



AIRSCOOP

104TH FIGHTER WING • MASSACHUSETTS AIR NATIONAL GUARD

Pride, Professionalism, Patriotism

Barnes Air National Guard Base



May 2018



Senior Airman David Montanez Jr., (top) and Staff Sgt. Aaron Wolfgang (bottom), 104th SFS police officer and 104th SFS specialist compete in the Best Warrior Competition April 6th and 7th at Joint Base Cape Cod, Massachusetts. Read the story on pages 7 & 8. (Courtesy Pictures)

Commander's Column: Student Flight, The Air National Guard Advantage

By Lt. Col. Dean Lambert, Force Support Squadron



AIRSCOOP

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Basic Military Training at Lackland Air Force Base, Texas, is one of the first memories of my Air National Guard career. Back in 1987, I thought I was prepared for BMT, but I soon learned that wasn't the case. At the time there was no student flight at the 104th Fighter Wing, and for most people serving in my section BMT was a distant memory. I did my best to prepare by asking a lot of questions, but was often met with, "you'll figure it out when you get there."

In May of 2017, I returned to Lackland AFB and received a tour of their new facilities, along with an overview of the program—both of which were quite impressive. Their focus is not only on incorporating trainees into the Air Force, but also on preparing them for life after BMT. One of the ways they have done this is by dedicating the entire last week, also known as "Airmen's Week," to fostering a trusting relationship between Airmen and their leadership. While there I was able to meet with ANG trainees during their 2nd week of training. I was duly impressed by the level of confidence and professionalism the airmen displayed, especially after having only two weeks of training under their belts. Terms such as teamwork, integrity, and service before self were clearly evident in all of the responses we received from the trainees. The one thing they all had in common was they had received some type of student flight training prior to arriving at BMT, which they all agreed better prepared them for the rigorous training they were receiving at Lackland.

Recently, I had the opportunity to sit down with Airman 1st Class Donovan Joseph, who graduated

from BMT on April 16 and is assigned to the 104FW Maintenance Squadron, in the Munitions Systems career field. He attended student flight for approximately four drill weekends prior to attending BMT. When asked what he thought of the student flight program, he stated that the training he received was excellent and gave him a greater sense of confidence. Activities such as learning the Airmen's Creed, learning the military rank structure and simply mentally preparing for his training, were some of the ways the Student Flight better prepared him and his family for the journey through BMT. His fellow ANG BMT flight members all commented on the benefits of having attended some type of student flight program prior to attending training.

(Commander Cont. on Pg 3)

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Sexual Assault S.A.F.E. helpline

1-877-995-5247

(Commander Cont. from Pg 2)

The 104FW Student Flight NCOIC, Master Sgt. Heather Cekovsky, states that it is important to create a balance between the things trainees "want" to know and what they "need" to know. Though she acknowledges the skills acquired during BMT are important, she believes it is also necessary to focus on life skills that will assist them in becoming more resilient Airman. As the student flight commander, I share Master Sgt. Cekovsky's philosophy on this issue. Maintaining readiness by staying physically fit, focusing on long-term financial stability, and simply being a good wingman—both on and off duty—is of paramount importance. All this, in addition to the skills attained during BMT, make the newest members to the 104FW among the very best in the Air National Guard. Fostering responsible behavior and creating a positive work environment is our collective

responsibility, and it is the foundation to a healthy team.

With all this great training happening on base every drill weekend, I ask commanders and supervisors to take a few moments out of their weekend to ask their student flight members the following questions: How do you feel your training is going? What did you learn this weekend? Do you need additional assistance with anything? Hopefully this is already happening throughout the different sections on base. I understand that the ops tempo of a normal drill weekend can be quite hectic; however, we do not want to lose sight of the unit's primary goal of providing our newest members with the building blocks that will assist them in achieving long-term success with the Air National Guard.

Recruiting & Retention: Every Airman is a Recruiter



We currently have three Air National Guard recruiters for the 104th Fighter Wing. We rely heavily on unit referrals and ask that unit members help us recruit potential airmen within our communities. If you wear the uniform, you too are a recruiter. Please snap a picture of the recruiter information below to have it readily available or stop by our office to pick up business cards.

