

The 104th Fighter Wing Barnstormer kids were all smiles at the Barnes Air National Guard Base Easter Egg hunt, March 19. (U.S. Air National Guard photo by Master Sgt. Julie Avey)

Commander's Column

By Col. Sean T. Collins, Medical Group Commander



Col. Sean Collins

AIRSCOOP

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Over the past several months the Wing has been busy getting prepared for an upcoming "real world" overseas support. I would like to reflect on some words passed by Col. Green last September and Lt. Col. Carr a couple of months ago. They both commented on the 3Rs: Being ready, reliable, and relevant. As National Guardsmen, we need to ensure that we are at the highest state of readiness at all times; otherwise we will not be reliable and certainly not be relevant.

Personal accountability is all of our responsibility and is key to our success as Airmen. Ensuring that we are up-to-date on all our training is very important, but it is only one part of the equation. We must also ensure that we are physically and emotionally ready to deploy at any time. As traditional Guardsmen, lots of things can happen between drills that may impact our overall medical readiness. It is critical, no matter how minor you think it is, that you keep your medical records up-to-date at all times. For example, if you are started on a medication—it may seem harmless, but it may have an impact on your overall readiness to deploy. It is not that the medication per se is an issue for continued service; it is the fact that we need the documentation from your personal care provider so we can evaluate (which always takes time). During our careers, medical problems may arise that require some annotation in your medical record—others may pass without any issues. It is always best to let the clinic know if a medical issues occurs (you seek medical attention), as it may impact your profile for worldwide duty. Do not wait until it is time for your Periodic Health Assessment (PHA), as that may be a year away!

Staying current with your dental

exam is important for your oral health, but it is actually an AFI requirement! Seeing the dentist is an annual requirement and it must be documented in your records here on base. Dental issues that arise when deployed can cause serious and significant problems. This was one of the leading causes of medically returned Guardsmen during OIF and OEF. Seeing the dentist before you leave for a deployment may not give you enough time to correct the issues discovered. Maintaining your annual exam will alleviate this.

Physical fitness is also an indicator of the members overall health and fitness for duty. A passing fitness score in all components is a requirement and is an annual requirement. Remember, this is a minimum standard of fitness.

Doing your PHAs, having your labs drawn, getting required immunizations, ensuring the Medical Group has the most current eyeglass prescription and keeping your medical appointments help us maintain the Wing at the highest

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Alcoholism is treatable!

Need help? Call 1-800-410-2560

Sexual Assault S.A.F.E. helpline

1-877-995-5247

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level of medical readiness. Your Individual Medical Readiness (IMR) can be easily accessed via AF portal home page (IMR/ASIMS)—so you know what you need to do to stay current. The Wing IMR status has high visibility and the ANG IMR status is briefed at the four star level.

I also want to take this opportunity to stress the importance of taking care of our individual psychological health. As military, the last ten years has put a tremendous burden on our members due to multiple deployments, and more recently, with the uncertainty of budgets. We have seen a disturbing and sustained trend in suicides, especially in our Army brethren. I would ask each and every one of you—officer or enlisted, junior or senior—to look out for each other and be a good Wingman. The good

Wingman is on the lookout for signs of stress and distress—and getting resources activated. We have excellent resources to assist those that are having difficulty. We have our own director of psychological health here on base with easy access and is always available for assistance. Please take advantage of the resources you have in the Medical Group, military one source, your leadership and each other. Every one of you is critical to our mission.

In closing, as a Wing we have responded to real world crisis in the true Minuteman fashion. We have done this multiple times since September 11, 2001 with great efficiency and effectiveness. Some may have recognized that we are fast approaching the 17th anniversary of our deployment to support Operation

Noble Anvil/Kosovo Crisis in May of 1999. Although that was with a different weapon system, the Wing activated and deployed under presidential selective recall in record time. The 104th was the lead unit for the first “rainbowed” Guard active combat unit—the “Killer B’s”, Barnes, Boise and Battle Creek. The mobilization of personnel, aircraft and supplies was a testament of being ready, reliable and relevant. Being prepared and proficient is how we answered the call. We have done it multiple times in the past, and we will surely be called on to do it in the future. Taking care of our most important weapon system—our members—is essential for mission success!

DIAMOND CORNER: First Sergeant's Column

By Master Sgt. William Craig

The Command Chief of the Air National Guard visited the 104th Fighter Wing and was very astute on matters occurring with Airmen. Whether it was at one of the Chief calls held at the dining facility, or by word of mouth, the Chief had very helpful information. What I really appreciated was the Command Chief's Aim Point's, he steered us to. I would like to take a corner of this Air Scoop to go over the Aim Points, as they read on the web page. Aim Point number one is Renew Our Commitment to the Professional of Arms. This Aim Point contains titles such as; Core Values, AFI 36-2618 “Little Brown Book”, performance, leadership, supervision, mentorship, deliberate development of Airmen, and education requirements. The web page paper he provided reads as follows. The Core Values are much more than minimum standards. They remind us what it takes to get the mission done. They inspire us to do our best at all times. They are the common bond among all comrades in arms, and they are the glue that unifies the force and ties us to the great warriors and public servants of the past. The Little Brown Book is a guide that all of us should become familiar with the enlisted force structure. This is your basic guide for each tier in your enlisted

career. Training is about focusing on skill-level training. Priority is training on your mission. Leadership/Supervision/Mentorship includes EPR's, Feedback, etc., all tied to “eye-to-eye” contact with your Airmen. Increase human interaction in a 360-degree manner. Deliberate Development of Airmen states that it is imperative that we all pay attention to our individual development and as supervisors, mentors and leaders; we deliberately develop those who will lead in the future. Education Requirements are the CCAF requirements for E8/E9. It also reminds us to focus on professional military education (PME) at the right point in your career.

