

BEHIND THE BADGE

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

JULY 2018



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:
JULY 20, 2018

FROM THE EDITOR



CHRISSEY CUTTITA

BTB is back! We didn't anticipate an extended Spring Break but it happened due to the transition of personnel.

While some say I'm the "new Melissa," I do have a name and an Air Force journey all of my own. Once upon a time, in a city that never sleeps, I met Sergeant Mapes and my life was forever changed. At the time I was a headstrong lead who enrolled in ROTC classes at a NYC college after an interest in serving the Air Force sparked during high school.

Without the use of any social media, I probably used a yellow-paged phone book and dialed a few numbers from the phone that was fixed to my parents' kitchen wall to learn who my local recruiter was and where he was hanging out. After completing a few subway rides and a ferry trip that muggy morning in August 1992, I found the right station. Sergeant Mapes was as serious as he was tall. He quizzed me until he felt I was a solid applicant. He was sure I could ship within two months.

My joining the enlisted ranks looked promising for both of us. He offered me a ride back to my parents' house. The man in full service dress at the door asking for identification paperwork was my family's wakeup call that I was serious about joining. He told them politely I'd be leaving for basic military training and not returning to college as he instructed me to get that ROTC scholarship under one of the many Airmen programs.

And just like that it happened! I was inside the gate and I never left. Sergeant Mapes was right about how to apply for the college scholarship; it was awarded to me in 1995

ON THE COVER



Maj. Gen. Mark Weatherington, Air Education and Training Command deputy commander, passes the Air Force Recruiting Service guidon to Brig. Gen. Jeannie Leavitt during the assumption of command ceremony at Joint Base San Antonio-Randolph, Texas, June 15, 2018. Read the full story on pages 3 -4.

right before I was about to pin on Senior Airman. My career soared from E-ranks to public affairs officer, active and Reserve, to civilian (where I started with a few years in Army recruiting in my hometown. Hopefully you won't hold against me-haha).

Recruiters have a huge impact on America's youth, offering a solution to making their dreams a reality while serving this great nation. I bet you don't take that responsibility lightly and are proud of the things your team and recruits do. Please let me know how this magazine can showcase those efforts and help you shape the future of the Air Force. I look forward to sharing your stories.

Leavitt assumes command of AFRS to lead recruiters in impacting Air Force of the future

By Chrissy Cuttita, AFRS/PA

Brig. Gen. Jeannie Leavitt assumed command of the Air Force Recruiting Service June 15, 2018, at Joint Base San Antonio-Randolph, Texas.

"As members of AFRS we have the chance to have an incredible impact on our Air Force and the defense of our nation," the general said after receiving command from Maj. Gen. Mark Weatherington, Air Education and Training Command deputy commander. "We are recruiting the Air Force of tomorrow. That is an incredible responsibility but it is also an awesome challenge. I want you to take advantage of this opportunity."



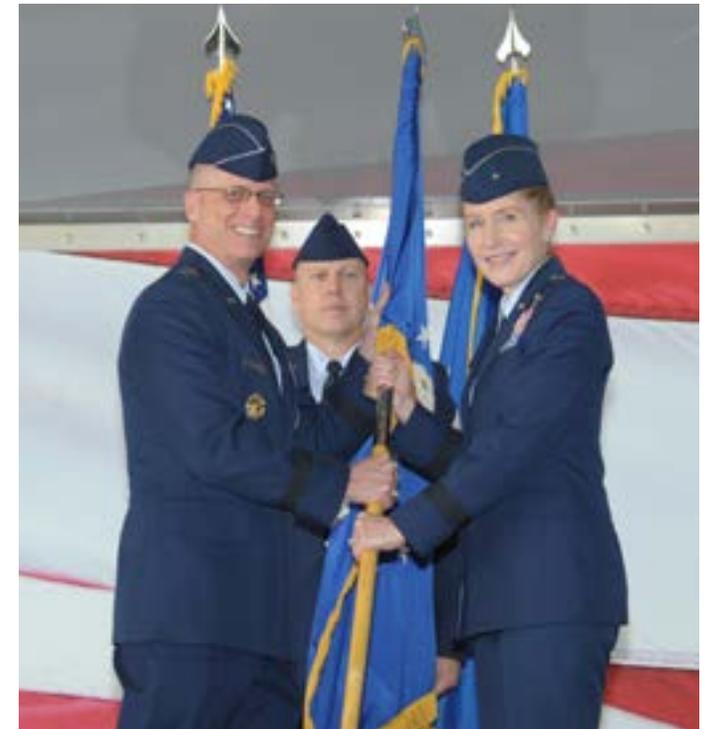
Chief Master Sgt. Matt Macho, Headquarters AFRS Operations Division Superintendent, pins the U.S. Air Force Recruiting badge on Brig. Gen. Jeannie Leavitt after she assumed command of AFRS June 15, 2018, at Joint Base San Antonio-Randolph, Texas. (Air Force photo by Joel Martinez)

Weatherington defined Leavitt as a "trailblazer" as he provided a brief synopsis of her Air Force biography full of unique accomplishments that began when she was the distinguished graduate of an Air Force Reserve Officer Training Corps at a university not far from Randolph.

