



BEHIND THE BADGE

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RECRUIT

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

SEPTEMBER 2020

#LegacyFlightAcademy



Know, Live and Grow the legacy
of the heroic Tuskegee Airmen

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: afcrshqpa@us.af.mil

FROM THE EDITOR



As we inch closer to autumn, things seem to be inching closer to normal. Of course many of the things we are doing now, such as teleworking, may become part of life in Air Force Recruiting Service life.

During the COVID-19 pandemic, innovation and technology have become focal. Many of these new ways of doing things will become part of the norm going forward.

Looking back, technology like video teleconference has helped maintain AFRS's mission of recruiting the best and brightest.

In this issue, we highlight a couple of important stories on diversity and inclusion.

We are fortunate to already have Detachment 1 that has been in the forefront of finding future rated Airmen, to help the Air Force reach into under-served areas to find talented youth who may not have otherwise have the chance to get exposure to opportunities in the Air Force.

Also, this edition has a strong Total Force presence, highlighting several Reserve Airmen doing great things.

In August, AFRS made a huge splash at the Indianapolis 500, as we had our Air Force themed car and for the first time unveiled the U.S. Space Force car.

Stay safe and AIM HIGH!



ON THE COVER

Brig. Gen. Charles McGee, one of the original Tuskegee Airmen, poses with Maj. Kenneth Thomas, a navigator with the 94th Airlift Wing, Dobbins Air Reserve Base, Georgia, at a Legacy Flight Academy event. Thomas is the wing's diversity and inclusion project manager and is working on several fronts to encourage minorities and young women to consider a career in the Air Force or Air Force Reserve. (Courtesy photo)

Deadlines:



Total Force recruiting pays off for current, future Airmen

By Master Sgt. Chance Babin,
AFRS Public Affairs

DENTON, Texas – As Air Force Recruiting Service transitions to a Total Force recruiting model, a pair of recruiters here have been successfully practicing Total Force recruiting for years.

“We have worked together since late 2016, having offices right next to each other,” said Master Sgt. Michael Hammers, an Air Force Reserve recruiter. “We have been working together as enlisted line recruiters. He is active Air Force and I am a Reserve recruiter. We were working as a Total Force unit before the huge focus on Total Force.”

“I’ve known him since I came into recruiting back in November of 2016,” said Tech. Sgt. Corey Edwards, an active-duty Air Force recruiter. “Our first interaction came when he walked a guy into my office who was interested in the active duty. The applicant didn’t understand the differences between being active duty or a Reservist, but he wanted full-time pay and travel on a regular basis. These are typically active-duty benefits and not as likely in the Reserve. We’ve been next-door neighbors since that time. We’ve also worked high schools together and held events together throughout my almost four years of being stationed here.”

Since Hammers and Edwards are both focused on ensuring applicants find their best fit, sharing leads makes a lot of sense.

“Master Sgt. Hammers and I tend to give information on what we have to offer and push the applicant to get information from

both sides,” Edwards said. “Once information is received, they must make the best decision for themselves given the pros and cons from each side. Honesty and transparency go a long way and allow the applicant to be committed to whatever they choose.”

“We both have the mindset of whatever is best for the applicant,” Hammers said. “Sometimes it’s active duty and sometimes it’s the Reserve, but it’s always about the applicant’s wants, needs and goals.”

As an example of how the pair work as a team, Hammers recalled talking to an interviewee who had fallen on hard times.

“He had just lost his job and had no family in the area or anything tying him down,” he said. “He did not even have transportation. Obviously, in the Reserve, you need transportation to get to weekend unit training. Additionally, he no longer had the means to keep a roof over his head. My first thought was active duty. I spoke with him about my experience having served four years on active duty right out of high school, and he was very interested. I introduced him to Tech. Sgt. Edwards and he enlisted.”

Also in the spirit of Total Force recruiting, Hammers and Edwards have worked hard to educate each other on their respective component.

“I think the greatest way Tech. Sgt. Edwards has helped me is with prior-service referrals,” Hammers said. “On active duty, it is very difficult for prior service people from any branch to join the active-duty Air Force, unless they want to go special warfare.



Staff Sgt. Ashley Edwards takes the oath of enlistment from Lt. Col. Sandra Bonney, who at the time was the Air Force ROTC commander at the University of North Texas. Edwards will continue her military career at Tinker AFB, Oklahoma, working in education and training. (Courtesy photo)

The process for entry into the Reserve is much simpler. I’ve also taught him about the differences in promotions and the flexibility the Reserve offers.”

Sharing information paid off recently in a personal way in the Edwards household.

“When it came time for my wife to join, Master Sgt. Hammers gave her all of the information about the Reserve he had given to me.”

Hammers had briefly met Ashley Edwards at the office, but it wasn’t until she gave him a call saying she wanted to join the Reserve that they really got to know each other. Ashley served nearly 10 years on active duty as a weather forecaster. She decided to separate so she could finish her college degree while participating in Air Force ROTC with hopes of commissioning.

