

BEHIND THE BADGE

THE OFFICIAL MAGAZINE OF THE UNITED STATES AIR FORCE RECRUITING SERVICE AUGUST 2017



A FORCE OF

C-FORCE

BY Chris

USAF
SPECIAL OPERATIONS
RECRUITER



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:
afrshqpa@us.af.mil

Submission deadline for next issue:
AUGUST 25, 2017

SUBMISSION GUIDELINES

PHOTOS

- Photos **MUST** be in one of the following formats: JPEG, JPG, TIFF, PNG, RAW.
- Photos submitted as anything else **WILL NOT BE ACCEPTED**. No PDF, no PowerPoint.
- Photos must be unedited. This means no color correction, flipping, cropping or added text.
- All photos must include caption information!
 - Who is pictured
 - This means **FIRST AND LAST NAME!** If there are more than five people, names aren't needed for everyone, just people doing the important things.
 - Rank/title
 - When the event happened
 - What happened
 - Where it happened

If you are missing ANY of this information or your photo is in the wrong format, your photo won't run.

If you're submitting multiple photos, please label the photo and caption information to match (i.e. both named "001").

Please do not attach caption information as a separate document. Just include it in the body of the email.

STORIES

If you're submitting a column or story, please keep in mind, it will be edited for content and style.

Submissions must be made in a Word document.

Stories that run full-page are roughly 500 words.

If you've got an idea for a story please call or email us! We'd love to discuss your ideas and write something up.

ON THE COVER



Former Air Force security forces member Chuck Norris helped Tech. Sgt. Michael Bennett, 368th Recruiting Squadron A-Flight enlisted accessions recruiter, spread the word about Air Force opportunities May 11 in Riverdale, Utah.

IN YOUR OWN WORDS

LEADERSHIP 101: COLLABORATION KEY TO SUCCESS

Chief Master Sgt. Michael R. Hood, 339th Recruiting Squadron

If you operate in a bubble, you will eventually run out of air.

Makes perfect sense to a spaceman, yet as recruiters we insist on silently going it alone.

I submit that you don't need to be a commander, chief or flight chief to be a leader and the best of them do not get caught up in the silliness of worrying about who gets credit or looking ignorant. Instead, these leaders are confident in their ability, can handle criticism when others disagree and have an internal passion to pull up and propel others to greater success. Because that is who they are: Really great leaders.

In 2011, Col. Darren Sprunk and I led a then-classified Operation NEW DAWN mission to execute the Iraq troop withdrawal. We arrived on scene with our team weeks before Secretary of Defense Leon Panetta made an announcement.

Our task: Reopen a ghost town that was once Ahmed Al Jabber Air Base, establish security, airfield operations and build a staging base for follow-on forces. In under two months, our team paved the way for joint operations surging from 87 to more than 1,000 Airmen taking over airlift, convoy, security and operations in and out of Iraq. Many doubted a small team could achieve so much.

What I remember best is how Sprunk made all this possible. In our first few meetings with our joint force commander, Sprunk offered the Kuwaiti colonel, in full view of his troops, a bottle of aspirin remarking, "this is for all the headaches we will cause."

It was a genius move! That small gesture along with drinking some customary tea paved our way to mutual understanding, cooperation and collaboration allowing everyone to save face when things went wrong.

As recruiters and leaders who ultimately change people's lives, we need to openly communicate and collaborate with other successful recruiters, at every level. Commanders should share perspectives and challenges with other commanders. Chiefs, production superintendents and first sergeants should continuously network and build consensus on culture, winning tactics and strategy. They should then share their expert tools to develop and grow our people as well and jointly expand leadership perspectives to allow them to wisely council our commanders.

Recruiters need to ask questions, share ideas and seek out mentors while finding ways to "drink tea" with our sister service recruiters who may provide insightful perspectives and useful tactics.

Each of us should take a proverbial bottle of

aspirin and realize that our efforts may sometimes go awry, yet through mutual understanding and collaboration, we can find better ways to accomplish our mission. There is incredible power and synergy when we leave our local "bubbles" and work collectively versus hiding our ignorance or keeping trade secrets that could benefit others.

I choose and strive to be this kind of leader. Will you join me?

