



AIRSCOOP

104TH FIGHTER WING • MASSACHUSETTS AIR NATIONAL GUARD

February 2013



Annual Awards for outstanding performance are arranged on a table during the 2012 awards banquet. This year's event will be hosted on Saturday Feb. 9, 2013.

Photograph by Technical Sgt. Melanie Casineau



Col. James J. Keefe

AIRSCOOP

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Commander's Column

By Col. James J. Keefe, 104th FW Commander

BarneStormers,

I first want to take a moment to share with you some good news. As many have heard: Col. Brooks was promoted, and is now the newest General Officer in the state. Congratulations, L.A.! The promotion is well deserved, and we look forward to more leadership from you in your new capacity.

In addition to this promotion, we have much to celebrate this drill. This Saturday night, the wing will hold its 39th annual awards banquet, where we will be able to recognize the accomplishments of individuals within the wing. *(Editors note: The event is now postponed to April 6, 2013.)*

In 2012, the Wing had many proud accomplishments. We successfully completed our first operational F-15C deployment to the CENTAF Area of Responsibility; we participated in multiple Aerospace Control Alert responses, Expeditionary Combat Support deployments, and Domestic Operation missions in support of our state role; and we completed our first Phase II exercise since the start of our conversion. You should all be very proud of the work we have done this past year. Please take a moment to congratulate and celebrate with this year's award winners *(in April)*.

But, amidst the celebrations, we cannot lose focus on the months ahead of us. In the last AirScoop, I mentioned the possibility of some major construction projects. Those projects are becoming more and more a reality. From a long-overdue hangar expansion project, to the possibility of a ramp addition and a runway refurbishment; there are many potential changes at Barnes which will affect or daily operations as well as our Consolidated Unit Inspection (CUI) preparations. (CUI is the new ORI terminology).

There is a high probability that we will have to move our flying and maintenance operations to an alternate location sometime this summer. We have been discussing these issues on the national level with the ANG command staff as well as the ACC/IG. I urge everyone to remain flexible, but also remain focused, because we still have to

prepare for a CUI and Alert Force Evaluation/Inspection in the next few months.

Our ability to defend the homeland will not change; we will respond in a moment's notice to any airborne threat. We will continue to focus our attention on war-time readiness...Our commitment to the community and the environment will not change. It will take each one of you to make that happen. The most important asset we have is you, the men and women of the 104th Fighter Wing! Thank you all for your continued dedication and leadership.

Table of Contents

2	Commander's column
3	Chief's column
3	First Sergeant column
4	AF Leaders work to stop assaults
5	New CMSgt of the AF
5	Chaplain Corner
6	New General Officer
6	12 Outstanding Airmen
7	Lautenberg
7	New Visa fees
8	Microsoft home use program
8	Safety: How Goes-it
9	Dealing with different generations
10	Start on Ice / Strong Bonds / Info
11	Award e-invite / Retiree Tricare info
12	Unit / Officer Vacancies
13	Dental Insurance Changes
13	Family Support News
14	Promotions / Retirements / CCTV
15	This month in history

Alcoholism is treatable!
Need help? Call 1-800-410-2560
Sexual Assault S.A.F.E. helpline
1-877-995-5247



Chief Master Sergeant's Column

By Chief Master Sgt. Todd Fappiano, 104th FW Command Chief

Feedback and buy-in have more in common than we often associate; and beginning soon, there will be a

new mechanism for Airmen to provide the Wing leadership feedback as well as to help generate unit-level buy-in.

The Enlisted Advisory Council will make a resurgence. This program, though dormant for a few years, is an important part of the communication flow on base. The EAC will serve as one of the primary mechanisms for the Wing command team to know and understand the concerns of the enlisted force. It will also allow the command team the opportunity to explain nuances of decisions that may help the junior members of this organization to understand why certain decisions are made, what risks we assume, and the

long-term implications of a strategic decision.

One good example of a topic that the EAC had influence on in the past was that of the importance of a family day, integrating Wing families into the base community. EAC was also very vocal about the importance of having a more modern base gym.

Each unit will be responsible for a full-time and a traditional member to sit on the EAC. The council will meet monthly and have a unique opportunity to have a candid discussion with myself and commander in a non-attribution environment.

In addition, the EAC will be responsible for helping generate participation from the enlisted force during base and community events.

This weekend we are going to recognize the best of the best during the award banquet, and one of the ways these members have demonstrated their

value to the unit is through their participation in base and community events. We will have some opportunities for the wing to get **involved, starting with the St. Patrick's Day parade in March, and participating in this program.**

If you are interested in holding a position on the EAC, contact your First Sgt., or unit Chief, or talk to me directly.



First Sergeant thoughts

By Master Sgt. Lynne Bolduc, 104th FW/OG First Sgt.

We have an Operational Readiness Inspection (now called a Combined Unit Inspection (CUI)); an Alert Force Operational Assessment; an Alert Force Evaluation; possibly an interim Westover move; and a runway construction project on the horizon.

On top of that, we have Aerospace Control Alert and Combat Training **flying to accomplish... All of us have** heard these are our priorities for the next year? All of them, *really?* Are they serious? Yes. The wing leadership has been clear. We should prepare to focus on all these interests, and continue our day-to-day operations—so the question is: *w=Where do you focus? How do you focus?* How can you prioritize which project, event or activity gets the most attention?

First, what we need to do is take a step back. All of the items listed above are important. We need to do every single one of them to the best of our

ability. In order to do that, we need to stop, listen and direct our energies at the task at hand.

So ask yourself: What I am doing at this very moment? Simply put: *That* is what you should focus on—finish the task and move on to the next. When the environment becomes complex, it is proven that focusing on the basics, the fundamentals will help you compartmentalize, and be more successful.

With so many priorities it is real easy to feel like we are running around in circles with nothing accomplished, but through completing one task after another, you will quickly be accomplishing more, than by broad-brushing a lot of tasks. Also, you will be able to work more safely and efficiently.

Over the next several months it will take all of us, to settle down, communicate, and work as a TEAM and FOCUS.

The most important part of communication is not only listening;

more importantly you need to hear what is being said. Every single section in this Wing makes this mission happen. More often than not, I hear one group or another say that without their particular **area, the mission couldn't get done but** we cannot think that way.

We are a TEAM; we are ONE unit, ONE FAMILY. We need to help each other focus on the task at hand. So let me repeat what are the tasks at hand?

The AFOA, AFE, the CUE/I, ACA and CT flying. Then remain flexible if we are fortunate enough to complete a runway refurbishment project.