“Ashley’s recruitment process was much longer than most,” Hammers said. “Our official initial interview was June of 2018. I had actually got her a confirmed date for her MEPS (Military Entrance Processing

TOTAL FORCE CONTINUED ON PAGE 7



Maj. Kenneth Thomas, a navigator with the 94th Airlift Wing, Dobbins Air Reserve Base, Georgia, and his daughter, Dominica Thomas, getting some quality time in the sky in 2017. Thomas is working on several fronts to encourage minorities and young women to consider a career in the Air Force or Air Force Reserve. (Courtesy photo)

Airman determined to help Air Force's diversity efforts

By Master Sgt. Chance Babin,
AFRS Public Affairs

DOBBINS AIR RESERVE BASE, Ga. -- Maj. Kenneth Thomas, a C-130 navigator assigned to the 94th Airlift Wing, Dobbins Air Reserve Base, Georgia, and the wing's diversity and inclusion project manager, is working on several fronts to encourage minorities and young women to consider a career in the Air Force or Air Force Reserve.

Growing up with his grandmother in the Bronx, Thomas didn't know much about the Air Force, much less being a rated aviator.

He knew his mother was in the Air Force and his uncle was in the Navy, but it wasn't until he attended an air show with his mother, who worked on the F-15 Eagle, that he began to take an interest in being part of

the Air Force.

"My mother would take me to the air shows," he said. "I was amazed by the airplanes and the Thunderbirds. After that, my interest was drawn to movies and video games that were related to airplanes."

Thomas eventually enlisted in the Air Force, following his mother and father, who both served.

"I was an electronic warfare technician on the F-16," he said. "While I was in tech school as an Airman at Keesler Air Force Base (Mississippi), my dad was going through Officer Training School at Maxwell (AFB, Alabama)."

His dad was also enlisted before making the move to attend OTS.

"My commander allowed me to miss a day of training to attend my father's commissioning

ceremony," Thomas said. "That's when I gave him his first salute. My father told me 'these new lieutenants are no smarter than you. You are fully capable of becoming an officer too.' That was the first time I really believed I could actually become an Air Force officer. I was in Air Force ROTC (Reserve Officer Training Corps) three years later."

Thomas was quick to raise his hand when the 94th was looking for someone to run the diversity and inclusion program a couple of years ago.

"I understand the importance of representation in leadership...

To continue reading go to: <https://www.recruiting.af.mil/News/Article-Display/Article/2314939/leading-the-way-dobbins-navigator-determined-to-help-air-forces-diversity-effor/>

311th RCS finds foggy way to disinfect Penn. MEPS

By: Master Sgt. Timothy Drolet
311th Recruiting Squadron

HARRISBURG, Pa. -- Harrisburg Military Entrance Processing Station liaisons out of the 311th Recruiting Squadron are finding safe alternatives to keeping a disinfected office.

Last year the Harrisburg MEPS processed over 1,500 future Airmen and this year is just as busy. While the possibility of COVID-19 is present, the mission at Harrisburg MEPS must continue.

Tech. Sgt. Ebony Gray went on a research journey to find a way to keep her office clean and disinfected as to not hinder the Total Force recruiting mission.

“On a daily basis we have numerous applicants inside a small office where it is difficult

to practice social distancing,” Gray said. “Initially we were using bleach to clean the office but it was not effective. We were not able to disinfect computers, paperwork and all areas where pathogens stick. After a month of using bleach in the office it was also becoming a health hazard and damaging equipment. That is when I spent some time to research safe and healthy alternatives. I found a product manufactured right here in our zone that is USDA organic, FDA, EPA, and CDC approved to kill bacteria, viruses and harmful pathogens. I even started using it in my own home to disinfectant my child’s high chair and fruits.”

The solution Gray found is called hypochlorous acid, and it has actually been around for

a long time. Hypochlorous acid is 100% non-toxic and EPA approved to kill all viruses

Gray utilized a disinfectant fogger engineered by a Pennsylvania called Zero Hazard to fog the ceremony room before shippers enter. Sergeant Gray is fogging the ceremony room before shippers enter with a disinfectant that is.

The 311th Recruiting Squadron commander was so impressed that each MEPS now uses a fogging machine and sanitation bottles are being delivered to each recruiting office. As a way of saying thank you from Zero Hazard, the owner has graciously donated an automated unit that is capable of disinfecting entire offices in less than a minute.



Tech. Sgt. Ebony Gray, of the 311th RCS, uses a disinfectant fogger at the MEPS in Harrisburg, Pa. Gray is fogging the ceremony room with a disinfectant that is 100% non-toxic and EPA approved to kill all viruses, prior to shippers entering. (Courtesy Image)

Perseverance pays off for recruiter named one of Air Force's 12 Outstanding Airmen of the Year

By Master Sgt. Chance Babin,
AFRS Public Affairs

ANDERSEN AIR FORCE BASE, GUAM – Being an Air Force recruiter can be a tough and grueling job. For one recruiter, years of hard work paid off recently when he was named one of the Air Force's 12 Outstanding Airmen of the Year.

Tech. Sgt. Jeremy Camper, Pacific Operations Recruiting Program Manager for the 369th RCS here, was totally surprised to learn he was selected as one of the 12 OAY for 2020.

Recently he was asked to join a video teleconference to talk to the boss. Since he was scheduled for an upcoming TDY, he thought the call was related to his pending trip.