The 104th Fighter Wing Recruiting & Retention Team



Retention &
Recruiting Manager

Tech. Sgt.
Glendaennis
Schuster



Tech. Sgt. Matthew
Bahosh

(413) 237-4525
Worcester Area



Staff Sgt. Kayla
Gallagher

(413) 207-5186
Western
Massachusetts



Tech. Sgt. Nathaniel
Poudrier

(413) 426-3487
Western
Massachusetts

Inspector General: The IG Complaints Resolution Purpose and Process

By Maj. Mary L. Harrington, Director of Complaints and Resolutions, 104FW/IGQ



It is my honor to serve an integral part of the 104th Fighter Wing's Inspector General Office (104FW/IGQ), as the Director of Complaints and Resolutions. Prior to this position, I did not have a good understanding of the IGQ office—neither its

purpose nor the processes. I have found that many others similarly do not know. With two years in the position (with a little classroom training and lots of on the job training), I now understand and I have grown great respect for the Air Force's Complaints Resolution Program. As you might expect, no two inquiries/"complaints" are exactly alike, but there are interesting trends and something to learn every day.

As defined by AFI 90-301 (Inspector General Complaints Resolution), "IGs serve as an extension of their commander by acting as his/her eyes and ears to be alert to issues affecting the organization...a successful complaint resolution program is designed to enhance the organization's discipline, readiness and warfighting capability." The IGs statutory authority is derived from Title 10, United States Code, Section 8014 and Section 8020.

Essentially, the CRP program is a powerful leadership tool that helps build trust in the command and the United States Air Force by promptly and objectively resolving issues affecting the AF mission. IGQs help "to correct systematic, programmatic, or procedural weaknesses and ensure resources are used effectively and efficiently." I believe the art and science is not only in helping the command to swiftly identify and resolve challenges at the lowest level with minimal damage to all, but also in identifying trends (in collaboration with the inspection side of the IG office) and addressing issues *before* they become complaints.

The elements of reprisal and restriction are critical in the trust-building success of the CRP program. Anyone can speak with an Inspector General or staff at any time, without fear of reprisal. (For more detail on your reprisal and restriction rights, please see my article in the November 2017 AirScoop here: [http://](http://www.104fw.af.mil/)

www.104fw.af.mil/). When fundamental elements of reprisal and restriction are present, the IG will then investigate. If allegations are substantiated, and the investigation is upheld by the Department of Defense IG, the commander can take action within 45 days of IG DOD's approval of the investigation's finding.

While some believe IGQs only handle reprisal, restriction and fraud, waste and abuse issues, this is not entirely true. Fraud Waste and Abuse is the primary focus of the AF FWA program, but not necessarily the primary focus of the CRP program. As stated by AFI 90-301, "the primary charges of the IG in this role is to sustain a credible Air Force IG system by ensuring a responsive CRP." The pull-down list of complaint descriptions in the IG Automated Case Tracking System range from violations of AFI 1-1 (Air Force Standards), adultery, and favoritism to dereliction, harassment, hostile work environment, mistreatment, and undue influence. However, the IG office would not directly handle many of these issues but conduct a fact based analysis and then take appropriate action.

Once the IGQ office receives a complaint, the Phase I Complaint Analysis is ideally within a total of 29 days or the next drill thereafter. During this time period, the IGQ makes contact, conducts/finalizes a preliminary analysis including a complaint clarification, and determines resolution. In this phase, and at all times, per AFI 90-301, the IG has "expeditious and unrestricted access to and copies of all...records, reports, investigations, audits, reviews, documents, papers, recommendations, or other relevant material authorized by law and policy...For any record requiring special handling, (IGs) coordinate with a legal advisor to ensure records are properly obtained. No Air Force document, regardless of medium, is exempt from IG access." Understandably, this access is extremely important and critical in providing a solid analysis of the situation for expeditious handling. From that point, there are five paths that the IGQ office can take including: 1) transfer, 2) assist, 3) refer, 4) dismiss and 5) investigate. The acronym TARDI is helpful to remember these actions. They are generally described (with exceptions) as:

(IG Cont. on Pg. 5)

(IG Cont. from Pg. 4)

TRANSFER. An IG complaint is transferred when it is appropriate for another IG office to handle the complaint, in sync with quickly resolving issues at the lowest level. In a very simplified example, if the Massachusetts National Guard Joint Force Headquarters IG office receives a complaint concerning a member(s) of the 104th Fighter Wing, then the complaint would most likely be transferred to the 104FW/IGQ. However, there are extenuating circumstances in which JFHQ would retain the complaint, such as the complaint involves a senior official, if there is evidence of bias, a conflict of interest, and more (as covered by table 3.7 in AFI 90-301).

ASSIST. The majority of inquiries from our members are not complaints but comments or inquiries – in which there are not allegations or evidence of wrong doing. These are classified as “assists.” In the assist process, I have the honor of informally mentoring members, to help them navigate within the organization and get them the help or information needed. This is my favorite part of the job. As part of the assist, as detailed by AFI 90-301, “IGs may make phone calls, ask questions of functional experts, solicit helpful information from the appropriate organization or agency, or put the complainant in contact with the person, organization, or agency that can appropriately address their problem. The purpose of assistance is to quickly resolve personal issues and allow the complainant to refocus on the assigned mission.”

REFER. The second most popular action for IG complaints appear to be referrals. A complaint is referred when it is best handled by another office, organization or agency – basically, if the nature of the complaint is not appropriate for the IG CRP system or if it is a command issue. AFI 90-301, Table 3.6 outlines the myriad of potential situations (not all inclusive) and referral agencies. The large majority of 104FW/IGQ referred complaints have been sent back to the command to handle. When the IGQ office refers a complaint, the issue is documented in ACTS; additionally, the referral office/agency is required to

provide a Referral Completion Report (except for Military Equal Opportunity and the Office of Special Investigations), to detail how the situation was appropriately handled including the scope of the inquiry, the findings of the inquiry, and the conclusions, recommendations and corrective actions.

DISMISS. An IG complaint is dismissed essentially if there is no credible evidence of a violation of instruction, regulation, policy or law; or if the complainant has exhausted procedural appeals and there is no evidence of a process problem; if it is more than year since the complainant learned of the alleged wrongdoing; if there is a complaint under Article 138, UCMJ; if the complaint is without merit, frivolous or if an IG investigation would not affect the outcome or remedy sought; if the allegations have already been investigated/reviewed by a higher-level IG office (and there is no new evidence or information); or if the complainant requests to withdraw the complaint.

INVESTIGATE. A Wing-level IGQ would primarily investigate allegations of restriction and reprisal, after notification is sent to DOD IG and the “acid test” analysis warrants an investigation. Other IG offices (Major Commands, Numbered Air Force, JFHQ, etc.) may investigate other purported improprieties such as allegations against senior officials. Again, the entire process is unbiased, fact-based, and as timely as possible to try to resolve issues quickly at the lowest level so that members can focus on mission – our fundamental purpose.

If you have any questions about services provided by the 104FW/IGQ office, please do not hesitate to contact me at mary.l.harrington.mil@mail.mil or (413) 568-9151, x698-1799.

Additionally, you can contact any of our Fraud, Waste and Abuse Hotlines including the local 104th Fighter Wing office at (413) 568-9151, x698-1860, the Massachusetts National Guard Joint Force Headquarters at (508) 233-6703, the United States Air Force at (800) 538-8492, or the Department of Defense at (800) 424-9098.

Chiefs Corner: Force Support Squadron Challenge

By Chief Master Sgt. Andre Huxtable

Recently, I had a conversation with a chief and a commander about a myriad of different topics to include wing fitness, promotions, PME, and contingency deployments. Nearing the end of our conversation, both the chief and commander said to me (in unison) that they had no idea how much the Force Support Squadron did and how important we were to the mission. Thanking them for their kind words, I proudly responded by saying I was the luckiest chief at Barnes; working for such a diverse and relevant squadron is the best job in the world, and I would not trade it for anything!

