

# BEHIND THE BADGE

THE OFFICIAL MAGAZINE OF THE U.S. AIR FORCE RECRUITMENT SERVICE DECEMBER 2017



# 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:  
[afrrshqpa@us.af.mil](mailto:afrrshqpa@us.af.mil)

Submission deadline for next issue:  
DECEMBER 22, 2017

## FROM THE EDITOR



MELISSA WALTHER

*It was a few weeks before Christmas, and all through AFRS, everyone was hustling, including the mouse.*

When it comes to publishing, the holiday months of November and December are usually full of fluff and all a reporter has to do is write a few retrospective pieces and throw in something about the meaning of the season.

I was completely prepared for something similar for this edition of Behind the Badge. I had even gone through editions from the past year and pulled outstanding photos and stories to rerun.

But boy, have you all been busy these last two months! December has barely started and I'm already getting photos from the field of holiday parties, football games and all the other wonderful things you're doing to connect with your local communities.

And the stories – whew! I certainly wasn't expecting as many as I got, but thank you all so much for taking the time to write!

If you don't see your photo or story in this edition, don't fret; I've still got them, and they'll run January.

Thank you all for taking the time to submit, or even just send us a note, letting us know how we're doing. I know you've got a thousand other things to do, but Behind the Badge wouldn't be what it is without you.

I sincerely hope you all have a wonderful holiday with friends and family. And don't forget to ring in the new year with some fun. I look forward to seeing what everyone gets up to (but hopefully our Legal Eagles won't be writing about you, next edition!).

## ON THE COVER



Staff Sgts. Andrew Curtis and Michael Peter along with Tech. Sgt. Vanessa Spry, 336th Recruiting Squadron, take a moment after the SPARTAN Super Race to snap a photo. Spry earned 8th place for her age group and competed against more than 3,000 other people.

# Reba McEntire shares holiday spirit on Air Force radio special

By Dale Eckroth, Headquarters, AFRS

Country music icon Reba McEntire shares the holiday spirit on this year's "Red, White and Air Force Blue Christmas" radio special. The show features tracks from her new album "My Kind of Christmas," which includes collaborations with Kelly Clarkson, Trisha Yearwood, Darius Rucker, Vince Gill, Amy Grant and Lauren Daigle. Reba also shares a song she wrote with her mom from her first-ever gospel album "Sing It Now: Songs of Faith and Hope" that was released earlier this year.

Show host, Tech. Sgt. Michael Cowley, said he felt right at home interviewing the country entertainer. "It really did feel like we'd been friends forever. Reba is just a genuinely nice and humble person. She's easy to talk to," he said.

Produced by Air Force Recruiting Service and recorded at Spotland Productions in Nashville, a "Red, White and Air Force Blue Christmas" will be made available to more than 2,500 radio stations and American Forces Network during the upcoming holiday season. And for the first time in its history, the show will be available in both 60- and 30-minute formats.

What should listeners expect from this year's show? "They will laugh," Cowley said. "Reba has funny stories to share. I also asked her some really 'controversial' questions that I know listeners are eager to hear the answers to. Here's a hint — we find out whether or not she thinks a hot dog is a sandwich."

Now in its 16th year, a "Red, White and Air Force Blue Christmas" is part of the Air Force's public service announcement program designed to generate public awareness and create a positive image of the Air Force. It's also a way for Air Force Recruiting Service to say "thank you" and to give back to radio



**Reba McEntire and Tech. Sgt. Michael Cowley prepare to record this year's "Red, White and Air Force Blue Christmas" radio special at Spotland Productions in Nashville. The program, now in its 16th year, is made available to radio stations in the U.S. and AFN for airing during the holiday season. AFRS produces the program. U.S. Air Force photo/Dale Eckroth**

stations for their support.

Reba recalled some advice legendary entertainer Bob Hope once gave her. "When you quit giving back, you need to quit," she said. "That's the best part of this business. You entertain but you're giving."