Leavitt entered the Air Force after earning her bachelor's degree in aerospace engineering from the University of Texas in Austin and later earned her master's degree in aeronautics and astronautics from Stanford University, California.

Acclaimed as the Air Force's first female fighter pilot, Leavitt previously commanded the 57th Wing, the Air Force's most diverse flying wing comprised of 38 squadrons at 13 installations with a variety of more than 130 aircraft headquartered at Nellis Air Force Base, Nevada. Leavitt has served in a variety of flying, staff and command assignments and has commanded at the flight, squadron and wing level and has flown more than 3,000 hours in the F-15E, T-38A, AT-38B and T-37. She also instructed F-15E Strike Eagle pilots in the U.S. Air Force Weapons School in the late 1990s. Her operational experiences include Operations Southern Watch, Northern Watch, Iraqi Freedom and Enduring Freedom.

"Your impact is significant and this impact will be felt by the Air Force for many years to come," Leavitt told recruiters at the ceremony.



Maj. Gen. Mark Weatherington, Air Education and Training Command deputy commander, passes the AFRS guidon to Brig. Gen. Jeannie Leavitt during the assumption of command ceremony at Joint Base San Antonio-Randolph, Texas, June 15, 2018. (Air Force photo by Joel Martinez)

"By extracting America's best and brightest to be future Airmen, AFRS is preparing our Air Force for victory in tomorrow's conflict."

Weatherington shared three inspiring stories of men and women who faced challenging upbringing-
COMMAND continued on page 4

COMMAND continued from page 3



(above and below) Brig. Gen. Jeannie Leavitt, AFRS commander, meets with Delayed Entry Program members after she administered the oath of office to them at an AFRS assumption of command ceremony at Joint Base San Antonio-Randolph, Texas June 15, 2018. (U.S. Air Force photo by Joel Martinez)



ings but found a positive future in serving the Air Force, something he defined as the power of AFRS. He called Leavitt a pathfinder who will lead the team in continuing that trend of bringing talent to the service and sustain the momentum.

After the recruiting badge, or "cookie," was pinned to her service jacket, Leavitt led a group of Delayed Entry Program men and women through the Oath of Enlistment.

"Our continued success depends on each and every one of you," Leavitt said. "Our team needs your talent and dedication but even more so, your enthusiasm, your imagination, your creativity. You are the key to our future success." By the inspiration of the many who serve and

have served she thanked at the event, including the support of family members present and the children she said motivate her to make the nation better for the next generation, Leavitt believes the Air Force will remain second to none.

"To remain the premier Air Force of the world we must continue to recruit highly talented young men and women, she said. "To inspire the next generation to serve, we will show them a path to becoming an Airman. We will show America's sons and daughters how rewarding it is to be part of something bigger than yourself. We will explain to them the satisfaction that comes from knowing you protect and defend the freedoms we hold dear."

Boy are we enthusiastic!



Brig. Gen. Jeannie Leavitt, AFRS commander and Chief Master Sgt. Matt Macho, Headquarters AFRS Operations Division Superintendent, lead the audience in a cheer during the AFRS assumption of command ceremony June 15, 2018, at Joint Base San Antonio-Randolph, Texas. (U.S. Air Force photo by Joel Martinez)

New squadron specializes in Battlefield Airmen recruiting

By Danielle Knight, AFRS/PA

The first squadron focused solely on recruiting Battlefield Airmen and combat support career fields stood up today in a ceremony at the Medina Annex on Joint Base San Antonio – Lackland.

The reactivation of the 330th Recruiting Squadron, Air Force Recruiting Service's 28th squadron, marks the first time in Air Force history that a unit will be dedicated to recruiting men and women for hard-to-fill positions within special operations and combat support roles.

The reactivation began with members of the Battlefield Airmen Training Group and the 330th RCS freefalling into the ceremony with the squadron guidon and the American Flag. Col. Ron Stenger, BATG commander and a special tactics officer, passed the guidon to Col. Robert Trayers, AFRS vice commander, and former commander of the 330th RCS when it was deactivated back in 2009.

Following the jump, members of the 330th RCS participated in memorial pushups at the Lt. Col. William Schroeder Memorial.

"Memorial pushups are a tradition in our community to recognize and honor our fallen comrades," said Master Sgt. Benjamin Hannigan, a liaison to AFRS from the 24th Special Operations Wing. "They are usually done after strenuous physical activity, because our fallen comrades did more than their physical body could. Our physical sacrifice of remembrance could never match up to their sacrifice."

