



Oct. 5, 2016

BEHIND THE BADGE

OFFICIAL INFORMATION SOURCE FOR THE AIR FORCE RECRUITING PROFESSIONAL



Spec Ops Developers aim to reduce 'Wash-out' rate

Special Operations and Combat Support candidates run 1.5 miles during their Physical Ability and Stamina Test at the Gustafson-Northside Stadium in San Antonio, Texas, Sept. 8. (U.S. Air Force photo)

Story continued on page 2.

Spec Ops Developers aim to reduce 'Wash-Out' rate

By: Maricris Moore, Air Force Recruiting Service Public Affairs

JOINT BASE SAN ANTONIO-RANDOLPH, Texas -- Special Operations Airmen are highly trained specialists capable of deploying in combat and hostile environments and have some of the most demanding jobs in the U.S. Air Force. To become a part of this highly elite group, it requires dedication and endurance to withstand rigorous training that challenges an individual both physically and mentally.

Most Special Operations recruits believe they are ready to take on the task, but previous attrition rates show most will fail to complete the training.

In order to reduce the attrition rate, 2nd Air Force and Air Force Recruiting Service partnered to create the Special Operations Developer Program.

As part of the program professionally and technically experienced personnel, known as "developers," work with each recruit to improve their physical, mental and nutritional attributes; and to prepare them for their Course of Initial Entry into their specific career track. The careers these developers work with are Pararescue, Combat Control, Special Operations Weather, Tactical Air Control Party, Explosive Ordnance Disposal Technician, and Survival, Evasion, Resistance, and Escape.

The process begins when a recruiter finds a potential Special Operations or Combat Support applicant. Once the applicant is identified and processed through the Military Entrance Processing Station, the recruiter will assign the applicant to an Air Force Spec Ops developer, who will administer their Physical Ability and Stamina Test. After successfully passing their first PAST, the applicant is considered a Spec Ops or Combat Support candidate. The developer will then continue to provide customized workout regimens, nutritional counseling and self-directed homework to inform the candidate of their particular career field.

"This program helps recruits because it sets the standards, and it gives them an idea of what the requirements are and how hard it's going to be," said Steve Barrons, Air Force Special Operations developer. "We make sure they know the mechanics, that way they know what a pull-up looks like, what a push-up looks like, the sit-up requirements, and we give



Steve Barrons, Air Force Special Operations developer, looks over candidates Craig Smith and Jon Benge as they perform their push-ups during the Physical Ability and Stamina Test in San Antonio, Texas, Sept. 8. (U.S. Air Force photo by Maricris Moore)

them pointers on the best way to swim, and best way to train.”

Candidates like Oscar Delgado, who is training for Pararescue and is scheduled to leave for Basic Military Training in October, was able to experience the program firsthand.

“It starts training your mindset, on how you need to prepare your body and your mind for the training that will come in the future,” he said. “I don’t think I would have prepared myself the way that I have been without Steve Barrons’ help.”

The program also allows the recruiters and the developers to determine whether a candidate is prepared to enter the pipeline.

“This program assists recruiters by providing them real-time data of the likelihood the candidate will successfully complete the course of instruction,” Glenn Palmer, T3i Candidate Development Support Services program manager said. “The developer makes recommendations to the recruiter on when a candidate is prepared and ready to ship to Basic Military Training, then on to the schoolhouse.”

Staff Sgt. Venus Owens, 341st Recruiting Squadron recruiter, thinks that the developers are beneficial to applicants going into the SO or CS career fields.

“Since we joined with the developers, applicants come in knowing what to expect,” she said. “We have someone who knows exactly what is required for the testing, someone to give them answers and provide them the correct information.”

While it is still early in the process to gauge the success through the full training pipeline, initial results from the Day 1 fitness test has shown a substantial increase (more than 30 percent and climbing) in the number of candidates passing the test and starting the initial training course.

Currently, there are 21 field developers who are assigned to the recruiting squadrons. A BMT developer is also available to continue monitoring and developing SO and CO candidates throughout BMT.

“We have developers representing each of the six SO and CS career fields,” Palmer said. “All developers have served within one of those career fields for a minimum of six years, many of them are retired and continue to serve their country in this important endeavor in order to pass on their knowledge and skill sets to generate the next generation of Air Force warriors.”



Oscar Delgado, Pararescue candidate, completes his swim during his PAST in San Antonio, Texas, Sept. 8. (U.S. Air Force photo by Maricris Moore)



Barrons speaks to Special Operations and Combat Support candidates prior to their run test during the PAST in San Antonio, Texas, Sept. 8. (U.S. Air Force photo by Maricris Moore)

Awesome AFRS Recruiting Team,

Please take a moment to help congratulate the FY16 AFRS Annual Production Award winners.