"My commander called me one morning and said she wanted to have a Zoom meeting with the boss. I was about to go TDY to Hawaii, so I figured it had something to do with that," Camper said. "As soon as I called into the Zoom meeting and saw all the people I knew it had nothing to do with a TDY to Hawaii. I truly had no idea I would actually win this award. My initial thought was just 'Wow.'"

The video call included Lt. Gen. Brad Webb, the commander of Air Education and Training Command, and Maj. Gen. Ed Thomas, Air Force Recruiting Service commander, among others.

Camper's "wow" moment felt like a lifetime away from his initial struggles at the Air Force recruiting schoolhouse at Joint Base San Antonio-Lackland,

Texas, back in 2012.

"When I got to recruiting school, it was pretty tough for me because I was not very outgoing, so talking in front of people then was definitely not my thing," he said. "I think it was my Day 22 lab assigned I ended up failing. When I failed, I had two people at the schoolhouse tell me that I would never be a good recruiter. I think that lit a fire under me to one day be able to tell them otherwise."

While he remembers those doubters at the school and others early in his career, he's moved past their judgments.

"I really think I have humbled myself enough to not really let those folks bother me at all," Camper said. "However, it is still pretty sweet to win all the awards I did this year when I was told by those folks that I would never be a good recruiter."

He credits his work ethic for helping him win this honor.

"I think I have a pretty good ability to network and talk to people," he said. "My paperwork may be lacking, but I can definitely get the recruiting job done."

He also stressed the importance of having a strong support system to help him excel at his job.

"Everyone across the board has been very supportive and helped me out a lot to be able to win this award," he said. "If it weren't for my family friends, mentors, etc..., there is no way this would have been possible."

Camper said he's not sure what lies ahead in his future.

"I am really torn because I definitely want to continue to



Tech. Sgt. Jeremy Camper persevered to become one of the Air Force's 12 Outstanding Airmen of the Year. (Courtesy photo)

go above and beyond, but I also want to be able to mentor and groom my office partners so they too can shine," he said. "I feel like I had my turn to shine, but to be able to say I helped someone else shine is big to me as well. Along the way, I have had some awesome mentors to help make all this happen. I would not have been where I am today without my family, friends and mentors who have been with me along the way."

Camper began his Air Force career as a diesel mechanic. He was inspired to join after seeing some F-16s flying by. After seeing the Fighting Falcons overhead, he was in the recruiter's office the next day.

Unfortunately, he decided to get out of the Air Force in 2009, just as the country was experiencing an economic downturn. Not long after leaving, he had second thoughts and decided to try and rejoin.

"I started the journey to get back in the Air Force," he said. "Three years after trying to get back in, my recruiter called and said he had some recruiting jobs. He asked if I would like to give

OAY CONTINUED ON PAGE 7



Chief Master Sgt. Christa Collier, Fort Worth Recruiting flight chief and Master Sgt. Sheleatha Simmons, 301st Fighter Wing Recruiting Squadron development are charged with helping the wing continue to gain its greatest assets... its Airmen at U.S. Naval Air Station Joint Reserve Base Fort Worth, Texas on July 28, 2020. They daily leverage an applicant's strengths to meet a need of the wing in order to accomplish the mission. (U.S. Air Force photo by Jeremy Roman)

Reserve recruiting is finding the best of the best

Senior Airman Brittany Landy,
301st Fighter Wing Public Affairs

U.S. NAVAL AIR STATION
JOINT RESERVE BASE FORT
WORTH, Texas -- The Chief
of the Air Force Reserve and
Commander of the Air Force
Reserve Command Lt. Gen.
Richard Scobee said the Air
Force Reserve's greatest asset
is its Airmen.

These same Airmen have
been called to deploy overseas
in defense of the country or
mobilized locally to support
COVID-19 relief efforts. In
the midst of these challenging
environments, the Fort Worth
Recruiting Office's hard work
strives to ensure the Air Force
Reserve continues to gain its
most valuable assets.

Chief Master Sgt. Christa

Collier, Fort Worth Recruiting
flight chief, diligently works
with her office to serve as a
vital force multiplier in various
ways. Whether it is looking for
sharp and dedicated Airmen to
join the recruiting squadron or
finding future Airmen to answer
the nation's call in all career
fields, the Recruiting Squadron
helps the 301st Fighter Wing
accomplish its mission—to
train and deploy combat-ready
Airmen.

"The recruiting squadron
fits in by providing the highly
skilled 5 and 7 level (qualified
to perform their tasks) combat-
ready Airmen needed in the
fight," said Collier. "We recruit
the best prior military service
and non-prior military service
applicants who have a strong

desire to serve our country and
preserve our position as the
world's greatest airpower! All
Air Force Specialty Codes (the
job specification an Airmen
performs within their military
career) are important to us in
getting the mission done."

Maintaining airpower excellence
in a challenging health climate
provides many unique obstacles.
Collier explains how innovation
and flexibility are critical in
helping them hurdle some of
those challenges.

"Having to pivot and revamp
some of our recruiting processes,
we are ensuring that we...

