



Recruiting:
Front line of readiness
(Pages 5-11)

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VIKING FLYER

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On the cover

Tech. Sgt. Pam Perkins, 934th Airlift Wing recruiter, loves recruiting and all its challenges. For a focus on recruiting today, see Pages 5-11.



(Photo by Cherie Huntington)

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Commentary

Buckling down for great '97

Lots of changes, challenges lie ahead in new year

by Col. Michael Gjede
wing commander

Here we are, already in 1997. The old year is behind us and what a year it was. The Operational Readiness Inspection – and everything that led up to it – is thankfully behind us. Does this mean we can relax now?

We all know the answer is, “No.” This year will bring its own new set of changes and challenges. We already know that on the first of April – is this a joke? – the C-130 community will revert back to Air Mobility Command. We’re told it will be a seamless transition, but change is never totally seamless.

We’ll be working hard to provide a usable annual plan, taking into account our Unit Self Assessment, that will clearly give everyone in the wing our goals and how we hope to achieve



Gjede

them this year.

Also looming on the horizon is the Air Force Reserve Quality Air Force Assessment in 1998. We

know, however, that preparation for that must start now.

Of course, we’ll all have the “normal” deployments and visits from higher headquarters. There are also the unknowns that will be driven by the world situation.

The bottom line to all this is: We’ve taken a month to relax, recover and celebrate a tough very successful 1996. Now it’s time to buckle down and make 1997 just as successful.

I know that you are the people to make that happen. □

Risk management

Listening to voice of experience can save money, loss of life

by Maj. Gen. Robert McIntosh
chief, Air Force Reserve and
AFRES commander

Operational Risk Management is a way of determining if the results are worth the risk. It’s very easy to compromise safety in the rush to get the job done. That little voice you hear whispering,

“Something’s not right here!” is the voice of experience and is worth listening to. Ask yourself the question, “Are we pressing too hard here?” or say, “Wait a minute!” if something doesn’t seem right.

Intelligently managing risks is a quality process. We need to cultivate this approach in everything we do, both on and off duty. When something doesn’t seem right, ALWAYS ask the question, then take the time to act appropriately. Incorporating risk management into everything we do can preclude embarrassment, save money, and most importantly, prevent injury or loss of life. □

UTA schedule		• January UTA pay should be deposited by: Jan. 15.
Feb. 1-2	June 7-8	
March 1-2	July 12-13	
April 5-6	Aug. 23-24	
May 3-4	Sept. 6-7	



World

College loans available to reservists' children

Approximately 860 students will receive \$2,500 interest-free loans from The Retired Officers Association Educational Assistance Program for the 1997-98 school year.

The loans are awarded annually for up to five years of undergraduate study to dependent children of any member of the military — active, reserve forces, retired or their surviving spouses. Officers must be members of TROA.

Awardees must be unmarried and under the age of 24. Qualified students with a grade point average of 3.0 or better on a 4.0 scale are selected on their scholastic ability, potential, character qualities, participation in extracurricular and community activities, as well as financial need. All students awarded loans were automatically considered for \$500 grants.

Applications are now available and should be requested by Feb. 15. The completed application must be postmarked on or before March 1. For applications or more information, write TROA Educational Assistance Program Administrator (09D), 210 N. Washington St., Alexandria, VA 22314-2539, or call 1-800-245-TROA (8762), Ext. 169, or e-mail schol@troa.org. This information is not available locally.

Local civilians to see healthy pay raise

Many federal civilian employees at three Air Force Reserve installations, including Minneapolis-St. Paul International Airport Air Reserve Station, will see an added bonus in their paychecks starting in January. The other bases are in Milwaukee, Wis., and Pittsburgh, Pa.

Civilians in these locations join employees at 26 other metropolitan areas who will receive locality pay adjustments to their 2.3 percent general schedule pay raise. Minneapolis will see the largest pay hike, 4.66 percent. Houston, Texas, will receive 4.28 percent; San Francisco, 3.89; and Milwaukee, the fourth largest raise, 3.72. Los Angeles, New York and Washington, D.C. rank fifth, sixth and seventh, and Pittsburgh's 3.22 percent will be the eighth largest.

Some metropolitan areas will receive less than 2.97, the civilian pay raise and adjustment for the "rest of the United States." Employees at Wright-Patterson Air Force Base in Dayton, Ohio, will receive a 2.24 percent pay hike with adjustment. (AFRNS)

Reserve HC-130P crashes in Pacific

A memorial service for the crew of the Air Force Reserve HC-130P aircraft that crashed Nov. 22 took place at the 939th Rescue Wing, Portland International Airport, Dec. 7.

Nine crewmembers and one passenger were lost after their aircraft went down in the Pacific Ocean approximately 60 miles off the coast of Northern California. The aircraft and crew were assigned to the 304th Rescue Squadron. Two bodies were recovered before search and rescue operations ended.

A 10th crewmember, Tech. Sgt. Robert Vogel, survived the crash. The 31-year-old radioman was pulled out of the

frigid waters, clinging to an aircraft seat cushion, by a Coast Guard helicopter crew shortly after 9 p.m., about one and one half hours after Oakland, Calif., and Seattle air traffic controllers lost radar and radio contact with the aircraft. (AFRESNS)

Junior officer seminar offered

Phase I of the Junior Officer Leadership Development Seminar II, or JOLDS II, has been set for March 13-16 at Homestead Air Reserve Station, Fla., with an enrollment deadline of Feb. 13.

The two-phase class, with a home/unit study portion, covers approximately an eight-month period. After Phase I at Homestead, home/unit study starts, with the course concluding with a four-day Phase II session in October. Dates and location have not been set. One slot is available for each wing and numbered air force, to be selected by commanders.

For more information, contact Carl Obenland, e-mail address Carl.Obenland@HQ.AFRES.QIP@Robins, or call DSN 497-0262 or 1-800-233-1784, Ext. 70262.

Around 'blue world' ...

Air Force Reserve Vice Commander Maj. Gen. James Sherrard III became the 13th recipient of the AFRES Order of the Sword Nov. 2. The honor is patterned after two orders of chivalry founded during the Middle Ages in Europe, where noncommissioned officers adopted the old "Royal Order of the Sword" ceremony in 1976. It is the highest tribute the NCO corps can bestow upon an individual. (AFRESNS)

The Air Force released the accident investigation report Nov. 25 of the Aug. 17 crash of a C-130 near Jackson Hole Airport, Wyo. The crash killed all eight crewmembers and one passenger. The report concluded that crew error caused the crash — failure to monitor the aircraft's position and flight path relative to high terrain surrounding the airport. (AFNS)

The U.S. Postal Service announced Dec. 5 that a commemorative postage stamp of the Air Force Thunderbirds flying the F-16 Fighting Falcon. It recognizes the Air Force's 50th Anniversary and can be purchased starting Sept. 18, the "birthday" of the Air Force. (AFNS)

The European and Pacific editions of the Stars and Stripes newspapers will unite many common operations in a new U.S.-based office by Oct. 1, 1998. The consolidation will reduce the work force by about a third and establish a central office in the Washington, D.C., area. (AFNS)

Reserve promotion boards set schedule

The Air Force Reserve has announced its 1997 promotion board schedule.