AFRS Commander's Award of Excellence	337 RCS
Top Squadron	333 RCS
Top Squadron Enlisted Programs	333 RCS
Top Line Officer Squadron	313 RCS
Top Squadron Safety	317 RCS
Top Health Professions Squadron	348 RCS
Bob Cantu Most Improved Squadron Award	317 RCS

Squadron Standard of Excellence Award Recipients:

Squadron Standard of Excellence Award	313 RCS
Squadron Standard of Excellence Award	314 RCS
Squadron Standard of Excellence Award	333 RCS
Squadron Standard of Excellence Award	341 RCS
Squadron Standard of Excellence Award	361 RCS
Squadron Standard of Excellence Award	364 RCS
Squadron Standard of Excellence Award	369 RCS

Flight Standard of Excellence Award Recipients: Released on 4 Oct 2016

AFRS Top Production Superintendent	SMSgt Jack Wolcott	361 RCS
AFRS Langley Spirit Award	MSgt Alexandro Almaraz	369 RCS
AFRS Top Operations Flight Commander	Capt Melanie Cuevas	362 RCS
AFRS Top Support Flight Commander	Capt Jedediah Berhold	317 RCS
AFRS Top Enlisted Accessions Flight Chief	MSgt Christopher Kisse	337 RCS
AFRS Top Health Professions Flight Chief	MSgt Tracy LaRoche	348 RCS
AFRS Top Enlisted Accessions Recruiter	MSgt Thomas Kazmierski	369 RCS
AFRS Top Rookie Recruiter	SSgt Sean Stanton	313 RCS
AFRS Top Line Officer Recruiter	MSgt Elizabeth Aaron	341 RCS
AFRS Top Recruiting Support Award	MSgt Kisha Rogers	317 RCS
AFRS Top Recruiting Support Award 8R000	TSgt Jason Gilley	337 RCS
AFRS Top Medical Corps Recruiter	MSgt Johnetta Gray	342 RCS
AFRS Top Medical Corps FAP Recruiter	TSgt Ashley Warden	318 RCS
AFRS Top Medical Corps HPSP Recruiter	TSgt Daniel Griffin	348 RCS
AFRS Top Dental Corps Recruiter	MSgt Richard Nielsen	318 RCS
AFRS Top Dental Corps HPSP Recruiter	TSgt Jacob Kobielus	342 RCS
AFRS Top Dental Corps FAP Recruiter	TSgt Jason Procaccino	318 RCS
AFRS Top Nurse Corps Recruiter	MSgt Jerell Borman	348 RCS
AFRS Top Nurse Corps HPSP Recruiter	TSgt Eva Haselhoff	342 RCS
AFRS Top Biomedical Sciences Corps Recruiter	MSgt Keith Egelston	348 RCS
AFRS Top Biomedical Sciences Corps HPSP Recruiter	MSgt Eric Bond	318 RCS
AFRS Top Medical Services Corps Recruiter	TSgt Ilie Cornelio	318 RCS
AFRS Top Nurse Transition Program Recruiter	MSgt Jerell Borman	348 RCS
AFRS Top Health Professions Recruiter	TSgt Jason Procaccino	318 RCS

AFRS Top Health Professions Flight: H Flight - 348 RCS

Team Members:

MSgt Tracy LaRoche
Ms. Liza Pereira
MSgt Cassandra Collazo
MSgt Kathleen Morton
MSgt Jerell Borman
SSgt Steven Krask

MSgt Corey Jarr
TSgt Corey Smith
TSgt Kelly Smith
MSgt Antonio Frese

ARS Top Enlisted Accessions Flight: B Flight - 369 RCS

Team Members:

MSgt Ernesto Portunato
TSgt Darrell Gaudio
SSgt Juan Diaz
SSgt Christopher Consalvo
SSgt Alexandria Trempe
SSgt Harry Castaneda
SSgt Eliezer Cruz Falcon

AFRS Top Squadron Operations Flight: 338 RCS

Team Members:

Capt Christopher Daniels
SMSgt Mark Wildes
TSgt Elsie Mavron
SSgt James Simpkins III

AFRS Top Marketing & Training Branch: 319 RCS

Team Members:

MSgt Nicholas Ellis
MSgt John Barber
TSgt Christina McGuire
TSgt Samuel Harris

AFRS Top Support Flight: 342 RCS

Team Members:

MSgt Roberto Montalvo
TSgt John Mass
SSgt Benjie Piamonte
Mr. Charles Hermiller
Mr. Alfred Hodges

AFRS Top Small Military Entrance Processing Station: Anchorage MEPS - 361 RCS

Team Members:

TSgt TJ Diggs
MSgt Timothy Harrison

AFRS Top Medium Military Entrance Processing Station: Seattle MEPS - 361 RCS

Team Members:

TSgt Neill French
TSgt Christopher Rabenold
TSgt Jeremiah Smith
SSgt Alfonso Pelayo

AFRS Top Large Military Entrance Processing Station: Columbus MEPS - 338 RCS

Team Members:

MSgt Thomas Sinkewicz III
TSgt Lee Davis
SSgt Tyler White
SSgt Donald Porter III

Non-rated LO board rescheduled; other changes on the horizon

By: Melissa Walther, Air Force Recruiting Service Public Affairs



Courtesy photo

JOINT BASE SAN ANTONIO-RANDOLPH, Texas -- Fiscal year 2016 was a good year for line officer recruiting. It was so good in fact, that all 1,107 jobs for fiscal year 2017 have been filled; as well as the first quarter of Fiscal 2018.