To continue this story go
to: [https://www.301fw.afrc.
af.mil/News/Features/Display/
Article/2310901/recruiting-
finding-the-best-of-the-best/](https://www.301fw.afrc.af.mil/News/Features/Display/Article/2310901/recruiting-finding-the-best-of-the-best/)

Station) for her physical when she told me she was pregnant. I congratulated her and the family but had to tell her she would have to wait to proceed to MEPS. I encouraged her and looked up the MEPS regulation on how long she had to wait before requesting another date for MEPS.”

Hammers told Ashley he would be there for her whenever she was ready to start the process again. And that’s exactly what he did.

“My husband would mention Master Sgt. Hammers from time to time whenever he discussed passing potential recruits his way or vice versa, so I knew he and Master Sgt. Hammers had a great working relationship,” Ashley said. “Meeting him was like meeting a distant relative for the first time. He was very easy to talk to and kept me excited to join again. He truly gave me light at the end of the tunnel.”

Through it all, Corey remained supportive of his wife and had faith his office neighbor would take care of his wife’s recruitment.

“He is the expert and the applicant-recruiter trust must be there,” he said. “She always had me for any questions though. I want her to achieve her goals. There isn’t much she can’t do when she puts her mind to it. Even with all of the roadblocks that have come her way, she finds ways to remain positive and continue searching for ways to come out on top.”

When Col. Tim Martz, 367th Recruiting Group commander, recently stopped by Hammers’ office for a visit, the topic of Total Force recruiting came up.

“I thought an office visit from the Reserve recruiting

commander was phenomenal,” Hammers said. “The main discussion during his visit was mostly about family, morale, vision and Total Force. I told him I had always believed in Total Force recruiting and used the example of the Edwards family. Corey was in the office, so I introduced him to Col. Martz.”

“When I visited Master Sgt. Hammers, we made a point to visit Tech. Sgt. Edwards in support of the Total Force since they were in a collocated field office,” Martz said. “It was especially important to do so after hearing about this particular lead sharing event. It grabbed my attention because it was Tech. Sgt. Edward’s wife who was referred to our Reserve recruiter. Total Force recruiting and our lead sharing lines of effort are based on strong relationships and trust between recruiters. I thought it was a remarkable show of trust between recruiters across two components.

“To trust another recruiter with your spouse’s accession journey says a great deal about our recruiters in the field and the relationships they have built and fostered. This is what Total Force recruiting is all about.”

Through it all, the trust remained strong between team Edwards and Hammers. Ashley dropped 40 pounds after giving birth and was able to get her MEPS appointment done.

“MEPS, surprisingly, went smoother for me this time around than it did 10 years ago,” Ashley said. “Nothing about the process has changed, so that may have made it a little easier for me. Even though I don’t have any medical conditions, I still have to do an additional ‘older person’ back stretch every once in a while. I tried to keep those

to a minimum since my younger teenage counterparts didn’t seem to have to need to stretch as much.”

Ashley was able to enlist June 12, 2020, in an education and training position at Tinker Air Force Base, Oklahoma. While she still aspires to complete her AFROTC program and commission, she is elated about her current job.

“I am very pleased with the training position I got,” she said. “I had previous experience as a training representative for my flight as an additional duty, so I knew how much hard work it would take. I also knew how many fellow Airmen you get to know and how much you can directly impact their career. I love talking and getting to know people, so being a unit training manager will give me the opportunity to not only help someone’s career, but also better my relationships with my fellow Air Force peeps.”

OAY CONTINUED FROM PAGE 5

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.

Virtual AHFA targets diversity, inclusion improvement

By Master Sgt. Chance Babin,
AFRS Public Affairs

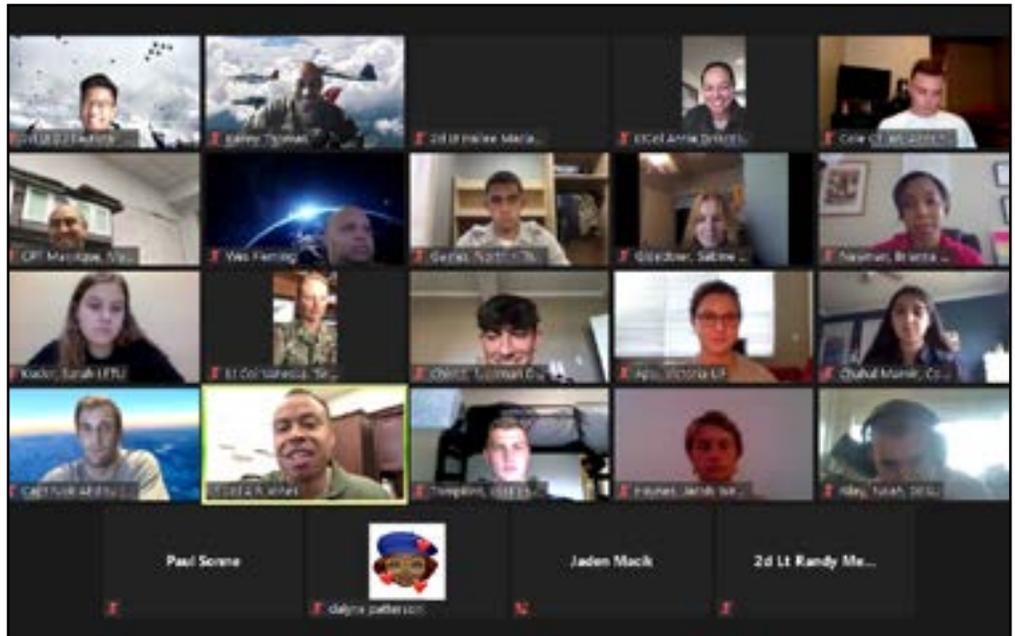
JOINT BASE SAN ANTONIO-RANDOLPH, Texas – While the COVID-19 pandemic has limited some in-person efforts for Air Force Recruiting Service, technology – like video teleconferencing – has helped bridge the gap and allowed the service to keep performing its mission.