How do we accomplish all of them at the same time? We focus. We focus on one item at a time. We focus on the task we are doing at that moment and then we shift when we are told to shift our focus.

We can do it all, we have before. However, the only way we can do it well, is if we slow down, work together, and *focus.*

Air Force officials aim to eliminate sexual assault

By Claudette Roulo, Air Force Press Service

Following a nine-month investigation into sexual misconduct at Joint Base San Antonio-Lackland in San Antonio, the Air Force has implemented a comprehensive program aimed at eliminating sexual assault, senior Air Force leaders told Congress today.

Air Force Chief Of Staff Gen. Mark A. Welsh III and Air Force Gen. Edward A. Rice Jr., the commander of the service's Air Education and Training Command, spoke before the House Armed Services Committee about the Air Force's recently completed internal investigation.

Describing the crimes as "stunning," Welsh said there could be no excuses. "There's no justifiable explanation, and there is no way we can allow this to happen again," he said.

"The Air Force goal for sexual assault is not simply to lower the number. The goal is zero," Welsh added. "It's the only acceptable objective. The impact on every victim, their family, their friends [and] the other people in their unit is heart-wrenching, and attacking this cancer is a full-time job, and we are giving it our full attention."

The effort includes an Air Force-wide health and welfare inspection, held in December, the results of which are publicly available, Welsh said. Also last month, Welsh used his monthly "Letter to Airmen" to reinforce "that obscene, vulgar or disrespectful images, songs or so-called 'traditions' are not part of our heritage and will not be accepted as part of our culture."

In addition, a Recruiting Education and Training Oversight Council will be established, Rice said, to review and advise any current or future actions undertaken to eliminate sexual assault. The council also will provide advice on strategic issues affecting airman safety and the maintenance of good order and discipline in basic military training, he added.

More than 7,700 interviews were conducted as part of the investigation, Rice said. When contact information was available, anyone who graduated from basic military training within the past 10 years was interviewed, he added.

"Although we have conducted a 10-year look back, the vast majority of the allegations are of alleged misconduct that occurred over the past three years," Rice said.



Air Force Chief of Staff Gen. Mark A. Welsh III and Gen. Edward A. Rice Jr., commander of Air Education and Training Command, appear before the House Armed Services Committee on Jan. 23, 2013, for a hearing on sexual misconduct at Basic Military Training at Joint Base San Antonio-Lackland, Texas. Welsh and Rice discussed the findings of the Basic Military Training commander-directed investigation and efforts to stop sexual assault within the service. (U.S. Air Force photo/Scott M. Ash)

Allegations ranged from sexual assault to inappropriate contact with former students, Rice said. Each victim or alleged victim was offered "the full range of available victim support services," he added.

Of the 855 personnel assigned as military training instructors during this three-year period, 32 -- less than 4 percent -- have been disciplined or are now under investigation, Rice said.

"I believe it is important to underscore that the vast majority of our instructors served with distinction in a very demanding duty assignment," Rice said. "That said, it is completely unacceptable to us that so many of our instructors have committed crimes or violated our policies, and we clearly failed in our responsibility to maintain good order and discipline among too many of our instructors in basic military training."

Maintaining good order and discipline is one of the most important and fundamental responsibilities of command, Rice said, one that "cannot be delegated."

With that in mind, Air Force officials are focusing their efforts on helping

commanders meet this "fundamental responsibility," he said.

"The Air Force has recommitted itself to ensuring that every airman is treated with respect," Welsh said. "It's not a one-time fix. It has to be a way of life."

With "no room for misunderstanding," Welsh said, every Air Force supervisor and commander must be actively engaged in this effort. "If they don't get actively engaged, I consider them part of the problem," he added.

While it is still early, Rice said, it appears that the Air Force's efforts are making an impact. There have been no reports of sexual misconduct in basic military training in the past seven months, he noted. "We know this is not the beginning of the end, but the end of the beginning of a journey that can never end," he said.

"The American people trust us with their greatest treasure: their sons and daughters," Welsh said. "They expect us to lead them with honor, to value each of them, and to treat them as if they were our own. We do not have a greater responsibility than that."

"I will never stop attacking this problem. ... The United States Air Force leadership team will never quit working to eliminate this horrible crime from the ranks of our Air Force," he said.

A graphic for the "Safe Helpline" for the DoD community. The logo features the text "DoD Safe Helpline" in a stylized font, with "Sexual Assault Support for the DoD Community" below it. Below the logo, it says "Live 1-800-1-HELP Confidential Worldwide 24/7". A quote reads: "No one has to know unless YOU want them to! Safe Helpline offers free confidential and anonymous sexual assault support." At the bottom, it provides contact options: "Click www.SafeHelpline.org", "Call 877-995-5247", and "Text* 55-247 (outside the U.S.) 202-470-5546 (within the U.S.)". A small note at the very bottom says "*Text and location for the nearest SARC".



AF gets new Chief Master Sgt

Letter from Chief Master Sgt. James Cody

Yesterday I was appointed as your 17th Chief Master Sergeant of the Air Force. It was an in-

credible day, and as we begin this journey with you I wanted to send a quick note to let you know a little bit more about me.

First and foremost, I could not be any prouder of the men and women in our United States Air Force and their families. Thank you for your service. Our Air Force consists of 690,000 diverse, highly skilled, dedicated and brilliant people, and none is more important than another. We must all work together as a team to produce unbeatable airpower for our Nation.

As General Welsh has said, every one of us has a story. Mine revolves around the Air Force. I am proud to have been an Airman for just over 28 years now. I married an

Airman; Athena is a retired CMSgt, and our son is an Airman. We understand the sacrifices you make and the challenges you face, this is family business.

Coming out of AETC, I have a pretty clear view of how we train and educate Airmen. I believe education and training are the foundation of our airpower advantage and must be protected. This will be one of my focus areas. Education and training, along with experience, are the keys to the deliberate development of Airmen that will ensure the continued success of our Air Force today and into the future. I expect us to continue focusing on all three of these things.

We cannot have airpower without Airmen. We rely on Airmen to accomplish our missions. I think it's critical that we make sure you have the resources you need to do your job. Our programs and services should meet the needs of our Airmen and their families. This will be another of my focus areas.

While we're doing all this, we also need to strike an appropriate work/life balance. Our Nation demands a lot from its Airmen, and that is not likely to change, but if we can eliminate unnecessary additional duties and find ways to use technology to give us some time back, I think we should do that. On top of that, our workplaces must be safe and productive environments where innovative Airmen can function at their best. This will be another of my focus areas.