While more than 2,800 applications were received and 1,833 candidates selected, the sheer numbers have resulted in a postponing of the October 2016 Non-Rated Line Officer Board.

According to Air Force Recruiting Service spokespeople, the delay will allow recruiting officials to decrease the queue before filling additional FY 2018 vacancies, resulting in shorter wait times for training. Current wait times range from 18 to 20 months.

Although the board has been delayed, AFRS will not accept new applications to meet the March board and active duty applicants will not be notified of the delay on an individual basis. Rather, an announcement is posted on the “Apply for a Commission” page on the Air Force Portal website. Recruiters will contact civilian applicants.

Results from the selection board are expected to be released in April 2017.

Because of the delay, recruiting personnel recognize many candidates may no longer meet some requirements such as age or time on station. In these cases, applicants are encouraged to work with their recruiters, military personnel flights or installation education offices to submit any necessary waivers.

While the delay may cause issues for some applicants, it also has the added benefit of increasing the percentage of candidates selected for a commission, as more vacancies become available.

In addition to delaying the October 2016 Non-Rated Line Officer board, AFRS is moving to smaller, more frequent boards beginning in mid-fiscal year 2017, in a further effort to reduce wait times. Board dates are expected to be released at least 30 days prior to the application cut-off date and will focus on selecting candidates for specific career fields available at the time of the board.

For updates and more information visit the Air Force Portal at www.my.af.mil and search for “Apply for a Commission”

All in the Air Force Family

Dynamic Duo Wife and Husband Recruiters

Reprint approved by: Air Force Sergeants Association Magazine

Photos by: Victoria Baldwin



The journey that every service member takes coming into the armed forces is unique. Every once in a while, however, there comes along a journey that is special not only for the participants, but for the influence they have had with other members of the service.

This is certainly true in the case of Air Force Staff Sgt. Samantha Acosta and her husband, Tech Sgt. Ariel (Ray) Acosta. The couple met while serving in the Air Force medical branch and their trajectories took them into active duty recruiting from 2006 to 2010, which they both enjoy immensely, after which they returned to medical administration and medical technician posts.

Ray and Samantha are once again serving in recruiting roles. They shared their story with AFSA Magazine.

SAMANTHA

“Ever since I was a little girl I knew I was joining the Air Force. When I was in the 8th grade I remember telling my grandparents I wanted to visit the New Mexico Military Institute. I fell in love and begged to go there for high school, but for financial reasons, I could not attend. As soon as I turned 17, I enlisted during my junior year of high school, and signed up as an Air Traffic Controller.

Fate had something else in mind and during my senior year I became a statistic-a teenage pregnancy. My daughter Zoe Noel was born in August 2002, the month I was originally shipping out for basic military training. I was not willing to give up on my dream of serving and now I had Zoe to support, which was even more motivation. I remember wanting Air Traffic Control again but realized life with a baby was stressful enough so I asked for a less demanding job. When my daughter was 6 months old, I left for basic military training.

After three years in the Air Force, I reflected on everything the Air Force had done for me. I remember wondering how I could give back and express my gratitude. I was so eager to share my story and express how amazing the Air Force was, so I became a recruiter. I was able to change the lives of 93 young men and women in Stroudsburg, Pennsylvania. I went back to my career field, but after another three years, recruiting was calling my name again. This time I recruited my husband to join as well!

I am extremely grateful for everything the Air Force has given me. At such a young age I was able to provide for my family and make something of myself I am honored to have worked for some incredible leaders and to have served next to some amazing peers. I was also able to cross paths with my husband and now we have two amazing boys, Cruz and Cortez. When the Air Force says my time is up, I will start my new career as a nurse and vow to continue serving the men and women who fight for our country. I want my family and my country to look back on my life and see how dedicated and appreciative I was of our military.”

RAY

“In May of 1980, Cuba opened up its harbor in a movement named “The Mariel Boatlift,” allowing any Cuban the chance to leave Cuba and go to the United States. My mother, who was nine months pregnant with me at the time, hopped on a ship from Cuba to Miami with my 9-year-old sister, Iris. She risked her life and our lives so we could come to the United States and be FREE. Two days after my mother arrived in the United States, I was born. I was born an American!

Fast-forward-growing up in Miami, Florida. My parents divorced when I was an infant. I grew up with very little money and I just tried to find my way as many young boys do. I graduated high school and attempted college. I was working full-time and trying to pay for college on my own and soon realized that college at that time was not for me.