The second Aim Point is Health of the Force which contains; Resources to build resilience, SAPR, Airmen, family readiness Programs, and employ technology. The web page and paper is about Resources to build resilience and to embrace the four pillars of resilience. (Mental, Physical, Social, Spiritual) Each wing will have a master resilience trainer (MRT) and maximum support for Directors of Psychological Health (DPH), Chaplain Corps, and team building activities. SAPR is Sexual Assault Prevention and Response. We take care of



all Airmen, are one team, and protect each other from harm. Airmen/Family Readiness Programs ensure our Air Force Family Readiness programs are engaged in all that we do. Employ Technology means to make availability of technology a force multiplier for our ANG.

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The last Aim Point is a single category, recognize and embrace our accomplishments. This last Aim Point focuses on the importance of what we do, ensures we let our Airmen know how well they have accomplished what we ask of them and how each of us fits into the mission of our Air National Guard at

home and abroad.

Recognition Informal / Formal
Each of you fit into the mission
Tell Your Story

As I read through these Aim Points over and over, each one stands out to me. I think that if I really dissect each of these points and think about my time in uniform, I can improve

myself and learn how to better be a mentor and make my subordinates better than myself. After all, that is all of our goals isn't it? To make those under us now better than we are upon our retirement. I feel if we all strive to do that, then we will feel better about ourselves and the Air National Guard will keep getting stronger.

AIR NATIONAL
GUARD

COMMAND CHIEF AIM POINT

Renew Our **COMMITMENT** to the Profession of Arms

Core Values- The Core Values are much more than minimum standards. They remind us what it takes to get the mission done. They inspire us to do our best at all times. They are the common bond among all comrades in arms, and they are the glue that unifies the force and ties us to the great warriors and public servants of the past.

AFI 36-2618 "Little Brown Book"- All Airmen and Officers should become familiar with the enlisted force structure. This is your basic guide for each tier in your enlisted career.

Performance- "If you can't perform, why are we considering anything else? If you can't do what you are here to do for our Air Force...all the other questions are somewhat irrelevant."-CMSAF

Training- Focus on skill-level training. Priority train on your mission.

Leadership/Supervision/Mentorship- EPR, Feedback, etc., all tied to "eye-to-eye" contact with your Airmen. INCREASE human interaction in a 360 degree manner.

Deliberate Development of Airmen- It is imperative that we all pay attention to our individual development and as supervisors, mentors and leaders; we deliberately develop those who will lead in the future.

Education Requirements- CCAF requirements for E8/9. Focus on PME at the right point in your career.

RECOGNIZE/ EMBRACE our Accomplishments

Focus on the importance of what we do; ensure we let our Airmen know how well they have accomplished what we ask of them and how each of us fits into the mission of our Air National Guard at home and abroad.

- Recognition Informal/ Formal
- Each of you fit into the mission
- Tell Your Story

HEALTH of the Force

Resources to build resilience- Embrace the four pillars of resilience (Mental, Physical, Social, Spiritual). While not one of the four pillars, * fiscal resiliency is also important. Each wing with a master resilience trainer (MRT). Maximum support for Directors of Psychological Health (DPH), Chaplain Corps, team building activity, etc.

SAPR- Sexual Assault Prevention and Response. WE take care of all Airmen, WE are one team, WE protect each other from harm.

Airmen/Family Readiness Programs- Ensure our AFRPM is engaged in all that we do.

Employ Technology- Make availability of technology a force multiplier for our ANG.

"The value of an Airman INCREASES within a resource constrained environment"



www.ang.af.mil/resources/angccmpage/index.asp



[www.twitter.com/chiefhotailing](https://twitter.com/chiefhotailing)



www.facebook.com/CommandChiefMasterSergeantoftheAirNationalGuard



www.youtube.com/user/TheAirNationalGuard

Jan 2015

Yellow Ribbon Preparation for Deployment

Story by: Tech Sgt. Melanie Casineau

The Yellow Ribbon Reintegration Program (YRRP) held an event at the Umass Amherst Hotel and Convention Center, Amherst, Massachusetts, March 5, 2016, for members of the military and their families including members of the 104th Fighter Wing.

The event was held to assist the members and their families with deployment preparation. The speakers shared skills and resources to use during and after deployment as well. Members of the 104th Fighter Wing will be deploying for approximately three to six months.

Several members of leadership were there to welcome, motivate, and give advice to the members and their families; including: Maj. Gen. Gary

Keefe, Brig. Gen. Robert Brooks, and Col. James Keefe.

"I would like to encourage you all as a family to write down goals and hang them up. It will give you something to look forward to as a family," said Brig. Gen. Brooks.

Moe Polhamus from the Cadre of Speakers for the Yellow Ribbon program spoke with the members and their families on the topic, "Choose your attitude, Change your life". Her purpose was to motivate everyone there to make this situation positive and to focus on successful communication.

"Great things happen to great people, and today I am in a room full of great people who have made the choice to volunteer and serve their

country, and that takes a lot of will, determination, and courage," said Polhamus.

Members of the military spent the day attending interactive seminars, speaking to support agencies and participating in activities that would assist them and their families during the next few months. Some of these briefings included information on financial, legal, insurance and educational benefits. Some other support agencies were members from the Red Cross, USO, Military One Source, and Military and Family Life Counselors.

In addition, there were free acupuncture and Yoga sessions to teach relaxation techniques.

Know Your Part, Do Your Part

Story by Capt. Denis St. Jean, Sexual Assault Response Coordinator

April is Sexual Assault Awareness and Prevention month and the theme for 2016 is, "Know your part, Do your part". The majority of Airmen will not commit sexual assault or be victims of sexual assault, but sexual assault in the Air Force is a problem for all and affects all Airmen.

