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Members from the 104th Fighter Wing, Mass. Air National Guard, participated in the shooting competition at Fort Devens, April 19, 2014. For the second year in a row, the team brought home numerous awards. Full story on page 5.



Col. Peter T. Green

AIRSCOOP

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Commander's Column

By Col. Peter Green, 104th Maintenance Group Commander

Staying relevant is hard work. As I walk around the base and speak to members of our Wing, I have noticed I am asked a reoccurring question, "Sir, why are we so busy?" The answer is not a simple one. It has to do with both the strategic changes affecting the National Guard over the last two plus decades and the local issues here at the 104th Fighter Wing to ensure that we are always relevant, reliable, ready and accessible to our customers. Let me start with being relevant in today's Air Force.

As the nation has moved more of its reliance on the National Guard and the Reserve forces, we have seen our unit play an important role in that strategy. Since the late 1990's, we have deployed our aircraft and people in support of major operations around the world and have fully integrated with our active duty partners, in a seamless relationship of combat capability and power projection. We have proven that we are as good, if not better, than our counterparts when called to duty. It does not matter whether it is our maintainers, fire fighters, security forces, services or logistics personnel deploying overseas, or our aircraft to Italy or Malaysia, we are very relevant and part of the national defense strategy and that keeps us very busy. It was not always that way. When I first joined in 1982 as a young security forces airman, the National Guard was not in high demand. In fact, some politicians and Department of Defense (DoD) leaders postured that we were not relevant to the fight. We were passed down equipment (other than our new, off the assembly line A-10's) from active duty and relegated to being the "Strategic Reserve" of the military. The phrase "Weekend Warriors" was used often and it was not a compliment.

During the early years at the 104th Fighter Group, a number of our Operational Readiness Inspections to test our deployment and combat skills had a final grade of satisfactory. Maybe the thought was, "Why push for better, we will not be called." The ops tempo was much slower in the early days and some wondered what the bigger purpose was for our Wing. I never felt that way doing my own job as a security forces airman, but at the time, the Security Forces Squadron was never tasked for any operational deployments.

As a Fighter Group, we deployed mostly for training and twice during the cold war to our checkered flag base. Other than that, a bulk of the deployed fight was performed by the active duty. We needed a change. Change or die was often stated by our Wing Commander, Col. Dick Platt when he took over...and dying meant being deemed irrelevant to the fight and our future as a unit in jeopardy.

The change began and leadership set a new perspective for our unit. Real goals and objectives were set to challenge us. Performance at the individual and unit level was the new culture. Over the next two decades, we began to build a culture of accountability and commitment to excellence, and the successes began to mount and we became relevant to the Close Air Support (CAS) fight as the go to A-10 unit That commitment to excellence continues today in our new F-15 missions.

Today's Air National Guard is now an even more a critical piece of our nation's defense and because of that, so to is the 104th Fighter Wing; we feel that pull of the operational mission every day. As we exercise our alert mission, prepare our people and aircraft for deployments to multiple Areas of Responsibility (AOR), we are fulfilling our critical part of ensuring that we are relevant to our customers; 1st Air Force, Air Combat Command and the Combatant Commander in the AOR. Without all of us performing our roles and training to the best of our abilities

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Commander's Column cont'd

every day, we will lose the vital skills we must have to stay at the top of our game. We must always be a unit comprised of dedicated professionals who are committed to ensuring we are always seen by our key customers as relevant.

Last year, we relocated our flying and maintenance operations in order to support the runway reconstruction. The runway was old and getting worse due to the traffic of the civilian aircraft and the F-15 Eagle. It began to affect the Barnes Municipal Airport's relevancy as a viable, long term operation for aviation. This strategic investment was born out of a partnership of the federal, state, city and municipal airport working together to ensure the success of all who operate out of Barnes. These investments in our infrastructure, like the new parking ramp and our main hangar scheduled for this year, cause the ops tempo to increase, but must be done to help maintain our relevancy. For those of you who work for a private business or own your own business, if you are not relevant to the success of the business and to your customers...you or your departments may be outsourced or eliminated. The same approach is underway in the DoD and the Air Force.

Efficiencies are being looked for at all levels for potential cost savings. We must look at every aspect of how we do business... from being good environmental stewards and energy users to the domestic support we provide to the Commonwealth or the combat capability we provide to our nation. We must stay "top of mind" to our varied customers and be the preferred supplier.

So, what contributes to our ability to stay relevant? The answer is being reliable. In order for our Wing to be reliable in our mission, we must perform effectively in two important ways; on the individual and unit level. On the individual level, from the time we go off to basic training, we must be committed to learning the skills we need to be successful. These basic building blocks of skills carry forward as you graduate from technical school and come back for seasoning days or your first UTA.

You, as the individual, applying knowledge and skills you have been taught, and demonstrating your competency consistently, begin to help shape how your unit performs. Multiply this individual approach by a factor of 10, 20, 100 or 1000, and now you have a group that is committed to being the best it can be at all levels. The Airmen's Creed helps us to understand and feel that call of individual responsibility and need to execute to the highest level of performance. Reliability starts at the individual level and a group cannot be

successful or reliable in the services or products it produces without it.

As a Wing, we align our groups and individuals by establishing a vision or mission statement.

Our Wing vision is, "To be the most respected Fighter Wing in the Combat Air Force," and we cannot obtain that without being relevant, reliable, ready and accessible. We test and improve ourselves through training and operational deployments and exercises. Without these events, we cannot know if we are reliable.

Each deployment we plan and exercise we go through is in addition to our day to day mission workload and adds to the ops tempo. It stresses the system and our people, but is critical to our ability to stay relevant. After our F-15 conversion we were busy learning our new mission and aircraft. It was because of this we moved away from our decades old practice of two Operational Readiness Exercise (ORE) and one deployment exercise per year. As an A-10 unit we needed to have these skills. Eventually, the Inspector General caught up to us and scheduled an ORI in 2015.

A lot of time had passed, the inspection criteria had changed, and we found that these previous superior skills and people who had the knowledge were no longer available. Wing leadership quickly committed to an action plan to rebuild our ability to be competent and reliable in these areas, whether we were evaluated by the Inspector General or by our own team. . . and then the inspection program changed to the new Air Force Inspection System (AFIS). We needed to change course again, which causes an increase in ops tempo.

The new Air Force Inspection System (AFIS) and the Commanders Inspection Program (CCIP) are the latest focus to help our Wing to assess how we are doing in first meeting, and then exceeding, the mission requirements. The difference between the old ORI and the new AFIS program is a focus on how we do our daily mission and activities, as the real building blocks to making us reliable. It is not based on the ability to pass one inspection every four years. Last weekend, the maintenance, logistics and personnel functions used the deployment to Malaysia as an inspection. They checked their processes and looked for areas of success and future improvement. These actions are another example of an internal initiative to gather feedback in order to ensure we are meeting or exceeding mission requirements defined by our customers and being reliable to them.

Lastly, being ready means that as individuals we are always trained and prepared to execute our missions. We become

prepared through effective planning and challenging training, so when we are tasked to deploy, we know what to do and how to do it. I can remember that our OREs and deployment exercises were always so much harder than the actual ORI. This was not by accident and our leaders knew that if you train harder, when the real fight comes, you are more than ready.

Our pilots have to continually strive to maintain their proficiency in a number of areas within Defensive Counter Air and Offensive Counter Air missions. It's not easy with their schedules to always get the type and frequency of the sorties they need. They must fly and fight in the right formations and against numbers that are aggressive enough to challenge them in the battle space. Their debriefs are blunt and no holds barred. These are perishable skills and they must make the most out of every training event. The deployment to Malaysia will allow them to fly missions against MiG 29 Fulcrums and SU-30 Flankers. This deployment completes a vision planned by our former Wing Commander, Brig. Gen. Brooks, and former Operations Group Commander, Col. Lambrich to train our pilots to the next level. Our Alert team just completed the second internal Alert Force Evaluation in order to prepare us for the Alert Force Evaluation in the fall. This additional training adds to the Ops tempo. Without the pilots, command post, maintenance and security forces all training regularly in their roles supporting the aerospace controlled alert (ACA) mission, we would not be ready to execute the mission at a moment's notice and certainly would not be ready for our upcoming Alert Force Operational Assessment (AFOA) in July 2015.