(Continued on next page)

Surfin' the VF

- 5 Special recruiting focus, Pages 5-11
- 12 Environmental series starts, Pages 12-13
- 13 Reservist helps rescue stranded hunters

Briefs in Blue

(Continued from previous page)

March 3-7: Mandatory and position vacancy for fiscal year 1998 line and health professions major, and judge advocate general and chaplain captain, major and lieutenant colonel boards.

April 14-18: Reserve commander screening board.

June 9-13: Mandatory and position vacancy fiscal '98 line and health professions lieutenant colonel board.

Aug. 4-8: Mandatory fiscal '98 line and health professions captain board.

Oct. 20-24: Fiscal '98 Reserve colonel selection board.

Dec. 1-5: Reserve brigadier general qualification board.

(AFNS)

LOCAL

Top ORI teams recognized

Starting next month, the *Viking Flyer* will present a feature on each of the superior performance teams from the Operational Readiness Inspection.

Thanks to reservists speaking up and the research by **Maj. Kent Thomas**, commander, 934th Mission Support Flight, it was discovered that the complete list of teams did not appear in the *Flyer* and was not briefed completely in November. The three teams briefed were: Mobile Aircraft Arresting Team, Minimum Operating Strip Team and Night Shift Damage Repair Assessment Team.

Other teams selected were: Moulage Team, Inspector General Reception Team, Airfield Damage and Assessment Teams I and II, Personnel Deployment Team and Avionics Reliability Team. Apologies go to these deserving members for this oversight.

Any questions or errors found in the *Flyer* should be addressed to the editor, **Cherie Huntington**, either by e-mail or phone, Ext. 5337, for immediate action.

CFC brings in record-breaking total

Base employees gave with great generosity in this year's

Combined Federal Campaign, topping all previous totals according to **John Marchetti**, Base Civil Engineering, who chaired this year's drive.

With a goal of \$18,000, 196 base employees donated \$20,417.60, with a few later donations expected. This total is 20 percent better than last year, and 13 percent more than the goal. Marchetti reported the last four year's totals had been stable, with last year's total down 4 percent from the previous year.

Non-appropriated fund employees were also canvassed this year for the first time.

Jump-start information corrected

Last month's *Viking Flyer* left out a critical step in how to jump a dead battery safely. The correct steps are:

1. Connect the red positive (+) jumper cable clamp to the positive post of the dead battery.
2. Connect the other positive (+) jumper cable clamp to the positive post of the live battery.
3. Connect the black negative (-) cable to the negative post of the live battery.
4. Connect the negative cable clamp to a solid metal part of the dead car, at least a foot away from the battery. Never make your final connection to the dead battery, as a battery explosion could result.

Orderly rooms and base safety have dayglow orange stickers available that illustrate proper jumping procedures. The owner's manual for the car should also have information.

Cookbook still needs recipes

The 934th Family Readiness Program is preparing a cookbook as a fund-raiser. Anyone can submit recipes or household tips – military, civilians, family members and retirees. More than 200 recipes are desired by **March 2**.

Submit recipes to: **Cherie Huntington**, 934thAW/PA, or base e-mail, or mail to 760 Military Highway, Minneapolis MN 55450-2000. Many great recipes have been arriving weekly.

Call Huntington with questions, Ext 5337.

Viking Victors:

Chief Master Sgt. Julie Perry

Special promotion: Chief Perry is the first female chief for the 934th.

Position: Manager of nursing services, 934th Aeromedical Staging Squadron. Responsible for management, training and duty performance for all enlisted medical service people.

Education: Nearly finished with bachelor's in business, Middle Tennessee State University, Murfreesboro, Tenn.

Hobbies: Walking, spending time with family, going to the gym.

Civilian occupation: Senior account manager, PB Exchange, Inc. (telecommunications equipment sale/repair).

Goals: "To retire from the Air Force Reserve."

Family: Husband, **Ron**; daughters, **Katie** (12), **Kimberly** (7); live in Nashville, Tenn.

Comments: "Hard work, determination and commitment really worked in helping advance my career. I'd like to thank everyone in the 934th for the experience and knowledge you've shared with me." □



Recruiting: front line of readiness

by Cherie Huntington
editor

Once upon a time, the military lead the way as a dependable "charm school" for high school dropouts and troublemakers. In those days, recruiters held their own rather tarnished reputation.

Reeling in young people with whatever promises necessary, getting a name on the dotted line to fill a quota — those perceptions vanished long ago. That characterization fits better in the silent movies, whereas today's recruiting corps more closely resembles a Fortune 500 corporation's "headhunter" force — seeking out the best and brightest for careers, demonstrating exceptional potential for military service.

Consider a few facts:

- ♦The Internet now serves as another valuable tool in recruiting people.
- ♦As a reservist, a senior airman or

It's not just a few good men they want, but the most educated, best qualified, 'clean slate' candidates to join Reserve

sergeant can earn more than \$3,250 a year.

♦Educational benefits have never been better for reservists, including Community College of the Air Force, the Reserve Montgomery GI Bill and a number of grants, loans and bonuses available.

♦With high-tech training and experience so critical — and so hard to gain in the civilian world — the Reserve offers some of the best training in the world, free of charge.

♦For \$18 a month, reservists can elect to receive Serviceman's Group Life Insurance of \$200,000.

♦Though Beetle Bailey remains a private, mopping floors and peeling potatoes after all these years, regular

promotions in the Reserve mean increases in pay, authority, prestige, responsibility — and a bigger retirement check.

♦And on the subject of retirement, active duty and active reserve time counts toward the 20 years needed for Reserve retirement. At age 60, retirees begin receiving monthly retirement checks and full Air Force retiree benefits.

♦Finally, roping people on the street and dragging them in to enlist would serve no one well. As Reserve recruiters serve on active duty but are assigned to the unit they recruit for, their task seems more closely related to hiring co-workers. These recruiters cannot just put a new recruit on a bus to basic training and disappear — they will be working alongside that recruit for years to come.

This focus section attempts to illustrate the special world of Reserve recruiting today — the men and women who use 21st century methods to mine for pure gold. □

Meet our recruiters

They strive for a 934th "full house" of top-quality people

Name: Senior Master Sgt. Sheldon "Sandy" Sandmann, senior recruiter.
Years at 934th: 10 total.
Years in recruiting: 16.
Years in military: 22.



Sandmann

Born: Redwood Falls, Minn.
Previous military positions: Radar technician operator, air cargo specialist.
Education: More than 100 total college credits from Minneapolis Community College, Community College of the Air Force.
Hobbies: U.S. and foreign travel; American history, including visiting U.S. historical sites; hunting and landscaping.

Family: Wife, Ursula; children, Marion (36), Petra (32), Oliver (30) and Heidi (21); four grandchildren.
Current home: Inver Grove Heights, Minn.
Comments: "I admire and respect the strong work ethic at the 934th. It's a responsible group of people with an excellent attitude and a teamwork concept; everyone's always willing to pitch in and get the job done — and get it done right the first time."