For AFRS's Detachment 1, VTC has allowed young people from around the country to participate in events like the Virtual Aim High Flight Academy, where teens are able to connect with mentors and work toward getting their private pilot's certificate, and ultimately a step closer to becoming an Air Force pilot.

Det. 1 was established in October 2018 to develop innovative programs in support of the Air Force's Total Force (active-duty, Air National Guard and Air Force Reserve) recruiting efforts. It focuses on pre-accession audiences (youths, young adults and their influencers) and works with partners to provide pathways to accession sources like the U.S. Air Force Academy, Reserve Officer Training Corps and Officer Training School.

Det. 1 is also the tactical execution arm of the chief of staff of the Air Force's Rated Diversity Improvement (RDI) initiative.

"The Aim High Flight Academy is normally an in-residence program where students spend three weeks immersed in aviation education, character development and mentorship," said Maj. Kenneth Thomas, a C-130 navigator and the diversity and inclusion project manager for the 94th Airlift Wing, Dobbins



The Air Force Recruiting Service's Detachment 1 is currently hosting the Virtual Aim High Flight Academy, a two-phase training program that allows teens to connect with mentors and work toward getting their private pilot's certificate, and ultimately a step closer to becoming an Air Force pilot. Programs like the Virtual AHFA try to reach students who may otherwise not have an opportunity to be exposed to aviation. (Courtesy screenshot)

Air Reserve Base, Georgia. "They normally fly five days a week and do several base visits during the program. The goal is to get students to their solo flight during the program."

Like most other events this year, the pandemic put an end to thoughts of an in-person AHFA. But organizers went to work and developed the virtual AHFA so students could still receive Air Force officer mentorship and the opportunity to fly.

"This year, many of the students selected were from a pool of applicants scheduled to attend the Aim High Flight Academy and Junior Reserve Officer Training Corps' Flight Academy," said Lt. Col Lindsay Andrew, who recently left Det. 1 for a position instructing flight training at the U.S. Air Force Academy. "These students were already selected for these prestigious programs which were unfortunately cancelled due to

the uncertainties surrounding the pandemic. Therefore, we created this year's Virtual Aim High Flight Academy in order to allow these students to continue their flight training and receive virtual mentorship and leadership opportunities despite not being able to gather in large groups."

Andrew was the director of operations for Det. 1 since it was formed in 2018 and was integral to initial program success.

"Lt. Col. Lindsay Andrew and I were working together on AHFA when it got cancelled. I had worked with Lt. Col. Andrew for several years on other rated diversity initiatives," Thomas said.

To continue this story go to: <https://www.recruiting.af.mil/News/Article-Display/Article/2331119/virtual-aim-high-flight-academy-targets-diversity-inclusion-improvement/>



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.



Safe Swimming

Summer is a special time for having fun in the water, yet drowning is a leading cause of unintentional death.

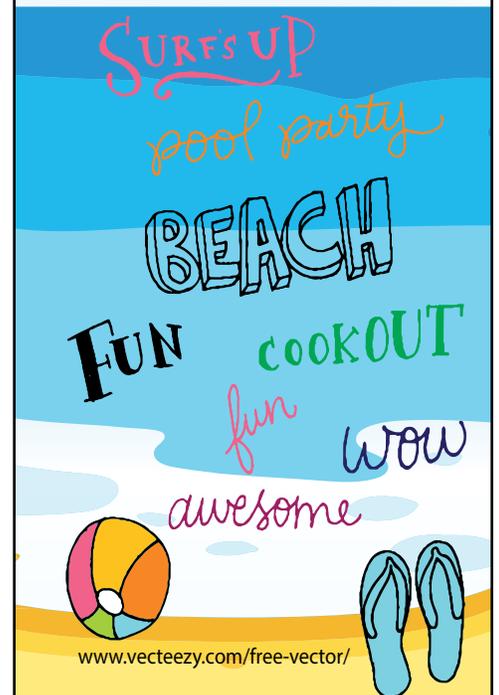
Each year more than 1,000 children under the age of 14 drown.

Another 16,000 are rushed to hospitals for near drowning.

Children ages 4 and under are at the greatest risk.

Most drownings occur at home or in residential pools.

Drowning is often called the "silent killer" as you might not hear a cry for help or the sound of a splash to alert you that a child is in trouble.