Along with the holiday show, Reba recorded four 30-second PSAs on staying in school, never giving up on your dreams, living a drug-free life and thanking U.S. service members for their sacrifice. "Stations can choose to run the show, which includes the PSAs, or just run the PSAs on their own," Cowley said. "When we distribute the show, they'll have all of those options to download."

Recruiters are encouraged to call or visit local radio stations and ask them to play a "Red, White and Air Force Blue Christmas." "It serves two purposes. It gets the recruiters in front of the station folks who can help with airing their local PSAs

and it promotes the holiday program at the same time, said Jim Askins, AFRS national advertising branch chief. "Stations can be true partners in helping recruiters create positive Air Force awareness within their communities.

"We also feel the audience will love hearing Reba's interview and listening to her music as much as we did having her as our guest. The show has built-in breaks that allow stations to sell advertising so there is no loss of revenue for them. It's a win-win situation."

In return, Reba thanked service members and their families for the sacrifices they've made. "I appreciate it from the bottom of my heart," she said. "And for everybody who doesn't get to be with their family this year I'll be praying for you. I hope that the communication lines are open and that you at least talk to your family."

# When you aren't a Grinch The do's and don't of fundraising

Maj. Anastasia Lewandoski, Headquarters, AFRS JAG

During the holidays, the emphasis on giving extends beyond gifts to charity and volunteer service. Whether your inspiration comes from the Three Wise Men, Charles Dickens' A Christmas Carol, or having some extra change at the end of the year, you might feel the desire to help out charitable organizations. While we encourage you to fundraise for groups that you care about, it is important to ensure you do not overstep your bounds and obligations.

- We realize it might be tempting to wear your uniform while soliciting donations for a good cause – because more donations for charity are a good thing, right? And showing the military in a positive light and getting our faces out there is a good thing, right? Please resist the temptation. Military members are prohibited from participating, in their official capacity, in fundraising for non-federal entities. Charitable organizations (like The Salvation Army or the Wounded Warrior Project) are non-federal entities. Therefore, if you want to fundraise for

these organizations, you cannot do so while in an official capacity. That means you should not be in a duty status and you should not be wearing your uniform. You also cannot use government time or resources.

- Exception to the above rule: If you are participating in Official Fundraising (a Combined Federal Campaign (CFC), Air Force Assistance Fund (AFAF), Army Emergency Relief, Navy-Marine Corps Relief Society, or an Office of Personnel Management (DPM)-approved emergency or disaster appeal), then you may use government time, equipment, and supplies. You also may also endorse official fundraising efforts and use your government title and organization name in support of efforts.

- Never solicit donations from a recruit, applicant, or RAPper, except for voluntary donations during AFAF and CFC. Otherwise, soliciting donations from a recruit, applicant, or RAPper is a violation of AETCI 36-2909, Recruiting, Education, Accessions, and Training Standards

of Conduct. A recruit, applicant, or RAPper may feel pressure to donate when they otherwise would not, simply because of the perceived power relationship.

- Never solicit donations from subordinates. Although you might believe you are simply spreading the word about a charitable cause, a subordinate might feel pressure to contribute based solely on his or her position.

I hope that this has not dissuaded you from fundraising for any causes that you are passionate about. I encourage you to continue fundraising for these organizations! Take off your uniform, get out into the community, and practice your recruiting sales skillsets by talking to people and making them familiar with your charity of choice. When conversation turns to your profession, you may talk about it. If the holiday spirit has you wanting to get out and raise money for organizations, please do so! And if you have any questions, please contact AFRS/JA.

# A first sergeant story

**Master Sgt. Matt Gambill, 339th RCS**

It was a grand Air Force morning. My office at the security forces headquarters was quiet as I enjoyed my coffee, while catching up on email.

Then came a knock on my door and the senior master sergeant, operations superintendent, a flight chief and a staff sergeant came storming in. The superintendent and flight chief were clearly agitated and the sergeant had a look of shame. Well. Suddenly my morning wasn't feeling so grand.