From the pioneering spirit of CMSAF Paul Airey to the bold leadership of CMSAF Jim Roy, our force has prospered from a long line of brilliant and visionary Chief Master Sergeants of the Air Force. It is my mission to continue that legacy in the best way I can.

It's most important to me that you know Athena and I will be working with you, your family, your development, and your mission in mind.



Chaplain's Corner

By Fr. (Capt.) Kenneth DeVoie, 104th Fighter Wing Chaplain

Recently, in Newtown, CT, we heard of, and watched, in horror, the reports of the senseless murders of so many innocent children and

their teachers—a truly evil act! I **don't think any reasonable argument** can be made that evil does not exist. It advertises itself everyday in the horrible things that people do to each other, and was so poignantly demonstrated in the Connecticut murders.

Throughout the course of this unfolding story, one thing starkly jumped out at me; in addition to religious institutions, elected officials, towns, schools and numerous other public outlets hosted Prayer Vigils

and gatherings for their citizens. These public gatherings had huge turnouts. The President of the United States incorporated quotes from Holy Scripture and encouraged prayer in his address after the tragedy. It seems that in the face of tragedy people turned toward God for comfort, hope and even for answers to help make sense of what seems to be senseless. As a clergyman, I think this is great and encourage all people to develop a relationship with God and foster a spiritual life.

One question that came to me and challenged my critical thinking was; If it is ok to publically pray and turn to God in the aftermath of a tragedy, why is it not prior to one?

Additionally, Why is it “politically incorrect” to refer to God in any public forum or manner prior to a tragedy, but not afterward?

One would conclude that if something is good for you and helpful after a tragedy, it must also be good for you prior to a tragedy as well.

As one of your Chaplains, let me encourage you to pray all the time. I can assure you that it is good for you all the time and, if more people did it, we may actually make the world less dark and evil.

Be assured of my continued thoughts and prayers for you and your loved ones!

New General in town

By Maj. Matthew T. Mutti, 104th Fighter Wing Executive Officer



Brig. Gen. Gary Keefe, commander, Massachusetts Air National Guard, and Aprile Brooks pins the rank of Brigadier General on the uniform of Robert Brooks Jr., during a promotion ceremony at the Massachusetts National Guard's Joint Force Headquarters building, Hanscom Air Force Base, Bedford, Mass., Jan. 25, 2013. Brooks serves as the Assistant Adjutant General-Air, Massachusetts Air National Guard. (Mass. National Guard Staff Photo)

Surrounded by his family and friends, Col. Robert T. Brooks, former commander of the 104th Fighter Wing recited his oath of office before accepting his new role as the newest General Officer in the Mass. National Guard, serving as the Assistant Adjutant General-Air on January 25.

In his remarks, he thanked his dad, Robert Sr.; his sister, Rebecca; his wife, Aprile and his children: Nathan, Patrick and Laura, as being instrumental to his ability to be selected for this high post.

With out support and sacrifice, nothing is possible, said Gen Brooks. He continued by recognizing the commanders, chiefs and other 104th and 102nd Intelligence Wing leader who were in attendance.

Brig. Gen. Gary Keefe, the Mass. Air National Guard Commander presided over the event; who during his remarks called Gen. Brooks **"the right man for the job, at the right time"**, referencing his selection as Wing Commander as the 104th Fighter Wing was beginning its transition to the F-15.

"(Gen. Brooks) was critical to the (104th Fighter) wing's success, ensuring it was ready to succeed during the units inspections and deployments," said Gen. Keefe.

Gen. Brooks was also awarded the Defense Meritorious Service Medal during the ceremony, recognizing his service during his recent deployment to the Middle East, where he served in various locations with U.S. and allied nations in the summer of 2012.

...and the award goes to

By Maj. Matthew T. Mutti, 104th Fighter Wing Executive Officer

During Saturday's 39th Annual Award ceremony many 104th members will be recognized for their outstanding contributions to the Wing and State during 2012. The members listed below Squadron and Group winners, who will compete for Wing and State recognition during the ceremony. Congratulations to all the winners.

Members who win at the unit and state level will then compete against their Air National Guard peers across the 54 states and territories, then they will compete against their Air Force-level peers; to determine whom the Air Force's 12 outstanding Airmen are.

Civil Engineer Squadron

Airman of the Year - Senior Airman John Tortelotte
NCO of the Year - Staff Sgt. Nicolas Hebert
ARG/Tech - Tech. Sgt. Jeremiah McClosky
Civillian of the Year - Mr. Jeffrey Dubois

Security Forces Squadron

Airman of the Year - Senior Airman Cladi L. Rodriguez
NCO of the Year - Tech. Sgt. Stephen D. Jeffers
SNCO of the Year - Master Sgt. Casey B. Walsh
ARG/Tech of the Year - Tech. Sgt. Ronald C. Brown
CGO of the Year - 1Lt Lisa A. Donovan
Civillian of the Year - Ms. Michele M. Freeman

Logistics Readiness

Airman of the Year - Senior Airman Brendan C. Allen
NCO of the Year - Staff Sgt. Jeffrey R. Jorritsma

SNCO of the Year - Master Sgt. Sandra J. Woodin
AGR/Tech of the Year - Senior Master Sgt. James P. Burke

Communications Flight

Airman of the Year - Senior Airman Paul Cutler
NCO of the Year - Staff Sgt. Bonnie Miller
SNCO of the Year - Master Sgt. David Diem
AGR/Tech of the Year - Tech. Sgt. William McIsaac

Force Support Squadron

Airman of the Year - Senior Airman Michael Nevue
NCO of the Year - Staff Sgt. Richard Hutchinson
SNCO of the Year - Master Sgt. Karl Rehbein
AGR/Tech of the Year - Senior Airman Jacquelyn Comer

Maintenance Squadron

Airman of the Year - Senior Airman Lauren Wundt
NCO of the Year - Tech. Sgt. Matthew Chapman
SNCO of the Year - Senior Master Sgt. Robert Laughran
AGR/Tech of the Year - Master Sgt. George McCanch

Aircraft Maintenance Squadron

Airman of the Year - Senior Airman Brian Burke
NCO of the Year - Tech. Sgt. Michael Kearns
SNCO of the Year - Master Sgt. James Dunn
AGR/Tech of the Year - Staff Sgt. Diane Berthiaume

Maintenance Operations Flight

NCO of the Year - Tech. Sgt. William Sabadosa
SNCO of the Year - Master Sgt. Richard Duquette
AGR/Tech of the Year - Tech. Sgt. Nathaniel Donnachie



Maintenance Group Supporting Units
SNCO of the Year - Master Sgt. Robert Kustra
104th Comptroller Flight
Airman of the Year - Airman First Class Ari Gunning
NCO of the Year - Staff Sgt. Jerome White
AGR/Tech of the Year - Senior Airman Desiree Serrano