Leadership does not require rank or position. Any Airman can and should take action to lead their peers and set an example for compassionate and professional support for victims of sexual assault.

A whole team, effectively responding to sexual assaults, is critical for the health, morale, and welfare of Airmen and ultimately essential to Air Force Readiness. Every Airman who enforces professionalism in their workplace

and insists their Wingmen treat each other with dignity and respect is taking action to eliminate sexual assault and support survivors. Airmen are the heart of the Air Force—with them, the mission can't fail; without them, the mission can't succeed.

Eliminating sexual assault in the Air Force requires Airmen at all levels to be engaged all year, not just during April. Airmen are the Air Force's best asset in preventing sexual assault. Professional dedicated Airmen who take care of their Wingmen every day of the year will help eliminate sexual assault from our ranks. Survivors of sexual assault deserve the support of the Air Force and their Wingmen every day. **#notjustApril**



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The 104th Fighter Wing Defenders Train with Canadian Forces

Story by Staff Sgt. Kenneth Upsall

DEVINS, Mass. - In a crisis, military police may be called upon to exercise their skills as protectors of the people and enforcers of the law. During these crisis situations local and federal law enforcement agencies both at home and in deployed environments may need more manpower, a ready and trained force at their side to restore order. Natural disasters, a terrorist attack, or periods of excessive civil unrest are times when local assets may not be enough. At times like these the members of the Massachusetts National Guard and the Canadian 3rd Military Police Regiment have the training necessary to assist their communities.



There is a long-standing relationship between Halifax, Nova Scotia and Boston, Massachusetts, celebrated annually when the city of Halifax sends a Christmas tree to Boston for display on Boston Common.

In 2015, planning began to build a deeper expression of that special relationship. Canadian Forces Military Police units in Nova Scotia and New Brunswick began partnering with the Massachusetts National Guard to develop a professional training and operational relationship that allows these multinational Soldiers to train together.

Military Police units from the Massachusetts Army and Air National Guard came together with their peers from the Canadian 3 Military Police Regiment to learn how to react and operate in these situations at Fort Devens and New England Studios in Devens, Massachusetts, March 4-6.

The partnership allows both forces

The training was provided by the U.S. Department of Homeland Security as part of a partnership initiative to improve interoperability between multi-national units and foster a better working relationship between Canadian soldiers and those of the Massachusetts National Guard. (U.S. Army Photo by Staff Sgt. Kenneth C Upsall)

the opportunity “to work closely with international peers, exercise battalion and regimental staffs on the challenges associated with cross-border movements, and build upon the partnership” in case cross-border emergency assistance is needed, said Maj. Bryan Pillai, executive officer for the Massachusetts National Guard’s 211th Military Police Battalion. “The intent of this partnership is to strengthen ties between key North American allies and essential Unified Action Partners” in order to “provide better and more varied training for both Canadian and U.S. Military Police personnel,” said Pillai.

Creating and nurturing a strong international relationship takes a lot of work and involves a lot of moving parts, but the end result is worth all

that work said Maj. Lloyd Jackson, officer commanding, 30 Military Police Company, 3rd MP, “Everyone within the system has been supportive and has tried to make it work for us,” said Jackson.

Once the Canadians arrived in Massachusetts they quickly immersed themselves in the civil disturbance training provided by the U.S. Department of Homeland Security.

“We’re a team of contractors for the Department of Homeland Security and we go all over the country training law enforcement, National Guard, federal agencies and regular Army in crowd management, civil disturbance tactics and command so all agencies across the country have the same foundation of training in

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civil disturbance events” said Frank Flynn, one of the DHS instructors and a K-9 Supervisor for the Boston Police Department.

According to Flynn the DHS instructors have worked with Canadians in the past and have greatly enjoyed the experience. There are instructors on other teams from the Royal Canadian Mounted Police and consultants from Canadian law enforcement agencies have provided input on the training in order to utilize best practices from a wide array of sources.

“Bringing in the Canadians allows us to work with one of our NATO partners,” said Capt. Justin Culverwell, plans officer for the 211th. According to Culverwell building the relationship between Canadians and Massachusetts Soldiers and Airmen is an important part of the experience so the two forces understand each other’s training, “it’s all about being able to understand how other organizations operate and insure all our organizations can integrate.”

The MPs are training in Field Force Operations, specifically focusing on civil disturbance and civil disobedience crowd control tactics. Culverwell said the training is designed to “better prepare our soldiers as well as better deploy them” into situations where civil disobedience and civil disorder occur.

Culverwell defined civil disturbance as, “any time where civil control is lost, or may be lost” resulting in a situation which is out of control or may result in civil unrest.

The 211th has had experience in similar situations, having been called upon to assist in disaster response

efforts including Hurricane Katrina in 2005.

The first portion of the training was conducted in classrooms at Fort Devens and focused on tactics as well as command and control in the field. This portion, known as Field Force Operations, is a nationally certified class and allows the 211th to integrate with agencies across the U.S. if called into action.

The practical exercises were held nearby at New England Studios in Devens, a large multi-sound stage building typically used in movie production. The space is cavernous, 150 feet by 120 feet with nearly 50-foot ceilings. The rooms have the feeling of soundproof warehouse, eerily quiet to the point that not even the buzzing of overhead lights can be heard before the soldiers entered for training.

The DHS instructors quickly formed up the troops, consisting of elements from the 211th and the Massachusetts Air National Guard’s 102nd and 104th Security Forces Squadrons, which collectively comprise the commonwealth’s National Guard Reaction Force, and 3rd MP. The multi-national, multi-service force swiftly began execution of several tactics taught in the classroom.