"Senior, what's up?" I managed after taking a sip of coffee. The senior master sergeant turned to the staff sergeant, (we will call him Smith), "Smith, go ahead, tell him!" At this point my mind was racing, but judging by the look on Smith's face, I could tell this was not a, "my dog just died and I'm too sad to work" type of story.

"I got arrested."

This 10-year security force's vet, began to tell a tale about how his up-standing cousin and he were heading back, from an innocent, responsible evening at a gentleman's club. After a brief stop at the market to obtain some food for their slightly famished selves (apparently deep political discussions and games of chess work up an appetite), when to their surprise, they see from their car, a damsel in distress!

I immediately began to wonder how our bystander intervention training might be working.

To the horror of these two dapper young gentlemen, on the street corner they noticed a band of hooligans attacking an innocent maiden! Well, remembering his Green Dot training, this noble knight was not going to stand aloof. He quickly pulled off the road, and called to his cousin to assist in disbursing this group of shameful ruffians. Upon exiting his ride, he made haste to the young girl's side. Unfortunately, just prior to reaching his objective, he felt a sudden jolt to the back of his head and heard the clank of a bottle clapping against his skull. Everything went black.

At this point in the story I am no longer leaned back in my chair with a look of faint curiosity. Instead I was thinking of pausing to grab some popcorn. I had a million questions but managed to hold my tongue. In the "shirt" business, you learn the importance of active listening when you need to draw out more details - especially when my primary motivation is to get to the truth. In order to do so, the subject needs to know or at least believe that I am impartial, non-judgmental and willing to help them with their problem. This is key to empathic and informational listening and will take you far as a leader.

If an Airman knows you are willing to help them with their troubles, they will be motivated to help you with yours. So try to reserve judgment until you have heard the whole story. Secondly, unlike what Air Force Handbook 1 states on listening, I did not ask a single question because he started his story by stating he had been arrested, and asking questions to someone who you have reason to believe has committed a crime, could be viewed as a form of interrogation violating their Article 31 rights. Since I had not read them yet, I instead patiently took another sip of coffee and waited for him to continue.

He continued to describe how he awoke to police asking if he was all right and that an ambulance was on the way. He looked up and saw his cousin in no better shape. As he shook off the fogginess and tried to piece together what happened he noticed the damsel, along with the hooligans did not stick around to tell of their heroic deed.

First responders arrived and as they looked over the two, police officers start walking to Smith's car, still running, and parked on the curb with the doors wide open. Smith and his cousin headed over to let the police know it was their ride.

However, in a twist of fate, the cops - while shining their lights into the open vehicle - spot something of interest.

"This is your car?"

After Smith confirmed,

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the police placed him under arrest. His cousin told the cops the discovered items in the car are his and that Smith knew nothing of it. So they arrested him too. The next morning Smith and his cousin saw the judge who released them on bond after they are both charged with possession of marijuana.

The final point that Smith made was that he was sure the charges would be dropped due to his cousin's admission. That appeared to be the end to Smith's fantastic account, and I could not help but curse for not taking any notes (recommended in AF Handbook I on active listening). Without another word, I asked him to wait in the hall, while I spoke with his supervision.

Smith closed the door behind him and I listened to hear him enter the hall. Once he was out of earshot, I turned to the senior master sergeant as if to say, "WTF?" but I didn't, because I am a professional, and a first sergeant.

The look did the trick and he added a bit more to the pile that was steaming on my desk, and he immediately grabbed a shovel and got to work. He explained to me that this had happened last Thursday night, (it was now Tuesday morning). Smith worked the midnight shift as security forces and had Thursday night off for a promotion test Friday morning. You guessed it, he was also a no show while being incarcerated, and that was the cherry on top.

"Wait a minute, what happened mid-shift Sunday night?" That is when the flight chief in the room chimed in, "Oh, he was working! Came in, attended roll call, got his flight briefing reminding him of his obligation to report anything going on that may distract from his ability to carry a firearm. Smith kept his mouth shut, and headed out to secure the base and enforce the law."

"Wow," I thought, "I guess we are lucky nothing bad happened."

