing out a campaign.
- Solicit or otherwise engage in fund-raising activities in federal offices or facilities, including military reservations, for any partisan political party, candidate, or cause.
- March or ride in a partisan political parade.
- Display a political sign, banner, or poster (as distinguished from a bumper sticker) on a private vehicle.
- Display a large political sign, poster, banner, or similar device visible to the public at one's residence on a military installation, even if that residence is part of a privatized housing development.
- Participate in any organized effort to provide voters with transportation to the polls, if the effort is organized by or associated with a partisan political party, cause, or candidate.
- Sell tickets for, or otherwise actively promote, partisan political dinners and similar fundraising events.
- Attend any partisan political event as an official representative of the AF or DoD, even without actively participating, except as a member of a joint Armed Forces color guard at the opening ceremonies of the national convention of a political party recognized by the Federal Elections Commission, or as otherwise authorized by the SECAF.
- Make a campaign contribution to, or receive or solicit (on one's own behalf) a campaign contribution from, any other military member on active duty, or an officer or employee of the federal government for promoting a political objective or cause. Any contributions not prohibited by this paragraph remain subject to the gift provisions of sections 2635.301-2635.304 of Title 5, Code of Federal Regulations.
- Participate, while in uniform, in any activity such as unofficial public speeches, interviews, picket lines, marches, rallies or any public demonstration which may imply AF sanction of the cause for which the demonstration or activity is conducted. Authorization to wear the uniform under certain circumstances may be granted in accordance with DoD Instruction 1334.01, Wearing of the Uniform, as implemented by AFPD 36-29, Military Standards, and AFI 36-2903, Dress and Personal Appearance of Air Force Personnel.
- Engage in the public or organized recruitment of others to become partisan candidates for nomination or election to a civil office.
- Commissioned officers shall not use contemptuous words against the President, the Vice President, Congress, the Secretary of Defense, the Secretary of a military department, the Secretary of Homeland Security, or the Governor or legislature of any State, Commonwealth, or possession in which the member is on duty or present as prohibited and punishable under Article 88, UCMJ.
- With the exception of the above, and subject to any other restrictions in law, a member of the AF not on active duty may take the actions and participate in the activities prohibited in subparagraph above, provided the member is not in uniform and does not otherwise act in a manner that could reasonably give rise to the inference or appearance of official sponsorship, approval, or endorsement.

Military members who engage in any of the listed prohibited activity are subject to prosecution under Article 92, UCMJ, in addition to any other applicable provision of the UCMJ or Federal law.