Name: Master Sgt. Mark Jones, recruiting office manager.
Years at 934th: Six months.
Years in recruiting: Seven.
Years in military: Jones



22.
Born: Minneapolis.
Previous military positions: Fuels craftsman.
Education: Various fuels-related and recruiting technical schools.
Hobbies: Family activities, working with church community.
Family: Wife, Patricia; children, Melissa (18), Ashley (11), Darrin (10) and Nicole (7).
Current home: Maple Grove, Minn.
Comments: "I'm proud to be an Air Force Reserve Recruiter and a member of the 934th. After spending many years in the Air National Guard and subsequently transferring to AFRES, I became very excited about this program and felt I had the ability to pass that enthusiasm on to others. My personal goal is to ultimately make chief master

(Continued, next page)

Recruiting Focus

Meet our recruiters ... (Continued from previous page)

Name: Master Sgt. Judith Mills, health professions recruiter, satellite office in Fridley, Minn.
Years at 934th: One, plus previously in 1982-84.
Years in recruiting: 14.5.
Years in military: 18.
Born: LaCrosse, Wis.
Previous military positions: Aircraft welder.

Education: Graduate of Jefferson School of Commercial Art, LaCrosse.
Hobbies: Travel; American history, including visiting U.S. historical sites; landscaping and floral gardening (yes, exactly the same as Sandmann's.)

Family: Husband, Dean; children, Stephen (33), David (32), Ben (23), Brian (17) and Gabrielle (16); six grandchildren.
Current home: Family resides in Magnolia, Del.



Mills

Comments: "The 934th is one of the best Air Force Reserve units anyone could belong to!"

Name: Master Sgt. Byron Wiggins, in-service recruiter, Grand Forks Air Force Base, N.D.

Years at 934th: Eight months.
Years in recruiting: Six years, two months.
Years in military: 20.
Born: Opp, Ala.
Previous military positions: Airframe repair, radar operator, space tracking, management engineer,

electronic computer repair and switching, air transportation.
Education: Master's in personnel management,



Wiggins

bachelor's in human resource management, associate's in computer science, various military technical schools and military academies.
Hobbies: Guitar, golf, Internet and Headline News.

Family: Wife, Carol; stepdaughter Tricia Miller, a new member of the 934th.

Current home: Park River, N.D.
Comments: "I'm the in-service recruiter at Grand Forks, but I'm assigned to the 934th. I believe in integrity, and that is what Senior Master Sgt. Sandmann and my fellow recruiters in Minneapolis are all about. It's a pleasure to work with these individuals."

Name: Tech. Sgt. Pam Perkins, recruiter.

Years at 934th: Two.
Years in recruiting: Two.
Years in military: Seven.

Born: San Bernardino, Calif.
Previous military positions: Medical/health journeyman.
Education: Various technical schools.

Hobbies: Downhill skiing, NASTAR ski racing, writing poetry, all sports.
Family: Children, Niamalika (22, Swahili for "masterful purpose"), Afria Rashada (21, "It's the name of an African princess I found in a magazine."), and Lonnie Jesse Perkins V (19); grandchildren, Persia (7), Aswad (4), and Dwight (2).
Current home: Minneapolis.

Comments: "I've met some great people here. I've also heard from other Reserve recruiters across the country that the 934th is a terrific unit. I'm truly in a blessed operating location."

Name: Tech. Sgt. Phillip Brown, recruiter.

Years at 934th: One.
Years in recruiting: One.
Years in military: 14.
Born: Anchorage, Alaska.
Previous military positions:

Various assignments in communications career field.
Education: Communications technical schools.

Hobbies: Pool, golf, reading, running, music.

Family: Son, Devin (5).
Current home: Burnsville, Minn.
Comments: "This is a sharp unit. Everyone here is on the ball; there's certainly no 'weekend warrior' attitude here."

Name: Dianne Greeman, recruiting office secretary.

Years at 934th: 10.
Years in recruiting: Six.
Years federal civil service: 15.

Born: St. Paul, Minn.
Previous positions: Four years as secretary in 934th's medical clinic.
Education: Beauty salon school.
Hobbies: Biking, reading, "shopping 'til I drop" and spending time with three-year-old grandson, Dominic.
Family: Husband, Don; children, Jennessa (25) and Andrea (22); one grandson and anticipating arrival of second grandchild this April.

Current home: Woodbury, Minn.
Comments: "The people I work with in recruiting are terrific, and their attitude extends to all offices here. I enjoy the variety of work I do here and they keep it interesting for me. It's never boring!" □



Brown



Greeman

Stepping stones to Reserve duty

Selection for military service depends on meeting high standards

by Tech. Sgt. Janet Byerly
public affairs

When potential recruits contact the 934th recruiters about job openings here, they might wonder at the odd questions they are asked during that first phone call.

"On that initial call, we want to enhance their interest and also determine their eligibility by asking whether they have ever used illegal drugs or have had any law violations, asking about their physical information, their height and weight and medical background, and also their marital status and whether they have dependents," said Master Sgt. Mark Jones, 934th Recruiting Office manager.

After tentatively qualifying someone, it is the recruiter's job to take the recruit through the following process and eventually end up with a new 934th reservist. Of course, at any step along the line, a person might be disqualified, and the recruiter begins the process all over again with someone else:

- ♦ Take the Armed Service Vocational Aptitude Battery test,
- ♦ Physical exam at the Military Entrance Processing Station,
- ♦ Select a job, based on current openings and overall qualifications,
- ♦ Recruiter completes paperwork to finalize enlistment. If non-prior service, recruiting also schedules dates for Basic Military Training (six weeks) and technical school (four to 42 weeks, depending on the job)
- ♦ Oath is administered through the base personnel office, and
- ♦ Non-prior service recruits are contacted by recruiters every two weeks until they leave for basic training. Recruiters make sure the recruit is staying within standards — no law violations, that they're preparing physically and that there has been no change in their health status.

Common causes for disqualification

include: not scoring high enough on the ASVAB and medical disqualification — a person with a history of asthma, for example, could not enlist.

Selecting a job can be a delicate balancing act between the needs of the unit and the interests and skills of the recruit. "We don't want to lose an applicant over the job, but we need to make all attempts to fill the critical needs first," explained Jones. "That's where

our ability to sell the reserve program, not the job itself, comes into play."

From beginning to end, the recruiting process is built upon taking care of that person walking through the door, who in turn will take care of you by referring future recruits, according to Jones.

"We're not hyping people into the Reserve," he said. "We're dealing with honesty. These people will be my co-workers; I tell them like it is." □

Got 'write' stuff for Reserve duty?

If you've already filled that square, share this basic info with a potential recruit

Prior Service—Air Force

- ♦ Retraining is option if available to attend technical school.
- ♦ Need to be able to serve 20 years of service by 60 years old. A 50-year-old person with 11 years of satisfactory service, for example, could enlist, if otherwise qualified.
- ♦ New regulations may permit enlistment of single parent with custody of children. Check with recruiting for details.

Reassignment

♦ Member of any Air Force component can transfer with minimal paperwork.

Prior Service: other branches

- ♦ Take Armed Services Vocational Aptitude Battery test and physical.
- ♦ If did Basic Military Training with another branch of service, do not attend Air Force BMT.
- ♦ Attend technical school if needed.

Commissions

- ♦ Non-prior service can be commissioned directly, but usually only for doctors and nurses.
- ♦ Applicants who completed college ROTC have option of serving in Reserve to fulfill commitment.

At 934th, slots in transportation and supply only.