The flight chief continued, "Apparently, he wasn't going to say anything, until he could speak with his lawyer Monday morning. It was not until last night at roll call, he came forward to tell me what happened. So I placed him in Do Not Arm weapon status and sat him in the office all night waiting for you to arrive."

I told the flight chief to give Smith a verbal no contact order with his cousin and cut him loose. I had quite a few phone calls to make, the first one being to the commander.

The next couple of weeks were chaotic, as you can imagine. I spent many hours on the phone with the judge advocate and OSI as they spent even more time on all the paperwork. Those two teams served me wonderfully when I needed them. It's a good thing I took the time to foster those relationships. I would pop my head in their offices as often as I could to say hello and ask how things were. When people know you on a personal level, it makes it significantly more difficult for them to decline helping you when you are in need.

During this time in the investigation, while JA is working their recommendations, you cannot lose your focus on the Airman who is in trouble.

This is not only a first sergeant's responsibility. I am talking about front-line supervisors, flight mates, the flight chief and even the Airmen he supervises should be looking out for that troubled individual's wellbeing. That is all part of being a wingman.

Now put yourself in Smith's shoes. Until now, his service record was pristine. He was on track for a twenty-year career and possibly a follow-on to civilian law enforcement. He was a single dad, a son, a friend and even a role model in his neighborhood. Now all of his accomplishments had been overshadowed by several bad choices in one night.

You keep a close eye on that Airman. No matter what they are in trouble for. We must keep in mind he is still an Airman and look out for him.

We soon acquired the police report and it seemed to paint a very different picture than the tale so innocently portrayed by Smith. The officers on the scene stated they got a call to break up a fight and most everyone scattered as they arrived. They found Smith and his cousin lying on the ground looking beaten up, but neither was unconscious. They left the two with medical responders as they went to investigate a suspicious vehicle idling nearby. Upon shining their lights into the car, they could clearly make out several large containers of what appeared to be marijuana, along with a rather large, funny looking hand-rolled cigar on the center console. On top of the large quantities of pot, there was also a very distinct smell permeating the air. There was no way anyone in that car could have not known about the presence of drugs.

The officers then observed Smith and his cousin refuse medical treatment

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and run over to the car. Once the officer confirmed it was Smith's car he arrested them both. Upon searching their pockets, the officer found several hundred dollars in each of their pockets. The police report also relayed that the corner on which they were found was a known open-air drug trafficking area. A fact Smith would have known growing up in the neighborhood, aside from working in law enforcement for the last 10 years.

The police report also noted, with the presence of that much weed, neither perp had any means of smoking it. That, along with the money and location was enough to charge distribution intent; possibly a drug deal gone bad. We hoped the worst of Smith's decisions was over, but this too was short lived.

A few months passed and we were getting ready to prefer charges. The legal team asked security forces to pull another background check to have the most current version for the court. What did they find? Low and behold, Smith was arrested again! Along with his cousin, for possession of marijuana, on the exact same street corner, not one month later! The commander, with the recommendation of JA, made the difficult decision to confine the member to base, lest he continue to commit crimes.

Now picture this. It is Friday night, (these things always happen on a Friday night). I just got word that I have to tell Smith he's confined to base. In addition, he cannot pick up his two children from school, or go home, and his confinement will be in place until his hearing, possibly weeks away. I know I will have to advise him on arranging for someone else to get his kids and care for them.

I knew there was a slight safety concern, so I asked the operations officer, along with the flight chief (both big guys) for some assistance. After all, I was about to severely ruin a cop's night, who has been regularly trained in combative skills and I am an aircraft maintainer, trained in splicing wires. If you have the resources, make use of them! We were all set and ready, so without further adieu, I had the flight chief bring Smith into my office.

For my final leadership lesson in this tale, I would like to emphasize safety. Of course, this process involved paperwork and I had everything in a neat little pile on my desk along with a pen ready to sign.

It was already 6:30 p.m. and Smith was fuming about being late to pick up his kids. He was able to have a family member pick them up, but they were now waiting on Smith to take them home. I took my time explaining the situation to him and the commander's decision to confine him to the base.