Career Chats

Future Chats

- Sept 16: SERE
- Oct 2: 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

Content Vectors by Vecteezy

Air Force, Space Force battle at Brickyard, Indy 500



Air Force Recruiting Service and Ed Carpenter Racing's partnership entered rarified air June 23, 2020, at the Indianapolis Motor Speedway, during the running of the Indy 500 Race. The Air Force was represented with its Air Force-themed car driven by Conor Daly, while Ed Carpenter drove the U.S. Space Force car. The Indy 500 was held in August for the first time ever due to COVID-19. Originally fans were going to attend the race, but with pandemic fears those plans were cancelled. (Courtesy photo)



On the left, Maj. Gen. Ed Thomas, Air Force Recruiting Service commander, takes in his first race as commander. He was able to witness the race up close in the pit area, watching Conor Daly drive the Air Force car, part of AFRS's partnership with Ed Carpenter Racing. Above is Gen. John "Jay" Raymond, U.S. Space Force commander, talking to Ed Carpenter prior to the start of the race. Carpenter is a part-time driver and was able to help promote the U.S. Space Force on its first large marketing endeavor during the Indy 500. Originally fans were going to attend the race, but with pandemic fears those plans were cancelled. (Courtesy photo)

364th RCS does 10K march to support Gold Star families



Staff Sgt. Trevis Stiles, of the 364th Recruiting Squadron, Yuba City, California, office lead his 14 DEP members during the 10th Annual Gold Star Families 10K Ruck March in support of Gold Star Families where they raised \$160 on Aug 4, 2020.



When you're behind the wheel of a car -- whether alone or with passengers --driving safely should always be a top concern. We're more distracted than ever, so it's crucial to know the basics of safe driving and practice them every time you're on the road.

Below are some top safe driving tips:

1. Focus on driving

Keep 100% attention on driving at all times - no multi-tasking. Don't use phones or any other electronic device while driving.

2. Drive "defensively"

Be aware of what other drivers around you are doing, and expect the unexpected. Assume other motorists will do something crazy, and always be prepared to avoid it.

3. Plan ahead

Build time into your trip schedule to stop for food, rest breaks, phone calls or other business. Adjust your seat, mirrors and climate controls before putting the car in gear.

4. Practice safety

Don't attempt to retrieve items that fall to the floor. Secure cargo that may move around while the vehicle is in motion. Always wear your seat belt and drive sober and drug-free.

364th RCS hike up Mt. Toro with DEP members



Staff Sgt. Devin Gallier and Tech. Sgt. Fabrizzio Morocho, from the 364th Recruiting Squadron, take their DEP members on a three-mile hike of Mount Toro in Salinas, California. During this DEP call, the recruiters went over promotion and advancement within the Air Force and discussed enlisted tiers and commissioning programs when they become Airmen. (Courtesy photo)



362nd RCS Top 3 mentor's speak to future recruiters

Top III members representing the 362nd RCS, mentor current recruiting class from the tier 2 and 3 perspectives of recruiting at the recruiting school house at Joint Base San Antonio-Lackland, Texas, Aug 13, 2020, Master Sgts Misty Andersen, Brian Giovannoni, and Bradley Johnson along with Tech. Sgt. Nicholas Sylvestri stepped up to the plate to help answer questions for this up and coming class of future recruiters. The respected areas covered were flight chief, MEPS, training and marketing. In addition to answering all the questions, the mentors stressed how important tier 2 and beyond retainability is in recruiting and key to mission's success. (Courtesy screenshot)



CONGRATULATIONS! TECHINICAL SERGEANT SELECTS

HQ AFRS

SSgt AGUILAR ANN GRACE
SSgt HAGAN DAVID ALAN
SSgt HARRIS RICKEY L JR
SSgt LABRIE MICHAEL P
SSgt SCHAAF HEIDI LYNN
SSgt SHEPARD SHEEREJAH

360 RCG

SSgt ARELLANO JACOB 319 RCS
SSgt BAGWELL JOHN 338 RCS
SSgt BOE ANTHONY DAVID 314 RCS
SSgt CAINES ERIN NICOLE 319 RCS
SSgt CHAPMAN CHAD 319 RCS
SSgt CHAVARRIGA ALEJAND 314 RCS
SSgt CHERNOWETZ MICHAEL 314 RCS
SSgt CONROY RYAN 360 RCS
SSgt DRINKS BARON KEITH 314 RCS
SSgt ELLIOTT LARON JAME 317 RCS
SSgt FAILS SAMUEL JR 338 RCS
SSgt FERRIS JASON 313 RCS
SSgt GORRE GENESIS 339 RCS
SSgt HACK MASON WILLIAM 313 RCS
SSgt HARRY KEENAN ALLEN 313 RCS
SSgt JENNINGS ZACHARY J 317 RCS
SSgt LADD MIESHA SHEPAR 318 RCS
SSgt LEE AUSTIN JAMES 318 RCS
SSgt MONSON TYLER SEAN 313 RCS
SSgt NEWBERRY RYAN 313 RCS
SSgt NUDO MICHAEL RAY 337 RCS
SSgt OTANO RAUL J 318 RCS
SSgt PACE FRANCO 338 RCS
SSgt PERSICO SALVATORE 319 RCS
SSgt ROYAL MALIK TRAE 311 RCS
SSgt THOMAS SAMANTHA 313 RCS
SSgt URESTE MONICA 319 RCS
SSgt WHITE CONNOR JAMES 338 RCS
SSgt WHITE RANDEE 318 RCS
SSgt WHITTIER ADAM 313 RCS
SSgt WILSBURG MATTHEW P 314 RCS
SSgt WILSON NATHAN 314 RCS
TSgt STAMM JEFFRY JAMES 314 RCS