Shortly after the memorial pushups, the official party moved into the Lt. Col. William Schroeder Auditorium for the assumption of command ceremony. Trayers provided remarks about the squadron's heritage.



Col. Robert Trayers, Headquarters Air Force Recruiting Service vice commander passes the 330th Recruiting Squadron guidon to Maj. Heath Kerns during the activation and assumption of command ceremony at Joint Base San Antonio-Lackland June 29, 2018. Their mission is to train and assess the next generation of special operations and combat support forces. (U.S. Air Force photo by Ismael Ortega)

"It's great to be able to reactivate this squadron with a great team and new leaders," Trayers said. "You now have the important responsibility of recruiting the folks you want at the tip of the spear of our nation."

The reason for activating the 330th RCS was to overcome the challenges of recruiting and training Battlefield Airmen, said Trayers.

Since the standup of the BATG in 2016 to the beginning of the current prep course, this activation completes the span between recruiting and training in the revolutionary new Special Operations recruiting model.

"What you see before you is an Air Force Chief of Staff directed fix to a 21 year problem," said Maj. Heath Kerns,

330th RCS commander after receiving the guidon from Trayers. "Our squadron is exclusively focused on scouting, developing and guiding future Battlefield Airmen and combat support warriors to their combat calling."

Kerns comes to AFRS with more than a decade of experience as a special tactics officer. The 330th RCS is designed to recruit and access the next generation of Special Operations Airmen and combat support forces, which include combat controllers, pararescuemen, special operations weathermen, tactical air control party, survival evasion resistance and escape (SERE), and explosive ordnance disposal (EOD).

According to Kerns, this recruiting squadron is necessary because you cannot mass produce special operators.

"The old model of taking someone off the street to recruit for the Battlefield Airmen pipeline showed a 90 percent attrition rate," he said. "Out of 100 people, only 10 would make it. This was not only a challenge for the recruiting force to have such low numbers on a high level of candidates, but also a large monetary cost for the Air Force itself."

Previously, a trainee would be assessed and trained by traditional recruiters, attend Basic Military Training, then begin the indoctrination course. Now, recruiters of the 330th RCS train and access potential candidates alongside contract developers, who are retired service members with experience in special operations and combat support roles.

Master Sgt. Richard Geren, a 330th RCS flight chief for the Texas area, spoke on the importance of selecting the right candidates for Battlefield Airmen and combat

330 RCS continued on page 6

330 RCS continued from page 3

support missions.

"First, we make sure they are qualified for the Air Force," Geren said. "Once we know they are qualified, we see if they are a good fit to become a Battlefield Airman."

According to Geren, a good fit includes the right mindset, attitude and understanding of the demands of the Battlefield Airmen career fields.

"I want to sit down with every person to explain the ins and outs of every single job we are recruiting for," he said. "I also want to share stories and examples of what a pararescueman or combat controller's worst day might be. It's not all Hollywood and cool gear. It's about hard work, determination and teamwork."

Similarly, recruiters took a unique approach to understanding the career fields they seek candidates for by immersing themselves in to Battlefield Airmen training. Kerns commended the squadron for attending the week-long indoctrination before activating the squadron and then closed the ceremony by speaking directly to the 330th RCS members.

"We will become an audacious display of innovation and collaboration," he said. "We will succeed in bringing the highest quality of warriors the Air Force and the world has ever seen. You embody these qualities; they are forged through a pursuit of personal excellence and enduring great challenge so that you can inspire young men and women to follow you to their combat calling."



Members of the 330th RCS perform memorial push-ups at the Lt. Col. William Schroeder Memorial during the squadron's assumption of command ceremony June 29, 2018 at Joint Base San Antonio-Lackland, Texas.



Members of the 330th RCS and guests look to the sky as jumpers make their way to the landing zone to kick off the squadron's assumption of command ceremony June 29, 2018 at Joint Base San Antonio-Lackland, Texas.



AFRS introduces AF-WIN tool

By AFRS/RSM

Air Force Recruiting Service introduced a new recruiting tool May 1, 2018 giving leads and applicants an opportunity to explore Air Force career fields based on their own unique interests. Implemented by our national marketing agency, GSD&M, the Air Force Work Interest Navigator (AF-WIN) survey tool identifies potential career fields that might interest an applicant by answering

a series of questions related to job context (the setting in which a job would take place), work activities (the responsibilities and functions related to career fields), and functional communities (how the career field impacts the Air Force mission).

There are two ways to access the AF-WIN survey; via applicant on the Air Force website or via recruiter on Air Force Recruiter Information Support System (AFRISS).

The first entry point is accessed directly through the www.AirForce.com web portal. Selecting the "Explore Careers" hyperlink will take the user to a page where they can choose to "TAKE OUR PERSONAL CAREER ASSESSMENT".