In May 1999, I remember getting a 911 page on my beeper from my sister Iris. I drove home in a hurry wondering what could have happened. I remember thinking it was probably my mother just being overdramatic, as usual, and was going to yell at me for something I did wrong. However, as soon as I walked through the doors, I saw my stepfather and mother in tears. I instantly knew something horrible had happened. They grabbed me and told me that my father, who was my hero, had committed suicide. My whole world was turned upside down. I recall wanting to run, but my stepfather grabbed me and told me I had to be a man for my sisters. At that moment in time I changed from a boy to the man of the family. I recall the last conversation I had with my father before he took his life. He told me he knew I had dropped out of college and that he wanted me to make something of myself. He wanted me to be better than him.

A few months later I enlisted in the Air Force and became an Aerospace Medical Technician. After 14 years as a medic and various deployments, I was thinking of how I could give back to the Air Force. I was thinking of becoming a Professional Military Education instructor at first, but then my wife told me about recruiting. I realized recruiting was perfect for me! Not only would I be able to give back to the Air Force, I would be able to change the lives of others forever. I would be giving civilians the opportunity to better themselves and serve our great country in the greatest Air Force in the world.

Being a recruiter is everything I thought it would be and more. It is definitely one of the best jobs in the Air Force. The Air Force has given me so many things to be grateful for and proud of. The most important of those things is my beautiful wife and children, and a career I am proud to have.

THEIR CURRENT ASSIGNMENTS

Staff Sgt. Samantha Acosta is currently posted at the 314th Recruiting Squadron in Burlington, New Jersey, assisting with marketing and logistics. Ray Acosta was recently promoted to master sergeant and serves as a recruiting supervisor based in Haddonfield, New Jersey. Both Acostas still enjoy the challenge and fulfillment they got from recruiting young men and women into the Air Force.

Ray says that a lot of people gravitate toward the service because of the educational benefits. “Others are excited about knowing their job in the Air Force is transferable to outside,” he says, “Some of them like mechanics and electronics – we [as recruiters] have to figure out what they like and are interested in as we speak with them. My job is to find out why they are joining the Air Force.”

Samantha shares that both of them want to stay in recruiting for the next few years. “We enjoy what we’re doing and we’ll do it as long as that’s what the Air Force wants us to do.”

UPDATE

Shortly before this story went to press, AFSA learned that the Acostas lost their eldest daughter, Zoe Noel Carr, in an all-terrain-vehicle accident. Support for the family from their Air Force family has been swift. Family members have set up a GoFundMe page in memory of Zoe Carr, and

proceeds will help them establish a Scholarship Foundation in her honor; please consider making a donation, and send your love to these two outstanding individuals and their families during this difficult time.

[gofundme.com/zoecarrememorial](https://www.gofundme.com/zoecarrememorial)





Mentorship Minute

Leadership 101 – It's Not About You

By: Chief Master Sgt. Michael Hood, 339th Recruiting Squadron

There I was... on a sunny Friday afternoon, April 29, 2005 standing on side stage inside Hangar 15 at Yokota Air Base Japan awaiting to be recognized with a few others as newly promoted Airmen. The crowd of over 1,000 was electric with shouts, unit war cries and Japanese Taiko war drums playing as each of us in turn walked center stage. Finally my name was called and I began the longest handshake in the history of handshakes.

Command Chief Rodney Moore congratulated me and while shaking my hand, asked, "Sergeant Hood, where are you with completing your course-12 PME?" I replied, "I'm working on it chief." (I had actually only enrolled 10-months prior), and as he smiled and continued shaking my hand, he explained in pointed detail how I'd better get it done in 30-days (it was 12-month course!) He continued, "As a leader of Airmen, we expect YOU to set the highest standard. YOU cannot effectively lead if you fail to educate yourself and continually learn how to lead and influence others. YOU are a senior NCO, YOU are now a Master Sergeant...get that [stuff] done now!"

Next up was the 374th Airlift Wing commander, Col Mark Schissler. As the commander smiled and shook my hand, he reiterated the words of the chief while smiling and without moving his mouth! "Master Sergeant Hood, we're so proud of you. Now I know the chief had some good words for you and you understand what you need to do to complete your PME..." He said more that I no longer recall as I was surprised the command chief and wing commander knew that I had sandbagged completing my Professional Military Education and were calling me out on it, center stage in front of the wing.

As I walked off stage, my co-workers congratulated me and said, "Mike, wow! You were up there way longer than anyone else, they must have had a lot of great things to say?" Well, this will be our secret...

I promptly followed their advice and it took me two months to complete my PME because I had listened to someone else who said it was a B.S. requirement and easy. It wasn't. Furthermore, if I had failed any of the six blocks, I would have had to wait an additional thirty days to retest and could have been dis-enrolled.

The message was finally clear, leadership is not about me personally, but all about those I lead. The art of leadership must continually grow, expand and cultivate new perspectives so as leaders we can better care and develop others. Continuous education, networking and professional reading is vital. Those who chose to stop growing as leaders, stop being effective and relevant leaders.