“It’s training we don’t get back home,” said Cpl. Colleen Purdy, second in command of the 3rd MP element from Moncton, New Brunswick.

The training was a great way to build relationships and learn tactics not normally used by the Canadian Forces. The Canadians focus more on urban operations associated with military police missions, not crowd control, she said.

“It’s fortunate we get to come here and train with the Americans and work with them,” said Purdy. She believes the partnership is growing as the Americans and Canadians exchange training and understanding of their operations and drills. Purdy said working as a group, having good leadership, command and communication brings everything together for her.

“I’m a huge fan of not only cross-trade training, but international training. Being able to train with other forces in the event we may have to work with them is always beneficial,” said Master Cpl. Joseph Morris, a military policeman from Halifax. The training he has done with the 211th has been seamless. “When we come together because the tactics are so similar, because everything works together so well, everything just meshes and we are able to accomplish the mission every time.”

“This training is very good for my guys,” said Jackson, “all my soldiers are having a great time, they are learning a great deal and making great friendships.”

The 211th and 3rd MP have plans to continue their joint training in the future. With elements from both units going across their shared national border for annual and weekend training on many skills necessary to be a military policeman this young partnership seems destined to grow and create not only friendships, but an understanding between cultures that will last far into the future.



Safety, How-Goes-it: *SPRING into SPRING! SAFELY!*

By Senior Master Sgt. Thomas Dumais, 104th Fighter Wing Safety Office

The unit has experienced 6 mishaps/injuries since the last How-Goes-It.

- Worker grinding metal, metal speck in eye, lost workdays
- Worker working on aircraft part, lacerated hand, greater than first aid
- Aircraft impacted bird, blood smear on tank, no damage
- Aircraft engine damaged at depot, FOD, repairable

Now that each of us has experienced a taste of some good weather, chances are we are already tabulating the spring time project lists. For some it may be the vehicles, home, boat, lawnmower, garden, flowerbeds, motorcycle, bicycle, exercise, or possibly a little yard work. As great as the weather is and as great as our intentions are, we all need to remember to not rush into anything that has the potential to cause us harm. Below are some tips to assist you in staying safe.

Vehicle maintenance: Always use jack stands, never get under your vehicle by yourself, and wear PPE as required.

Home maintenance: Use ladders correctly, watch out for power lines, isolate electrical power as required,

roof work requires fall protection.

Boat maintenance and use: Only do the maintenance you are qualified to do, check your safety equipment for serviceability, start out slowly, respect fast moving and cold water.

Lawnmower: The safety rules that applied last year still apply (full-toed shoes, eye protection, ear plugs), never secure the emergency shut-off to disable it, when walking/pulling backwards—where are your feet and toes?

Gardening- Lift items properly and try not to lift and twist, limit repetitive movements, wear PPE.

Flowerbeds- Try to limit being hunched over for long periods of time, know your limits to prevent back injuries.

Motorcycle- Inspect your bike before riding it, start out slow and take a few test rides to get used to it again, wear all your PPE, watch for sand and potholes.

Bicycle- Inspect it before use and fill the tire to the proper pressure, make sure you have a front and rear light that are working, start out slow, travel with traffic not against it, inspect your helmet and wear it.

Exercise- Start out slowly, jog/walk against the flow of traffic, make sure you can be seen, ensure you stay hydrated.

Yard work- Wear gloves when raking, if you are going to dig, call “Dig Safe” first, watch out for power lines. Know your limits and don’t exceed them.

The whole idea of good weather is to enjoy it! If you injure yourself, your good times will be replaced with something less desirable. No one needs to get hurt, no one means to get hurt, and yet year in and year out we see people getting injured. This is due to them not taking what they are doing by the numbers and doing it safe. As we move forward into the better weather, we ask you to consider taking a few minutes to think about whatever it is you are doing. This is when you need to identify and control the hazards. You cannot control the hazard after it has already injured you. If you can do this, you will truly have an enjoyable and safe spring.

Nothing can be 100% safe! If however, we think about and do our best to control the hazards, more times than not the outcome will be a good one! As always, both on and off duty, we ask nothing more than for you to keep making it happen; SAFELY!



Chief's Corner - Command CMSgt. Patrick J. Shaughnessy Scholarship

The 104th Fighter Wing Chiefs Council is excited to announce that it is offering two \$250 scholarships in 2016. The Command Chief Master Sergeant Patrick J. Shaughnessy Scholarship is available to any enlisted member of the 104th Fighter Wing attending a two or four year college. Chief Shaughnessy was a leader, mentor, and friend to many unit members, both officer and enlisted. He exemplified Air Force Core Values both on and off duty as well as taught

and lived the whole Airman concept before the phrase became popular.

Applicants must submit proof of enrollment or acceptance to a two or four year college, have a current passing fitness assessment, and a 500 word essay explaining how they incorporate Air Force Core values into their everyday life. Essays must include a cover page, and be double spaced with no headers. Essays must be submitted to Chief Master Sgt.

Anthony Swana by April 30, 2016. Late submissions will not be accepted. Selections will be made by a blind committee in May, and the winners will be announced during the June UTA.

Please contact Chief Master Sgt. Swana at anthony.f.swana.mil@mail.mil or Senior Master Sgt Tom Orifice at thomas.b.orifice.mil@mail.mil for additional information.