Prospective leads can take the survey if they provide the minimum amount of user information necessary to create a viable lead record required by AFRISS-Total Force. After completing the

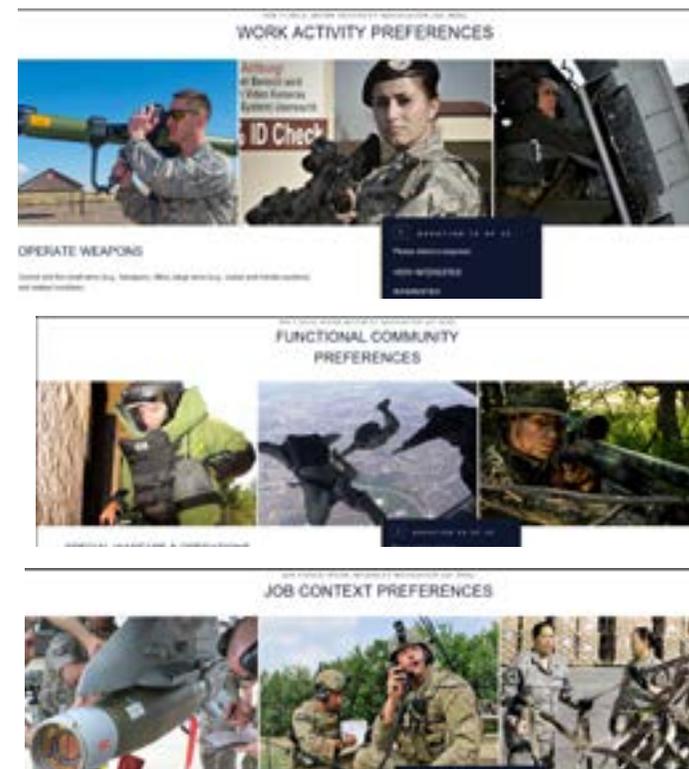


survey, lead information and survey results are passed to AFRISS-TF during one of its three-times daily pushes.

The second entry point is controlled by AFRS recruiters through newly developed AFRISS-TF functionality. Given an applicant record currently exists in AFRISS-TF, the recruiter can select the "Send AF-WIN Survey Link" button on the Applicant Summary screen automatically sending an email to the applicant with a personalized link to the AF-WIN survey.

The email instructions read:

"Thank you for your interest in taking the enlistment AF-WIN. The AF-WIN tool provides individuals who are considering joining the Air Force an opportunity to identify potential, compatible career areas. The AF-WIN asks you a series of questions about Air Force-related functional communities, job contexts, and work activities you might find



interesting in a career. Based on your responses, you will then see a personalized list of career areas identified as likely to be a good fit for your interests that you may wish to explore further.

"You will be presented with links to online information if you would like to learn more about these potential good-fit careers on your own. Your recruiter will also receive a copy of your AF-WIN results and will be available to discuss potential Air Force Specialties you are qualified for based on additional entry requirements including ASVAB score, physical, and medical entry requirements"

AF-WIN continued on page 7

Future Airmen get taste of BMT, leadership guidance

By Senior Airman Curt Beach, 673rd Air Base Wing PA

ANCHORAGE, Alaska – Future Air Force Airmen from across the state of Alaska received a unique opportunity to speak with Air Force Recruiting Service leadership and experienced a taste of basic military training in Anchorage, Alaska, March 13, 2018.

Col. Bob Trayers, AFRS vice commander, and Chief Master Sgt. Brian LaBounty, AFRS command chief, came from Headquarters AFRS, Joint Base San Antonio-Randolph, Texas, to visit the state's recruiters, speak with the Air Force hopefuls about opportunities within the service and to answer any questions they had prior to shipping out to basic military training.

"Meeting our future Airmen is really one of the most fun things we get to do," Trayers said. "We sometimes get caught up in the day-to-day work of recruiting, so when we get to see what our recruiters are doing on the ground level and meet the people we're bringing in – it's a fantastic opportunity. Anybody who thinks there aren't amazing young Americans who are ready and willing to serve is dead wrong.

"It's so much fun to see them and watch their faces light up as you share stories," Trayers said. "That's what it's all about. Recruiting is about telling your Air Force story, and everybody has a different one. So, it's a great opportunity to share and inspire. Choosing to serve has been the greatest decision of my life, and motivating future Airmen and reinforcing their decision to serve



Col. Bob Trayers, AFRS vice commander, and Chief Master Sgt. Brian LaBounty, AFRS command chief, speak to Air Force hopefuls about opportunities within the service during a visit with recruiters in Anchorage, Alaska on March 13, 2018. (Photo by Senior Airman Curt Beach) and hear what has inspired them to join is pretty exciting."

LaBounty has served for more than 29 years and said every time he gets the opportunity to meet the young men and women who have decided to join the Air Force, he's inspired and energized.