As professional Eagle Keepers, our maintenance team must consistently be certified in a number of core skills to ensure they are qualified and ready to perform their jobs. It's the same all over the base. Our 104FW members in numerous AFSC's, all working daily or on the UTA, to improve their skills to ensure they are ready to respond if called by the Governor or the President of the United States. This Barnstormer commitment to excellence, dedication to the mission, and culture of performance does increase our ops tempo and keeps us busy moving from event to event, but is necessary for our continued growth as a unit.

So next time I am walking around base and someone asked me why we are so busy, I will respond with "just ensuring the 104FW is always relevant, reliable and ready for many years to come." Proud to serve with you.

COMMAND MESSAGE

Force Development – Force Management



Brig. Gen. Gary Keete,
Assistant Adjutant General Air, Massachusetts National Guard

As another year has closed and a new one is under way, I encourage everyone to look ahead and plan for the future. One way to do that is to think about force development and force management – two topics that are of top importance to me.

I encourage all service members in the Massachusetts Air National Guard, but especially our officers, to keep in mind the seven key steps to prepare for promotion: professional military education or PME, civilian education (advanced degrees), joint qualification, breadth of experience (more than one AFSC or MOS), deployments, command (specifically G-series orders) and awards.

We have multiple programs, policies and processes to ensure we are promoting the right officers and placing them in the right leadership positions. That includes promotion boards. The seven key steps will be considered at every single promotion board. We have also created a PME policy for which all officers are required to attend at least one course, usually squadron officer school, in-residence.

It is my charge to give you clear policy and the tools you need to succeed. We need to foster leaders for the next generation, and these seven steps for promotion will help ensure that our officers are the best in the country and ready to lead our state into the future.

It's all about taking the initiative to be the best officer you can be. You control your future! A key to force development is mentorship, developing our officers to lead; and that starts with your chain of command. Who is your mentor? Find a mentor, talk with them, and develop a strategic plan for your future. If you are not getting support for new and career broadening opportunities, I want to know.

I want all of you to be strategic visionaries and critical thinkers, which means looking ahead, taking that next step, and working toward a future goal. Expand your career opportunities beyond the confines of your assigned squadron, group or wing. As Guardsmen, we often find ourselves working in the same position at the same unit for

far too many years. Get out of your comfort zone, and try something new. I encourage all of you to talk to your leadership and find out what's in the pipeline, what positions are opening up. You might even take the opportunity to work at a different unit, state headquarters, or at the National Guard Bureau.

Diversity is a great characteristic of a leader. Currently, Massachusetts is the #3 state of those with the most service members applying and taking positions at the National Guard Bureau. Let's be #1! Keep looking forward and applying for the positions that will help make you the leaders of the future and the leaders of the next generation.

We want the Guard to be seen and known as an operational force, and we are! We can do everything our Active Duty counterparts can do, so now we need to look ahead

Steps for Promotion:

- PME
- Degrees
- Joint Qualification
- Experience
- Deployments
- Command
- Awards

and be ready with leaders as skilled and diversified as our Active Duty counterparts have. I need – we need – strategic visionaries and critical thinkers. Are you prepared to be one of the leaders of the next generation?

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First Sergeant's thoughts

By Master Sgt. Guy Craig, 104th Security Forces Squadron 1st Sgt.

For the first twenty-two years or so of our life, our main "job" is learning. The bulk of our time is spent in classrooms acquiring new knowledge and then, once we graduate, we feel like the education phase of our life is done and now it's time to go out into the world. Have you ever thought about how odd that idea is? That only a quarter of our life should be devoted to learning, and then we should simply rest on our successes for the remaining three-quarters of it.

Everyone in the Air Force knows that first paragraph is as far from the truth as you can get. Education is a lifelong requirement. Once you think you have completed your education necessities, something else comes up, and more classes or online courses form another mountain in front of you.

I have heard military members say, when they were right out of high school, that they were not ready for college so they decided to join the Air Force. They were totally caught

off guard when they were handed a book in basic training and were told to learn everything from cover to cover. Then they were expected to take, and pass, a test in order to graduate basic training.

We have all been faced with one educational requirement after another in our military careers. Every year it seems there are more rigorous demands to get to that next level or that next rank. I can remember when experience or self-teaching would go a long way. Not anymore! If you don't have a certificate or proof that you have attended an official course, the promotion or that next employer will not even glance at your resume.

Think how much smarter the officer and enlisted forces are in the Air Force than they used to be. I can think back to my first Air Force base, Minot, North Dakota, back when I considered senior airmen and buck sergeants as some of my keenest peers. I looked up to these ranks while I was running around with one stripe on my uniform. At the

time, there was no requirement to take college courses to develop a long enjoyable military career. Boy how things have changed!

Online education has swept America. There is no excuse not to get three or six credits each semester. All of the enlisted force in the Air National Guard should have their associate's degrees. At this point in my career I realize that an associate's degree is not good enough. Without a bachelor's degree most civilian companies will not consider 20 to 30 years of military experience as a good reason to hire.

I am challenging myself to complete a bachelor's degree in criminal justice, with the G.I Bill, Post 911 and the Massachusetts Tuition Assistance there to help cover the cost. I will not challenge you, but would like for you to challenge yourself, to strive, and jump to that next level of education. The Air National Guard is the most educated in the Air Force. Let's have our 104th FW take the lead, and keep it that way.

2014 Mass. marksmanship competition

By Master Sgt. Christopher Cekovsky, 104th Security Forces Sq.

Approximately 90 Soldiers and Airmen from bases all over the Commonwealth of Massachusetts, converged on Camp Edwards to compete in the 2014 Massachusetts State Marksmanship Competition, May 16.

Soldiers and airmen alike donned their helmets and load carrying equipment to test their marksmanship skills with both the rifle and pistol to determine the top shooter for the state.

Friday began with a registration, and a welcome brief by Lt. Col. Corbett and Capt. Mondello.

Day one began bright and early with a safety brief, a match overview, and a small arms firing school from the range cadre. The Reflexive Fire rifle match is where shooters engage multiple targets at 25 yards with the rifle or carbine simulating a close combat environment. On Saturday afternoon the range was abuzz with excitement for the USAF Excellence in Competition (EIC) Rifle match 301. Shooters fired at reduced targets 25 yards away utilizing the standing, kneeling, sitting, and prone positions. Top shooters in the EIC match are awarded an Elementary Bronze badge for their service dress uniform at the state level. As the shooter progresses to the regional and

national level, bronze, silver, and gold are awarded based on a points system.

Day two began with a safety brief, a match overview, and a small arms firing school for pistol. Master Sgt. Casey Walsh from Barnes Air National Guard Base (ANGB) conducted the Small Arms Firing School (SAFS) for all in attendance. He covered safety, drawing from the holster, reloading, and positions required for the match, which greatly enhanced the knowledge base for all who attended. The days match tested soldiers and airmen with the M9 pistol. Combat Pistol 201 was fired first with shooters engaging multiple targets from different positions from 25 and 15 yards. With the same enthusiasm, the EIC Pistol Match was conducted. Like the rifle EIC, soldiers and airmen seek the bronze badge, which shows that they are an excellent marksman. The match is fired from 30, 25, 20, and 15 yards in standing, kneeling, and even the prone position with multiple targets.

Finally the last rounds were fired and the tedious task of putting the stats for awards was put in motion. Soldiers and airmen alike anxiously awaited the results to see if they made the grade for an elementary bronze badge. Col. Ken Lambrich was in attendance

and presented the awards with Lt. Col. Corbett and State Command Sergeant Major, Carlos O. Ramos Rivera. The 104th Fighter Wing Marksmanship Team earned over 20 plaques and 3 Minuteman trophies in individual and team matches in every category.

The 1st Sgt. Kevin A. DuPont trophy was presented to Master Sgt. Chris Cekovsky of the 104th Security Forces Squadron who achieved the top overall score for the 2014 matches. 1st Sgt. Kevin DuPont was a Small Arms Readiness Training Instructor for the Massachusetts National Guard who died June 17, 2009, of wounds he suffered on March 8, 2009 from an IED.

The 104FW was very well represented this year by the following shooters: Team 20- Maj. Steve Reynolds, Tech. Sgt. Sue Fopiano, Tech. Sgt. Richard Hutchinson, Senior Airman John Severin; Team 19- Senior Master Sgt. Jose Rijos, Master Sgt. Daniel Johnston, Tech. Sgt. Marc Gauvin, Staff Sgt. Rob Krider; Team 18- Master Sgt. Chris Cekovsky, Master Sgt. Todd Canedy, Master Sgt. Casey Walsh, and Tech. Sgt. Joel Stern.