Since then course-12 has evolved and to those contemplating whether or not to complete their PME, you should never view it as “filling a square”, “being politically correct”, “a waste of time” or “something to keep the boss off your back.” PME is none of that. Professional Military Education is information, leadership perspective and tools designed to grow you as a military professional. When you say “NO” to PME, you are saying to your peers, superiors, and even worse - our Airmen, that you chose not to partake in education and training that is designed to help you grow, lead and develop them! This is not a good message to send, regardless of your plans to stay in the military or not.

Step 1, find you a solid Senior Non-Commissioned Officer that you trust and admire, one who has a proven track record of success and integrity, and ask them to mentor you on what you need to be successful as a young leader. You should never take career advice from “barracks lawyers” and those who are disgruntled for the wrong reasons.

Step 2, don't procrastinate. There will never be a good time to do it, so just get it done now.

Step 3, update your records – Single Unit Retrieval Format. This will prevent unintended consequences such as being missed on a promotion board.

Step 4, get paid. That's right, here's a fun fact for those who have completed your Community College of the Air Force degree, PME and 7 skill-level. CCAF offers a Professional Manager Certificate that only requires six semester hours (2) free College Level Examination Program/Defense Activity for Non-Traditional Education Support tests on fundamentals of leadership and management. This certificate's value ranges from \$2,500 to \$6,000 in the civilian sector!

Attached is a how-to guide and for those interested. It gets better, once your CCAF Professional Manager Certification is updated on your SURF, it serves as an additional factor that sets you apart from your promotion eligible peers and will serve you well in civilian life.

Lead On!

CCAF Professional Manager Certificate - How to Guide

Chief Master Sgt. Michael R. Hood

The Professional Manager Certification is a professional credential awarded by Community College of the Air Force that formally recognizes an individual's advanced level of education and experience in leadership and management. The program provides a structured professional development track that supplements Enlisted Professional Military Education and Career Field Education and Training Plan.

Eligibility: Tech. Sgt. through Chief Master Sgt. who have completed a CCAF degree and the Senior Non-Commissioned Officer Course 14 requirement, only need (2) passing College Level Examination Program/Defense Activity for Non-Traditional Education Support tests to qualify for a CCAF Professional Manager Certificate which is valued between \$2,500 to \$6,000 or higher in the civilian sector.

Tech. Sgt.'s who have completed Course 14 (SNCOA correspondence) are eligible.

Tech. Sgt.'s who have not completed Course 14 are not eligible.

SSgts are not eligible regardless of EPME Levels.

Once an individual retires, separates or receives a commission, they become ineligible for the PMC.

There are no Enlisted Professional Military Education or rank requirement waivers.

CCAF Professional Manager Certificate Requirements:

- Must be E6 thru E9
- Awarded the craftsman 7 skill-level or higher
- Complete Airman Leadership School or equivalent EPME (In-residence or correspondence)
- Complete Non-Commissioned Officer Academy or equivalent EPME (In-residence or correspondence)
- Complete Senior Non-Commissioned Officer Academy or equivalent EPME (In-residence or correspondence course 5, 8, 12, 14)

- Awarded CCAF degree. This should be listed on your Assignment Management System Single Unit Retrieval Format.
- Complete 30 semester hours of leadership/management coursework. This should already be met through your CCAF degree. Credit earned by EPME is also applied towards the requirement.
- Go to the Air Force Portal Air Force Virtual Education Center site to print your CCAF Progress Report.
- Six semester hours of the leadership/management coursework completed from an accredited civilian college or university - OR - through CLEP/DANTES Subject Standardized Test/Excelsior testing credit. Civilian courses must emphasize the fundamentals of leadership and/or management of human resources.
- Example courses (there are many others):
- Principles of Management
- Principles of Supervision
- Human Resource Management
- Personnel Management
- Organizational Behavior
- A copy of the civilian college transcript reflecting completion of acceptable leadership/management courses. Transcripts DO NOT have to be official copies, but must include the members name, the course taken, credits received and the grade received. You can also use your CLEP score receipts.
- Signed commander's recommendation for certificate