"I feel 20 years younger, and it's amazing every single time," he said. "The bench is deep. We have people coming in who are willing to do awesome things. It's a great experience."

The colonel and chief spoke about how much they've enjoyed their experiences in the Air Force, and how if they could trade places with the new

recruits and do it all over again, they would do it in a heartbeat.

"They gave a lot of good insight as to the attitude you need to have to achieve excellence," said Natalie Champagne, a Wasilla native who was scheduled to ship in March. "I really liked what the chief said about making the best of things, regardless of what you're doing. If you're assigned to be a street sweeper, be the best street sweeper. Be the best you can be, and you never know when that might open up more opportunities for you."

Champagne said she thought it was interesting that neither the colonel nor chief had initial intentions of making the Air Force a career.

"They were able to achieve and grow, and now they've each been in close to 30 years. Speaking with them did kind of change my outlook, because I did kind of get my dream job," said Champagne who reserved a job as a linguist. "I don't know if I want to do my six years and get out. Now I'm thinking I want to stay in. I'm seeing the camaraderie and the family mentality, and it's great. Each of us has such diverse jobs and paths in front of us."

Following the discussion with AFRS leadership, Master Sgt. Alonso Blackman, 673rd Medical Support Squadron transfusion services section chief, gave recruits a taste of basic military training. Blackman, a former basic training military training instructor, taught the recruits the basics of drill, military bearing, dress and appearance and reporting statements.

"Golden" perspective of forced distributions

Chief Master Sgt. Michael Hood
339th Recruiting Squadron Superintendent

During a whirlwind two years in recruiting, I've been fortunate to visit many of you and have heard you express the following viewpoint in more than a few recruiting units;

"I was under the impression that the Enlisted Performance Rating system rates individuals based off their actual work performance. Our Chief Master Sergeant of the Air Force said it rates solely on performance and Brig. Gen. Brian Kelly, Director of Military Force Management, said he wants his performance to be what he gets judged and measured on."

Under our new system, Kelly said in a June 12, 2018 interview at the Pentagon, "All these changes are about performance...We're trying to make sure that performance is the primary driver, whenever we're going to evaluate or select an Airman for promotion."

The heart of the concern is that many in recruiting believe a gold badge (the unit's top recruiter) should automatically receive their unit commander's top "promote now," a forced distribution.

What many recruiters fail to realize is that they are not competing for promotion against strictly Tier-1 recruiters, nor even strictly recruiters.

In fact, recruiters compete along with equally deserving non-recruiters and against graduated (more experienced) recruiters serving in Tier-2 positions such as battlefield airmen, health professions, line officer, Military Entrance Processing Stations, operations, training and other unique roles.

Additionally, promotion boards do not look at a single year's performance and neither should a unit. They review up to the last three years of performance from all of their qualified people.

Since the promotion board and unit commander reviews each member's performance spanning up to three years, they must compare them with all other qualified members.

Here's an example:

A first-year recruiter (TSgt Blaze) wins the unit's gold badge and feels entitled to the commander's promote now force distribution. Upon review of Blaze's records, the member has a good 2015 report as a primary AFSC worker, a solid 2016 record as a NCOIC nominated for special duty and a great 2017 report as a gold badge recruiter.

However, when comparing Blaze with several other eligible unit members, TSgt Better and TSgt Best have even stronger performance

Better (a Tier-2 recruiter) was outstanding in 2015, a prior unit 2016 gold badge and received recognition as a 2017 top group and command recruiter while leading the unit as an operations noncommissioned officer

Best (not a recruiter) had even stronger records and it was obvious to all that they were immediately ready to lead in the next higher grade. When commanders decide who to give their limited forced distributions, they select the most qualified

to serve in the next higher rank - not who had a great last year.

Winning a gold badge is a great accomplishment but we must temper this with the Air Force at large. What if another was a 12 Outstanding Airmen of the Year or the major command's nomination - should a gold badge overshadow these accomplishments?

Even when someone receives a high level award, no award should automatically translate (by itself) to promote now or a must promote via forced distribution.