Congratulations to all the participants as we look forward to next year's competition.

Social media guidance for National Guard members

By Col. Eric D. Maxon, National Guard Bureau Public Affairs Director

This memorandum provides simple, easy-to-follow tips that will help you use social media in your professional and personal life. This guide is for amplification purposes and does not replace official DoD, Service-specific or State and Local Command policies.

National Guard military and civilian members are encouraged to use social media to share their experiences and to conduct themselves online in a safe and professional manner worthy of their status and calling to support and defend the American people.

Official online posts involve content released in an official capacity by a National Guard public affairs office. Official contact information, such as official duty telephone numbers or postal and email addresses, should be used to establish official-use accounts when such information is required.

Posting internal documents or information that the National Guard has not officially released to the public is prohibited, including memos, emails, meeting notes, message traffic, white papers, public affairs guidance, drill weekend or other training guidance, pre-decisional materials, investigatory information and proprietary information.

National Guard members are personally responsible for all content that they publish on social networking sites, blogs or other websites. Personal contact information, such as personal telephone numbers or postal and email address, should be used with discretion to establish personal-use social media accounts. Guard members must comply with their State, Territory or District guidelines and with Army or Air Force guidelines for use of social media. When assigned to a federal mission, Guard members are subject to disciplinary action under the Uniform Code of Military Justice.

Guard members should be mindful that reviewing posts on public and social networking sites may be used as part of character evaluations and background

checks for security clearances.

Tips on Using Social Media:

Guard members may identify themselves as such and include their rank, military component and status. However, if they decide not to identify themselves as Guard members, they should not disguise, impersonate or misrepresent their identity or affiliation with the National Guard.

When expressing personal opinions, Guard members should make it clear that they are speaking for themselves and not on behalf of the National Guard. They are also encouraged to use a disclaimer such as: "The postings on this site are my own and don't represent the National Guard's positions or opinions."



As with other forms of personal public engagement, Guard members must avoid offensive and inappropriate behavior that could bring discredit upon themselves and the National Guard. This includes posting any defamatory, libelous, obscene, abusive, threatening, racially or ethnically hateful or otherwise offensive or illegal information or material.

Correcting errors and misrepresentations made by others about the National Guard should be done professionally and respectfully, not emotionally. Guard members should contact their chain of command or public affairs office for guidance if they are uncertain about the need for a response.

When posting political content, Guard members must adhere to policy in Department of Defense Directive 1344.10. They should also not imply National Guard endorsement of any opinions, products or causes other than

those already officially endorsed by the National Guard.

Guard members should use privacy settings on social networking sites so only their "friends" can view their photos and updates. They should also recognize that social network "friends" and "followers" could affect determinations in background investigations for security clearances.

The National Guard, Army or Air Force logo, or other symbols, may be used in unofficial posts as long as the symbols are used in a manner that does not bring discredit upon the Guard, result in personal financial gain or give the impression of official or implied endorsement.

Guard members should not release personal identifiable information, such as Social Security number, home address or driver's license number that could be used to distinguish their individual identity or that of another Guardsman.

Guard members are also not allowed to release National Guard email addresses, telephone numbers or fax numbers not already authorized for public release. By piecing together information provided on different websites, criminals can use information to impersonate Guard members and steal passwords.

Guard members should not post information that would infringe upon the privacy, proprietary or personal rights of others or use any words, logos or other marks that would infringe upon the trademark, service mark, certification mark, or other intellectual property rights of the owners of such marks without the permission of the owners.

Finally, Guard members should review their accounts daily for possible use or changes by unauthorized users and should install and maintain current anti-virus and anti-spyware software on their personal computers.

For answers to social media questions, Guard members should contact their local public affairs office or the National Guard Bureau Social Media Team at ngbpa.socialmedia@mail.mil.

Lt. Col. Ware promoted to Colonel

By Senior Master Sgt. Robert Sabonis, 104th Fighter Wing Public Affairs Manager

On Thursday, June 5, 2014, at the beginning of the weekly staff meeting, Lt. Col. Ann Ware was ordered front-and-center where she was then promoted to the rank of Colonel in the Massachusetts Air National Guard. Both Vice Wing Commander Col. Ken Lambrich, and Col. Ware’s husband, Col. Robert Ware, director of staff at the Joint Force Headquarters, Connecticut Air National Guard, did the honors of pinning on the Colonel’s new rank.

Col. Ware joined the 104th Fighter Wing on Feb. 10, 2014, coming from the 103rd Airlift Wing at Bradley Air National Guard Base, Connecticut. Col. Ware replaced retired Col. EJ Gunning as the new Mission Support Group commander.

Congratulations to Col. Ware on her promotion.



Motor vehicle traffic supervision updates

By Senior Master Sgt. José E. Rijos, 104th Security Forces Operations Superintendent

The Motor Vehicle Traffic Supervision program has been updated giving all Barnestormers “a safe and efficient flow of vehicles and pedestrians through the reduction of factors contributing to accidents” (IAW AFI 91-207_BANGBSUP, 10 APR 14).

What does this mean for all Barnestormers? You should start seeing an increase and focus on law enforcement and safety operations addressing major issues regarding traffic safety on the installation. In the past; Security Forces has issued tickets (officially known as DD Form 1408, Armed Force Traffic Ticket) much as a courtesy with specific areas of concern in mind or directed. We have worked extensively with our mission partners to come up with a collective solution addressing traffic and safety violations on the installation.

Starting on the June UTA, Security Forces and Safety will be conducting a courtesy educational campaign on this program. During this time all traffic citations issued will be marked as a warning as all installation personnel are made aware of current instructions.

All violations will be assessed through

a point scale system (see IAW AFI 91-207_BANGBSUP, 10 APR 14). Points will be assessed for moving and non-moving violations that can result in the suspension or revocation of driving



privileges on the installation.

We do need to talk about the violations and their consequences. For example: Utilizing a cell phone without a hands free device while driving will result in an automatic 30 working day driving suspension not to exceed 90 days. Improper parking will be assessed at two points per violation. A maximum of 12 points within 12 consecutive months or 18 traffic points within 24 consecutive months will result in suspended or revoked driving privileges as determined by the installation Commander or Vice Commander.

Helpful hints for all Barnestormers: always wear your seat belt, don’t drive

while utilizing a cell phone, follow speed signs and park only in marked areas.

Feel free to stop by Security Forces building and we will address any questions or concerns you might have with the program.

Be safe, be secure.....



ESGR Appreciation Day

By Senior Master Sgt. Robert Sabonis, 104th Fighter Wing, Public Affairs

Approximately 34 employers attended the Employer Support of the Guard and Reserve (ESGR) Appreciation Day hosted by the 104th Fighter Wing at Barnes Air National Guard Base on Friday, May 16.

ESGR Appreciation Day allows employees of airmen in the Guard and Reserve to visit the base and witness what their military employees do during Unit Training Assemblies one weekend a month, as well as during deployments.

Mr. Earl Bonett, ESGR Chairman, and Mr. Bill Hebert, ESGR Support Technician, facilitated the six hour event.

The day began at 8:00 a.m. with refreshments presented by the Pioneer Valley USO, followed by a welcome



briefing by Col. Peter Green, 104th Maintenance Group Commander. The briefing explained the unit's proud heritage with a six minute video, showed the command structure of the Massachusetts Air National Guard, the economic impact the unit has in the local area, our role during federal and state activations, some F-15 statistics, and concluded with a question and answer session.

After the briefing visitors boarded a bus and drove out to witness the F-15 Eagles take off for their morning training



missions. The group, standing in the rain, witnessed eight F-15's take off with afterburners flaring.

The group then visited the Security Forces Squadron where they were given the opportunity to shoot an M-16 rifle within the indoor firing range simulator. They also fired actual simulation rounds outdoors, and were shown a wide range of guns that security had on display for them to handle and ask questions.

The visitors were then brought to the Weapons Hangar where they were given a walk around tour of the F-15 aircraft. Maj. Matthew Mutti gave the tour, explaining different parts of the jet and its capabilities. Staff Sgt. Garrett Moulton discussed the various missiles



that the F-15 carries and their capabilities. Before lunch a group photo was then taken in front of aircraft #125.