Many more resources are available to you at our Leadership University SharePoint with tools, links and discussion forums on how to improve.

<https://randolph.eis.aetc.af.mil/afrs/360RC-G/339RCS/CHIEF/default.aspx>

Additionally, AFRS has collaborative social media resources for our families with the AFRS Spouses group at www.facebook.com/766490433440509 and an AFRS Key Spouse group at www.facebook.com/keyspouseafrrshq

"Plans fail for lack of counsel, but with many advisers they succeed."

Lead on Warriors!
Chief Hood

GIFTS FROM OUTSIDE SOURCES

It is common for military members to receive gifts from members of the public in appreciation of their service to the country. Unfortunately, some individuals and businesses may offer gifts to military members in order to build influence, curry favor for future requests or obtain a particular action or result in a pending official action.

In order to guide employees away from even the perception of bribery or impropriety, the Joint Ethics Regulations established guidance to help Airmen navigate this ethical minefield and place their performance of duty above private gain.

Keep in mind that it is never inappropriate, and frequently prudent, to decline gifts from outside sources.

The Basic Rule

As an employee of the Air Force, you may not solicit or accept a gift that is given because of your official position or that is given to you by a prohibited source, unless the item is either not considered to be a gift or falls within one of the exceptions to the basic rule.

A gift is anything of monetary value, such as cash, meals, paperweights, trips, concert

tickets and services.

A gift is not a cup of coffee, modest refreshments that are not part of a meal and items of little intrinsic value, such as greeting cards, plaques, and certificates intended solely for presentation. Car pooling and similar arrangements are also fine, provided there is a proportionate sharing of cost and effort involved.

A prohibited source is a person or organization that seeks official action by your agency, does business or seeks to do business with your agency, has activities that are regulated by your agency, or has interests that may be affected by you when you are doing your job.

Exceptions To The Basic Rule

There are 22 total exceptions to the basic rule. The most common exception is the "\$20/\$50" rule.

This exception allows you to accept gifts of \$20 or less on a single occasion from a prohibited source, but no more than \$50 per calendar year from the source. Importantly, the source consists of the entire organization, so you may not accept gifts exceeding \$50 just because different employees in the same organization pay for them each time. If several

gifts are given to you at the same time you may decline distinct and separate items in order to keep items that total \$20 or less.

You may never accept gifts of cash, and you may not pay the difference for gifts exceeding the \$20 limit.

Finally, you may not accept gifts so frequently that you appear to be using your public office for private gain. The \$20 limit was established in 1991 and was designed to be reasonable and simple. Reasonable, because it allows employees to accept gifts that most people would agree are inconsequential. Simple, because it's an easy standard to apply.

While there are an additional 21 exceptions to the rule, most of the exceptions require consultation with the ethics counselor at AFRS/JA.

Disposing of a Gift

If you receive a gift that you cannot accept, you may pay the donor market value for the gift if you want to keep it. If not, you may return it. If the gift is perishable, such as food or flowers, it may be shared within your office, donated to charity or destroyed, as long as an ethics official or your supervisor grants approval.

YOUR **SKILLS**
ARE VALUABLE

as a member of the

U. S. AIR FORCE
PRIOR SERVICE PROGRAM

BEHIND^{THE}BADGE DEADLINES

SUBMISSION DEADLINE PUBLICATION DATE

AUGUST 25	SEPTEMBER 6
SEPTEMBER 22	OCTOBER 4
OCTOBER 20	NOVEMBER 1
NOVEMBER 24	DECEMBER 6
DECEMBER 22	JANUARY 3
JANUARY 26	FEBRUARY 7
FEBRUARY 23	MARCH 7
MARCH 23	APRIL 4
APRIL 27	MAY 2
MAY 25	JUNE 6
JUNE 22	JULY 5

FACEBOOK CAREER CHATS
QUESTIONS ABOUT A CAREER?
ASK THE EXPERTS
IT'S GREAT FOR APPLICANTS!

AUG. 20 AT 2 P.M. CST: INTEL
SEPT. 26: CRYPTOLOGIC LINGUIST

Recruiting Goes Back to School BoulderBolder

By Tech. Sgt. Derek H. Guerin

Are you aware that Air Force Recruiting School has changed the Active Duty recruiting course?