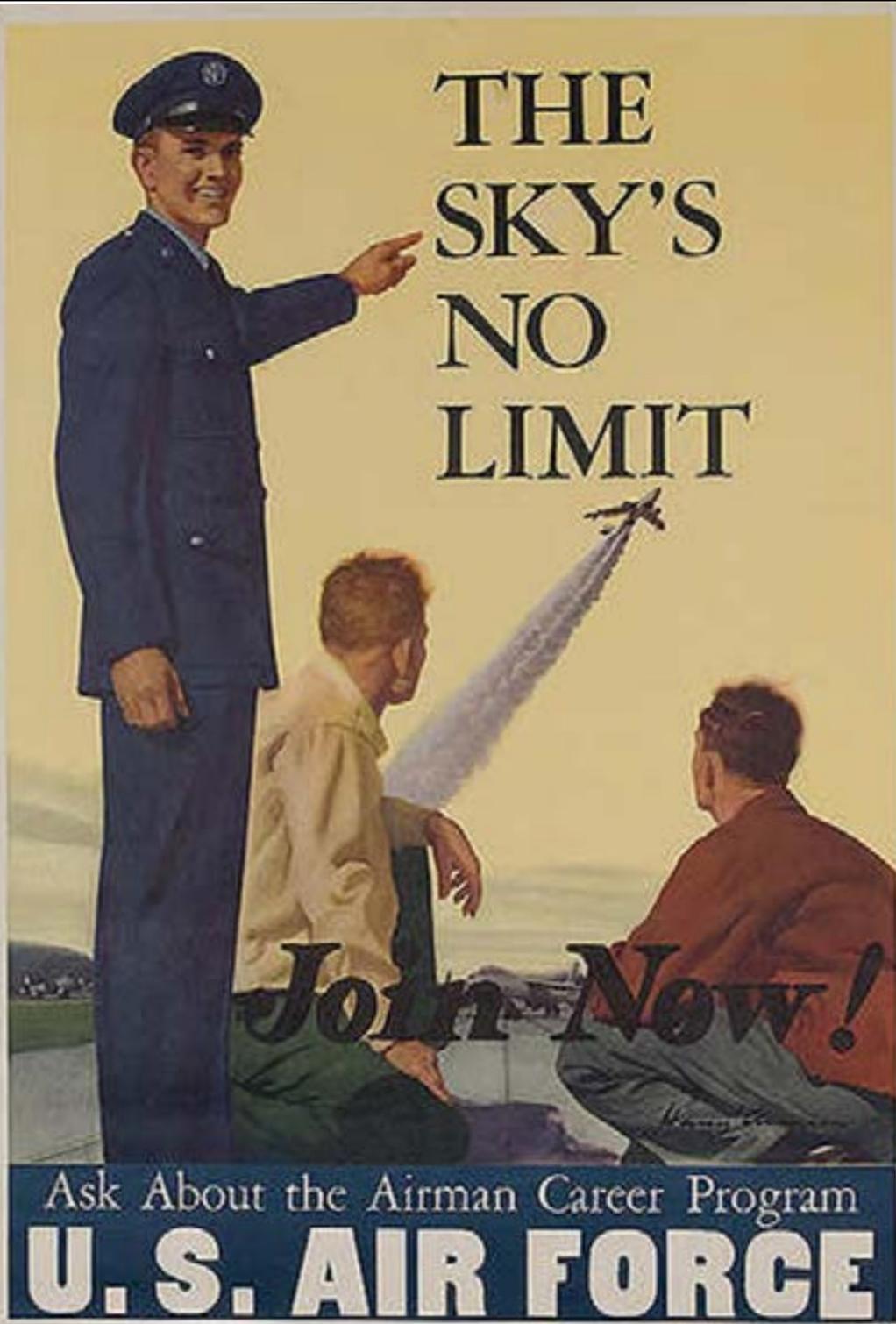
So does our promotion system focus on performance? - Absolutely!

Please keep these things in mind and know that our commanders equitably evaluate all of their qualified members. Forced distributions focus on sustained superior performance over the last three reports and just because you won an award and killed it this year doesn't necessarily guarantee a unit's limited distribution.

For more on this, read the EPR Forced Distributions Explained article on our new AFRS Leadership University SharePoint.

Lead On!





BEHIND^{THE}BADGE DEADLINES

SUBMISSION DEADLINE	PUBLICATION DATE
JULY 20	AUG 10
AUG 24	SEPT 7
SEPT 28	OCT 5
OCT 26	NOV 2

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

JULY: MAINTENANCE
 AUGUST: SERE SPECIALIST

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



(Left) Lt. Col. Joseph Roth, Tech. Sgt. Nicholas Chambers and Master Sgt. David Albanese, 333rd RCS, found future “Sharks” at the South Florida Regional FIRST Robotics Competition March 30, 2018. (Right) Tech. Sgts. Joshua Toth and Nicholas Chambers, 333rd RCS, learn what it takes to build a robot in only six weeks during the competition.