♦ Noncommissioned officers with bachelor's or higher, seeking commissioning, take Air Force Officer Qualifying Test.

♦ Complete interview process: Air Force Form 24, AFOQT scores, resume and college transcript.

♦ If selected, attend Academy of Military Sciences, McGhee Tyson Air National Guard Base, Tenn., for six weeks for commissioning.

♦ Attend officer technical school, six to 36 weeks, depending on speciality.

♦ Must be commissioned prior to 35th birthday.

Individual Mobilization Augmentee

♦ Need 5-skill level or higher in Air Force speciality.

♦ Work in active duty unit. IMAs backfill if active duty counterparts are activated. No training provided; handle your own paperwork, shot records, etc.

♦ Can be difficult to locate openings. Major command liaisons manage process. Usually requires great deal of persistence by individual to attain position.

♦ Often used by officers if local opening in appropriate Air Force specialty is not available. □

Recruiting Focus

Here's your assignment,
should you decide to accept it



Assignment: recruiting

... recruit your own recruiters

The Reserve is looking for qualified, highly-motivated people who are interested in working in the challenging and rewarding recruiting field.

Recruiters serve four-year, active-duty tours. Serious-minded, hard-working individuals who perform at a high level can earn a 20-year active-duty retirement. In addition to their basic pay and allowance, recruiters may be eligible to receive \$375 per month in proficiency pay.

Qualified candidates must be a senior airman through technical sergeant, have less than 16 total years of active service, be able to obtain a 48-month tour of duty, be able to meet the physical qualifications of an active-duty medical exam, adhere to high military appearance standards and be available for duty at any of AFRES' nationwide operating locations.

Anyone interested in applying for a position as an AFRES recruiter may call Master Sgt. Mark Jones, 934th Recruiting Office manager, Ext. 5512. (AFRESNS) □

... pick up awards for achievements

compiled by Tech. Sgt. Janet Byerly
public affairs

To keep recruiters motivated, the following incentives are available. Each person a recruiter enlists, or assigns, as in the case of someone who transfers from another Air Force component, counts as one credit toward these awards.

Two Per Week: Enlist/assign two

... spark some interest from Generation X

There is good news in the recruiting area. The Air Force is overcoming a lower interest among American youth toward joining the military service.

The quality of new accessions remains high, with 99 percent of enlistees having a high school education and 83 percent scoring in the top half on the Armed Services Vocational Aptitude Battery test. The average officer candidate has 3.2-plus grade point average.

One critical challenge for recruiters is finding applicants to fill the Air Force's need for mechanics, pararescuemen and combat controllers. Society is producing fewer people with high mechanical aptitudes, and the traditional Air Force image does not usually attract individuals interested in pararescue and combat control.

To assist, more recruiters have been authorized. The recruiting force is maintaining an extremely high "ops tempo," increasing advertising.

This good news in recruiting will continue only if the whole Air Force team works together. Quality noncommissioned officers should be steered toward recruiting duty. Also, Air Force people should refer potential enlistees to local recruiters. (Office of the Secretary of the Air Force Policy Letter Digest) □

people per week for the quarter. Award: A plaque.

Century Club: Enlist/assign 100 people in a fiscal year. Award: Wreath goes on the recruiter's badge worn on their uniform; 100, 200, and so on, designation depending on number of times awarded.

Local awards: For meeting office

(Continued on Page 15)

... busy days mandatory, no whining allowed

compiled by Tech. Sgt. Janet Byerly
public affairs

- 6:30 a.m. Load van for high school recruiting visit later in the day.
- 6:45 Begin processing recruit who will be leaving for Basic Military Training at 7:30. Family and friends accompany recruit; they must be "entertained" while processing is completed.
- 7:30 Tearful good-byes as recruit leaves for BMT.
- 8:30 Enlistment of non-prior service recruit. Processing takes about an hour, but because the recruit will receive pay for this day, he stays for a minimum of four hours and is put to work stuffing envelopes and helping out in the office while watching a Thunderbirds video.
- 10:00 Leave for recruiting visit at area high school.
- 10:30 a.m.-1:30 p.m. Work all three lunch sessions for possible recruits.
- 1:45 Get a burger to-go at local fast-food restaurant.
- 2:05 Unload recruiting materials from van.
- 2:15 Make some phone calls, schedule appointments.
- 3:00 A "walk-in," someone without an appointment, wants information on current job openings.
- 3:30 Prior service recruit enlistment.
- 4:15 Paperwork, update statistics on computer, answer phones, mail recruiting materials.
- 5:00 Eat dinner.
- 5:30 Meet 40 ROTC students and their advisor from area high school.
- 6:00-8:00 ROTC incentive flight.
- 8:15 Pass out recruiting materials as well as flashlights and other freebies.
- 8:30 p.m. Call it a day. □

Calling all docs - 'stat.' *

Reserve medical recruiters seek out medical professionals to meet a never-ending demand

by Mark Davidson
public affairs

Just as any hospital needs good doctors and nurses, so does the Air Force Reserve. Finding and recruiting health professionals is the job of Master Sgt. Judy Mills.

"My job is to get doctors and nurses to join the 934th and the Air Force Reserve," said Mills, the newly-assigned Reserve health professions recruiter.

Each Reserve unit now has a health professions recruiter, explained Mills. "There is an ongoing need at every unit to recruit health professionals due to turnover in the medical units," said Mills, "and the assignment of a medical recruiter in the metropolitan areas expands our market accessibility."

The most significant change in medical recruiting is that nurses must now have a four-year degree in nursing or a related field to get a commission, said Mills.

"We no longer commission registered nurses with associate's degrees as of Oct. 1, 1996," said Mills.

Nurses who are currently commissioned with associate's degrees have a five-year time frame to get their four-year degree, said Mills. Nurses can use their Montgomery GI Bill to pay for their college courses.

"We also have a program for nurses in their junior or senior years in college,"



Mills

said Mills. They join the Reserve as an staff sergeant but don't go to basic training or perform annual tours or UTAs.

"The nurses in this program earn a \$100 monthly stipend that goes towards their tuition," said Mills. "After graduation, they're commissioned into the Air Force Reserve as second lieutenants."

Doctors are also a big target for Mills. "The other military services — active duty, Guard and Reserve — are always looking for doctors, so there is lots of competition and opportunities for doctors," said Mills.

Visiting doctors during their residency work at hospitals is the primary way Mills recruits doctors.

She regularly visits them in residency at the Mayo Clinic in Rochester, Minn.; the University of Minnesota Hospital, Hennepin County Medical Center and Abbott Northwestern Hospital in Minneapolis; and hospitals in Eau Claire and LaCrosse, Wis.

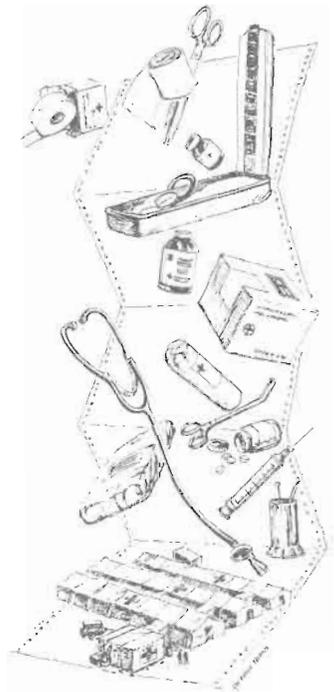
"For example, I recently visited some doctors in residence at Hennepin County Medical Center," said Mills. "I didn't wear my uniform because sometimes that will turn them off automatically. I also bring food to my meetings with them because most resident doctors have very busy schedules and they like to combine eating with their visit with me."