Comm Warrior Corner : Keep Calm and Learn Computers

Accessing the Internet and Protecting your Home Computer:

- Publicly available Wi-Fi hotspots are often unsecure and put your private/personal data at risk. If using public Wi-Fi, do not go to sites that require entering personal data, information or passwords.
- On your home routers, enable WPA2/PSK (Strongest) or WPA/TKIP (Moderate) encryption. The "WEP" encryption is an older version (weakest) and should be avoided if possible.
- Secure your laptops and handheld devices with biometric locks such as fingerprint or facial recognition capabilities, strong passwords (more on those later), or a PIN.
- Active Duty military and civilian employees are encouraged to take part in the DISA Home Use program, which provides Anti-Virus/Anti-Spyware (AV/AS) software for use on home computers.
- For those unable to participate in the DISA Home Use program, many Internet Service Providers (ISPs) include AV/AS software as part of their service package, so check with your provider.
- Many operating systems include firewall applications that provide an additional layer of security for your home computers. Make sure they are updated, properly configured and running.
- Operating system and browser updates often include security patches. Set your devices to automatically install them when they become available and you'll never miss an update.
- Configure your system to automatically scan USB thumb drives, hard drives, and other storage

media upon connection. Also, ensure any "auto-run" features are disabled.

- Only download software, applications and other files from reputable sources.
- Do not click on links or open attachments from unknown users.
- Likewise, Adobe's Flash and Java's Runtime Environment (JRE) are common threat vectors. If you use these applications, we recommend you review the "Options" and update the settings to prompt the user before running.

Web Sites and Internet Activity:

- Surf securely. Ensure URLs (web addresses) begin with HTTPS:// and display a locked padlock symbol.
- Unless absolutely certain you know where the link will take you, avoid websites with foreign domain designations such as ".cn" or ".ru" or ".ir"
- When selecting security questions for personal accounts, think "outside the box" and avoid using information that can be easily traced back to you such as your mother's maiden name, a former street address, etc.
- Ensure you are using the security features in your web browser by enabling "SSL" and "TLS" in the Settings options.
- Type with care. Hackers often register "misspelled" domains such as "answre.com" versus "answer.com" or "micr0soft.com" versus "microsoft.com" to infect unwitting web surfers.

Social Media Security:

- Be cautious about posting

personal information in profiles. Details such as your Title, Organization, Duties, Travel Schedules and Locations may be used by hackers for social engineering or email spear-phishing purposes.

□ Facebook, Twitter, LinkedIn and other social media platforms are invaluable tools for networking purposes. However, they can introduce a variety of cybersecurity hazards to include release of unauthorized data, damage to reputations, opportunities for social engineering, as well as lawsuits stemming from inappropriate use. When using these tools, be mindful of these risks.

□ Social media users often consider such sites as a means for personal expression, but if used inappropriately, they can also pose a risk to the mission and your organization.

□ Users have to be extra vigilant about friending bogus Facebook accounts, which can allow hackers to harvest sensitive user photos, phone numbers, and email addresses for social engineering attacks.

E-mails:

- Be on the lookout for messages that don't seem "right" or are too good to be true.
- Financial Institutions, Utility Companies, Internet Service Providers and other institutions almost always have your account information to include PINs, Passwords, and Security Questions. So, it is extremely rare for requests to be made via email. Always call to confirm if there is a question using the phone numbers on your credit/ATM card, billing statement

E-mails:

☐ Be on the lookout for messages that don't seem "right" or are too good to be true.

☐ Financial Institutions, Utility Companies, Internet Service Providers and other institutions almost always have your account information to include PINs, Passwords, and Security Questions. So, it is extremely rare for requests to be made via email. Always call to confirm if there is a question using the phone numbers on your credit/ATM card, billing statement or official website.

☐ Be wary if an e-mail attempts to prove legitimacy by using words such as "official," "mandatory," "urgent," or try to instill a sense of urgency or fear by stating that it's "your last warning!"

☐ Before clicking any links, ensure the text in the email matches the associated URL by holding the cursor over the link so the website link is shown. If the link doesn't match, it's very likely a spear-phishing attempt.

Passwords and Passphrases:

☐ If possible, always use 2-factor authentication when logging into accounts on commercial sites. For example, an email or bank account that not only requires a password, but a code to be entered that is texted to a

cellphone or displayed on a printable, single use pad.

☐ Use different passwords or passphrases for each account. There are several tools available online to assist with generating and managing your personal passwords and passphrases. We recommend researching and choosing the one that best meets your personal needs.

☐ Strong passwords have the following features:

1. Are a minimum of 8 characters long and include at least one number, one capital letter, one lower case letter and one special character. Also, they avoid use of keyboard progression patterns such as "123\$QWEr"

2. Do not contain names or words that can be found in any dictionary (including foreign languages) or on your social media.

3. Do not contain your user name, real name or company name.

4. Are significantly different from previous passwords.

☐ Strong passphrases, which are typically longer than passwords and contain multiple words that create a phrase such as "horsestaplebattery" or "coyotehammerdeep" have the following features:

1. Are 15-30 characters long in the form of a series of words that create a phrase.

2. Do not contain common phrases that are in literature or music, or found in the dictionary.

3. Do not contain your user name, real name or company name.

4. Are significantly different from previous passphrases used.

☐ Extend Spring Cleaning to your cyber hygiene by routinely changing passwords/passphrases on all your accounts. However, avoid changing passwords in a serial fashion such as "P@ssWord2015" being replaced with "P@ssWord2016"

☐ If you save your passwords/passphrases to a file on your computer, mobile device, or in the cloud, always password protect and/or encrypt it!

☐ Do not write down your passwords and keep them in your wallet/purse or posted in your work area.

☐ Finally, do not allow your browser to store your passwords/passphrases. Although it's convenient, it increases your risk since anyone with access to your browser can see them.

DISCLAIMER: The inclusion of commercial vendor names, services or products herein does not constitute endorsement by the U.S. Department of Defense, U.S. Air Force or 24th Air Force.



Worship Schedule

Protestant Worship:

Protestant Worship 11:15 AM Saturday, April 2, 2016

Catholic/Orthodox Worship 11:30 AM Sunday, April 3, 2016.