After eating lunch in the dining facility, the tour group was brought over to the Army Aviation Support Facility #2 where Lt. Col. Jonas Patrino welcomed them with his own welcome brief, which was followed by a search and rescue demonstration using the Blackhawk helicopter. The demonstration showed the aerial casualty rescue procedures that the



Army unit employs, and was followed by an up-close look at the Blackhawk helicopters located within the Army hangar.

"The visit was a very informative and educational experience," said Sarah Pashe, who works at Mass. Mutual in the



Diversity & Inclusion/Human Resources office. Everyone walked away knowing a little more about what their employees do on base, as well as about the National Guard and the military in general. It was a very successful event that received a lot of positive feedback from the attendees.

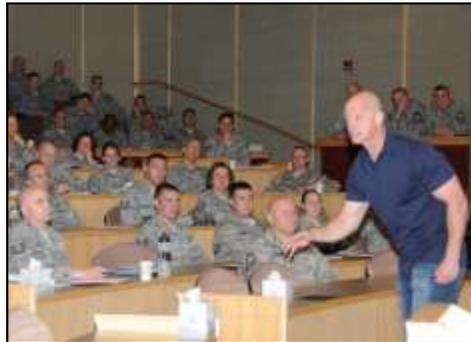


TIME Workshop

By Tech Sgt. Melanie Casineau, 104th Fighter Wing Public Affairs Photojournalist

It's time for the TIME workshop again! The TIME workshop, which stands for **T**echnical Sergeants **I**nvolved and **M**entoring **E**nlisted airmen, was held at the Southbridge Convention Center, from May 12-15, 2014. This was the second year for the four day interactive workshop, which is organized by Joint Force Headquarters (JFHQ). There were approximately 160 attending from New York, Connecticut, Massachusetts, New Hampshire, Vermont, Rhode Island and Maine. All rooms and meals were also provided.

With more than 360 technical sergeants assigned to the Massachusetts Air National



Photos by Technical Sgt. Melanie Casineau

enlisted Air National Guard leaders and other nationally known speakers during the workshop. Sgt. Ken Weichert (a.k.a Sgt. Ken) from the Tennessee Army National Guard spoke about resiliency and self-discipline. Sgt. Weichert stressed the importance of having a good mentor. Dr. Michael Frost spoke about Managing the Millennials, and Tech Sgt. Matthew Zien spoke on the subject "Transforming Obstacles into Opportunities."

The event concluded on May 15, sending the sergeant's back to their units with positive energy to pursue future goals that will enhance their career development and influence other airman.

Guard, the purpose of the workshop was primarily focused on building strength in the enlisted force, promoting mentorship, leadership, force development and diversity. Chief Master Sgt. Michelle O'Keefe from Massachusetts JFHQ said, "Get out of your comfort zone and get involved. Take control of your career."

The distinguished guests included Brig. Gen. Gary Keefe, Massachusetts Air Commander, and Chief Master Sgt. Rick MacDonald, Massachusetts State Command Chief. The sergeants heard success stories and career advice from top



Outstanding NCO award presented to Staff Sgt. Robert Krider By Master Sgt. Dominique Chapman, 104th Fighter Wing

Each year, the Armed Forces Committee of Worcester County honors one service. This year's honor went to the United States Air Force and was celebrated at the College of the Holy Cross's 87th Annual dinner, May 17, 2014. Since 1971 the Committee has recognized its first outstanding non-commissioned officer. The branch of service being honored makes the selection, which is based upon outstanding performance to the service, and involvement in the community. The award has been given to 42 distinguished recipients. This year our own Staff Sgt. Robert Krider has joined the ranks as the 2014 outstanding Non-Commissioned Officer (NCO) Award recipient.

Following WWI, a local group of veterans started the Army-Navy Dinner

Committee. The goal was to foster patriotism and comradeship by annually sponsoring a dinner, which honored the military in the community. Through the years the committee gathered support from the active duty personnel as well as Reserves of Army, Navy, Air Force Coast Guard, National Guard, and ROTC units from local colleges. Veterans of Korea, Vietnam, Desert Storm and other recent conflicts have joined their older comrades of World War I and World War II in supporting the goals of the committee.

This year's guest speaker was Maj. Gen. Rice, The Adjutant General, Massachusetts National Guard, who also flew A-10's for the 104th Fighter Wing, Massachusetts Air National Guard. Maj. Gen. Rice spoke about our core values and the importance of abiding by them as

airmen. Values of which were exemplified by this year's recipient of the Armed Forces Committee of Worcester County's Outstanding NCO award, Staff Sgt. Robert Krider.

Please join me in congratulating Staff Sgt. Krider!!



Static support

By Maj. Matthew Mutti, 104th Force Support Squadron Commander

When you travel from one end of the base to another, you should notice a unit historical timeline displayed in the form of static aircraft. The static aircraft on display depict the changes in the unit's mission and the generations of service that are part of our legacy.

If you get closer to the aircraft you will quickly see that some of the aircraft are showing their age, and some are not properly displayed. Over the next few months, the Wing would like to begin improving the condition of our statics – but in order to fix the aircraft, we will need some help.

This article is one of many solicitations you will see in regards to the static aircraft program. The Wing would like to identify all members who are willing to spend some off-time to work on the statics. We are looking for current drill status guardsmen, technicians, AGRs and retirees who would like to come out and help revive the statics and

bring our history back to life. When volunteers come out to support this mission, they will be put in a status (which will come with some compensation).

The current plan is to first relocate the



T-33 to a new home, then move the F-86 onto the preexisting pad. Once all the movements are complete, the Wing plans to then begin preparations to relocate the

F-15 static and then rehab the existing static displays.

Due to this program being dormant for so long there are a lot of aircraft that need attention and routine maintenance to ensure they are maintained at the appropriate levels. If this program is staffed with enough volunteers, we can develop a realistic timeline to get these projects done. Any and all help in this initiative is greatly appreciated and will help preserve our unit's history for years to come.

Please contact the following individuals if you are interested in being part of this team: Capt. Glenn Milliken glenn.milliken@ang.af.mil, or Maj Matthew Mutti matthew.mutti@ang.af.mil. We are looking for individuals who have both specialized aircraft maintenance knowledge, but also those who are willing to learn.

Federal Women Program awards

By Maj. Matthew Mutti, 104th Force Support Squadron Commander

Diversity is by definition about differences, but differences are celebrated in the Guard because they add value to the organization. With differences bring unique perspectives, cultural understandings, and through learning about and by promoting the attributes that make us different we actually break down the barriers that these differences can create.

On April 22, 2014 the Massachusetts National Guard Federal Diversity Council sponsored an awards luncheon to celebrate the Massachusetts National Guard Female and Mentor of the year. Nominees from throughout the state were honored, to include four Airmen from the 104th Fighter Wing.

During the event the former Secretary of the Air Force, Ms. Sheila Widnall, addressed the audience and shared some of her life experiences that amplified the importance of looking at the world through a diverse filter and that challenging stereotypes is critically important to our Air Force and military. She shared that

those who pioneer and break barriers serve as the greatest role models and mentors for our younger generations.

After the key note address, awards were presented to the Air National Guard / Army National Guard Women of the Year and the Air National Guard / Army National Guard Mentors of the Year. The 104th proudly nominated Master Sgt. Darcie Furr, Staff Sgt. Glendaennis Santos, and Staff Sgt. Jaqueline Comer for the Women of the Year award and Tech Sgt. Fabricio Ochoa as the mentor of the Year.

The 104th Fighter Wing was represented very well over the other nominees and Staff Sgt. Jaqueline Comer was recognized as the Massachusetts Air National Guard Women of the Year, recognizing her for her efforts in her full-time role within the Force Support Squadron and her many volunteer activities.

Gen. George Keefe concluded the event by saying how proud he was for the dedication demonstrated by those



nominated for the award and that it's the people of the Massachusetts National Guard that make it one of the greatest organizations in the country.

Dining In guest speaker - Keni Thomas

By Chaplain (Capt.) Ken DeVoe, 104th Fighter Wing Chaplain

The 104th Fighter Wing Dining in is scheduled for October 14, 2014, and will be hosting guest speaker Keni Thomas.