Most doctors do not know much about the military, added Mills, so she eases them in slowly with her introductory meetings and explanations of what the Reserve can offer them. She also does lots of follow-up phone calls and visits with potential doctor recruits.

"I keep all my dealings with potential doctor recruits in confidence because they don't want to tip their hand in front of their peers," added Mills.

The processing of paperwork for doctor and nurse applicants is another factor.

"A doctor's paperwork and physical processing time can be four to six months," said Mills, "while a nurse's package can take three months. An enlisted medical technician's package can take up to six weeks for processing. All



packages include a review stop at Headquarters AFRES and Air Reserve Personnel Center."

The 934th Aeromedical Staging Squadron also has a review board for doctor applicants, added Mills, which checks their credentials for licenses, malpractice claims and admitting privileges in hospitals.

Mills also works with the Air Force and Guard medical recruiters in the area. "We share names of applicants for tough-to-fill jobs," said Mills, who previously was a recruiter for the 934th from 1982 to 1984.

"Even though I'm on the road a lot visiting hospitals and do all my own administrative work, I still like talking to reservists," said Mills. "That's where I get my best leads."

Mills' satellite office is in Fridley, Minn. Unit members who want to contact her for recruiting information or with possible applicant names can reach her at (612) 586-9753 and fax, (612) 586-0637.

□

(* pronto)

Money: fuel for success

From mini-flashlights to thousand-dollar radio advertising accounts, recruiting bucks undergo the ultimate scrutiny — from recruiters themselves

by Master Sgt. Tim Turner
public affairs

Tucked away inconspicuously in a box in the base Recruiting Office is a device so powerful it can magically lure potential recruits to the 934th with a flick of a switch.

What is this contraption with its strange, hypnotic powers? It's a pocket flashlight.

Each year, the 934th recruiters distribute thousands of pocket flashlights and other items to help spread the word about the benefits of a career in the Reserve. Coffee mugs, posters, water bottles, pens, T-shirts, sweat bands, even mouse pads; they all have had the Air Force Reserve name blazoned on them like a beacon in a lighthouse — showing new enlistees the way to the front gate.

"A note pad or a pocket calendar with the Air Force Reserve logo and toll-free recruiting number printed on it is much more than a giveaway item; it's an advertisement for the 934th," pointed out **Senior Master Sgt. Sheldon Sandmann**, 934th senior recruiter.

Sandmann said the most important recipient of an AFRES promotional item is the individual who enlists in the program, or their family members.

"But we also bring items to Employer Support of the Guard and Reserve activities, Employers' Day, civic leader tours and the Airport Days celebration held every August," he said. "Occasionally, we'll bring items to a student job fair or high school visit as long as it's cost effective to do so," Sandmann added.

Being cost-effective where promotional items are concerned is becoming more of an issue with AFRES Recruiting, according to Sandmann. "AFRES Recruiting has its own budget for promotional items," he said. "They distribute so many items per recruiter. For example, each recruiter may get an annual allotment of 100 T-shirts or 200 coffee mugs. It's up to each recruiter or recruiting office how

to best use that item. Once you run out, that's it — you generally can't request more."

Sandmann said his office has seen serious cutbacks for money used for promotional items recently. "The main reason is budget restraints throughout the Department of Defense," he pointed out. "When defense budgets have to be cut, reduction or elimination of promotional items is one of the first things considered.

Like many other Reserve offices, we're being asked to do more with less."

With promotional items being cut,

AFRES recruiting is paying closer attention to the giveaways it purchases for its more than 180 line recruiters nationwide.

"The most effective items are both unique and functional, such as pocket flashlights or computer mouse pads," Sandmann said. "Recently, one of the most impractical items were paperweights, because with computers we're moving more and more towards a paperless office. Coffee mugs have always been the 'old reliable,' and posters are very popular among junior high and high school kids."

Sandmann said the recruiting office frequently gets requests from 934th members who see a novelty promotional item and want a few for themselves or to give to potential recruits.

"We get a lot of requests like that, as well as from family members and retired military," he admitted. "We'll do our best to fill requests like that. If one of our reservists likes our pocket flashlights, for example, then we know they're going to use them effectively to promote the 934th to their friends, relatives or co-workers." □

The buck rocks here

♦ Fiscal year 1997 934th recruiting budget:

Advertising	\$24,000
Operations	\$40,000

Locally, **advertising** covers local radio spots, print ads in high school and minority newspapers bus bench ads. It also includes an \$8,000 discretionary fund for each of the 934th's three line recruiters

The **operating budget** covers administrative salary and benefits, travel expenses for conferences and school tours, and upgrades of computers or furniture.

♦ Air Force Reserve-funded areas:

Promotional items: A specific allotment of coffee cups, T-shirts, posters, mouse pads or whatever that year's items will be, is shipped to each recruiting office.

Center of Influence program: Local recruiters request funding for special events promoting the Reserve program. Invitees normally include local business and civic leaders.

♦ Budget goal for fiscal year 1998:

Increasing the operating budget by \$28,000 to visit active-duty Air Force recruiters in Minnesota and Wisconsin to obtain more non-prior service recruits. This addition would bring the operations budget to nearly \$70,000, not counting salaries for military members in the office. □

Leading minorities to reach for the stars

Innovative recruiting program reaches out to community minorities

by Master Sgt. Tim Turner
public affairs

Twenty years ago, Tech. Sgt. Pam Perkins, a 934th recruiter, wished there had been a program to help her and other high school minority students with job options.

There just were not as many career choices as there are today for a young, African-American woman. There were even fewer options if that young African-American woman chose a career in the Air Force Reserve.

While better than it used to be, the Reserve still has a long way to go in educating minorities about all the career options available to them.

Enter the "Just Like Me" program.

"The 'Just Like Me' program was created last summer to identify members of the 934th that are of diverse ethnic and minority backgrounds," Perkins explained. "These individuals can then go out into their ethnic communities as honorary 934th recruits and spread the good word about careers here. They can also help dispel the myth that everyone joins the Air Force to become a pilot."

Perkins went on to say that a high school student who is Native American, for example, can more easily identify with a 934th 'recruiter' of the same ethnic background, rather than someone who is not. "Last September, I spoke at a program in Minneapolis for Native American students interested in job options and completing their high school equivalency diploma," Perkins recalled.



Perkins

"I distinctly remember telling them how they could be 'just like me' when it comes to a career in the Air Force Reserve. Here I am, a black female telling a group of Native Americans how good I have it. They can't relate to that. But had there been a 934th member who's American Indian speaking to them, I really feel they would have been more in tune."

The "Just Like Me" program is supported by the guidance of the 934th Human Resources Development Council. According to its mission statement, HRDC was formed in 1995 to help ensure the highest level of military readiness by providing opportunities for all wing members to reach their highest potential and develop the leadership necessary to prepare the wing for tomorrow's world of cultural diversity. Perkins sits on the HRDC, which is also comprised of all 934th unit commanders or their representatives.