As you can imagine, he did not take the news well. He held his breath looked up, then moved to sign the paperwork. This is when I realized my mistake. He picked up the pen but hesitated to sign. Smith then took a step back from the desk, with pen in hand. I do not believe it was his intention, but he clutched that pen tight enough to see the whites of his knuckles. The flight chief over Smith's right shoulder shifted his weight, and Smith seemed to notice, and calmed down a bit. He signed the paperwork and we had a long conversation on how we would be helping him sort everything out.

The lesson I learned that day was always wait until the member has had the opportunity to absorb and react to all of the circumstances, prior to giving said person the access to a pointy object. Trust me paperwork can wait.

In the end, Smith was court martialed, given a month's hard labor, busted to Airman, and discharged. It was not easy for him, but he transitioned without further incident.

For the life of me I cannot understand why someone would risk all that they have – family, security, freedom – for what?

Sometimes this job can be rough, but do not think I dealt with all this alone. I used every resource I had, and just about every colleague on base.

Throughout this I learned several things about not just being a first sergeant, but also an Airman. I know my credibility as a leader improved by living that role day. The success of my mission is often predicated on being a solid listener, which applies to every Airman's role. Also, the importance of fostering strong relationships; you never know when mission success will depend on them. Don't forget to take care of our fellow Airmen, regardless of their situation. I learned to think about safety. Consider not just the outcome of a situation, but anticipate how individuals may react, and prepare for the worst. Last but not least, never underestimate the solace in a bit of conversation with peers over a couple of cold ones.

*Special thanks to Corey K. Edmonds, Amy Edmonds and Michael Hood.*

# Be brilliant at the basics, vol. 1

## Mastering fundamentals key to success

Master Sgt. Luke Howe, Senior Trainer, 364th RCS

Michael Jordan said "you can practice shooting eight hours a day, but if your technique is wrong, then all you become is very good at shooting the wrong way. Get the fundamentals down and the level of everything you do will rise."

Most successful people will tell you that practice makes perfect. Athletes, business people, politicians and more. They understand the importance of practicing your craft. In the military we have a word synonymous with practice -- training. We train to prepare for mission accomplishment the same way an NBA player practices to prepare to win a game. Tim Duncan is known as one of the most fundamentally sound players of all time, and it comes down to training, fundamentals and being brilliant at

the basics.

We must also must be brilliant at the basics, and for us that means the seven mission-critical tasks. But what are the seven mission-critical Tasks? Most have

heard of these elusive lines of effort, some have even memorized them, but how

many live them day in and day out. How many, if given the opportunity, could cognitively explain them to a new recruiter? In volume 1, we're going to briefly review the foundation of our business.

**Lead Generation**-Simply put, what do you do to generate leads? Sales is a numbers game; the more the better. We know that on average, we're probably looking

at 10- to 15-percent of our leads that can be moved into appointment status. So it's important to use a wide

net. Often we end up working the ones that come to us looking for help with waivers, low scores or medical issues, and while this is noble, there are others out there of higher quality, just

waiting on us to find them.

**Lead Prospecting**-So you're rolling in leads now! Names and numbers as far as the eyes can see. What now? Well, just like an old timer mining for gold, you must sift through them. . As recruiters we must practice identifying the five characteristics of a quality lead. We need to master those phone calls and the art of finding hidden information that could delay us.

**Applicant Sales**-So now that you have sifted through all that dirt and rock and you have found your gold and platinum applicants, it's time to set the appointment. IMPACT sales is our systematic process that we use for this step.

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**"...I HAVE FAILED OVER AND OVER AGAIN IN MY LIFE. AND THAT IS WHY I SUCCEED."**

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*-MICHAEL JORDAN*

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We must train on this daily in order to employ it effectively. We must hit every step with precision, and maintain applicant control at every transition. In order to achieve this, we must train. Practice makes perfect, and our failures here are always opportunities to learn and grow. If done correctly, you'll get commitment for EAD, MEPS physical, and ASVAB dates.