369 RCG

SSgt ANESVEGA JOHN PAUL 333 RCS
SSgt APAZA JONATHAN 330 RCS
SSgt AUCKERMAN CATHERINE 341 RCS
SSgt BRIGGS CLIFFTON 341 RCS
SSgt BURRUS JACOBSON 331 RCS
SSgt CAMPOS GARYLEE 344 RCS
SSgt CASTANEDA HARRY 341 RCS
SSgt CHEATHAM JOHN 345 RCS
SSgt COKER CODY JAMES 331 RCS
SSgt CRAIGLOW TY DEAN 332 RCS
SSgt CULLUM BRADLEE 344 RCS
SSgt DAVIDSON SARAH 332 RCS
SSgt DERISCA JENDAYI 341 RCS
SSgt DIAZ EVIN ESTEBAN 349 RCS
SSgt ECHOLS JOSHUA M 336 RCS
SSgt FROELICH JONATHAN 336 RCS
SSgt FUENTES BRYAN 330 RCS
SSgt GASTELUM AGUIRRE 342 RCS
SSgt GLOSECKI CAMILLE 344 RCS
SSgt GURD JOSHUA 333 RCS
SSgt HAGER JOSHUA 330 RCS
SSgt HAYES LINDFORD 333 RCS
SSgt HEFFELFINGER IAN M 332 RCS
SSgt HENRY MARCUS D 333 RCS
SSgt JONES JOSEPH RYAN 342 RCS
SSgt LUCIER RYAN 330 RCS
SSgt MADDEN ANDREW 369 RCS
SSgt MARTINEAU KEITH 332 RCS
SSgt MCKEEVER BRANDON 342 RCS
SSgt MITCHELL DENARIUS 342 RCS
SSgt MOLLEMA TRAVIS 369 RCS
SSgt MOORE ALICE 336 RCS
SSgt MORTON JAKE 342 RCS
SSgt MUNIZ RAYMER 341 RCS
SSgt PACHECO DAVID ALAN 331 RCS
SSgt PITTENGER ERIC 342 RCS
SSgt REHBEIN BRANDON R 336 RCS
SSgt RODRIQUEZ CARMELO 333 RCS
SSgt ROLONDELGADO JOEL 341 RCS
SSgt SANDERS GERMAN 333 RCS
SSgt SHEFFIELD PATRICK 330 RCS
SSgt SIEVERS ARIC ROBERT 349 RCS
SSgt SIGLER CHRISTOPHER 344 RCS

SSgt SOLANO LEONARD 341 RCS
SSgt SOTO BRIAN L 336 RCS
SSgt SUAREZFIGUEROA JACK 330 RCS
SSgt SWERTFAGER JOSHUA 344 RCS
SSgt THILL RICHARD 349 RCS
SSgt THOMPSON BRITTANY 332 RCS
SSgt VALENZUELA BRIAN 336 RCS
SSgt VANZYL LEON FRANCO 344 RCS
SSgt WALKOWIAK RICHARD 330 RCS
SSgt WIGGY LINDSAY 349 RCS
SSgt WOOD BRENNAN TYLER 332 RCS
SSgt YOUNTS CHUCK ALAN 330 RCS

372 RCG

SSgt BARNES AARON 362 RCS
SSgt BURTON RICHARD 364 RCS
SSgt CHACON MARCOS 369 RCS
SSgt CHICAS RACHEL 362 RCS
SSgt DOUGLAS TERELL 369 RCS
SSgt EVANS JONATHON 362 RCS
SSgt FILIPKOWSKI MICHAEL 347 RCS
SSgt GONZALES JANICE 364 RCS
SSgt GRAY ZACHERY LEE 361 RCS
SSgt HERNANDEZ JOSE ROB 343 RCS
SSgt HERNANDEZ STACEY S 347 RCS
SSgt HOOPER ANTHONY 364 RCS
SSgt HOPKINS AMANDA RAE 343 RCS
SSgt LINK BRANDON 347 RCS
SSgt LUNSFORD MICHAEL L 347 RCS
SSgt MACKAY MARIAH ANNE 367 RCS
SSgt MARTIN LIYAH 364 RCS
SSgt PAGNOTTA PATRICK J 362 RCS
SSgt PERKINS JOHNNY 369 RCS
SSgt PHILLIPS CODY 364 RCS
SSgt POLEY JUSTIN RYAN 368 RCS
SSgt POLK RENEE AYISHA 347 RCS
SSgt POPE WESLEY 367 RCS
SSgt SANDOVAL MILES 367 RCS
SSgt SCHREIBER DANIEL C 368 RCS
SSgt SECHREST RUSSELL J 361 RCS
SSgt SHUMPERT JESSIE 347 RCS
SSgt TILTON LOGAN M 364 RCS
SSgt WATSON CURTIS 364 RCS
SSgt RIGLESWORTH ADAM 361 RCS