When Perkins pitched the "Just Like Me" program to the HRDC last August, the idea was well received for its innovation. "As far as I know, it's the only program of its kind in the entire Air Force," she added.

Perkins is currently developing the first step of the "Just Like Me" program. "Step one is to identify through personnel records those 934th minority members who could act as the honorary recruits," she said. In identifying these individuals, Perkins and the HRDC are considering ethnic minorities — specifically, Black, Asian, Hispanic and Native American — and females.

"Once these people are identified, we'll check with their unit commanders to determine if the individuals have the proper credentials to promote the 934th in their minority community," Perkins said. "Factors like military bearing, appearance and attitude will all be considered. Ideally, we're looking for candidates between the ages of 18 and 25."

When the list of candidates is approved by the HRDC, Perkins and the recruiting office then educate the individuals on the recruiting process. "We'll teach them how to field questions like 'What do I need to do to get into the

Reserve?' or 'What are the training requirements?' We'll also prep them on all the recruiting aids, brochures and other educational materials," she said.

Along with the training process, Perkins will also work with the candidates to identify schools with large minority populations, or ethnic job fairs and celebrations in which to recruit potential 934th members who are minorities. "A Hispanic 934th member would probably know of Twin Cities schools that have a large Hispanic student population, for example, or be aware of a 'Cinco de Mayo' celebration where we can set up a recruiting booth," she explained.

If all goes as planned, Perkins said the "Just Like Me" program will be ready to roll out to Twin Cities minority communities this spring.

While the program has many positives, it still has its share of frustrations. "One of the biggest is the fact that there are only 59 ethnic minorities from a base population of more than 1,100," she pointed out. "It will be challenging to come up with a list of qualified honorary recruits from so small a number, particularly among Native Americans assigned here."

Despite the challenges, Perkins and the HRDC are fully committed to ensuring the "Just Like Me" program is successful. The base recruiter recalled a conversation she had last summer with a reservist.

"Last summer, a 934th reservist and I spoke to a group of Girl Scouts about career options in the military," Perkins recalled. "She told me about a conversation she had with her husband. He's African-American and an airline pilot. He also coaches little league baseball for a group of mostly black kids. When he told the kids what he did for a living, they said, 'No way. There's no such thing as a black pilot.'"

"You see, a lot of black kids think a career like that is unattainable," Perkins continued. "What we hope to achieve with the 'Just Like Me' program is to show minority kids that they can 'reach for the stars.' They don't — nor should they have to — settle for second best." □

EnviroBriefs

Video covers aircrew awareness

The department of Defense has produced a video designed to enhance the environmental awareness of military aircrews.

The nearly 10-minute "Department of Defense Environmental Awareness" video informs pilots and support crews about their duty to use airspace responsibly and to adhere to established environmental constraints on flight procedures. The product comes with a facilitator's guide for classroom presentation.

DoD officials noted that much of the airspace used by the military overlaps environmentally sensitive areas, which include national parks, national wildlife refuges, Native American tribal lands, cultural sites, wilderness areas and residential areas.

The videotape includes a presentation by Air Force Gen. Joseph Ralston, vice chairman of the Joint Chiefs of Staff.

New 'wind farm' sees success

The first "wind farm" in the Department of Defense was completed last fall with the installation of four, giant wind turbines on the British-owned Ascension Island.

The isle is home to the Ascension Auxiliary Airfield, a satellite-tracking station and the most southerly tracking facility for space launches from Cape Canaveral, Fla. Ascension is the last tracking station before a launch enters into space. The 1,000-kilowatt wind farm supplements the prime JP-8 diesel fuel power plant that supplies energy to the Air Force mission on the 34-square-mile island.

After only four days, the farm had produced more than 38,000 kilowatt-hours of power, saving more than 3,100 gallons of fuel. After the first month and a half, the total power produced was 351,000 kilowatt hours.

The turbines, which do not pollute or make noise, are expected to produce almost four million kilowatt hours of electricity in a year's time. (AFNS) □

'Military and the Environment'

International theme for May's Earth Week is 'Save Our Earth Habitat — Security for the Earth: Military and the Environment'

by Doug Yocum
environmental scientist

The Air Force has a crucial role in defending our nation. The never-ending process of training and preparing to combat hostile armed forces is the most visible element of that role, but there is another, sometimes less obvious way, the Air Force serves as a protector.

As a steward to millions of acres in the United States, the Air Force must also be vigilant in preserving and restoring the land, air and water resources entrusted to it by the people of this nation. This is a formidable task that touches all functional areas and requires effort at every level, but the Air Force has embraced the challenge as a means of demonstrating our leadership within the Department of Defense.

Pollution prevention

First 'pillar' of environmental quality, P2 addresses source of pollution-producing activities

by Cherie Huntington
public affairs

The term "P2," for pollution prevention, could just as easily have gone with P3 for another "P" — proactive.

According to a 934th environmental scientist, Doug Yocum, the Air Force embraces P2 for the same reason as private industry does: being proactive toward pollution saves time and money.

"The cost and administrative burden of managing wastes after they're generated is always significantly higher," he said, explaining that P2 uses a hierarchy of actions:

♦ **Source reduction.** Eliminating/reducing the amount and toxicity of

To enhance our local awareness of how the 934th Airlift Wing fulfills its environmental stewardship obligations, a series of features has been planned for the coming months. Beginning with this issue, four articles will be presented profiling each component of the Air Force Environmental Quality Program. These components are often called the "four pillars," because together they enable the Air Force to responsibly manage the resources it holds in public trust.

The four pillars are pollution prevention, or P2; compliance, restoration and conservation. The features will describe each area and show how they impact our day-to-day activities here at the 934th. Finally, for Earth Week in May, the *Viking Flyer* will present a focus section on environmental efforts and concerns. Our local slogan is, "It's Not Too Late!"

Through these educational efforts, we should be able to understand how each of us contribute to the Air Force's success as an environmental steward — and recognize it's not too late. □

wastes at the source of generation. Uses techniques such as inventory control.

♦ **Re-use/recycling.** Using materials multiple times and/or regenerating waste materials into usable products.

♦ **Treatment.** Reducing the amount/toxicity of wastes through special processing after it has already been generated.

♦ **Disposal.** Handling waste when no further recycling/treatment is available. □

Next month:
Compliance
Working toward Air Force goals
and complying with extensive
regulatory demands

Recycling needs renewed interest

With people recycling plastics, glass, paper and magazines at home, it should be easy to do the same at work

by **Cherie Huntington**
public affairs

Dead last — no self-respecting Viking warrior would take that sitting down. The 934th's rugged "mascot" would not go down without a fight.

So far, however, the 934th remains dead last in the Air Force Reserve in reducing solid waste.

"From 1993 to 1995, we saw a steady decline in the amount of waste generated," said **Doug Yocum**, environmental scientist with 934th Base Civil Engineering. "There's no reason why we can't achieve our goal."

That goal, set by the Air Force based on a 1992 baseline, is to reduce solid waste disposal by 50 percent by the end of 1997. Reduction from 1992 through 1995 was 35 percent. But each of the first three quarters of calendar year 1996 saw a dramatic increase in tons of solid waste.