Biography:

In the summer of 1993 Sergeant Keni Thomas was deployed to Mogadishu Somalia with the 3rd Ranger Battalion as part of an elite special operations package called Task Force Ranger. Their mission was to find a capture a criminal warlord named Mohammed Farrah Aideed. On the 3rd of October, Keni and his fellow rangers distinguished themselves in an eighteen hour fire-fight that would later be recounted in the highly successful book and movie "Blackhawk Down". Nineteen Americans gave their lives and 78 were wounded in the worst urban combat seen by US troops since WWII.

A powerful speaker, Keni captivates audiences from beginning to end as he tells the incredible story of extraordinary individuals and how they fought to bring each other home. Drawing from his experiences on the battlefield, Keni inspires people to achieve greatness by stressing the importance of outstanding leadership at every level, even if the only person you are leading is yourself. His message of "Train as you fight - Fight as

you train and Lead By Example" epitomizes the Ranger motto "Rangers Lead the Way!"

Keni sums it up like this, "Leadership has never been about the rank or the position you hold. It's about the example you set. There are people to your left and to your right who are counting on you and its up to you to deliver. But you will only be as good as you prepared yourself to be."

After Mogadishu, Sergeant Thomas volunteered for one more enlistment in the Army. He became an assistant team leader for a six-man ranger reconnaissance team. He earned his master parachutist rating with over 400 military free fall jumps. He completed the Special Forces Combat Diver course, became an Advanced EMT and was one of ten Americans to complete the Belgium Commando Course.

Keni got out of the Army to pursue his music career and now works full-time as an award winning country music recording artist and songwriter in Nashville. He and his band Cornbread were featured in the movie "Sweet Home Alabama" and his music can be heard on country stations nationwide. Keni continues to serve our troops with regular tours to Iraq and Afghanistan.

He is a regular guest on all the major



- Ranger in the "Blackhawk Down" Mission
- Award-winning country music artist
- Special Operations Warrior Foundation

news networks as a military analyst and was also a military advisor for the Mel Gibson movie "We Were Soldiers." He has been recognized by the President of the United States, by Congress and has been awarded the American Patriot Award. But Keni is most proud of his appointment as a national spokesman for the Special Operations Warrior Foundation. They provide college educations to the children of our special operations personnel killed in combat or training.

"Our special operations warriors are the tip of the spear. Their's is a dangerous and high risk mission," says Thomas. "Because of that, they're losses are disproportionately high when compared to the rest of our military. Taking care of their kids, is the least we can do. It's what those dads would have wanted."

Keni Thomas is a graduate of the University of Florida, and the recipient of the Bronze Star for Valor.



Keni Thomas (on the far left) in his Army days.

(Photo courtesy of Cook Media)

The enlisted voice

By Staff Sgt. Matthew Benedetti, 104th Fighter Wing Public Affairs Photojournalist

Several members of the 104th Fighter Wing attended the Command Chief Induction Ceremony held on May 4, 2014 at the dining facility located at Barnes Air National Guard Base in Westfield, Massachusetts.

This event celebrated the ascension of former Senior Master Sergeants Andres Huxtable and Paul Turgeon to the rank of Chief Master Sergeant, the pinnacle of the Air Force enlisted personnel ranks.

The newly minted chiefs are longtime Wing members and established leaders at Barnes.

The rank of chief master sergeant was established by Congress in 1958 and comprises one percent of the entire Air Force. The ceremony recognized the two Barnesstormers for their hard work, dedication, loyalty and sacrifice as they achieved this career milestone.

Both chiefs emphasized the importance of steadfast family support and solid mentoring by their supervisors for their career success.

Chief Master Sgt. Huxtable, the 104th FW Force Support Squadron Superintendent, reflected on his career thus far and felt fortunate to be mentored by outstanding front line leadership. "I was fortunate to be molded by individuals who were true leaders, visionaries and consummate professionals. Chiefs Campbell, Schwiesow and Hester were all instrumental in helping me develop and grow as a leader. All possessed different leadership styles but shared a commitment to excellence and desire to succeed that still resonates with me today," he said.

Huxtable also thanked his wife Cheryl as well as daughters Alexis and Juliana. "I want to thank you for how much your support, encouragement and dedication has meant to



Photos by Technical Sgt. Melanie Casineau

me," he said.

Chief Master Sgt. Turgeon echoed Huxtable's sentiments regarding the value of mentorship and family.

"I am grateful for leaders who saw potential in me that I was unable to recognize for myself. These leaders demonstrated their commitment to the mission and paced me to set the same standards," said Turgeon, Cyber Operations Branch Chief for the 104th FW Communications Flight. "These mentors, through determination and perseverance, allowed me to reach my potential. I could never adequately communicate the level of gratitude I have for each of them," said Turgeon.

Turgeon also credited his faith in Jesus Christ as well as the support of his mom, Patricia, wife, Brenda and children –Jeremy, Tanya, Teresa, Rebecca and Harmony for his promotion.

"Our family learned to adapt to the interruptions and sacrifices as the mission required. They learned that things do not come easy and that good things in life require determination, commitment and sacrifice," said Turgeon.

"I feel honored and privileged that the greatest Air Force in the world has allowed me to hold the grade of Chief Master Sergeant," said Turgeon.



Chaplain's Corner - Play is the thing

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

In college, I was looking for a course to round out my liberal arts education and one that would be fun like "Underwater Basket Weaving." I signed up for a course called "The Nature of Play." We studied how different cultures and societies throughout the ages viewed play and sports and recreation. Philosophers waxed eloquent on the virtue of play for the resilience of the mind and the developing of well rounded human beings.

As Guardsmen, we regularly (at least two weeks a month) sacrifice our free time for "the flag." While our neighbors and civilian workmates are playing golf or duck hunting, we use our weekends to serve our country. Yet we also need to find time to relax our brains and to

breathe fresh air. It may seem like a waste of time, but in reality, it is a source of resilience. Like a well, we can pump water out of it for only so long before it runs dry and is need of refilling. But as members of the Guard, we have to be strategic in finding ways to make it happen in our busy lives. Here are some ideas:

1. Combine your physical training with times of refreshment. Hike a mountain with friends or bicycle with your family.
2. Find time in the early morning to be in the woods to just be still and listen and let the natural surroundings capture you. I know that sounds like some hippy tree hugger but nature (or creation, as I call it) has a way to renew your soul.
3. Lead your family or friends on some healthy outdoor adventure so that you combine

relational time with a time of play and refreshment. Healthy relationships are another source of resilience.

4. Find a beautiful outdoor spot to give thanks. I find reading, praying and even thinking while sitting near a babbling brook the most memorable times that build my spiritual resiliency.

So be creative and strategic in combining activities this summer that will build your physical, spiritual, emotional and relational health. Enjoy the summer!

Come visit us at the Chapel in Building #12 or call 669-1057, if you need us.

General Christian Worship will be on Saturday at 1100.



Safety: How goes it?

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

"Double checks; not second thoughts!"

Summer is your time to unwind, let your hair down and have fun in the sun; SAFELY!

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

Off duty tripped over toy; injured back, two lost work days.

Off duty tripped over suitcase; fractured elbow, no lost time.

The unit has experienced 0 mishaps since the last How-Goes-It

Great job! Thanks!

Too often we hear about people having fun and having it go bad, but did you ever think why this happens? Could it be that people simply drown in rip tides; drown falling out of a boat; get burned lighting a grill; get killed or kill someone else due to falling asleep at the wheel while traveling; end up in a guardrail or tree on their motorcycles; getting burned and scared by fireworks; injure themselves working on their homes or cars; end up severely

sunburned; dehydrated enough to end up hooked up to a bag of fluids, or do you think there is an underlying factor that somehow ties them all together?



I submit to each of you that each of the good times gone bad could have been prevented with a little planning and common sense. Something as simple as not allowing yourself or others to jump into unfamiliar waters after a few drinks can really save the day and keep the good times and fun; FUN! How many times have you read about someone or a group jumping into the water and either finding the water shallow, a big rock or the current too much to handle? Then

there is always the one who drowned.

Whether it's a child, or yourself, water is unforgiving and rarely has a good outcome if certain safety rules are not followed.

The point I am trying to make is that each summer activity is both fun and at the same time can be dangerous. The word "dangerous" demands us to think forward and not simply in the moment. For those who don't, many will read about it in the newspaper or online. So I ask you this; is it the fact people don't want to plan for the worst, or is it that they simply don't care? Whether it's having several beers before getting up on the roof to fix that loose shingle, or trying to make your long trip without planning stops along the way, each of them is dangerous and has inherent hazards that, if not controlled, will from time to time remind us they are there.