The days of memorizing countless pages of dialogue to regurgitate word-for-word are in the past.

In 2015, Recruiting School implemented a new curriculum built around the seven mission-critical tasks and more hands on experience with AFRISS-TF. Recruiting school objectives now line up with the items on the Career Job Qualification Standard.

Among AFRISS-TF objectives, students are taught how to create PIRs, build case files, process waivers and determinations, and print forms.

Public speaking skills are honed, with students conducting more targeted presentations, including persuasive speech, classroom presentation, DEP commanders call, and center of influence.

This challenging course culminates with "Mission Ready Week." During this week, students work with the same applicant from start to finish. This week includes telephone prospecting, conducting an appointment, and providing MEPS, DEP and final EAD briefs.

Once students have completed these objectives, an AFRISS-TF capstone is conducted.

During the AFRISS-TF Capstone, word pictures and inputs are reviewed and critiqued from a flight chief perspective to ensure students understand the importance of effective AFRISS-TF maintenance.

The staff at Air Force Recruiting School take great pride in preparing students for the challenges ahead of them. Students who arrive with a good attitude and embrace the healthy dose of enthusiasm provided, leave with a solid foundation to build additional training upon and carry out the mission.

BOY, AM I ENTHUSIASTIC!

Members of the 367th Recruiting Squadron A- and F-Flights took part in the BoulderBolder 10K, May 29 at the University of Colorado, Boulder.

The BoulderBolder was founded in 1979 as a small, local 10K, and since has grown to be one of the largest and most respected community running events in the world while remaining locally owned and operated.

It is run every Memorial Day, with more than 50,000 participants and 70,000 spectators making it the third largest race in the United States and seventh worldwide.

The International Pro Team Challenge attracts some of the best athletes from around the world.

After the race, this year the ceremony included the following: One of the largest enlistment ceremonies in the state of Colorado; the presentation of the Nation's Colors; 21-gun salute by the University of Colorado NROTC members; Taps; F-16 fly-over by the Naval Strike and Air Warfare Center from NAS Fallon, Nev.; sky divers carrying flags from each branch of military; and the national anthem.

Video Link:

<https://youtu.be/LF3J-7e9k2U>





Riding with the Air Force: Air Force Cycling Team honors those who served

By Chief Master Sgt. Larry Gallo, 433rd AFRC and Mark Hall

Memorial Day 2017, marked our 8th annual visit to the VA Hospital in Kerrville, Texas. We honor the fallen by loving those that are still with us. I'm sad to report that most have outlived all of their relatives and are all alone.

I saw life and hope come back to a few individuals who couldn't believe we rode our bike's to spend time with them and deliver homemade thank you cards from a group of 5th graders. I also saw similar emotions come over a few of our new riders, who have never experienced anything like this before.

Last year I met a vet who was happy to see me and honestly admitted he had no one left and had no possessions except what he had in his hospital room. He told me he was the last of all in his family and he was waiting to die. For some reason I did not feel sad for him, because I was overwhelmed by his honesty and he received

huge respect from me. I was in the presence of a true hero. I did not see him this year and some have passed on.

My thoughts are that no one should leave this world not knowing they are loved and thought about. Yes, on Memorial Day we honor the fallen. Sometimes we do that by loving those who are still with us and have no one else.

The pictures and videos shows 35 Air Force Cycling Team members and friends enjoying what they do and each other's company! We had a time trial on the way back that was quite exhilarating!

Listen to a pod cast on the Air Force Cycling Team at <https://soundcloud.com/just-gobike/episode-24-how-the-air-force-cycling-team-found-their-mission-on-ragbrai>

Members of the Air Force Cycling Team take part

in events across the nation as part of the WEAR program. To get more information about this program, visit www.recruiting.af.mil.





Members of the 367th Recruiting Squadron took part in the 150-person flag formation at the 2017 Men's FIFA World Cup Qualifier Match, June 8, at Dick's Sporting Goods Park, Commerce City, Colorado.