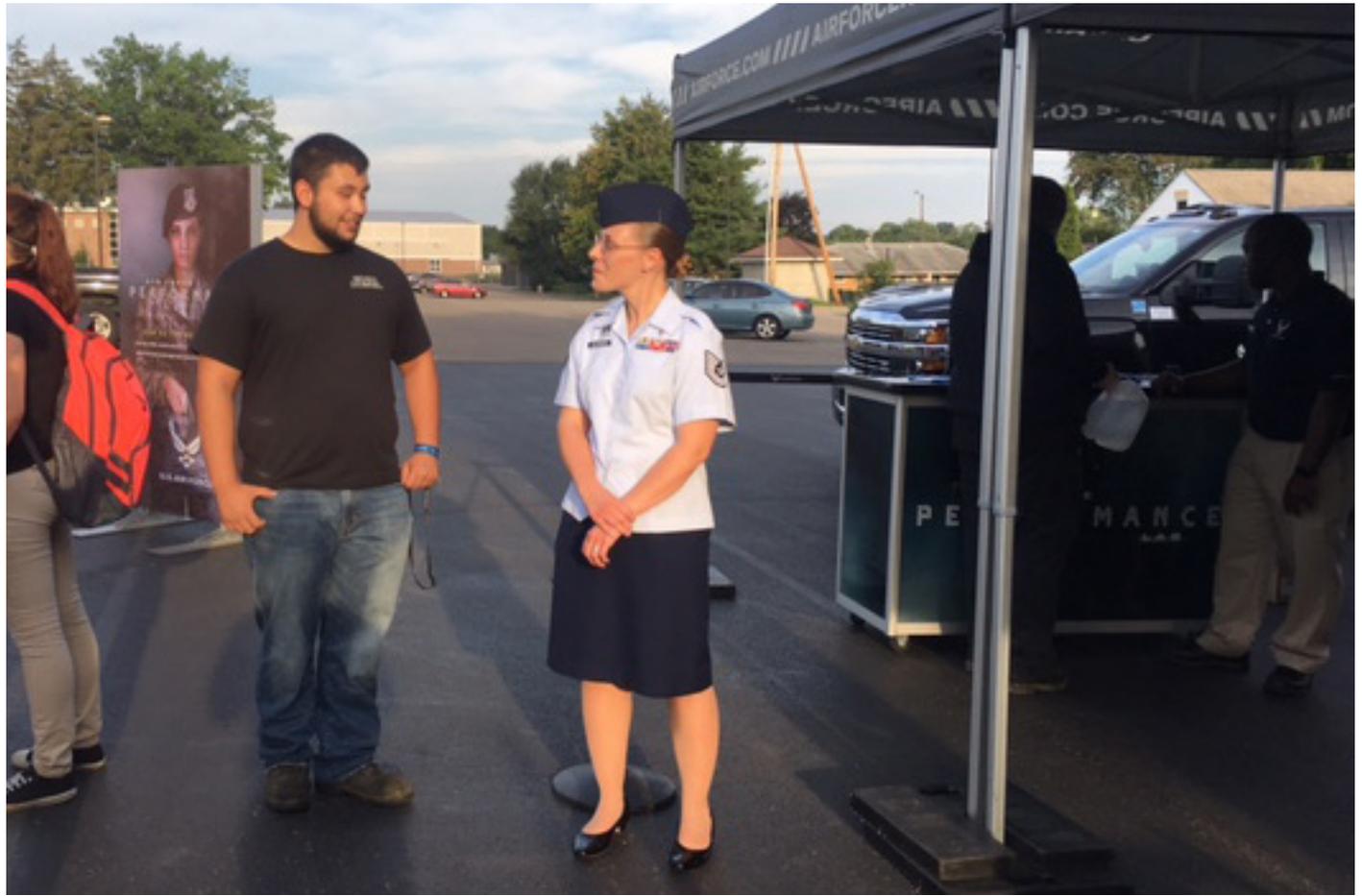
Nomination Procedures:

- Download and complete the Letter of Recommendation
- https://www.my.af.mil/USAF/AFP40/d/s6925EC13447C0FB5E044080020E329A9/Publications/Certifications/Professional_Manager_Cert_Web.pdf
- <http://www.airuniversity.af.mil/Barnes/CCAF>
- Scan your documents (AFVEC transcript, SURF, any CLEP/DANTES score receipts and signed CC letter), consolidate them into an Adobe .pdf file and e-mail them from a .mil or government domain to: ccaf.deal@us.af.mil Emails from personal accounts will be deleted.
- Nomination requests may also be mailed to: Community College of the Air Force Credentialing Programs 100 South Turner Blvd Maxwell-Gunter AFB, AL 36114-3011
- Upon receipt of the nomination request, CCAF/DEAL evaluates the individual's CCAF record and validates completion of program requirements. Applicants then receive a system-generated email response confirming receipt.
- Once you are notified that a certificate is approved, forward their e-mail message to the base education office (Wright-Patterson Air Force Base) who will normally update your AMS SURF to reflect your latest education achievement. There is no need to wait for physical copies to arrive in the mail which will be reflected on your CCAF student record and official CCAF transcript. Otherwise, to have the PMC reflected on your official record, the base education center may require a copy of your CCAF progress report or PMC Certificate.
- Please allow at least 60 days for processing and submit requests NLT 60 days prior to promotion static close out dates.
- For more information, contact the CCAF Credentialing Programs Flight at DSN 749-5020 / (334) 649-5020 or e-mail ccaf.deal@maxwell.af.mil.