If you need to talk, the Chapel Team will be out and about. You can also stop in for a chat at the Base Chapel (Building 12, aka the Fitness Center) or call ahead at 698-1057.



Chaplain's Corner - Dealing with Differences

By Lt. Col. Stephen Misarski, 104th Fighter Wing Chaplain

Have you ever had a boss, commander, leader drive you crazy? Have you been frustrated by a subordinate, an employee or teammate? Did you ever think you were communicating with your spouse and they totally miss what you were saying?

Let me introduce you to helpful communication tool that we will be teaching at our upcoming Married Couples Strong Bond Event, April 15-17, 2016. This tool works with spouses but also works in the work place and on teams.

There is much today about celebration of diversities, but often the way different people approach life can cause problems in marriages, families, and the work environment, military and civilian. Curiosities and quirkiness can be a source of entertainment and appreciation for a while, but soon there comes frustration. "Why can't you be more like me? Why can't you do things the 'right way?'" are words we think, if not say. It may be more productive to learn how that person acts and thinks than try to change

them. Lord knows, trying to change our spouse after marriage is a futile venture.

Here are four basic ways people act or do life. We call them "countries" because each has a language, a culture, and way of life; much like the differences between Americans and the British. We may be using the same language but not necessarily communicating?

Control Country: Welcome to the world of black and white; lines and corners. People here like to Get Things Done. They are all about business. We don't have any of those in the military!!! They are great leaders but a bit bossy, impatient and know it all. They like to achieve things.

Fun Country: They demand attention. They are less interested in getting things done, but they love entertaining people. They are the life of the party. They talk a lot and get easily distracted, but they love people and are fun to be around.

Perfect Country: Residents of this country like things dress-right-dress.

They avoid the grays and want thing done correctly. They may take longer, but it's done right. They may be moody and insecure, but they are also creative and organized.

Peace Country: These citizens like for people to get along. They are the First Sergeants that you remember. They are low key and low maintenance, but can also be indecisive and resist change.

Which country are you from? Your spouse? Your boss? Your worker? Your Teammate? Knowing this can help. Learning to communicate with them in their "countries" language may cause a break through. Working with their strengths, and being aware of their weaknesses or blind spots, can make successfully accomplishing the mission without losing anyone easier.

To learn more on how to practice this in marriage, and much more, sign up for the Married Couples Strong Bond Weekend, April 15-17, 2016. Email: shaun.w.reagan.mil@mail.mil or call the Chapel Team at 698-1311.

For Your Information

Command and Control Technician

An AGR tour is available at the 104th FW for AFSC 1C3XX. Grades A1C/E-3 through SSgt/E-5 can apply.

The job announcement expires April 13, 2016.

For details contact CMSgt Mark Bolduc at Ext: 698-1993.

For the complete job advertisement see the following URL:

<http://www.thenationsfirst.org/>

Budget Analyst

A budget Analyst technician (GS-0560-09) position is open at the 104th FW. Grade is AB through TSgt. AFSC can be 2AXXX, 2RXXX, 2WXXX or 6F0X1.

Job announcement expires April 14, 2016. For complete job announcement:

<https://www.usajobs.gov/GetJob/VieDetails/431429600>

Intelligence Operations Specialist

A technician intelligence operations specialist (GS-0132-11) job is open at the 102nd IW. Grades SSgt through TSgt.

Job expires April 16, 2016.

For complete job announcement: <https://www.usajobs.gov/GetJob/VieDetails/433094300>

Enlisted Force Development Temporary Tour—1 year

An enlisted force development

temporary tour is available at Joint Force Headquarters (JFHQ). Start time is in the may timeframe. Any PAFSC for A1, A6 and State CCM positions. Must hold a 1NX PAFSC for A2; any 2A, 2G, 2S, 2T, or 3E PAFSC for A4, and a 6F051 or 6F071 PAFSC for A8. Any enlisted Airmen w/no more than 17 years TIS by date of closeout. Seven positions are available to assist the A1 (2), A2 (1), A4 (1), A6 (1), A8 (1), State CCM (1). This is not a full-time program, however, current Active Guard Reserve (AGR) and Technicians are eligible to participate in this program. Packages must be received by e-mail to SMSgt Nicholas Kollett NLT 3p.m. on April 6, 2016.

AMXS Position Opening

The 104th Maintenance Squadron is hiring an Aircraft Maintenance Officer, AFSC 021A3. The position is a Major slot. This is a commissioning opportunity.

Package deadline is May 8, 2016. The board date is to be determined.

The POC for more information is Maj. Michael Dibbrindisi at ext. 698-1219 or at 1-413-568-9151 ext. 698-1219.

Changes to Maternity Leave

Effective February 5, 2016, an additional 6 weeks of maternity leave has been authorized for members on active duty (to include Reserve and Guard). This non-chargeable 12-week total leave must be taken continuously and is not be transferred to create any kind of shared benefit between spouses. Airmen currently on ordinary leave may convert the chargeable ordinary leave to the new non-chargeable Maternity Leave. No Airmen shall be disadvantaged in her career, including limitations to assignments, evaluations, or selection for PME

because she has taken Maternity Leave.

Finance Counselor On Base

A Personal Financial Counselor, Debra Antel, from the Military and Family Life Counseling Program will be on base every Wednesday until April 2, 2016. She will be working out of the Family Readiness Office in Bldg. 1. If you wish to make an appointment with her please see her contact information listed below. Phone: 774-205-3698. Email: MA-PFC2@mflc.zeiders.com

Hanscom AFB Tax Center

The Massachusetts National Guard/Hanscom AFB Tax Center is open for appointments. Location of the services is W108 MANG JFHQ, 2 Randolph Road, Hanscom AFB. This is a free service and open to those who have income less than \$150,000 per year for married filing jointly, or head of household and less than \$100,000 per year for single filers.