Statistics reveal the goal each quarter was 55 tons. The first quarter saw 73 tons of trash; the next, 98 tons; and the next, 75 tons. The increase cannot be attributed only to people tossing pop cans and paper in the trash, however.

"We've got a few things working against us," he explained. "Most of the increase can be attributed simply to higher activity levels on base this year, especially at the clubs, lodging and the Base Exchange."

This high-gear year also saw more reserve forces on base for longer periods of time, preparing for exercises and Operational Readiness Inspections.

"Increasing opportunities for recycling is the main weapon to combat continued increases in solid waste," Yocum said. "So we've made the recycling program more comprehensive."

Across the board: apathy hurts recycling

The spot check of garbage dumpsters on Tuesday after the Operational Readiness Inspection revealed recyclable items in every dumpster except the one at Bldg. 801, base supply, which had already been emptied by the garbage contractor. A quick overview of the items found is shown below ("cans" are aluminum, and "paper" indicates office paper). The monthly spot check results will be included in each month's *Viking Flyer*.

<i>Building</i>	<i>Area</i>	<i>Items Found</i>
710	Aerial port	Cardboard, cans, paper
711, 716	Lodging	Cardboard, cans, paper
744	Civil engineers	Cardboard, cans, paper
745	Transportation	Cardboard, cans
750	Security police	Cans, paper
760, 761	Headquarters, communications	Cans, paper
805, 812	Avionics, boiler plant	Cardboard
807	NCO/Dining hall	Cardboard
821	Hangar	Cardboard, cans, paper
822	Maintenance	Cardboard, cans
830	Life support	Cardboard
840	Medical	Cardboard □

The program now calls for pop cans, plastic/glass bottles and steel cans — such as coffee cans — to be recycled together. Bins in strategic locations outdoors — near the paper recycling bins — serve as collection points where base people then empty the smaller convenience bins located indoors.

Paper, magazines, newspapers — nearly everything but food wrappers, napkins, carbon paper and hardbound books — are recycled together. Offices should work out procedures about collecting these items and placing them in the small, outdoor recycling bins near all buildings. Shredded paper, without the plastic bag, may be dropped in the bins, too, or else place full bags in the old recycling area in Bldg. 865.

Flattened cardboard may be included as well, but there is a more suitable bin behind the supply building for cardboard.

"This is both a pride and an awareness issue," Yocum said. "The base's success in achieving our overall goal requires everyone's effort. There's a cumulative effect to consider: if each person and each little office throws away recyclables, it really adds up in solid waste — and cost." □

Slogan contest

Win an award with a creative idea for the base's first Earth Week observance in May

The 934th Airlift Wing's recycling program needs a slogan to help people recognize their opportunities and remember to recycle.

To encourage enthusiasm and start preparations for Earth Week in May, environmental engineering announced a recycling program slogan contest. An award, not yet determined, will be given during Earth Week activities for the best slogan.

Slogan suggestions may be submitted by any employee of any organization within the wing, excluding environmental engineering. Submitting more than one idea is permitted.

Submit your ideas to **Doug Yocum**, Ext. 3952 or e-mail, or send by base distribution to SPTG/CEV. All suggested slogans must be received by **March 31**.

Suggestions will be evaluated by a panel of judges who will not know who made the submissions. □

Reservist assists in lake rescue

While enjoying a Saturday morning duck hunt, a reservist and his buddy found themselves key players in a life-saving recovery operation

(Editor's note: Last fall, a 934th reservist, Senior Airman David Lunde of the 934th Logistics Support Squadron, was one of the two rescuers in the following story.)

by **Byron Higgin**
editor, **Burnett County Sentinel**
Grantsburg, Wis.

Three duck hunters are alive today, thanks to two other hunters, a Twin Cities' family who happened to see them clinging to their boat, an off-duty fireman and a bevy of quick-acting volunteers.

After nearly an hour in the chilly water at the Dueholm Flowage in the Fish Lake Wildlife Area Saturday morning, Oct. 19, **Roy Rosier** (36), Deerwood, Minn.; **Vernon Rosier** (42), St. Paul, Minn.; and **Deborah Rosier** (36), Golden Valley, Minn., were pulled into rescue boats, delivered to shore and rushed to the Burnett County Medical Center for treatment.

All were treated and released.

Audrey LeSuer, her husband **Jan** and their children, **Karen** (10) and **Rachel** (8), of Golden Valley were on an outing to see the sights and hear the sounds of wildlife. They planned to see the Crex Meadows. "We just by chance pulled in here, Jan LeSuer said.

"We came out here, saw the trucks, looked in the water and saw they'd capsized," he continued. "We thought there were two — but Rachel insisted there were three — and she was right."

LeSuer picked up the bobbing heads through his binoculars, whipped out his cellular telephone and called the Burnett County Sheriff's Office. In seconds, Undersheriff Jeff Schinzing had the rescue trucks rolling.

"They were in the water maybe an hour," Audrey LeSuer said. "They were hanging onto the boat, yelling, 'Help, help,'" her husband added.

Meanwhile, Grantsburg fireman **Duke Snyder** was near the area cutting wood when he heard the call for help. He rushed to the edge of the water, then for



(Photo by Byron Higgin, courtesy Burnett County Sentinel)

nearly an hour kept talking to the three, encouraging them to hang on, that help was coming.

On the other side of the lake, **Dave Lunde** (a 934th reservist) of St. Croix Falls, Wis., and **Mike Baehr** of Dresser, Wis., heard horns honking, but they figured folks on shore were trying to get the attention of someone in a boat. It was not until they saw the North Ambulance race to the landing they realized something was drastically wrong.



Lunde

They left their dogs, dropped their guns and headed their hunting boat for the three stranded hunters.

When they arrived, Lunde said, "One guy with waders on was hanging onto the boat and had decoys wrapped around his feet. We threw out our flotation devices and cut the waders off."

Obviously suffering from exposure to the cold water, the hunters were not in any condition to help the rescuers. But one of them did hand rescuers his gun before they rolled him into their boat. His legs were numb, and he could not move.

Reservist Dave Lunde (left) and Mike Baehr (right) motored to shore with one of the stranded hunters, Deborah Rosier (center). She was wrapped up in an effort to keep warm.

Deborah Rosier was clinging to the bottom of the capsized boat and told Lunde and Baehr she could not swim. "We rolled her into the boat," Baehr said.

"The third guy was in the water and was using a gas tank as a flotation device," Lunde said.

"It was nerve racking," Baehr admitted, once all three hunters were on their way to the hospital. "We're disappointed we didn't go sooner. If we knew what was going on, we would have."

Meanwhile, North Ambulance, manned by **Linda Taylor**, **Howard Stedman** and **Debi Fleishauer** were speeding their way to the scene. In Grantsburg, Fire Chief **Ken Johnson** sent a rescue crew to the scene and went to work securing a boat. Soon, a boat was on the way, and **Doug Goldman** also arrived with a boat.

Goldman's boat, with Taylor aboard, raced to the scene and soon all three stranded hunters were on their way to shore. Taylor wrapped one of the hunters in a blanket and covered him with herself to provide extra warmth for the frozen hunter. The rest of the rescue people helped get them to the ambulance, out their wet clothes and on their way to hospital. (Reprinted courtesy the **Burnett County Sentinel**)

Family readiness selects volunteer of the month

by Patricia Botkins
family readiness program director

The 934th Family Readiness Program is proud to introduce our volunteer of the month, Mireya "Rae" Hermosilla, wife of Tech. Sgt. Hector Hermosilla, 96th Airlift Squadron.