Purdue Swear in

Members of the 338th Recruiting Squadron Delayed Entry Program members pose with Lt. Gen John Thompson, Life Cycle Management Center commander, after the DEP swear in at the Purdue University's Military Appreciation game in West Lafayette, Indiana, Sept. 10. Left: Master Sgt. Daniel Hopper pose with Thompson. (U.S. Air Force photos)



Performance Lab at Newark High School

Tech. Sgt. Charlotte Velasquez, 338th Recruiting Squadron B-flight, talks to students in front of the Performance Lab during the squadron's visit at Newark High School in Ohio, Sept. 8. Newark HS has a large Junior ROTC unit with over 200 cadets. Below: The Performance Lab at Newark HS. More than 500 students were in attendance to experience the lab. (U.S. Air Force photos)





Career Fair

Members of the 343rd Recruiting Squadron, Staff Sgt. Ryan La France and Master Sgt. Aaron Sandbakken, attend the 2016 Fall College of Science and Engineering Career Fair at the University of Minnesota in Minneapolis, Sept. 20. They spoke with current UMN students about technical and rated officer program opportunities available in the Air Force. (U.S. Air Force photo)



UofA Career Fair

Staff Sgt. Marvin Contreras, 362nd Recruiting Service, and Recruiter Assistance Program members, Airman 1st Class Anthony Trojanovich and Airman 1st Class Daniel Uriarte, attend the career fair at the University of Arizona in Tucson, Sept. 8. (U.S. Air Force photo)



Military Recognition

Staff Sgt. Sarah Ford, 367th Recruiting Squadron, leads the squadron's Delayed Entry Program members as they march on the field during the Military Recognition at the University of Texas of El Paso game in Texas, Sept. 17. Below: Ford and DEP members stand in attention during the Military Recognition. (U.S. Air Force photos)



MWD training

Chief Master Sgt. Timothy Aldinger, 368th Recruiting Squadron E-flight, is taken down by a Military Working Dog during a flight Center of Influence at Centennial Park in West Valley, Utah, Aug. 13. The flight COI included the MWD's and handlers, a mini F-22 static display with two Crew Chiefs and Pararescueman, Tech. Sgt. Markdaniel Houghton. The COI was intended to create leads for the Air Force that may be interested in Security Forces, Mechanics and Special Operations/Combat Support roles. (U.S. Air Force photo)



Reno Air Race

Staff Sgt. Melany Faculo, 368th Recruiting Squadron B-flight, discusses Air Force career opportunities with a potential applicant during the Reno Air Race at the Reno Stead Airport in Nevada, Sept. 17. This year the squadron had the AF Performance Lab on display, which drew in large crowds. (U.S. Air Force photo)



Physician Peer Chat

Members of the 342nd Recruiting Service, Tech. Sgt. Byron Blanchard and Capt. Kristopher Filak pose with Cindy Madison and Chris Hickey at the University of Kentucky Physician Peer Chat event in Lexington, Sept. 14. Blanchard and Filak were able to engage with prospective health professions applicants during the event. (U.S. Air Force photo)

DSD Briefing

Tech. Sgt. Rob Salinas-Jimenez and Master Sgt. William Watson III host a Developmental Special Duty briefing at the 99th Air Base Wing in Nellis Air Force Base, Nevada, Sept. 9. More than 150 Air Force personnel attended the briefing that provided a glimpse of a day in a life of a recruiter and information about the DSD process. (U.S. Air Force photo)





Honoring military

Tech. Sgt. Michael Bennett, 368th Recruiting Squadron, is honored by Paul Mitchell students with thank you cards and baked goods as they honor military members during their 9/11 remembrance at the recruiting office in Roy, Utah, Sept. 8. (U.S. Air Force photo)

Farewell Chief

Lt. Col. William Parker, 368th Recruiting Squadron commander, presents Chief Master Sgt. Carmelo Vega, 368th RCS superintendent a farewell gift from the squadron at Hill Air Force Base, Utah, Sept. 12. Message from the squadron: "Chief Vega not only championed squadron production, but also deployed to Afghanistan for six months. He is an outstanding leader and great mentor. He will be missed by the 368th RCS and will always be an Eagle. Best of luck to him in his new assignment!" (U.S. Air Force photo)





Denver Broncos Game

Above: Members of the 367th Recruiting Squadron, Master Sgt. Christopher Smith and Staff Sgt. Paul Davis pose with Denver Broncos quarterback, Paxton Lynch, during the football game in Colorado, Sept. 18. Right: Davis and Staff Sgt. Miesha Ladd, pose with a Denver Broncos fan (U.S. Air Force photos)





American Airmen Challenge

Above: Members of the 339th Recruiting Squadron, Delayed Entry Program members and prospective applicants pose after the First Annual American Airmen Challenge at Saginaw Valley State University in Michigan, Sept. 17. This fitness event focuses on promoting Special Operations careers in the Air Force where participants perform physical fitness challenges. Awards were given to participants that excelled in push ups, sit ups, pull ups, 1.5 mile run and overall top performer. Left: 1st Lt. Jourdann Rhodes, 339th RCS support flight commander, presents Matt Garrett, DEP member, the 1st place Top Performer award. (U.S. Air Force photos)