While space is limited, if you are unable to make an appointment please check back as more appointments are likely to be added. You must arrive for your appointments with all of your tax documents (W2s, 1099s, mortgage interest, real estate taxes, excise tax, etc.), proper identification, bank direct deposit information, and social security cards for dependents. The link for making appointments is:

<https://booknow.appointment-plus.com/4yypddsq>

Walk in Legal Assistance

The Legal Office provides legal assistance to all ANG members on the following legal deployment related issues: Wills, Powers of Attorney (Family Care Plans),

Service members Civil Relief Act, and Employment and Reemployment Rights. Walk In Hours are available every Saturday of the RSD from 9 a.m.-11 a.m. If you are unable to come during this time, please call our office at ext. 6981244 to make an appointment. We would be happy to accommodate your schedule. Notary Public Services also available.

Barber Shop Open

The Barber Shop will be open for the 2016 RSD dates. Enter Building 008, South Entrance. POC for the Barber Shop operations call: (413) 568-9151, x698-1234.

PVC Info

Did you know that the Pioneer Valley NCO Club is a Non-profit organization? Are you aware of what your membership money goes towards each year? A lot of people don't realize that the NCO Club is more than just a bar. We make donations to many different organizations on behalf of its members throughout the year. Your membership money goes towards all maintenance and improvements made at the NCO Club as well. Without your annual donations none of this would be possible. Pioneer Valley NCO Club Coins are available for purchase for \$10.

Funeral Uniform Policy

As per Wing Commander Col. James Keefe's direction, Wing members who attend funerals in uniform must wear Service Dress out of respect for the family. If you have any questions on this policy please contact your First Sergeant.

25 Books Reading Campaign

The Maurice A. Donahue School in Holyoke will be having their annual 25 Books reading Campaign, April 13, 2016, from 12 p.m. to 1 p.m. During the event you will have an

(Cont'd from page 8)

opportunity to read and interact with children. Uniform of the day. Please sign up on e-invite with your supervisor's permission.

<https://einvitations.afit.edu/inv/index.cfm?i=280211&k=0069420B7A56>

Contact Lt. Col. Brenda Hendricksen for more information at 6981800.

Chief's Council Fundraiser

The Chief's Council are selling T-shirts. Sizes are available in XS to 2X. See your squadron council members or the MXG orderly room to purchase.

Please join the Pioneer Valley USO in celebrating 75 years of supporting our service members.

Ticket price: \$75 per person (table sponsorships are also available)

Date: Saturday, April 23, 2016

Social Hour: 5:30 p.m. – 6:30 p.m.

Dinner: 6:30 p.m.

Menu options include Filet Mignon and Vegetarian Lasagna

Location: Log Cabin and Banquet Hall, 500 Easthampton Rd., Holyoke Massachusetts

Music provided by The Bronx Wanderers

Call the Pioneer Valley USO for tickets or info at 413-557-3290

Oxygen For Your Relationships Couples Training

Help you and your loved one discover a happier and healthier relationship

Friday, April 8, 2016, from 8 a.m. to 4 p.m. (includes lunch and refreshments)

Held at the Commons at Hanscom AFB, Bedford, Massachusetts

Free to all AD, National Guard,

Reserves and Spouses/Partners

For more information or childcare concerns, contact Lily Ackerly, USO Programs Manager A 617-720-4949 or lackerly@uso.org

To register:
[https://www.eventbrite.com/e/](https://www.eventbrite.com/e/bedford-ma-uso-oxygen-seminar-registration-2250)

[bedford-ma-uso-oxygen-seminar-registration-2250](https://www.eventbrite.com/e/bedford-ma-uso-oxygen-seminar-registration-2250)

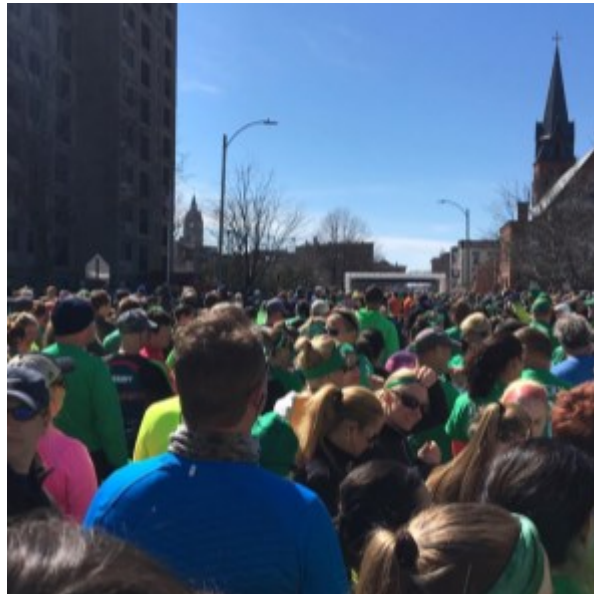
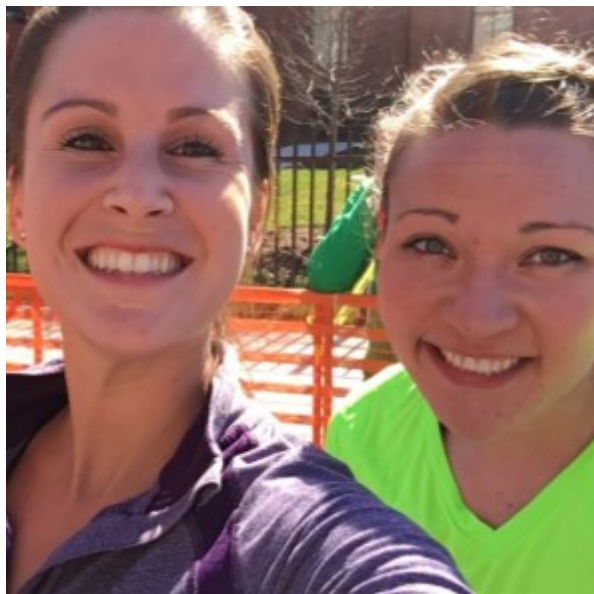


Stephanie Shaw, Military and Family Life Counselor, speaks to families regarding child care at the UMASS Amherst Hotel and Convention Center during the Yellow Ribbon Reintegration Program event. (U.S. Air National Guard photo by Tech Sgt. Melanie J. Casineau)

“Eggstra” Special Day!