Operation Group

Airman of the Year - Senior Airman Ian MacKenzie
NCO of the Year - Staff Sgt. Jason Grimaldi
SNCO of the Year - Master Sgt. Yasser Menwer
AGR/Tech of the Year - Staff Sgt. Jennifer Rodriguez
CGO of the Year - Capt. Osme Benedict

Headquarters Section

Airman of the Year - Senior Airman Bonnie Harper
NCO of the Year - Staff Sgt. Matthew Benedetti
SNCO of the Year - Senior Master Sgt. Dennis Brennan
AGR/Technician of the Year - Staff Sgt. Gregory Gay
CGO of the Year - Capt. Ken DeVoi

Medical Group

Airman of the Year - Staff Sgt. Charlie Diaz
NCO of the Year - Master Sgt. Jay Salus
AGR/Tech of the Year - Master Sgt. Nina Gutierrez
CGO of the Year - Lt. John-Michael Cycz

What is the Lautenberg Amendment and how does it effect me?

By Staff Sgt. Kristin Anderson, 104th Fighter Wing, Legal Office

The Lautenberg Amendment is a federal law that prohibits anyone convicted of a domestic-violence crime from possessing, shipping or transporting a firearm. This has special significance for military members. The impact is greater, of course, for those who commonly carry weapons, such as members of Security Forces. However, since airmen in many career fields may be called upon to draw arms if deployed, and must be qualified to carry and use fire arms, knowing the basics of the Lautenberg Amendment is vital.

First it is important to understand what a conviction is as it pertains to Lautenberg. A conviction includes a civilian court, special court-martial or general court-martial conviction. It does not include a deferred prosecution, summary court-martial conviction or non-judicial punishment under Article 15 of the UCMJ. Lautenberg does not prohibit a member from handling aircraft ordinance or other weapons systems.

Violation of the Lautenberg Amendment is a felony, even if the

original domestic violence offense is a misdemeanor. Members who fall into this category are responsible for insuring they do not draw a firearm, and for notifying their supervisors and commanders of their situation. The prohibition also includes third parties who would furnish a firearm to anyone convicted of a domestic violence crime. So commanders and supervisors who know or *should have known about a subordinate's* conviction are prohibited from furnishing those subordinates with firearms. There are further steps commanders will need to take in this type of situation and they should contact their servicing legal office for further direction promptly.

While the Lautenberg



Amendment addresses those who have a domestic violence conviction, it is important to note that even if a person has not been convicted, there may be a civil restraining order involved, most of which carry their own prohibitions against possessing firearms. While Lautenberg may not be triggered in these cases, violating the terms of the restraining order may carry significant state sanctions.

Service members are responsible for not possessing firearms if they have a domestic violence conviction or have been subjected to a civil order prohibiting it. They are also responsible for ensuring their commanders and supervisors are aware of their situation if there is any possibility firearms could be issued to them. Supervisors and commanders are responsible for not issuing firearms to members who fall under the category of a domestic violence convictee, or are the subject of an active restraining order. Any specific questions regarding the Lautenberg Amendment can be directed to the 104th Law Office at ext. 698-1244.



New surcharge on Visa purchases

Published in AF News Jan. 31, 2013

As of January 27, merchants in the United States and U.S. Territories are permitted to impose a surcharge on any credit card transaction that uses a MasterCard or Visa branded card, which includes the Government Travel Charge Card, both Individually Billed Accounts (IBAs) and Centrally Billed Accounts (CBAs).

This surcharge is permitted to be charged in all states except California, Colorado, Connecticut, Florida, Kansas, Maine, Massachusetts, New York, Oklahoma and Texas.

While some merchants may elect not to charge this additional fee, those that do are required to notify customers before they make an actual purchase - at the store entrance and at the point of sale - or in an online environment, on the first page that references credit card brands. The surcharge will be included in the total transaction amount and will be listed separately on the sales receipt.

This new surcharge has been authorized reimbursable expense while on official travel. The Joint Federal Travel Regulations (JFTR) and the Joint Travel Regulations (JTR) have been updated accordingly, effective 27 January 2013. If a traveler is charged this surcharge, they should add it as a separate expense under the Non-Mileage Expense section of their voucher, ensuring that the additional surcharge is not also included in the total of the related expense. For more information visit: http://usa.visa.com/personal/using_visacheckout_fees/index.html

Microsoft Home Use Program (HUP)

By Maj. Matthew Mutti, 104th Fighter Wing, Executive Officer

Microsoft HUP is designed to help increase employee productivity and satisfaction, while also maximizing the value of the Air Force's investment in Microsoft Office software. Eligible employees may obtain a licensed copy of qualifying Microsoft Office software to install and use on their home computer.

The HUP allows eligible Air Force and Air Force sponsored organizations (STRATCOM, NORTHCOM, TRANS-COM, Washington Headquarters Services, Office of Secretary of Defense, and Joint Staff Headquarters) personnel to order a licensed copy of select Microsoft Office desktop applications to install and use on their home computer. For each product eligible for the HUP for which you are a licensed user with active software assurance coverage, you may order a single copy of that product to install and use on your home computer. You may continue using this HUP software while you are under AF employment and as long as the software you use at work

has active software assurance coverage. Employees can order the product(s) directly through a secure, Microsoft-hosted e-commerce site.

HUP restricts users to purchase only one copy of a particular product version. When Office 2013 Professional Plus is introduced to HUP, authorized users who purchased Office 2010 Professional Plus will be able to buy the new version. For each product sold in HUP, the user may install it on a primary device plus a mobile device (such as a laptop computer). Organizations not covered under the Microsoft JELA are the military services' Academy and Reserve Officer Training Corp cadets, Civil Air Patrol, U.S. Navy (which has a separate Enterprise License Agreement (ELA) contract), and the National Reconnaissance Office (which also has a separate ELA contract).

How Do I Get Started?

1. Visit the Microsoft Home Use Program website at <http://www.microsofthup.com/>

2. Select the country the software is being purchased from.

3. To sign in, enter your Email (@us.af.mil) address and the program code C2C2151EDF

4. To verify your identity, a confirmation notice will be sent to your work e-mail address. Upon receipt, please read the instructions in the e-mail and click on the link provided.

5. Select whether you are ordering Office Professional Plus (for PC) or Office for Mac. You may only order one of these products.

6. On the checkout page you may specify delivery of a backup DVD at additional cost (recommended).

7. Complete the checkout process and make payment with your personal credit card.

8. The order confirmation page will include the product installation key.

9. Forward the download link to your home and download the software image there.



Safety: How goes it?