AFRS Vice Commander Visit

Members of the 368th Recruiting Squadron pose with Col. Robert Trayers, Air Force Recruiting Service vice commander, during his visit at the North Las Vegas recruiting office Sept. 22. From left are: Tech Sgt. David Branch, Master Sgt. William Watson, Tech. Sgt. Pete Canlas, Trayers, Senior Master Sgt. Kenneth Gardner, Tech. Sgt. Patrick Vogel, and Tech. Sgt. James Barton. (U.S. Air Force photo)



First pitch

Capt. Jedediah Mark Berhold, 317th Recruiting Squadron support flight commander, throws the ceremonial first pitch during the Air Force Night at the Southern Maryland Blue Crabs game at the Regency Furniture Stadium in Waldorf, Maryland, Aug. 27. (Photo by: Bert Hindman)

AF Men's Softball Team

Master Sgt. Jerell Borman, 348th Recruiting Squadron health professions recruiter, is photographed as the 2016 All-Air Force Men's Softball Team member in Fort Sam Houston, Texas, Sept. 19. Borman is among the 15 players selected to represent the Air Force at the 2016 Armed Forces Championship. (U.S. Air Force photo by Master Sgt. Arwin Calix)



MAJCOM Challenge

Tech. Sgt. John Mass, 342nd Recruiting Squadron, participates in the U.S. Air Force Marathon Major Commands Challenge at Wright-Patterson Air Force Base, Ohio, Sept. 17. Mass was selected to represent Air Education and Training Command at the half marathon. (U.S. Air Force photo)



Spartan Race

Tech Sgt. Ronnie Iglesias, 368th Recruiting Squadron, pose with his family after completing the Spartan Race in Eden, Utah, Aug 13. Iglesias participates in physical fitness events to increase his involvement within the local community and to maintain his physical fitness. (U.S. Air Force photo)

SLC Comic-Con

Staff Sgt. Louis Hurst poses with Comic-Con event at the Salt Palace in Salt Lake City, Utah Sept. 1. The 368th Recruiting Squadron E-Flight developed a relationship with the event coordinator solidifying booth space for each Comic-Con event held in Salt Lake City. (U.S. Air Force photo)





Commissioning Ceremony

Above: 2nd Lt. Christina Martin, wife of Tech. Sgt. Kenneth Martin, Headquarters Air Force Recruiting Service line officer manager, is commissioned by Lt. Col. Michael Cuomo, AFRS Officer Accession Branch chief, as a fully qualified critical care nurse, at HQ AFRS, Joint Base San Antonio-Randolph, Texas, Sept. 27. Right: Christina and Kenneth. (U.S. Air Force photos by Christa D'Andrea)





AFRS JA Promotion Ceremony

Maj. Gen. Garrett Harenca, Air Force Recruiting Service commander, administers the oath of office to Lt. Col. Anthony Coggin, AFRS staff judge advocate, during a promotion ceremony at AFRS Headquarters in Joint Base San Antonio-Randolph, Texas, Sept. 30. (U.S. Air Force photo by Maricris Moore)



Civil Service Pin

Lt. Col. Bridget Jackson, 342nd Recruiting Squadron commander, presents Elaine Rambert, 342nd RCS flight administrator, her 30-year Civil Service Pin at the squadron office in Arlington, Texas, Sept. 14. (U.S. Air Force photo)

313th Recruiter Certifications

Senior Master Sgt. Clinton Healey, 313th Recruiting Squadron poses with Tech. Sgt. Ledra Thomas, H-flight, during her recruiter certification in Johnstown, New York, Sept. 20. (U.S. Air Force photo)



Senior Master Sgt. Clinton Healey, 313th Recruiting Squadron poses with Tech. Sgt. Leonardo Smith, H-flight, during his recruiter certification in Plattsburg, New York, Sept. 19. (U.S. Air Force photo)



332nd Recruiter Certifications

Senior Master Sgt. John Roy, 332nd Recruiting Squadron production superintendent, presents Staff Sgt. Justin Boggs, 332nd RCS G-flight, his recruiter certification in Asheville, North Carolina, Sept. 20. (U.S. Air Force photo by Master Sgt. Domico Longo)



Senior Master Sgt. John Roy, 332nd Recruiting Squadron production superintendent, presents Staff Sgt. Paul Lodge, 332nd RCS C-flight, his recruiter certification in Knoxville, Tennessee, Sept. 21. (U.S. Air Force photo by Master Sgt. Christopher Robson)

Senior Master Sgt. John Roy, 332nd Recruiting Squadron production superintendent, presents Staff Sgt. Joseph Jones, 332nd RCS C-flight, his recruiter certification in Alcoa, Tennessee, Sept. 22. (U.S. Air Force photo by MSgt Christopher Robson)





Fiscal Year Goal!

Above: Members of the Headquarters Air Force Recruiting Service celebrate making recruiting goals for fiscal year 2016 in Joint Base San Antonio-Randolph, Texas Sept. 28. Left: Senior Master Sgt. Bradley Burton takes the first ring. (U.S. Air Force photos by Maricris Moore)