364th RSC recruiter reenlists at Golden Gate Bridge



Tech. Sgt. Hannah Schmitz, of the 364th RCS, did her reenlistment at the base of the Golden Gate Bridge in San Francisco, California. Schmitz chose the location as she believes the bridge is a staple of the squadron. Due to COVID-19 concerns, only her family and a few close teammates were able to attend. Capt. Eric Roe, of the 364th RCS, performed her oath. (Courtesy photo)

AIR FORCE RECRUITING SERVICE
TOP THREE PRIORITIES

TAKING CARE OF FORCE AND FAMILIES

- Building strong, connected networks for our recruiters and their families dispersed around the globe
- Increase diversity and foster inclusiveness within our AFRS ranks -- lead the way for our Air and Space Force
- Posture manning appropriately to support all areas of our mission

DRIVING SMART OPERATIONS

- Automate testing capabilities to improve accessibility
- Adapt marketing strategies to improve effectiveness in virtual domains/mediums
- Increase the use of analytics to make better, data driven decisions
- Optimize accession processing procedures

FURTHERING TOTAL FORCE RECRUITING

- Pilot project with ANG for Joint Recruiting Offices
- Combine all components under one integrated marketing strategy
- Complete all actions required for an AF waiver process for all accession sources
- Formalize Total Force recruiting lead sharing incentives

U.S. AIR FORCE

USSF

INSPIRE | ENGAGE | RECRUIT

311th RCS meet virtually with Civil Air Patrol

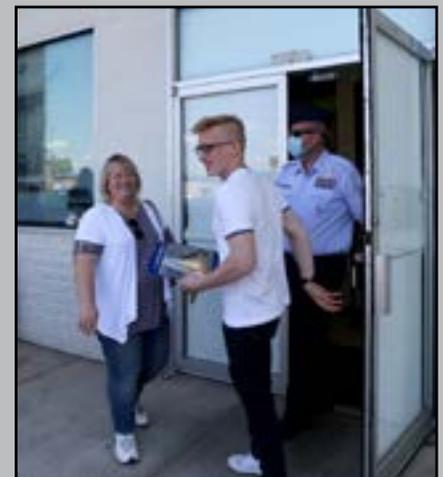


Recruiters from the 364th RCS conducted a virtual call with Civil Air Patrol members, Aug. 25, 2020. Tech. Sgts. David Chaney and Nicholas Tomasco, both recruiters in Chico, California, were joined by 2nd Lt. Jerry Severn, the Air Force Academy Admissions Advisor and 2nd Lt. Zoe Montgomery, Sacramento State ROTC recruiter and 20 CAP members. The VTC gave recruiters an opportunity to inform members of the Beale Composite Squadron 19, Civil Air Patrol, about opportunities in the Air Force after high school including STEM careers, enlistment and commissioning routes and Air Force benefits. (Courtesy image)

311th Recruiter sets up big send off to BMT



Tech. Sgt. Leo Knight-Inglesby, of the 311th RCS, helped get Thomas Steele a big send off to Basic Military Training. When Steele prepared to leave Knight-Inglesby's office he was surprised by members of the State Police, Fire Department, Blue Mothers, Seraphim, family and friends.



Thomas Steele meets his mother Linda Steele at a surprise send-off to BMT. Tech. Sgt. Leo Knight-Inglesby, helped set up the event.

330th RCS talk Special Warfare at Motorcross



Members of the 330th Recruiting Squadron and 350th and 353rd Special Warfare Training Squadrons, pose for a photo with Brian Deegan, a professional Motorcross rider, and members from Pro Circuit Products, during the Monster Energy AMA Amateur National Motocross Championship at Loretta Lynn Ranch in Hurricane Mills, Tennessee, Aug. 8, 2020. (Courtesy photo)

330th RCS holds virtual change of command



The 330th RCS conducted a virtual change of command Friday, August 14, 2020, from its headquarters located in San Antonio, Texas. Spanning across the nation, recruiters watched on a video teleconference as Lt. Col. Steven M. K. Cooper took command from Lt. Col. Heath J. Kerns. Col. Tiaa E. Henderson, 369th Recruiting Group commander, officiated the ceremony. Pictured, Cooper (right) salutes Henderson (left), as he takes the reins of the squadron. (Courtesy photo)

347th RCS helps honor ailing WWII veteran



Members of the 347th Recruiting Squadron were able to give a terminally ill World War II veteran a moment of pride and joy at his home in Oswego Township, Wisconsin. Laird Becker Hettrich was diagnosed with terminal prostate cancer and was going through physical therapy when his son Scott reached out to the squadron wondering if they might be able to honor his father's 97th birthday with a new Victory in Europe Service Medal. The 347th RCS team happily obliged. (Courtesy image) To see full details on the news coverage, please click on the link below.

<https://www.nctv17.com/news/wwii-veteran-receives-new-victory-in-europe-medal/>