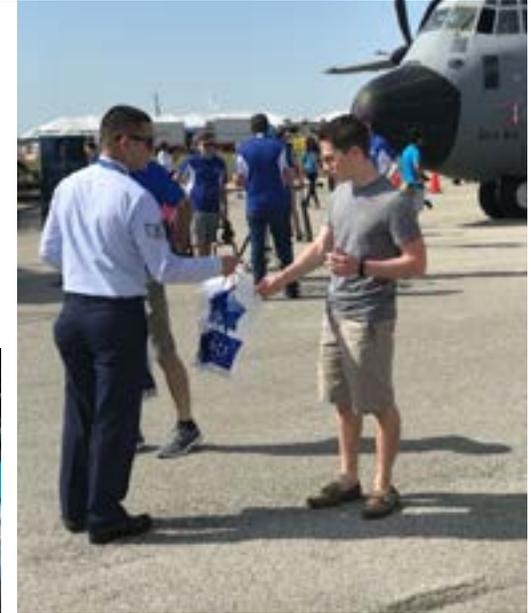
The 331st RCS partnered with the 325th Fighter Wing’s Explosive Ordnance Disposal unit from Tyndall Air Force Base, Fla., and the Air Force Reserve Recruiter for the New Orleans region during FIRST Robotics at the Ponchartrain Center, Kenner, Louisiana March 22-24, 2018. The Bayou Regional featured teams from 14 states and an international team from Mexico. EOD demonstrations provided competitors a unique experience and view of the opportunities available to them in the Air Force during the regionals.



Staff Sgt. Zachariah Earle, 331st RCS recruiter, hosted the Air Commando Experience March 27, 2018, at Lee Magnet High School, Baton Rouge, Louisiana. The event provided visibility in the local community and helped generate leads.



Master Sgt. Joseph Avanzato and Tech. Sgt. Roger Gale, 333rd RCS, swear in during the USAF Thunderbirds reenlistment ceremony at the Melbourne Air and Space Show, Florida March 24, 2018. Other photos show 333rd RCS recruiters engaging the audience at the event.



(Left) Staff Sgt. Dexter Harrison, 364th RCS E Flight recruiter, with two DEP members from Yuba City, California and (right) Tech. Sgt Jordan Nelson and Staff Sgt. Dexter Harrison, 364th RCS E Flight recruiters, pose for photos during the Beale Air and Space Expo 2018 April 29, 2018. The 364th RCS participated with other military services at Beale AFB's first airshow since 2011 in booth set ups and a mass DEP swear in for Air Force DEP members with a U-2 fly over.



Tech. Sgt. Laura Arnold and Staff Sgt. Andrea Jolley, 364th RCS, represent the Air Force with military service members during a home game for California's Golden State Warriors in celebration of International Women's Day March 14, 2018.



Tech. Sgts. Brandon Marsteller, Elk Grove Recruiter G Flight, and Kevin Saravia, Vacaville Recruiter C Flight, of the 364th RCS, led a tour of Travis AFB, California, for more than 40 DEP and prospective applicants April 4, 2018. The group received three career briefs in addition to touring the dining facility, dorms, a maintenance squadron and tickets and travel in an effort to motivate and inspire more people to consider the mechanical and electrical career fields.



vs.



Senior Master Sgt. James Potter and his team of pro superintendants and flight chiefs (right) challenged Lt. Col. Brian Chandler and his team (left) to a friendly game of kickball at the 364th RCS April 26, 2018. Unfortunately Potter's space-themed shirt clad players lost the challenge in the team building event designed to motivate them to become better kickball players. Until next time...

The 369th RCS hosted a swear in ceremony for 16 members of the Delayed Entry Program in front of a P-38 from the heritage flight at Fox Airfield in Lancaster, California. During the event, members of 369th RCS snap a selfie on the runway. Starting from the front left is Tech. Sgt. Catrina Davis, Lt. Col. Scott Fleming, Master Sgt. Michael Horne, Staff Sgt. Porsche Davis, Staff Sgt. Jesse King, Master Sgt. Brandon Archer, Staff Sgt. Steven Whalen, Staff Sgt. Haley Santos, and Tech Sgt. Charles Williams.



Team members from 369th RCS G Flight "Goats" gather for a picture after a base tour at Anderson AFB, Guam. JROTC members from JFK HS toured EOD unit, talked with pilots, crew chiefs, watched the B-52 take off and saw a KC-135 Stratotanker perform a few touch and go maneuvers.



Tech. Sgt. Tony Parker receives his out of cycle Silver Badge in front of an F-35 from Lt. Col. Scott Fleming, 369th RCS commander.



Tech. Sgt. William Powell and Staff Sgt, Michael Ballard coordinated a 331st RCS DEP swear in for spectators prior to an F-22 Demonstration April 21, 2018 during the Wings over Columbus Airshow at Columbus AFB, Mississippi. Maj. Paul “Loco” Lopez II conducted the swear in prior to taking to the skies to headline the show. The DEP members were cheered on by the fans as they took their oath in front of the F-22 surrounded by the Demo Team members and their recruiters.

(Right) The 331st RCS celebrated meeting April’s mission objective Apr. 29, 2018 at Talladega Speedway, Talladega, Alabama. Photographed are Lt. Col. Lara Wilson, 331st RCS commander, Brig. Gen. Timothy Kelly, Air Education and Training Command, Master Sgt. Sean Smedley, 331st RCS B Flight Chief and Bubba Wallace, No. 43 driver, Richard Petty Motor Sports.