The Wing Safety Office asks that you use risk management, both personal and summer activity related to help you identify the risks associated with what you are doing and to develop strategies on how to manage them. Summer good times don't need to be summer statistics and with your help we can all make that happen. Let the fun in the sun this summer continue; SAFELY!

New motorcycle and bicycle rider requirements

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

The Wing Safety Office would like to ensure everyone knows the new requirements for operating a motorcycle and bicycle as Per AFI 91-207. Basically, motorcycle riders are now required to take both the basic and experienced rider courses and are no longer mandated to wear brightly colored reflective outer garments. In regards to bicycles operated on base, operators are now required to wear brightly colored outer garments during the day and reflective garments at night. In addition the bicycle is required to have a white front light and red rear light. If there are any questions you are asked to contact your safety representative or the safety office. Below are the requirements for each:

Motorcycle operation in military status

1. Set up an AFSAS MUSTT Account
2. Take the MSF Basic Rider Course or equivalent
3. Take the Experienced Rider Course or equivalent

4. Receive a documented initial CC and annual preseason briefing

5. Display your safety office issued triangle sticker for gate entry

6. Wear a DOT approved helmet, wrap around glasses/goggles/full face shield, long sleeve shirt or jacket, full fingered gloves, long leg pants, and over the ankle foot wear.

Note- Riders are no longer mandated to wear a brightly colored outer garment. It is suggested and so is ballistic type rider clothing.

Motorcycle operation in civilian Status

1. Assigned base personnel sign letter stating they only operate their motorcycle in a civilian status.

2. Display your safety office issued triangle sticker for gate entry.

3. Wear a DOT approved helmet, wrap around glasses/goggles/full face shield, long sleeve shirt or jacket, full fingered gloves, long leg pants, and over the ankle foot wear.

Motorcycle Operation- Retirees and all others

1. Wear a DOT approved helmet, wrap around glasses/goggles/full face shield, long sleeve shirt or jacket, full fingered gloves, long leg pants, and over the ankle foot wear.

Bicycle Operation- On base or in military status

1. Wear a highly visible outer garment during the day and outer garment containing retro-reflective material at night.

2. Wear a properly fastened, approved (e.g., Consumer Product Safety Commission, ANSI, Snell Memorial Foundation or host nation equivalent) bicycle helmet.

3. Ensure bicycles are equipped with a white front light visible for 500 feet and red reflector or light clearly visible from the rear for 300 feet.

Community Involvement

Throughout each year many members of the 104th Fighter Wing, Massachusetts Air National Guard volunteer and participate in numerous community events that go unnoticed. Most of these events usually occur “after duty hours,” or during personal or family time, such as on weekends or holidays. Community involvement is very important to the unit’s community relations, and we appreciate everyone that makes the effort to participate in their own community events. Here are a few events that occurred over the past month.

Westfield Memorial Day parade

Lead by the base Honor Guard, over 30 members of the 104th Fighter Wing, Massachusetts Air National Guard in Westfield, Mass. marched in the Westfield Memorial Day Parade, May 26, 2014. Numerous leaders spoke at Memorial Day events statewide.



Smith and Wesson Memorial Day rededication ceremony

Col. James Keefe, 104th Fighter Wing Commander, delivered a Memorial Day speech during the Smith & Wesson Memorial Day rededication ceremony in Springfield, Mass., May 26, 2014.



USO Run-2-Remember

On May 24, 2014, the USO Run-2-Remember road race honored our troops and veterans by helping the South Hadley Memorial Day Parade Committee raise proceeds that will be donated to the Pioneer Valley USO, based at Westover Air Reserve Base in Chicopee, Mass. 104th Fighter Wing members participated in the event.



Massachusetts Air National Guard Historical Association

About

The Massachusetts Air National Guard Historical Association was created in 1974 in response to the increased appreciation of history brought about by the celebration of the United States' Bicentennial.

The Association's objectives include maintaining archives, displaying memorabilia and fostering an appreciation of the role of the Air National Guard and its members. It does this with special emphasis on Massachusetts Air Guard Units and Massachusetts Air Guard Members.

The Association has been granted space by the Adjutant General of Massachusetts in the Massachusetts National Guard Military Museum at 91 Everett St, Concord, Mass. for its displays and archives.

Join Us

Join the Association and help us preserve and display the proud history of the Massachusetts Air National Guard. Your membership will help us to keep this history alive for present and future generations.

You will help if you do no more than become a Member of the Association, but you can also help in other ways, if you wish, such as participating in our Annual Meeting and/or serving on one or more of the Association's committees. Some committees can function via e-mail whereby committee members may participate without leaving home, while other committees are more "hands-on" and meet together to work on projects such as creating displays or restoring vintage aircraft.

**Join With Us and
Help Preserve
Mass ANG History!**



Visit us on FaceBook!
www.facebook.com/MassANGHS

Military and Family Life Counselors

Purpose of this email is to provide an update on the OSD JFSAP Military and Family Life Counselors (MFLC). Beginning August 14, 2014, support will change from a three/four member team to Military OneSource (800-342-9647 and www.militaryonesource.mil). OSD decided on this plan to better meet the needs of all service members and families. They are adapting to this sole delivery system in response to the drawdown of deploying forces and corresponding reduced funding levels.

The Military OneSource program can be accessed through online, telephone or face-to-face non-medical counseling sessions within 15 miles/30 minutes of the service member or family by independently licensed counselors for up to 12 sessions per issue; per service and family member. This network of Military OneSource (non-medical counseling) is available regardless of deployment status and is expected to provide enhanced, seamless support.

The change to Military OneSource:

- * helps to expand support and service delivery
- * ensures there is no limitation to support tied to deployment
- * provides greater non-medical counseling delivery methods, better accommodating our Guard member's busy lives
- * ensures the counseling will be of the same high-quality support by masters-level counselors

Respectfully,
Ivan E. Denton
BG, USA
Director, J1 Manpower and Personnel

National Guard Bureau
Arlington Hall Station 2
111 S George Mason Dr
Rm PI-124
Arlington, VA 22204-1373

(703) 604 9540
Ext 4 9540
DSN 664 9540
(BB) (571) 218 9591



For Your Information

104 FW 1st Sgt Position

NOTE: Selectees may be moved to any valid First Sergeant Position within the Wing at the request of the Wing Command Chief and with the concurrence of the unit Commander.

Position Title/Grade: First Sergeant / E-8 Eligible applicants: Must be an E-7 who is immediately promotable to E-8. Position is a MINIMUM three year tour with a maximum of 6 years. Members must carefully review AFI 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 three 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 three years retainability 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 one 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:

- Cover sheet
- Letter of application (describe what you can bring to the position)
- Resume
- Current passing fitness assessment
- RIP (record of individual personnel)
- Commander concurrence (letter or copy of email to 104FW/CCC)
- Letter of recommendation (optional)

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

Unit: 104th Fighter Wing

Supervisor: 104th Fighter Wing Commander

Submit Applications via electronic format (word, pdf, etc) via email to: Maj. Matthew Mutti at, matthew.mutti@ang.af.mil
104FW/FSS, NLT 1200, 27 June 2014.

Board date: TBD.

For more information contact: Chief Master Sgt. Maryanne Walts at maryanne.walts@ang.af.mil 413-568-9151 x698-1418.

Security Forces Operations Officer Position

MIN/MAX GRADE: Members immediately eligible for commission through the rank of Major

LOCATION: 104 Fighter Wing, Barnes ANG Base (Westfield)

CLOSING DATE: All applications are due by 21 July 2014 with an expected board date during the August 2014 UTA (2-3).

LENGTH OF ASSIGNMENT: The position requires a reserve commission, and a minimum four year service commitment.

WHO MAY APPLY: The position is open to all individuals who meet commissioning qualifications to include education, age, and fitness requirements.

DUTIES AND RESPONSIBILITIES:

Security Forces Operations Officer: Leads, manages, supervises, and performs security force activities, including air base defense, priority level resource security; antiterrorism; law enforcement; armament and equipment; training; pass and registration; and combat arms. Directs air base defense functions, controls and secures the terrain inside and adjacent to military installations as well as the personnel, equipment and resources within. Responsibilities include the organizing, equipping and training of Security Forces Defenders for garrison, domestic and expeditionary operations. Additionally, responsibilities include directing both mounted and dismounted team patrols, tactical drills, battle procedures and antiterrorism duties, as well as enforcing standards of conduct, adherence to laws and directives, and planning future security measures.