Rae arrived here in June 1995 to join her husband, who had recently transferred to the 934th from Patrick Air Force Base, Fla. He is a safety inspector with the Federal Aviation Authority.

Hector brought home a copy of the FRP newsletter, *Update*. Rae read about FRP assistance available to our community, including resume preparation. She then came in for assistance with her resume, and while she was waiting for interviews decided to volunteer with FRP.

First, Rae recruited other volunteers, building the base for our current, thriving program. She worked hard on the welcome home activities for the Operational Readiness Exercise last July, calling 300-400 family members to invite them — and she was always smiling.

Of course, Rae obtained a job a week after she started volunteering, and now she's employed as a production supervisor for a medical equipment company. She has a master's degree in business administration. The Hermosillas have a daughter, Nicole (9), and they live in Burnsville, Minn.

"The FRP was there for Rae when she first arrived in Minneapolis without employment, family or friends," Hector said. "With her involvement in FRP and other volunteers, she was able to meet new "family members" at the 934th — and now she's enjoying her new career."

Thank you, Rae, for being our first FRP volunteer! □



Hermosilla

Medals

Meritorious Service Medal
Lt. Col. Kathleen Marschinke, AES

Promotions

Maj. Deborah Buonassisi, AW
Senior Airman Ethan Howe, ASTS
Staff Sgt. Robert Mattern, AS

Newcomers

Senior Airman Bryan Back, MXS
Staff Sgt. Eric Bergdahl, APS
Senior Airman Jeremy Bethke, CES
Senior Airman Cathy Castilio, CES
Staff Sgt. Scott Chingo, SVF
Staff Sgt. Bobby Crews, SPS
Senior Airman Larry Hampton, AW
Airman 1st Class Chadrick Larsen, LSS
Staff Sgt. Linda Jimenez, AW
Maj. John Lawver, AES
Senior Airman Benjamin Rettmann, MXS
Senior Airman Robert Rice, CES

Maj. Wiley Roberts, ASTS
Airman 1st Class Annette Spindler, CES
Airman 1st Class Kami Thatch, LSS
Staff Sgt. Michael Thrasher, AES
Staff Sgt. Wayne Tompkins, APS
Senior Airman Erica Twardy, SVF
Staff Sgt. Louis Weinstein, APS
2nd Lt. Gregory Yant, AES

Civilian newcomers

Scott LeClair, CE
Cheryl Seanoa, LGC

Service certificates

30 years
Charles Frans, FM
John Johnson, LG
Roy Shives, LG

20 years
Ann Cordes, DPC
Robert Eckstorm, CE
Claudia Grant, CE
Russell Rondeau, CE
Scott Semler, DPM
Richard Singer, CE

10 years
David Eisterhold, FM
Randy Knish, CE
Mark Olson, LG

Suggestion awards

- ♦ Jeffrey Dentz, LG, nine awards of \$125, six awards of \$50, one award for \$25, total \$1,450
- ♦ Joseph Bystedt, LG, six awards of \$125, total \$750
- ♦ Steven Lerbakken, LG, four awards of \$125, total \$500
- ♦ Terry Strain, LG, two awards of \$125, total \$250
- ♦ Gordon Stransky, LG, two awards of \$125, total \$250
- ♦ Fred Walker, two awards of \$125, total \$250
- ♦ David Brownlee, LG, \$125
- ♦ Roy Goins, LG, \$125
- ♦ Brian Ternes, CE, \$125
- ♦ Ron Welp, LG, \$125 □

Recruiting awards ...

(Continued from Page 8)

goals, the recruiters pick a gift from a merchandise catalog. This local program was implemented by Senior Master Sgt. Sheldon Sandmann, 943th senior recruiter.

Five year awards: Recognition after five years as a recruiter and each five-year increment thereafter. Award: Prizes vary.

Other recognition: name and/or photo in *Reserve Recruiter*, the recruiter's magazine. Annual conference and awards dinner recognition. □

Single parent workshop
Saturday, Feb. 1

(More details available in coming weeks,
Ext. 8057)

Provided by FRP, free of charge

Good health is much more than just jumping jacks and an apple a day *All-around good health*

by 1st Lt. Tom Zutter
934th Health Promotions Coordinator

Everyone wants to be healthy and active, but how each individual attempts to achieve this goal varies. How we maintain our health ultimately determines the risk of illness.

Health and wellness are not achieved at any specific time. It is an ongoing process through which a person develops and encourages every aspect of the body, mind and feelings to interrelate as harmoniously as possible.

Seeking optimal health

How are health and wellness maintained? It is a decision you make to achieve optimal health. It is a way of life you design to reach your highest potential of well-being. It is an efficient channeling of energy which is received from the environment, transformed within you, and sent to affect the world around you. Lastly, it is the integration of body, mind and spirit. The



appreciation that everything you do, think, feel and believe has an impact on your state of health.

What can you do to enhance health and wellness? The five aspects of well-being are:

♦**Physical:** The ability to carry out daily tasks, achieve fitness — pulmonary, cardiovascular, gastrointestinal; maintain adequate nutrition and proper body fat; avoid abusing drugs and alcohol or using tobacco products; and practice positive lifestyle habits.

♦**Social:** The ability to interact successfully with people. To develop and maintain intimacy with significant others, and to develop respect and tolerance for those with different opinions and beliefs.

♦**Emotional:** The ability to manage stress and express emotions appropriately. It is the ability to recognize, accept, and express feelings, and accept one's limitations.

♦**Intellectual:** The ability to learn and use information effectively for personal, family, and career development. It involves striving for continual growth and learning to deal with new challenges effectively.

♦**Spiritual:** The belief that some force — nature, science, religion, or a higher power — that serves to unite human beings and provide meaning and purpose to life. It includes a person's morals, values and ethics.

Each of these aspects overlap somewhat, and changes in one often directly affect another component. For example, a person who is able to control daily stress from a physiological perspective is also able to maintain the emotional stamina needed to cope with a crisis.

Health and wellness involve working on all aspects to achieve good health. □

Services Briefs

Super Bowl party planned

The recreation services annual Super Bowl party will be held Saturday, Jan. 4, at the NCO Club. Come to the club that night for games, trivia and door prizes. Super Bowl collector mugs will be on sale at the club and at the recreation services office.

Winter Fit '97 starts

The Winter Fit '97 physical fitness competition will run from Jan. 1 through March 31, and it's not too late to sign up your team.

♦Each team consists of four members and one substitute.

♦Each team is coed, with any combination of male and female members.

♦One minute of exercise equals one point.

♦Only exercise performed in the 934th Fitness Center and on base will count. Aerobics classes held in the Air Guard's facilities also count.

♦Daily points will be verified by a recreation services staff member.

Saturday night movies return

Saturday night movies are back on the schedule! Each UTA Saturday at 7 p.m., a free movie will be shown in the disaster preparedness classroom, Bldg. 852.

Toys for Tots 'wraps up'

The 934th contributed 325 toys for the Toys for Tots campaign. Some toys were bought with cash donations. Thanks for all the generosity! □

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