Staff Sgt. Cody Coker was recognized as the Montgomery Biscuits Military Hero of the Game during their Military Appreciation Night in Alabama April 18, 2018. The organization recognized Coker’s eight years of military service during the game when he threw a strike prior to the start of the game during his ceremonial first pitch.





(Above and below) The 367th RCS, Buckley Air Force Base Color Guard and Air Force Band participated in the 25th anniversary season start for the Colorado Rockies, better known as "Snowpening Day," marked the coldest season start in the team's history, April 6, 2018 in Denver, Colorado.



Tech. Sgt. Desmond Boone, 332nd Recruiting Squadron F Flight, was an invited guest of honor at the National Military Widow/Widowers Service Organization April 29, 2018 at Embassy Suites in Chattanooga, Tennessee. The organization's goals include working for and fighting for our forgotten surviving aging military veteran wives and mothers. More than 100 people in attendance had an opportunity to foster deeper community relations and offer support and assistance where needed. Boone also for coordinated support for the event by arranging a local JROTC color guard presentation of colors and setup/teardown.





The 319th RCS G flight gives students an opportunity to sit in a mock Thunderbird at a booth at Six Flags New England in Massachusetts April 27, 2018. More than 50 high schools participated in STEM events at the park that included a stop at the Air Force recruiting booth as part of their scavenger hunt.



Master Sgt. Juan Zea, 319th RCS F Flight Chief, poses with the DEP members who swore in at the annual Red Sox season opening game. More than 40 DEPpers from the New England area participated in the event.



Tech. Sgt. Darby Larvenz 319th RCS recruiter in H Flight (Germany) shakes an applicant's hand at the brand new Aviano Air Base, Italy, recruiting office grand opening ceremony.



Tech. Sgt Adrian Gonzales, 369th RCS F Flight recruiter, conducted a classroom presentation to an AFJROTC class at Taunton HS, Taunton, Massachusetts with the assistance of Master Sgt. Juan Zea, F flight chief, and several Airmen on RAP.



The 331st RCS spent the end of their Semiannual volunteering at Habitat for Humanity's ReStore and home build for the community of Covington, Louisiana. The squadron served more than 105 hours of manpower at the store and more than 60 hours putting finishing touches on two homes in May 2018.



Maj. Jenina Gardner, 331st Support Flight Commander, Lt. Col. Maeli Allison, 369th RCS commander and public affairs officer, and Tech. Sgt. Scott Stone, 331st RCS C Flight Recruiter pose for a photo at the Girls Inc. career fair May 24, 2018. The event, titled "Work Like a Girl," encouraged approximately 80 females between the ages 10-18 in the audience to pursue career fields not traditionally held by women. Recruiters showcased different opportunities available to women in today's Air Force with personal experiences told by female officers.



Tech. Sgt. Jacob Richey, 311th RCS G Flight, receives the Cleveland Division of Police Citizens Award from Cleveland Mayor Frank Jackson and Calvin Williams, Chief of Police. during a award ceremony June 22, 2018. Richey and recruiting assistant Airman First Class Thomas

Kmetich were recognized for heroically responding to a fatal traffic accident scene in November 2017. As the Airmen were driving in the city they saw an overturned vehicle, stopped and kept the scene safe until police arrived.



Maria McAlister, 362nd RCS D Flight secretary, (center) poses with her flight after they recognized her recent accomplishment of graduating Arizona State University with a Masters of Social Work on May 10, 2018. Her co-workers said she provides constant support to the flight in Glendale, Arizona.

(Right) Tech. Sgt. Brian Ashton, 332nd RCS F Flight recruiter, presented Air Force stoles to future Airmen Alexander Robinson, Ashley Cross and Anna Marie Thompson during the Bradley Central High School graduation ceremony May 19, 2018 in Cleveland, Tennessee.



The 311th RCS "Wolfpack" put the Air Force front and center during Nitro Circus June 21-22, 2018 at Highmark Stadium in Pittsburgh, Pennsylvania with a DEP swear-in (top left), Air Force advertisements, and squadron mini-jet cameo. The athletes decided to cruise the mini-jet during the show including performer Ethan Roberts, seen in the photo to the right. The team that put this together included Training/Marketing, A Flight and the 330th RCS.

330th RCS hosts Monster Mash



Air Force recruiters participate in various physical fitness activities prior to the 330th RCS activation and assumption of command ceremony at Joint Base San Antonio-Lackland June 29, 2018. The 330th RCS is the very first specialized Air Force Special Operations recruiting squadron made up of 141 highly-motivated personnel to scout, develop and guide future Battlefield Airmen and Combat Support personnel. Maj. Heath Kerns assumed command of the 330th RCS.