Around the Community at a glance!



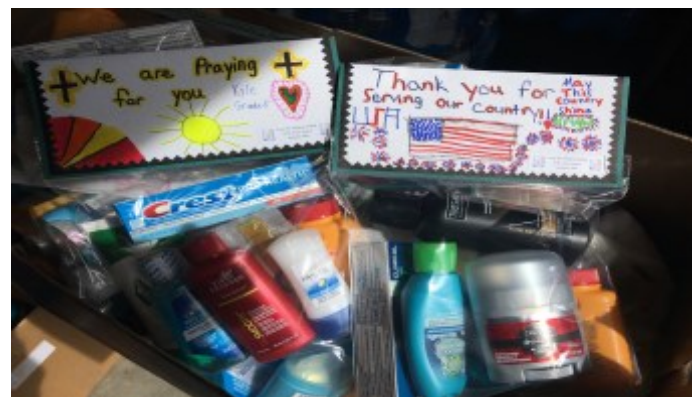
Several Airmen from the 104th Fighter Wing ran in the annual Holyoke St. Patrick's Day 10K. Tech Sgt. Heather Dragon and Senior Airman Stephanie Dalton capture the run with a wingman selfie. (Above Left) The citizens of Western Massachusetts community filled the downtown streets of Holyoke at the start of the race. (Photos courtesy of Tech Sgt. Heather Dragon)



The Student Council at St. Anne school in Webster, Mass., hosted a care package drive called Operation Appreciation at their school collecting hundreds of care package goodies for our 104th Fighter Wing Airmen. Above Photo: St. Anne Student Council. Right: Photo of the care packages. (U.S. Air National Guard Photo by Master Sgt. Julie Avey)



Mayor Brian Sullivan of Westfield, Mass., visits the 104th Fighter Wing. (U.S. Air National Guard photo by Master Sgt. Julie Avey)



104th FW Alumni Dinner!



Welcome to the Wing

A1C Malvin Mwangi
A1C Alexis Duda
A1C Nathan Frappier
SSgt Lisa McLaughlin
TSgt Michelle Blakesley
MSgt Julie Avey

Retirements

April 2016

Master Sgt. Patrick F. Martunas
OSF

May 2016

Master Sgt. Paul J. Silva
AMXS

Promotions

To Senior Airman (E-4)
Gilbert, Justin, MDG



To Staff Sgt. (E-5)
Brian Boudreau, AMXS
Jason Edinger AMXS
Justin Bonner, MXS
Alexandro Laftsidis MXS
Alfred Vanderburg MXS



To Tech Sgt. (E-6)
Samuel Kelmelis AMXS
Ashley Sheffield AMXS
Lauren Wundt AMXS
James Quigley MXS



To Master Sgt. (E-7)
Steven Phillips MXS
Anthony Cruz AMXS



WHAT'S FOR AGR and Officer Meal



LUNCH? Rate \$5.55

11 a.m.-1 p.m.

Saturday

Soup – Chicken and Dumpling & Italian Wedding
Entrees –Grilled Chicken Alfredo & Beef Pot Roast
Starches –Linguine & Mashed Potatoes
Vegetables – Mixed Vegetable & Cauliflower

Short Order –

Cheese Burger Super melt or
Italian / BBQ Chicken Super melt
Salad Bar, Rolls, Assorted Desserts

Sunday

Soup – Chicken and Dumpling & Italian Wedding
Entrees –Ham w/ Raisin Sauce &
Lemon Basil Tomato Shrimp Pasta
Starches – Potato Au Gratin
Vegetables – Herbed Green Beans & Corn

Short Order –

Cheese Burger Super melt or
Italian / BBQ Chicken Super melt

CCTV broadcast line up

Channel 9 - Training videos



Morning

0900-0940
0940-1013
1013-1023
1023-1053
1053-1101
1101-1108

Training Video

Forklift Fundamentals and Ops
Confined Space Awareness
Basic Ladder Safety
Lockout/Tagout
FOD Prevention
Copyright Infringement

Afternoon

1300-1340
1340-1413
1413-1423
1423-1453
1453-1501
1501-1508

Training Video

Forklift Fundamentals and Ops
Confined Space Awareness
Basic Ladder Safety
Lockout/Tagout
FOD Prevention
Copyright Infringement

Incentive Flights



Incentive rides were enjoyed by unit members during the March RSD. Above, left, Capt. Katie Gauvin prepares for take off! Right, Gauvin takes a moment to capture the memory with her brother, Chief Master Sgt. Matthew Hoagland. Bottom Right, The Gauvin family! (Courtesy Photos from Capt. Katie Gauvin)

Massachusetts Air National Guard
104th Fighter Wing - PA

www.104fw.ang.af.mil
www.westfieldairshow.net
 Social media sites:
www.facebook.com/barnesang
www.twitter.com/104fighterwing
www.flickr.com/photos/barnesangb



We're on the Web

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