**Applicant Processing**-So you have commitment and it's time to help change this young man or woman's trajectory in life. Training in this area is very important. Mistakes can be the difference in a 10 day or a 60 day PIR time line. We must practice to hit that 10-day time line. Ever test drive a car and walk out of there without the dealer doing anything to keep that from happening? Good salesmen don't let you walk off the lot. Life changes, and so do our minds. Strike while the iron is hot. Applicant control and accountability to

set timelines is crucial.

**Planning**-It's the key fundamental that is quite honestly is the most challenging for us. Throughout my years as a recruiter I've interviewed many successful men and women. Some in the military, most not. One thing they all had in common is they had a written structure to their days. They planned. Without a plan, they would let people down. Maybe their troops, maybe their clients, maybe their families. It's common knowledge that a recruiter has 100 tasks to complete in a day, and enough time to complete 10 of them. We must master our minutes, and planning is the fundamental you need to achieve this. Proper planning prevents poor performance

**Marketing**-This ties in directly to lead generation. It is an often-overlooked mission-critical task. Our command does a great job of national advertising, and Airforce.com is so great at funneling

leads to us that sometimes we feel we don't need this - you do! You always need the leads.

It's right there in our guidance: "Meeting minimum enlistment qualifications does not guarantee acceptance. Applicants are considered on a best- to least-qualified basis."

Focus on the five essential elements of marketing. These are your marketing fundamentals.

**DEP Management**-The final mission-critical task is arguably the most important. Without solid DEP management, you don't ship the applicant. A recruiter's ultimate responsibility is to ship your future Airmen. There are a thousand things to do to accomplish this, but if you don't ship them, the Air Force mission suffers and puts our active-duty force in a position for failure. There are hundreds of DEP management talking points, but the most important one is simple: Care for them. Truly invest in their future and it will come across as

sincere and they will ship. Listen to them and help them -- not just with their enlistment process but with their lives. Training in this area will help you for the rest of your life. You'll be a better supervisor, parent, spouse, brother, sister, friend. A better person.

Practice makes perfect, so train, train and train on the fundamentals. When you are brilliant at the basics, you don't need to "get out of the box." Master what is in the box first and watch your effectiveness skyrocket. Remember, training hard as a recruiter means failing. A lot. I'll leave you with another Jordan quote.

"I have missed more than 9,000 shots in my career. I have lost almost 300 games. On 26 occasions I have been entrusted to take the game winning shot... and missed. And I have failed over and over and over again in my life. And that is why I succeed."

Happy Hunting!



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# BEHIND THE BADGE DEADLINES

SUBMISSION DEADLINE PUBLICATION DATE

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!

NO CHAT IN DECEMBER  
 JAN. 17: SOWT/WEATHER

IF THERE'S A CAREER YOU'D LIKE TO  
 SEE, LET US KNOW!



**Tech. Sgt. Lewis Wilder and 1st Lt. Shane Toner, 336th Recruiting Squadron, briefed 113 Valdosta State University Air Force ROTC cadets on officer roles and opportunities while providing valuable insight into various officer career fields, Nov. 7.**



**Members of the 333rd Recruiting Squadron finish the "Shark Run. Pictured left to right: (top) Tech. Sgt. Sean Christian; Master Sgt. Thomas Flynn; Master Sgt. Christopher Randall; 1st Lt. Daniel Anding; Master Sgt. Angel Lopez; Lt. Col. Joseph Roth; Senior Master Sgt. Matthew Davidson; Master Sgt. Edwin Ramos; Master Sgt. Eric Hernandez; Staff Sgt. Peter Rivera; Master Sgt. Hector Quinones Rodriguez. (Bottom) Staff Sgt. Edin Olano; Amelia Bombard; Tech. Sgt. Casey Prine; Tech. Sgt. Ramon Toro Boller; Staff Sgt. Oscar Gastelum Aguirre; Staff Sgt. Abdul Santiago Villa; Staff Sgt. Arnold Munguia; Tech Sgt. Kenneth Taiclet.**