By Senior Master Sgt. Thomas Dumais, 104th FW Safety

The unit has experienced FIVE injuries since the last How-Goes-It.

- Worker slipped/impact head on aircraft; laceration; six staples received
- Plow operator impact cover; strained shoulder; lost workdays
- Worker experiencing dizziness; medical event
- Worker lifting fence; back strain; greater than first aid
- Slip/fall on ice at LOX farm; Injured back and head; two lost workdays

The unit has experienced TWO mishaps since the last How-Goes-It

- CATM 120 impact floor; damaged antenna conduit not repairable; 31K
- GMV4 impact snow bank; cracked bumper; \$1191 damage

Do you know how your batteries are installed?

I will let you make your own judgment on

the above mishaps and injuries, I hope once again you see that most, if not all could have been prevented.

This month I would like to discuss your safety at home. In the recent weeks we have seen some local tragedies related to fire safety—one of them being the hospitalization of 12 Springfield residents for CO poisoning.

As hard as it is to believe, in the CO event that took place on Jan 21, 2013; there were CO detectors installed in the housing unit, however, they did not go off! The investigation revealed a faulty furnace allowing CO to escape into the building, but worse than that was the discovery of why the CO detectors did not function.

Normally, following a bad event (accident), we find many links to why the mishap occurred; this one is no different. Believe it or not, the reason the detectors failed was due to improper installation of the batteries. One could speculate the batteries may have been installed backwards

The take away is “no task is too

small to take for granted.” Who knows...

maybe the building manager had one of his children replace the batteries? Maybe they gave the batteries to the residents who did not know how to install them? Maybe the building manager took for **granted it couldn't be done wrong and didn't double check it?** At a minimum we know they were never tested (as is suggested two times a year).

In any event, each of those citizens are truly lucky to be alive today! Imagine that; a battery installed in a detector improperly almost resulted in 12 fatalities!

We don't need one of our fellow Airmen to fall victim to tragedy due to not having working smoke detectors and CO detectors. The Wing Safety Office asks each of you to take a few minutes this weekend to double check your smoke detectors, ensure they are working and that the batteries are properly installed. The few minutes you take this weekend can help ensure a lifetime!



Dealing with different generations

By Senior Master Sgt. Douglas Daponde, 104th Human Resource Advisor

Managing and motivating a diverse workforce can be very challenging.

As our force grows with new recruits, senior members of the Wing are working side-by-side more frequently with Airmen who are from an unfamiliar generation. You can understand the delineation when you realize some of the Senior members of the unit joined the Air Force before many of the new recruits were born. This could cause major issues for those who think a one-size-fits-all style of management will work with such a diverse crowd.

Today, four different generations are working in unison to accomplish a mission that is vital to the security of our nation. In order for this to happen we must embrace each generation and the diversity they bring to the team.

First, let's look at the four different generations. Our most experienced members and still serving their country are known as the "veterans" or "traditional members". The last of those individuals belonging to this generation was born around 1946. The next generation, "baby boomers" was born between the years 1946-1964. The third generation is known as "Generation X". They began arriving in 1964 through 1980. Finally, the most recent generation that continues to fill vital roles here at the 104th is known as "the Millennials or Generation Y or the Nexters. This generation began in 1980 and continued until the year 2000.

Obviously the world each generation member grew up in shaped their beliefs, values, and perceptions. The major perception I am going to focus on for this article is on work. For ex-

ample, the Veterans experienced life during and after WWII. Life was regimental and strict because of limited availability of goods. With this type of setting quality, respect, and authority are important to them. Baby Boomers embraced the value of having to sacrifice to get ahead. Because of the sacrifices made by this generation they value loyalty. The next generation was somewhat a by-product of the previous generation. As the Baby Boomers were forging their way in life with two parent incomes, the Generation X folks became known as "latch key kids".

Statistics:

- The youngest members of the wing were born in 1996.
- 30% of the 104th Fighter Wing joined the Air National Guard at or before 1993.
- Nearly 70% of the unit has not participated in an Operational Inspection.

This generation grew up with newfound technologies at their fingertips. Because of their experiences they tend to focus on productivity, regardless of the hours it takes to get the job done. Finally the focus is on the Millennials, a generation fully entrenched in technology. They are the ultimate multi-taskers and bore easily. They know how to leverage **and maximize today's technology and value a balanced lifestyle and equality on the job.**

Now that you know a little about the generations that could be part of your workplace it is important to understand how to maximize the potential of this diverse workforce for the benefit of the overall mission. Every-

one needs to feel they are a valued member of the team. So how can you ensure success of your team with such a diverse group of individuals?

First, draw on the strengths of each generation. Value what each generation brings to workplace. Research shows that most workplace issues revolve around value differences rather than age differences. Be open-minded and understand that we all have something to learn from each other. Secondly, adapt your management style to each generation. Take into account the generation you are dealing with when managing your

folks and keep this in mind when issues or problems arise. Manage according to the situation and the people involved. Finally, accept what you cannot change. Acknowledge the validity of each generation and celebrate the strengths each individual who belong to them bring to the mission.

The bottom line is that we are a highly motivated, immensely dedicated group of diverse people working to accomplish multiple tasks in order to accomplish the ultimate mission: to defend our country against all enemies, foreign and domestic. To get **the most out of today's airmen** we need to understand not only what motivates them, but what values and perceptions do they have and how can they be best utilized. We need to incorporate everyone into the team and give them an opportunity to be involved in the processes. The newest generation wants to anti-up and be a contributing member but this cannot happen if they come to drill and have nothing to do. It is the other generations' **job to ensure that they in-** involved.

Have a great drill!

For Your Information

FEAWM Scholarship

The Federal Employee Education and Assistance Fund (FEAA) today announced that the 2013 application period is now open through March 27, 2013.

FEAA sponsors the only merit-based scholarship competition program open exclusively to federal employees, their spouses, and their children--rewarding hard workers through our merit-based program.

Awards: More than 400 students from across 27 regions will win scholarships ranging from \$500 to \$2,500. From this pool of 400, the top students in each region have the chance to win two additional awards:

Six students will win an additional \$5,000 through the FEAA-NTEU Scholarship. Read more <<http://www.feea.org/programs/scholarships/feea-nteu>>

Additional money is awarded through the Cooke Memorial Scholarship. Read more <<http://www.feea.org/programs/scholarships/doc-cooke-scholarship>>

Who is Eligible?