Members of the 368th Recruiting Squadron F-Flight, get into the act at Caesar's Palace, June 21. Reba McEntire and Brooks & Dunn included the 368th as part of the final song in their act, thanking service members for all they do. The 368th has used this opportunity in the past to build relationships. Pictured are: Ronnie Dunn, Staff Sgt. Richard Thill, Staff Sgt. Jeff Appelby, Tech. Sgt. Lacie Johnson, Reba McEntire, Tech. Sgt. Vualta Hanni, Master Sgt. Tanner Westfall and Kix Brooks.





Members of the 341st Recruiting Squadron completed The Bataan Memorial Death March at White Sands Missile Range, N.M. The 26.2-mile march was completed by four members with 35-40 pounds of gear in just over nine hours. The other three members finished in just over 11 hours. Pictured are: Maj. Dustin Hart, Master Sgt. Abel Bracamonte, Master Sgt. Jason Long, Tech. Sgt. Christopher Lee, Tech. Sgt. Mario Jaramillo, Tech Sgt. Christopher Moore, Staff Sgt. Augustine Ortega.





Master Sgt. Emmanuel Garcia, 331st Recruiting Squadron was honored May 31 as the Military Hero of the Game during a Montgomery Biscuits game, May 31.



Tech. Sgt. William Magill, 331st Recruiting Squadron D-Flight recruiter, and Recruiter Assistance Program participants helped out with the AA Southern League All-Star FanFest activities, June 19 and 20 at Blue Wahoos Stadium, Pensacola, Fla.



Community members enjoy the 331st Recruiting Squadron's "Basketball Toss-a-Shot" May 27 and 28 at the Southeastern Conference Basketball Tournament in Hoover, Ala.



Members of the 368th Recruiting Squadron "Line Officer Team" from Spokane, Wash., to Las Vegas, Nev., come together to show off "a whole lot of excellence." Pictured from left to right are: Staff Sgt. Carolina Levine, Master Sgt. Jesse Baysinger, Tech. Sgt. Michael Reynolds and Staff Sgt. Meghan Elliott.



Tech. Sgt. Scott Stone, 331st Recruiting Squadron C-Flight recruiter, presents Riliegh McHugh of WJHG-TV, a certificate of appreciation, June 29 in Panama City Beach, Fla. She had covered a story about recent graduates from Port St. Joe Junior Senior High School joining the Air Force, highlighting that 10 percent of the graduating seniors from the class of 2017 have either enlisted in the Air Force or been accepted to the Air Force Academy.



Tech. Sgt. William Magill, 331st Recruiting Squadron D-Flight, partnered with a local CrossFit gym during the 2017 USA Powerlifting Gulf Breeze Open in Gulf Breeze, Fla., June 3. He and deployed entry program members volunteered at the event, and helped spread the word about the benefits of the Air Force.



Lt. Col. Lara Wilson, 331st Recruiting Squadron commander, presents Tech. Sgt. Michael Clark, 331st RSC D-Flight recruiter, a certificate of appreciation on behalf of the Hurlburt Field Airman and Family Readiness Center, July 7 at the Pensacola Beach Air Show, in Pensacola, Fla. The certificate was for his outstanding dedication and commitment to Kids Understanding Deployment Operations.



Former Military Training Instructor, Command Chief Master Sgt. Chad Bickley of Mountain Home Air Force Base, briefs 368th Recruiting Squadron Delayed Entry Program members about staying qualified and reinforced that they are the future of the Air Force, June 31. The briefing was part of Tech. Sgt. Misty Andersen's monthly DEP meeting at Mountain Home.



Staff Sgt. Reynaldo Perez Santiago, 369th Recruiting Squadron line officer recruiter and Air Force Clubs member, was awarded a \$5,000 scholarship from Lt. Col. Candice Pipes, 30th Force Support Squadron commander, during a ceremony at the Pacific Coast Club, Vandenberg Air Force Base. Perez was awarded the scholarship for his second-place finish in the non-traditional category of the 2017 Air Force Club Scholarship Program, writing a 1,000-word essay on the theme: "A time when you were tested to live up to the core values of integrity first, service before self and excellence in all we do." Santiago is currently pursuing a bachelor's degree in aeronautics with minors in management and safety from Embry Riddle Aeronautical University, with plans to pursue a master's degree in business administration.