QUALIFICATIONS:

- Must be at least 18 years old and a U.S. citizen
- Must be commissioned before the age of 35 (unless prior service)
- Must meet medical and fitness requirements (after selection must have a commissioning physical)
- Must possess a baccalaureate or higher degree
- Must obtain a minimum scores on the Air Force Officers Qualification Test (AFOQT) reference AFI 36-2005, table 3.21 or ANGI 36-2005, table 3.4
- Must attend and graduate from the Academy of Military Science

APPLICATION REQUIREMENTS: All applications should include a cover letter, resume, and full record review report (RIP). Applications may also include letters of recommendation, and supporting materials. Please send all application packages to Maj. Matthew Mutti at matthew.mutti@ang.af.mil or (413) 568-9151, x698-1285.

For Your Information

Full-time AGR Command Post position

A vacancy will be opening in the 104FW Command Post.

Please watch the following sites for the official posting:

<http://states.ng.mil/sites/MA/careers/agr/default.aspx>;

[https://104fw-sp-](https://104fw-sp-01.ang.ds.af.mil/Mission%20Support%20Group/default.aspx)

[01.ang.ds.af.mil/Mission%20Support%20Group/default.aspx](https://104fw-sp-01.ang.ds.af.mil/Mission%20Support%20Group/default.aspx)

Position: Full time AGR Command and Control Technician

Unit: 104FW/CP, Min Grade: A1C - Max Grade: SSgt

ASVAB: Admin:55 and Gen:67

Position description: Performs C2 actions to support NORAD Aerospace Control Alert, Homeland Security, National Defense, and Air Force operations.

Receives, authenticates and transmits NORAD scramble orders.

Maintains proficiency in C2 systems and aircraft flight following and mission management systems such as Theater Battle Management Core Systems (TBMCS) and Global Decision Support System - 2 (GDSS2) and Patriot Excalibur (PEX).

Must have a SECRET security clearance. Qualified to be awarded a Top Secret clearance. Selectee must be fully AFSC qualified in 1C3X1 or agree to attend the first available qualification course.

POC: Senior Master Sgt. Mark Bolduc e-mail:

mark.bolduc@ng.af.mil, phone: (413) 568-9151, 698-2050

or Master Sgt. Kevin Royer e-mail: kevin.royer@ang.af.mil; phone : (413) 568-9151, 698-1221.

104 MDG Training Manager Position

The 104th MDG is looking for a traditional guardsman to fill our training manager position. We are looking for an energetic and knowledgeable individual. Interested individuals must understand principles, policies, and procedures of Air Force Education and Training programs; interviewing and counseling techniques; training techniques and instruction methods; task analysis procedures, learning process, curriculum development, training evaluations, and Education and Training systems and products; effective writing skills; editing practices; instructional media application, training reporting, program and curriculum validation, and implementation procedures; training program management; scheduling training events and facilities; conducting assistance visits and training meetings; work center and individual job qualification standard development; education institution registration requirements; military personnel classification system and policies; application of communicative interpersonal skills. Knowledge of AFTR computer training and tracking program.

This individual administers all Education and Training programs, serving as the MDG Education and Training program manager responsible directly to the MDG/CC. They consults on ISD process and career field Education and Training plans (CFETP). They advise on: Education and Training materials and services; conducts work center visits, and organizes programs to develop and conduct job site training. Identifies Education and Training providers, capabilities, and resources, and ensures availability of materials. Recommends revisions to Education and Training programs and CFETPs. Records and evaluates the history of Education and Training achievements, establish goals, and enroll in classes, courses, and programs. Prepares and maintains records, files, and materials.

If interested in the position please contact TSgt Christine Lupacchino at extension 698-2218 , e-mail Christine.Lupacchino@ang.af.mil, or Maj. Matthew Mutti at extension 698-1285.

Massachusetts ESGR State Chair

The Massachusetts committee for the Employer Support of the Guard and Reserve (ESGR) is seeking applications for the position of State Chair. The ESGR, a Department of Defense office, was established in 1972 to promote cooperation and understanding between Reserve Component Service members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. ESGR is supported by a network of more than 4,900 volunteers in 54 committees located across all 50 states, the District of Columbia, Guam-CNMI, Puerto Rico and the U.S. Virgin Islands.

The State Chair is a non-paid, volunteer position. The State Chair is responsible for all aspects of state ESGR operations. The Massachusetts ESGR committee currently has 65+ volunteers. The State Chair must have excellent leadership and communication skills. Chairs frequently address influential people, or groups of influential people, including governors, TAG, Guard/Reserve general/flag officers, federal, state, and local officials, legislators, mayors, CEOs, business and industry leaders, Chambers of Commerce, and civic groups. Chairs develop and execute the state's annual spending plan and budget. For more information, see: ESGRI 1250.02, Aug. 11, 2010.

Term: The State Chair is appointed for a three-year term, and can serve no more than two terms.

Skills and Qualifications: Applicants must have demonstrated leadership; time available to execute the ESGR mission; motivational, organizational and communication skills; understand the importance of National Guard and Reserve missions; understand business and industry; prior business experience; prior experience with volunteer organizations; ability to plan and organize the activities of a large number of volunteers; understand the strategic planning process; understand the Joint Ethics Regulations as they apply to representing the Department of Defense re: the use of appropriated funds, gifts, travel, and relationships with non-DOD organizations (public sector, private sector, and nonprofit organizations).

Selection Process: The Massachusetts ESGR State Chair Search Committee is currently accepting applications for the position of State Chair. The State Chair search committee will review applications, schedule interviews, and recommend a candidate for appointment. State Chair appointments are made by the Assistant Secretary of Defense for Reserve Affairs. Interested applicants should submit a cover letter and resume to the Search Committee Chair by mail at the following address not later than Feb. 7, 2014. Interviews are tentatively scheduled for Feb. 15, 2014. Final selection is scheduled for May, 2014 with appointment to commence Oct. 1, 2014.

Robert J. Pomeroy
Search Committee Chair
PO Box 1491
Plymouth, MA 02362

For Your Information

BASE HONOR GUARD LOOKING FOR NEW MEMBERS

- Be part of the tradition of excellence
- Honor those who have fallen at military funerals
- Represent the ANG & AF at military & sporting events
- All ranks/specialties can apply

Please contact Tech Sgt. Christine Lupacchino or Maj. Matthew Mutti by e-mail at: 104FW.HonorGuard@ang.af.mil



BARBER AVAILABLE

The Barber Shop will be open the following dates from: 0730-1500 hours.
 Enter Building 008, South Entrance.
 June 5-6 & June 19-20
 July 17-18
 July 31 - August 1 & August 21-22
 September 4-5 & September 18-19
 POC for Barber Shop operations is Senior Master Sgt. Bill Butman, he can be reached at (413) 568-9151, x698-1234.



SGLI CHANGES

Effective July 1, 2014, the Servicemembers' Group Life Insurance program will adjust the SGLI monthly premium rate from 6.5 cents to 7 cents per \$1,000 of insurance. This means, for example, a premium increase from \$26 to \$28 a month for Servicemembers with the maximum \$400,000 of life insurance. All Servicemembers will continue to pay an additional \$1 for Traumatic Injury Protection coverage. Please visit www.benefits.va.gov/insurance to view a table of the new rates for all coverage amounts and learn more about the premium change.

The Department of Veterans Affairs manages the SGLI program and always strives to keep SGLI premiums as low as possible while also ensuring that the program remains financially strong and competitive. However, due to the combination of the 2008 SGLI premium reduction and decreases in interest rates, SGLI reserve funds have decreased significantly, and it is now necessary to adjust the monthly premium rate by a half cent per \$1,000 of insurance.

The new premium rate will take effect on July 1, 2014. Servicemembers with SGLI coverage can expect to see the adjusted premium rate reflected in their Aug 1, 2014 Leave and Earning Statement. Members drilling for points towards retirement, or not receiving pay for other reasons, will be billed by their service for the higher premium on the regular billing schedule.

If you have any questions regarding the new rates or your SGLI coverage, please contact your military personnel section or visit www.benefits.va.gov/insurance.