- Current civilian federal and postal employees with at least three years of federal service, their children and spouses
- Dependent applicants may first apply as high school seniors
- Dependents must be full-time students; employees may be part-time
- Enrolled (or plan to enroll) in an accredited post-secondary school
- Course of study that leads to a two-year, four-year or graduate degree
- 3.0 grade point average on a 4.0 scale

CHECK IT OUT AT:

<http://www.feea.org/programs/scholarships/497-2013-14apps>

Satellite NCOA Class 13-2

Base Training is now accepting Formal Training School Request (FTSRs) forms for the next Satellite NCOA Class. Interested Tech Sgts., please see your Unit Training Managers (UTMs) to determine your eligibility to attend, and to fill out the FTSR forms. We must have two people signed up by end of January UTA. Phase I (Home Station) is March, and Phase II (Resident Phase) is Aug-Sept. Each Satellite NCOA class can host two Staff Sergeants, interest Staff Sgts., please see your UTM to determine eligibility, and fill out the FTSR forms.

INSTRUCTORS NEEDED: If you are interested in teaching NCOA please contact the Command Chief



Honor and support wounded American service members returning from conflict during the Ice Stars for Wounded Warriors; April 26 and 27th at the Mullen Center at UMASS-Amherst.

Join fellow Wounded Warrior supporters for a parade at 3:30 on the 27th, and Figure Skating Exhibition at 7:00 p.m. For more information visit <http://icestarsforwoundedwarriors.weebly.com>

Strong Bonds military FAMILY weekend retreat



All families are invited to participate in a Strong Bonds military family retreat weekend. Following the model of the successful Strong Bonds

marriage retreats, the 104th Fighter Wing Chaplains office will offer a new curriculum for families—strengthening military families through fun and communication.

When: 22—24 March 2013

Where: Sturbridge Mass. (projected)

Who: 15 slots for 104FW families (all ages invited)

RSVP : Contact the Wing Chaplain at 413-568-9151 x 6981311 or stephen.misarski@ang.af.mil

What you can expect: A dynamic set of presentations, activities and opportunities for families to grow as a team. Individual classes will be offered for children over 8, but all are welcome to attend.

For Your Information

**The 104th Fighter Wing Proudly
Presents**

[CLICK HERE FOR THE E-INVITE](#)

The 39th Annual Awards Banquet

The Sheraton Springfield

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Febr

Two Thous

Postponed until April 6, 2013.

Cocktail Hour Begins at 1730

Dinner,
Awards Presentations,
And dancing
Will follow

Tickets: Airman-Master Sgt \$35.00
Senior Master Sgt- Chief \$50.00
All Officers \$50.00

**Join us as we celebrate
Another year of
EXCELLENCE**



Important Retiree Tricare Update

The military's managed-care option -- TRICARE Prime <http://www.military.com/benefits/tricare/your-tricare-benefits-explained.html> -- will be end Oct. 1 for retirees, their family members and for military survivors who reside more than 40 miles from a military treatment facility or from a base closure site, TRICARE Management Activity announced Wednesday. Most of these 171,400 beneficiaries will need to shift health coverage from Prime to TRICARE Standard, the military's fee-for-service health insurance option. For beneficiaries who use more than preventive health care during the year, the shift will mean higher out-of-pocket costs.

Defense officials expect the move to save the health care system up to \$55 million a year. The rollback in number of Prime service areas will not impact active duty members or their families living far a military base for tours as recruiters or in other remote assignments. Their health insurance through the separate TRICARE Prime Remote program will not change. But grown children of members or of retirees who elected coverage under TRICARE Young Adult insurance will, like retirees, lose access to managed care providers under Prime if they reside more than 40 miles from a base.

"The primary concern was the beneficiaries. We didn't feel like we had enough time to notify them and help them through the transition," explained S. Dian Lawhon, director of beneficiary education and support at TRICARE Management Activity headquarters in Falls Church, Virginia.

Congressional committee staffs also had complained about a staggered start across regions to a major benefit change. So the Prime service area rollback will occur in the North, South and West regions simultaneously next Fall. This will cause another set of challenges in remote areas of the West Region that an April 1 start would have avoided.

TRICARE's far more critical challenge, however, is to educate impacted beneficiaries that their Prime coverage will end and most of them will need to shift to TRICARE Standard. An aggressive information campaign is planned with the first of three letters of explanation and warning to be sent to affected beneficiaries and families within 30 days, Lawhon said.

For Your Information

Officer vacancy

Position Title/Grade: 253RD Combat Communications Group
Cyber Officer : (17D3B)
Grade: N/A Commissioning Opportunity
AFSC—Any
Duty Location: 253 CCG—Otis ANGB, MA
Point Of Contact: TSgt Foster (508) 968-7314

Minimum Qualification:

For award and retention of this AFSC (17D3B), knowledge is mandatory of:

-Fundamentals of computer systems, operating systems, software applications and architecture, protocols, addressing and hardware. In addition, an understanding of networking fundamentals, network infrastructure, to include telecommunications theory, industrial control systems, and data communications/links is needed. Officers must also be proficient on wireless networking, as well as, data delivery to personal wireless devices and understand cryptography; to include utilization and exploitation techniques.

-Cyberspace operations and information operations organization, policies, directives and doctrine; cyberspace operations systems and fundamentals; requirements, acquisition, and logistics; cyberspace operations management, utilization and planning principles.

Education:

Bachelor of Science undergraduate degree in one of the following disciplines is mandatory. Computer science; cyberspace security; electrical, computer or systems engineering; physics; mathematics; information systems; or information security/assurance. Graduate academic degrees in the above disciplines will also be considered. Officers not meeting above academic degree requirements shall have a minimum of 24 credit hours (200-level equivalent or higher) of science courses, to include, but not limited, to courses in telecommunications, computer science, mathematics, engineering, and physics. Some non-technical accessions permitted.

Duties and Responsibility:

Executes cyberspace operations and information operations functions and activities. Plans, organizes and directs operations, including network attack (Net-A), network defense (Net-D), network warfare support (NS), network operations and related information operations. Such operations cover the spectrum of mission areas within the cyberspace domain.

Duties and Responsibilities :

College Degree must meet education requirements for the AFSC of 17DXB.

Application Procedures:

Applicants will submit a resume (two-page limit), college transcripts and if prior service a fitness assessment and a copy of their vMPF Records Review List (RIP) to the 267 CBCS Personnel Office, 330 East Inner Road Box 69, Otis ANG Base MA 02542-1330, ATTN: TSgt Christiana Foster. Applications must arrive NLT 1500 HOURS ON 22 Feb 2013. Late applications will be returned without action. The 253 CCG/CC will notify non-qualified applicants as soon as possible after receipt. All other applicants will be notified of the date/time/place of the selection board. Personal interviews will be required.