**Members of the 367th Recruiting Squadron along with Airmen and civilians from F.E. Warren's medical squadron teamed up to provide assistance to the local COMEA shelter. Three Saturdays a month the group meets to help feed the homeless a warm meal for dinner. Each Saturday they feed roughly 86 people, and in addition to Saturdays, the group volunteers at extra holiday events.**

**Pictured are: Master Sgt. Daniel Acosta and his wife, Tech. Sgt. Jessica Acosta, Staff Sgt. Nathan Murray and his wife, Erica, Master Sgt. Jessica Butler, Staff Sgt. Proshia Reynolds and Patricia Chabala.**



**Tech. Sgt. Adam R. Zelenka presents certificates of appreciation to staff members of the Eliza Northrop Elementary School, Medina, Ohio, for their work on the Veterans Day assembly, Nov. 10.**



Staff Sgt. Darron Bradford, 347th Recruiting Squadron, and Delayed Entry Program members volunteered at a local food bank to feed children in Libertyville, Illinois.



Members of the 347th Recruiting Squadron participated in the first Salute to Service Flag Football Tournament sponsored by the Green Bay Packers at Lambeau Field, Nov. 4. Each branch of the military fielded one team, and the Air Force won the tournament.

From left to right: Capt. Dale White; DEP member Sean Walton; Staff Sgt. Shane Baker; Tech. Sgt. Dustin Holmes; Tech Sgt. Terrence Fleming; Master Sgt. Robert Kline; Staff Sgt. Sean Flynn; Staff Sgt. Thomas Brooks; Tech Sgt. Brian Spiers; Master Sgt. Mike Sangster; staff Chuck Younts; Staff Sgt. Stephen Gee; and Master Sgt. Cori Branstetter.



Mary Gramling, 349th Recruiting Squadron I-Flight administrator, was honored for her more than 37 years of federal service during the unit's Annual events in Branson, Missouri. Gramling started with the Air Force in 1965, and took a break in service from 1972 to 1987 to earn her degree and join the civilian workforce. She returned to government service with the Army from 1987 until 1997 before returning to the Air Force in 1997. She joined the 349th RCS in 2000.



Members of the 331st Recruiting Squadron show their support for their newest senior noncommissioned officers: Master Sgt. Emmanuel Garcia; Master Sgt. Matthew Bickel; Master Sgt. Darius Perry; Master Sgt. Clifford Roy; and Master Sgt. Alexander Roehm.



Members of the 319th Recruiting Squadron Delayed Entry Program take part in the Monadnock Pumpkin Festival in Monadnock, New Hampshire, Oct. 17.



Tech. Sgt. Nicholas Lanouette, 319th Recruiting Squadron A-flight, poses with a future recruit at the Monadnock Pumpkin Festival Oct. 17, in Monadnock, New Hampshire.



**Congressman Neal Dunn visited the Panama City, Florida, Air Force Recruiting office Oct. 18 to ask about the climate of recruiting. Pictured are: Tech. Sgt. William Stone; Staff Sgt. Marcus Smith; Dennis Livingston; and Neal Dunn.**



**Members of the 319th Recruiting Squadron Delayed Entry Program work the Monadnock Pumpkin Festival Oct. 17 in Monadnock, New Hampshire.**



**Gen. John Raymond, commander, Air Force Space Command, swore-in 20 Delayed Entry Program members with the 331st Recruiting Squadron, Oct. 15 in front of a sold-out crowd at the Alabama 500 at the Talladega Superspeedway. Raymond spoke to DEP members and their families and thanked them for their service and commitment to our country.**



**Lt. Col. Erwin Waibel, Master Sgt. Donald Buske, Tech. Sgt. Christopher Mattingly and Staff Sgt. Brandon McKeever, 336th Recruiting Squadron, visit Richmond Hill High School in Richmond Hill, Georgia. Waibel was on-hand to observe the day-to-day activities of recruiters in the field.**



**Members of the 364th Recruiting Squadron and Delayed Entry Program, led by Tech. Sgt. Jessica Quinn and Staff Sgt. Nicholas Hinton, prepared and served more than 300 meals for individuals at the Saint Mary's Dining Hall, Nov. 6.**



**Lt. Col. Johnathan Artis, 319th Recruiting Squadron commander, works with a MEPS processor in order to pitch in when needed during short manning situations.**



Master Sgt. Richard Abbott, Staff Sgt. Shane Simpson and Lt. Col. Johnathan Artis, 319th Recruiting Squadron, attend the Yale "Heroes Game," Oct. 28 at the Yale Bowl stadium to honor military and civilian service members. The yearly game features displays from the various services, and vets take the field for a coin toss as well as other special events.