PVC CORNER

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. This past year we have donated to The Family Readiness Group, we have sponsored a hole in a Golf Tournament for the Soldiers Home fundraiser, and sponsored 10 Veterans from the Soldiers Home for the UTA Thanksgiving Meal just to name a few. 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.

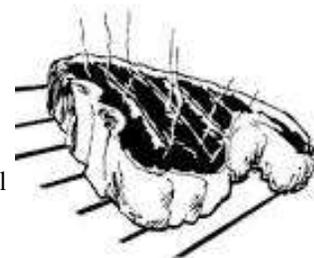
It's that time of year again, and the Pioneer Valley NCO Club Coins are available at the NCO Club and with Club Council Representatives. The cost is \$10.00.

We look forward to your continued support for 2014!



COOK YOUR OWN STEAK NIGHT

Come join us for **Cook Your Own Steak Night** at the Pioneer Valley Club Thursday, August 7, 2014 5-8pm
 Dinner to Include: Steak & Potato with Salad, and Roll
 RSVP only
 **Tickets will be available for sale until Friday, August 1st
 \$12 each



Religion notes

Only one Chapel Service this weekend:

General Christian Worship Service on Saturday, 7 June at 1100 at the Chapel. Chaplain Stephen Misarski presiding.



Congratulations on your retirements

| | | |
|------------------------------------|-------|-------------|
| Col. EJ Gunning | MSG | 1 Jun 2014 |
| Tech. Sgt. Robert Percy | MXS | 10 Jun 2014 |
| Master Sgt. Christopher Margarites | FSS | 1 Jul 2014 |
| Master Sgt. Kevin Moran | MOF | 10 Jul 2014 |
| Lt. Col. Eric Samuelson | 131FS | 1 Aug 2014 |
| Staff Sgt. Francesco Devito | AMXS | 4 Aug 2014 |
| Master Sgt. Jacqueline Stubbs | MDG | 5 Aug 2014 |

CCTV broadcast line up

Channel 7 - Training videos & Base Info

Channel 9 - Warrior Network

Channel 10 - Pentagon Channel - inoperative



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 |

Problems with myPay

myPay users are reporting problems accessing myPay using their Login ID/Password or SmartCard. Reports indicate users get a blank screen and then are returned to the myPay homepage. If you experience this problem, try to "refresh" or "reload" the webpage using Ctrl R or Ctrl F5. If the error continues, you may need to clear your entire cache and delete any temporary files residing in your web browser. Check the help section of your browser for instructions.

For additional information and help accessing myPay, visit our myPay Tips & Tricks page <http://www.dfas.mil/mypayinfo/tipsandtricks.html>



Welcome to new members

| | | |
|----------------------|-----|-------------|
| A1C Benjamin LaPlume | SFS | 12 May 2014 |
| A1C Amaris Colon | FSS | 16 May 2014 |
| A1C Alan Guin | MDG | 20 May 2014 |

DFAC MENU

WHAT'S FOR LUNCH?

Saturday

Tri-color fettuccine alfredo with ham, vegetable lasagna, chicken alfredo & spaghetti pie, rice pilaf, green beans, garlic roasted asparagus

Soup: Chunky potato soup & tomato soup

Salad bar: A variety of vegetables, salads, and toppings

Dessert: Pumpkin bread pudding, blonde brownies, pumpkin pie crunch cake & soft serve ice cream

Short Order: Hamburger, cheeseburgers, hot dogs, Philly cheese steaks served with french fries

Sunday

Pineapple stuff pork chops & apple cabbage pork chops served with cranapple sauce, almond toasted topped cod, oven fried chili chicken & swiss steak, broccoli casserole, home-style potato casserole, mashed potatoes, cream corn and peas & carrots

Soup: Chicken & dumplings and clam chowder

Salad bar: A variety of vegetables, salads, toppings

Dessert: Pumpkin pie bars, Jell-O with fruit cocktail, sweet potato praline crunch pie & soft serve ice cream

Short Order: Hamburgers, cheeseburgers, hot dogs or Monti Crisco served with french fries



Volume 30, Number 6

June, 1979

Group receives A-10 Thunderbolt II Seventeen more scheduled by September

New A-10 contrasts With delivery of War weary F-100s

The 104th Tactical Fighter Group here officially received the new A-10 Thunderbolt II ground support fighter on June 19.

Delivery of the new craft was direct from the production line of the Fairchild Republic plant in Hagerstown, Md., where the final assembly is performed. This is a significant advance over the former policy of supplying war-weary and obsolescent aircraft to the reserve components. The A-10 acceptance contrasts dramatically with the arrival of the F-100s eight years ago directly from Vietnam, by homeward-bound pilots of the 35th Wing which had flown them in combat.

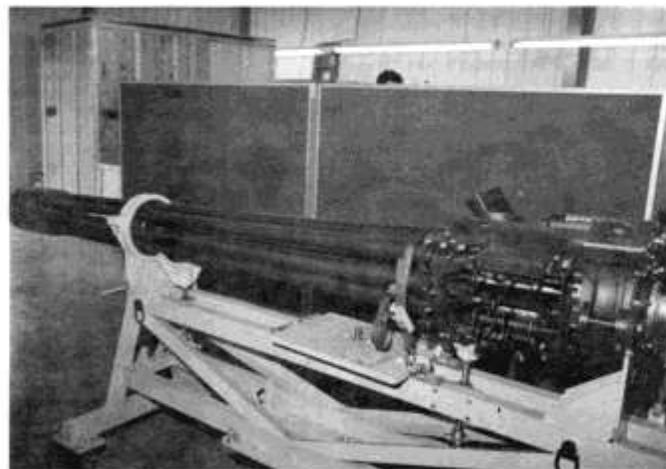
Five aircraft are scheduled for delivery here in July and four or six more in August and the remaining in September to bring the unit up to the authorized 18 aircraft.

An additional 33 military positions are authorized to support the new planes, as well as an additional eight full time air technicians.

A-10 VERY QUIET

The A-10 is a twin-jet fighter with very quiet and smokeless engines and is expected to be well received by local environmental agencies and area residents who object to the F-100 noise level.

The craft is specifically designed to destroy tanks and armored vehicles, performing that task with a seven-barrel Gatling gun which can fire up to 4000 rounds per minute as well as a variable mixture of bombs, laser guided rockets and Maverick missiles. It can carry up to 16,000 pounds of ordnance. Its 30mm, armor piercing rounds can penetrate any medium and heavy tank. It can take off in 4,500 feet with a maximum load, only needs 1,900 feet of unimproved runway for tactical deployment with four 500-pounders, 750 rounds of ammo and 4,000 pounds of fuel.



The one-man plane flies in the relatively slow 280-320 mph speed range through assistance of about 2,400 miles without refueling. Its wing span is 57 feet and is 53 feet long. It weighs over 20,000 pounds empty and has a maximum takeoff weight of 47,200 pounds. The aircraft is powered by two General Electric turbofan engines, each rated at 9065 pounds of thrust. The A-10 is similar in size to the old B-25 which was the most heavily armored airplane of its time.

BRADLEY GETS THEM TOO

The Air Guard unit at Bradley Field in Windsor Locks, Conn., received its first A-10 last month. The two units are the first in the country to receive the new jets. Syracuse, New York, is due to receive the new A-10s later this year.

Lt.Col. Connie Coward, air commander and director of operations, is the only pilot qualified to fly the A-10. Maintenance personnel have been commuting back and forth to Bradley since April for training on the new aircraft.

The training will continue through August. In addition, Lt.Cols. Malcolm Snow and Robert Reynolds are currently attending A-10 upgrading school in Tucson, Ariz.

More pilots are going to Arizona for resident training in the near future, and upon return they will serve as instructors here.

Training will continue through fall until the entire Barnes unit is fully qualified in maintenance and flight of the new jets.

MASSACHUSETTS AIR NATIONAL GUARD

104th Fighter Wing—PA
Barnes Air National Guard Base
175 Falcon Drive, Westfield, MA 01805

www.104fw.ang.af.mil
www.westfieldairshow.net

Social media sites:
www.facebook.com/barnesang
www.twitter.com/104fighterwing
www.flickr.com/photos/barnesangb



PRIDE,
PROFESSIONALISM,
PATRIOTISM

We're on the Web

WWW.104FW.ANG.AF.MIL

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