CE First Sgt. vacancy

Position Title/Grade: First Sergeant / E-7

Eligible applicants: Must be an E-7 or an E-6 who is immediately promotable to E-7. Position is a MINIMUM three year tour with a maximum of 6 years. Members must carefully review ANGI 36-2113 to ensure they meet minimum standards and qualifications for position requirements and responsibilities before applying. Applicants must possess excellent communication and administrative skills, exceed fitness standards and exemplify Air Force Core values. Applicant must receive concurrence form current commander for consideration.

Applicant selected for this position must agree to serve tenure of no less than 3 years from date of graduating from First Sergeant Academy (FSA). If the member was a prior First Sergeant, the tenure starts the day of assignment. Applicant must have 3 years retain-ability prior to being placed in the UMD 8F000 position. Applicant must agree to complete the SNCO Academy Course in residence or by correspondence within 1 year from date of assignment. If a First Sergeant does not complete the SNCO Academy within 1 year from date of assignment, he/she must be removed from the position.

Training: Applicants (if selected) should be able to attend the First Sergeant Academy at Gunter Annex, AL at the earliest available school date and must complete the SNCOA in residence or by correspondence within 12 months of selection.

Application package must include:

1. Cover sheet
2. Letter of application (Describe what you can bring to the position)
3. Resume
4. Current passing fitness assessment
5. RIP (record of individual personnel)
6. Commander concurrence (letter or copy of email to 104FW/CCC)
7. Letter of recommendation (optional)

Any package that is late or incomplete WILL NOT BE CONSIDERED.

Supervisor: 104th Civil Engineer Commander, Lt Col Denise Boyer

Submit Applications via electronic format (word, pdf, etc) via email to: Maj. Dave Mendoza, david.mendoza@ang.af.mil 104FW/DP, NLT 10 Feb 2013

Board date: March UTA, schedule TBD

For more information contact: CMSgt Todd Fappiano at todd.fappiano@ang.af.mil or 413-568-9151 x1344

For Your Information

AGR Dental—United Concordia

WEBSITE: <https://secure.addp-ucci.com/ddpddw/adsm/adsm.xhtml>

CONTACT NUMBER: 1-866-984-2337

United Concordia Companies administers the Department of Defense's Active Duty Dental Program (ADDP) to all [eligible](#) active duty uniformed service members*. The ADDP provides private sector dental care to ensure dental health and [deployment readiness](#) for active duty service members (ADSMs). United Concordia will coordinate an appointment for routine dental care

FOR AUTHORIZATIONS FOR DENTAL CARE/APPOINTMENTS: To coordinate your routine dental care, you must get an Appointment Control Number (ACN) by completing an [Appointment Request Form](#). The ACN is provided by United Concordia and must be obtained prior to receipt of all private sector dental care. This includes initial, annual, and continuation of dental care. You can also call or email United Concordia at 1-866-984-ADDP (2337) to assist you with authorization of care. addpdcf@ucci.com
ENROLLMENT: AUTOMATIC ENROLLMENT OFF THE TRICARE MEDICAL ENROLLMENT

AGR Dependent Dental and Traditional Dental – MET LIFE

WEBSITE: www.TRICARE.mil/TDP

CONTACT NUMBER: 1-855-638-8371

TRICARE has partnered with the Metropolitan Life Insurance Company (MetLife) for enrollment, claims processing, and customer service for the TRICARE Dental Program. .

ENROLLMENT: <https://employeedental.metlife.com/dental/public/EmpEntry.do>

You have three ways to enroll:

Online: [Enroll Now on the Beneficiary Web Enrollment site](#)

By Mail: [Enrollment/change authorization document](#)

By Phone: CONUS 1-855-MET-TDP1 (1-855-638-8371)
OCONUS 1-855-MET-TDP2 (1-855-638-8372) MetLife TDD/TTY Service for the Hearing Impaired 1-855-MET-TDP3 (1-855-638-8373)

The dental insurance changes and how it might affect you

MetLife Takes Over TRICARE Dental

MetLife has taken over managing the TRICARE Dental Program and begin providing dental coverage for more than 2 million active duty family members, Selected and Individual Ready Reservists and their families on May 1, 2012. All TDP enrollees will receive welcome packages and new enrollment cards.

If you are currently enrolled in TRICARE Dental, you will probably not have to do any paperwork or take any action during the transition. **Unless you're using automatic payments** from a checking account or credit card to pay your monthly premium, in which case you have to contact MetLife to reauthorize your automatic payment. Also if you recently deployed during May 2012, you were

dropped and need to re-enroll with MetLife. For more information or to enroll in the TDP go to www.TRICARE.mil/TDP.

As always, please review you LES to ensure all deductions are being withheld accordingly IAW your dental elections.

If you encounter an issue with your METLIFE Dental election (Improper deduction from you LES, no deduction from you LES, etc.) please call METLIFE customer service directly, as they will be able to answer any questions you (1-855-638-8371) may have.

Dental Readiness Requirement

All National Guard and Reserve members must complete an annual dental examination to determine dental readiness. The [Department of](#)

[Defense Active Duty/Reserve Forces Dental Examination Form \(DD Form 2813\)](#) is used to assist National Guard and Reserve members in documenting dental health.

If enrolled in the [TRICARE Dental Program](#), MetLife participating dentists will complete the DD Form 2813 at no additional cost to you. You are responsible for scheduling the examination, providing the form to the dentist, and reporting the results to your service branch.

Please contact your service branch representative to determine your service-specific requirements for this document before scheduling your annual dental exam.

For Your Information

OPERATION MILITARY KID CLUB SPONSORED APRIL VACATION HORSE CAMP



What: Horse Camp for children
Where: Camp Marshall
When : April 15—19th
Cost: Free for Military children age 7 & up
How to register and for more details:
Contact Kim Pond, OMK Coordinator by email at Kima@umext.umass.edu or call 508-831-1223 x245

BASE HONOR GUARD LOOKING FOR NEW MEMBERS

- Be part of the tradition of excellence
- Represent the ANG & AF at military burials
- Display the flag at military & sporting events
- All ranks/specialties can apply

Contact Senior Airman Colon at 698-1311 or email the honor guard at : 104FW.HonorGuard@ang.af.mil



ARMED SERVICE YMCA ESSAY CONTEST

What: Essay Contest // Win an IPAD
Deadline: March 5th
Age Groups: Grade 1-8 and 9-12
Theme: My Military Hero / 300-500 words
For more details & to enter: www.asymca.org



FAMILY READINESS GROUP EASTER EGG HUNT

What: Easter Party
Where: NCO Club
When : March 24 at 1300—1600
For more details, and to RSVP email the Family Readiness Group at 104fwfrg@gmail.com



ARMED SERVICE YMCA ART CONTEST

What: Art Contest // Win an IPAD
Deadline: February 15th
Age Groups: Grade 1-8 and 9-12
Theme: My Military Family
For more details & to enter: www.asymca.org



104th Medical Group Health Promotions

Health Promotions- The 104th Medical Group is now offering a health promotion class on Sunday of the UTA. 104th Medical Group will be starting Health Promotion classes for all Wing members to attend. No appointment necessary, just walk-in and join the group. The class will meet on Sunday morning from 1000- 1100 at the 104th Medical Group - back training lab (RM18).