Members of the 331st Recruiting Squadron A-Flight conducted a joint service swear-in Nov. 11 at Alabama State University's Military Appreciation Game in Montgomery, Alabama. The swear-in was conducted by Lt. Col. Jason A. Johnson, commander, Military Entrance Processing Station, Montgomery. The future Airmen joined 30 other future sister service members.



Master Sgt. Steve Colley, Staff Sgt. Desmond Boone, Airman 1st Class Maurice Sanders, Airman 1st Class Dakota Archie and members of the F-Flight Delayed Entry Program were on hand to enjoy free meals provided to veterans by the Cleveland, Tennessee, Chick-Fil-A, Nov. 9.



The production teams from the 330th, 331st and 333rd Recruiting Squadrons collaborated Oct. 16-19 at Tyndall Air Force Base, Florida, to develop plans and strategies for a successful new year.



**Master Sgt. Richard Abbott, Staff Sgt. Shane Simpson and Lt. Col. Johnathan Artis, 319th Recruiting Squadron, attend the Yale "Heroes Game," Oct. 28 at the Yale Bowl stadium to honor military and civilian service members. The yearly game features displays from the various services, and vets take the field for a coin toss as well as other special events.**



**Tech. Sgt. Casey Prine, 333rd Recruiting squadron Marketing and Training non-commissioned officer, meets and greets NASCAR fans at the Air Force activation during the Championship Race Cup Series at Homestead-Miami Speedway, Homestead, Florida.**



Members of the 319th Recruiting Squadron take part in the Lexington High School military appreciation game, Oct. 8 in Lexington, Massachusetts.





Members of the 333rd Recruiting Squadron A-Flight Delayed Entry Program get ready to swear-in on center stage at the Championship Race Cup series at Homestead-Miami Speedway, Homestead, Florida.



Members of the 364th Recruiting Squadron and Delayed Entry Program, led by Tech. Sgt. Jessica Quinn and Staff Sgt. Nicholas Hinton, prepared and served more than 300 meals for individuals at the Saint Mary's Dining Hall, Nov. 6.



Tech. Sgts. Joshua Toth, Casey Prine and Sean P. Christian, 333rd Recruiting Squadron, work the Air Commando Experience at the Ft. Lauderdale Fit Expo.



Staff Sgt. Christopher Farrell, 332nd Recruiting Squadron enlisted accessions recruiter, Airman Thomas Hillebrand, Recruiter's Assistance Program, and members of F-Flight's delayed entry program supported the Wings Over North Georgia Air Show in Rome, Georgia, Oct. 21-22. The event brought increased awareness of the Air Force to attendees.



**333rd Recruiting Squadron Operations Noncommissioned Officer Staff Sgt. Roger Gale works behind his "command center."**



Members of the 333rd Recruiting Squadron meet with local students who volunteer with the Miami-Dade Police Academy and provide parking security during the Championship Race at Homestead-Miami Speedway. From left to right: Tech. Sgt. Sean Christian; Maj. Jason Wyche; and Tech. Sgt. Casey Prine.



**Miles, the Denver Broncos' mascot, pumps up the crowd in his Air Force flight suit during the Salute to Service game, Nov. 12 at Sports Authority Field at Mile High in Denver.**



Military members took the field Nov. 12 for the Denver Bronco's Salute to Service game. Dedicated to all the men and women who have served in the armed forces, members of the 367th Recruiting Squadron Delayed Entry Program were sworn-in as part of the festivities.