Members of the 368th Recruiting Squadron brief senior leadership on some of the challenges they are facing in today's recruiting environment and the diversity of different recruiting zones. Staff Sgt. Winston Smith spoke on the challenges of being an enlisted accessions recruiter in Montana. Pictured are: Tech. Sgt. Autumnrose Johnson, Tech. Sgt. Adrian Poke, Staff Sgt. Winston Smith, Maj. Gen. Garrett Harencak, Tech. Sgt. Tamika Culpepper, Master Sgt. Johnathan Pomeroy, Mike Romero, Col. Robert Trayers.



Members of the 331st Recruiting Squadron present a Salutes Plaque to Scott Moore, radio host of "italkSEC" on The Ticket Sports Network, May 25, in Destin, Fla. Over the past year, Moore invited recruiters to speak about the opportunities available to people in the Air Force on five separate occasions, totaling more than 10 hours of air time, at no charge.



Members of C-Flight, 349th Recruiting Squadron, volunteered June 3 to help one of their local charities do some yard work.



Tech. Sgt. Charles Glenn, 369th Recruiting Squadron D-Flight “Daggers,” shakes hands with a spectator at the Torrance, Calif., Armed Forces Day Parade, May 20. The annual joint force event is the largest Armed Forces Day parade in the nation, with a viewing audience of more than 3 million.



Members of the 369th Recruiting Squadron D-Flight “Daggers” are sworn-in May 20 at the Armed Forces Day parade in Torrance, Calif.



Col. Debra Lovette, 81st Training Wing Commander conducts a “total-force swear-in” at the Biloxi Shuckers Military Appreciation Night baseball game, July 8, in Biloxi, Miss. The event was coordinated by Staff Sgt. William Clabaugh, and included the 403rd Keesler Reserve Recruiting Flight as well.



Delayed Entry Program members of the 332nd Recruiting Squadron, C-Flight, swear-in May 27 at the Tennessee Smokies baseball game in East, Tenn., during their Annual Salute to Hero’s Night.



Members of the 367th Recruiting Squadron F-Flight took part in the Country Jam event June 15-18 in Mack, Colo. The event, headlined by Kenny Chesney, Jason Aldean, Thomas Rhett and Justin Moore yielded 740 total registrants and 116 quality leads.



368th Recruiting Squadron D-Flight recruiters joined with Fairchild Air Force Base to provide support to the town of Airway Heights, Wash., while they were dealing with a water contamination incident. High levels of chemical contaminants were found in local wells and had to be flushed and decontaminated. During this process, members of D-Flight helped distribute more than 150,000 gallons of water to local residents over the course of the three-week project.



The 369th Recruiting Squadron has built a solid relationship with the directors of three Retiree Activities Offices in the Philippines. These offices have been instrumental in finding potential recruits, setting up appointments and hosting 369th personnel. In just under three days, 372nd Recruiting Group superintendent, Chief Master Sgt. Dennis Macho and others met with 18 applicants, May 1, and initiated the enlistment process for 8 people, thanks to the help of the RADs.



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The 336th Recruiting Squadron D-Flight "Deuces" out of Ocala, Fla., and E-Flight "Double E's" out of Jacksonville, Fla., accelerated the excitement for the Air Force when they hosted a NASCAR event on July 29 and June 1 at the Daytona International Speedway. Featuring guest appearances by Lt. Col. David Lederer, commander of the 336th Recruiting Squadron at Moody Air Force Base, and Lt. Gen. Giovanni Tuck, Commander of 18th Air Force at Scott Air Force Base. During the event 64 Delayed Entry Program members swore in and participated in a flag unfurling. They were joined by junior cadets from Lovejoy AFROTC, and cadets from both Embry Riddle and University of Florida ROTC, to include family members. This event was broadcast nationally on Fox and live through the Fox Sports Go app.



Tech. Sgt. Brian Wooten and Staff Sgt. Jefferson Aguiar, 367th Recruiting Squadron, took time to have fun with their Delayed Entry Program members and complete the rigorous Manitou Springs Incline. While climbing, they bumped into Garrett Bolles, the Denver Broncos 2017 first-round draft pick offensive tackle.

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