Health Promotion Calendar

- Feb - Alcohol awareness
- March - Taking care: cold and flu prevention
- April - no class d/t ORI/ORE
- May- summer safety
- June - no class / Ore / ORI
- JULY- no class
- Aug - Balancing Calories
- Sep - no class
- OCT- no class ORI
- NOV- dental health
- DEC -Healthy Holiday eating

Upcoming ASVAB & AFOQT Dates

Air Force Classification Test (ASVAB) FY13
Listed are the dates when the AFCT will be offered
March 22, 2013 at 0900, bldg 1
May 24, 2013 at 0900, bldg 1
August 23, 2013 at 0900, bldg 1

Air Force Officer Qualification Test FY13
Listed are the dates when the AFOQT will be offered
February 15, 2013 at 0900, bldg 1
May 10, 2013 at 0900, bldg 1
August 16, 2013 at 0900, bldg 1

Religions notes:

General Christian Service: Saturday of the UTA, at 4:00 p.m., in the Base Chapel / building 12, Chaplain Stephen Misarski presiding.

Orthodox Catholic Mass: Sunday of the UTA at 3:30 p.m., in the Base Chapel of Bldg. 12. Fr. Devoie presiding.



Congratulations on your Promotions

To Tech. Sgt. (E-6)

Bryan McFarland



To Master Sgt. (E-7)

Lawrence Buell



To Brigadier General (O-7)

Robert Brooks



Congratulations on your Retirements

Edwin Cummings	MXS	5 Feb 2013
Patrick Scanlon	FSS	18 Feb 2013
Steven Torres	CE	28 Feb 2013
Paul Barrows	LRS	6 Mar 2013

CCTV broadcast line up

Channel 7 - Training videos & Base Info

Channel 9 - Warrior Network

Channel 10 - Pentagon Channel - inop



Welcome to new member

Airman Kylie Cote AMXS

Ancillary training schedule - channel 7

<u>Morning</u>	<u>Training Video</u>
0900-0940	Forklift Fundamentals and Ops
0940-1013	Confined Space Awareness
1013-1023	Basic Ladder Safety
1023-1053	Lockout/Tagout
1053-1101	FOD Prevention
1101-1108	Copyright Infringement

<u>Afternoon</u>	<u>Training Video</u>
1300-1340	Forklift Fundamentals and Ops
1340-1413	Confined Space Awareness
1413-1423	Basic Ladder Safety
1423-1453	Lockout/Tagout
1453-1501	FOD Prevention
1501-1508	Copyright Infringement



This Month in History

February 1950

Continental Air Command directed to set up a civil air raid warning system

February 1959

The U.S. Air Force transferred the operational control of the Distant Early Warning Line to the Royal Canadian Air Force.

February 1961

A squadron at Eglin AFB, Fla., became Strategic Air Command's first B-52 unit to be declared operationally ready with GAM-72A Quail missiles.

February 1969

Air Force Reserve tactical airlift units paraded a record of 6,182 troops during training operations at Fort Benning, Ga.

February 1974

The YF-16 makes its first official flight.

February 1993

U.S. Air Force began aeromedical evacuation flights to move noncombatant victims of the Bosnian war to the U.S. for reconstructive surgery.

February 1996

With KC-10 and KC-135 refueling support, a C-17 left Travis AFB, Calif., on a nonstop 14.5 hour flight to Tuzla AB, Bosnia, to deliver 40 tons of fence posts to mark mine fields in the Balkans. 101st Air Refueling Wing at Bangor Air National Guard Base, Maine, provided the KC-135 support.



Air Scoop

Commander's Hotline: Ext. 525

104th Fighter Group, MA ANG

March/April 1994

20th Annual Awards Banquet



(Photo by Sgt. Ramsey Deshaizer)

FIRST SERGEANT AWARD - SrA Matt Moriarty receives the Logistic's Management Squadron award from LtCol William Sheehan, LMS Commander and LtCol Bud Scheller, Logistics Group Commander.

By 1st Lt. Allison M. Lescarbeau
Public Affairs Officer

Members of the 104th Fighter Group gathered on February 5th at Chez Jozef restaurant in Agawam for the 20th Annual Awards Banquet.

The crowd consisted of over 450 people including Guard members, their family and friends. This year's banquet cochairmen, 1st Lt. Robert Novak and 2nd Lt. Jim Wiggs, were pleased with the turn out as well as the flow of the evening's events.

Following a superb buffet dinner by the Chez Josef staff, Masters of Ceremonies, SMSgt. John Devecchi (aka #55 "The Rocket") and SrA Cheryl Gauthier, head cheerleader "Boom Boom", gave the audience a night to remember.

After a "Team Barnes Cheer" the MC's presented the awards in a manner which left time for dancing, a first in awards banquet history! Even in the large crowd, everyone was able to see the awards presentation on a big screen projection system set up by the 104th Communications Squadron for live coverage.

There truly was a good time had by all: good food, good friends, recognition of outstanding members in the unit and good entertainment. A special thanks goes to all those who helped coordinate the night.

More Photos on Page 4
Award Winners on Page 5



Inside:

104th turns 47 Pg. 3

Award's Banquet Pg. 4

F.Y.I. Pg. 6 & 7

CC & JAG attend Pg. 9
workshop

How to become Pg. 13
an Officer

**ORI Update
&
Schedule
Please see
Page 16
for
All the Details!**

MASSACHUSETTS AIR NATIONAL GUARD

Barnes Air National Guard Base
175 Falcon Drive
Westfield, MA 01805

www.104fw.ang.af.mil

Social Media Sites:

www.facebook.com/barnesang
www.twitter.com/104fighterwing
www.flickr.com/photos/barnesang



*PRIDE,
PROFESSIONALISM,
PATRIOTISM*

We're on the Web

WWW.104FW.ANG.AF.MIL

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