For those who don't know, the FSS is broken down into four separate and distinct flights: Sustainment Service Flight, Manpower and Personnel Flight, Force Development Flight, and Airman and Family Readiness Flight. Each flight is unique with programs and services it delivers to the wing. Sustainment Services Flight, for example, provides meals during RSD weekends and administers the fitness program for the wing. Other high visibility programs in services include the lodging program, mortuary affairs, fitness and recreation, and the domestic operations Fatality Search & Recovery Team. The Manpower and Personnel Flight delivers a variety of services to the wing to include ID cards, Servicemembers' Group Life

Insurance, full-time job management (AGRs, Technicians, and Title 5), Deployment Management (CED), promotions, awards & decorations, accessions, and separations and retirements, among many other programs. Our Force Development Flight manages all training needs and requirements to include Basic Training, Technical Training, Professional Military Education, and Community College of the Air Force. The Force Development Flight also manages the wing training program to include ancillary training and pre-deployment contingency training for the wing. If you need to attend a military school, the Force Development Flight will be intricately involved with the management of it. Lastly, our Airman and Family Readiness Flight is charged with taking care of our wing members as well as their families during deployments and in a steady-state environment. Airmen and Family Readiness assists with everything from financial support and investing classes to vacation bowling and the Easter egg hunt. The number one focus of our Airman and Family Readiness Flight is our Airman and their families.

The above list is only a few programs and services these flights within the FSS deliver to the base. Did you know how diversified we truly are? Were you aware of all the services and programs the FSS

provides? I would like to propose a challenge. I challenge each and every one of you to get to know the Force Support Squadron and our different flights. Understand which flight can help you with an ID card, or which flight can provide you with a copy of your SGLI. Figure out who the base lodging expert is. Ask the Force Development Flight how you can earn your CCAF Degree! Ask the Wing Fitness Team about the new fitness standards and the wing fitness program. Stop by the MPF and talk to someone about enlisted promotion eligibility, officer promotions, or retirements. See what's for lunch in Sustainment Services and talk about Vigilant Guard and domestic operations with the Fatality Search and Recovery Team.

When you take a close look and examine everything the Force Support Squadron does on a day to day basis, including all the services we provide to the wing and all the people we positively affect, you will come to the same conclusion that I have; we truly are mission critical! My challenge to you is simple: take advantage of all the programs and services the Force Support Squadron has to offer. By doing this you will not only become the smartest airman on base, but also have a successful and rewarding Air Force career. May the Force be with you!

104th Defenders Complete Massachusetts Best Warrior Competition

By Airman 1st Class Randall S. Burlingame

Airmen from the 104th Security Forces Squadron participated in the Massachusetts Best Warrior Competition April 6th and 7th at Joint Base Cape Cod, Massachusetts.

Staff Sgt. Aaron Wolfgang, 104th SFS police officer and Senior Airman David Montanez Jr., 104th SFS specialist, competed in the event.

Master Sgt. Casey Walsh and Staff Sgt. Michael Patnaude, 104th SFS craftsman, mentored the competitors.

The 104th SFS Defenders possess a unique skillset that falls in line with many of the events they were tested on during the competition.

The time the Airmen put into honing those skills and the experience of executing tasks under pressure during the two-day competition has helped to increase their job proficiency and their resilience.



Staff Sgt. Aaron Wolfgang
(Courtesy Pictures)

“The mental battle of it,” said Montanez. “To me it’s just a metaphor for life. Have you ever had a large accomplishment you want? Sometimes people see that large picture and say, ‘this is scary.’ They’ll convince themselves, ‘Alright, leave that alone. It’s not going to happen.’ Taking a large accomplishment and slicing it into pieces, that’s what makes it. Just keep chipping away at it.”

Patnaude said that he has found personal growth through previously competing and that he saw the same occurring with Montanez during the competition.

“Practice makes better, and competition builds resilience,” said Patnaude. “Previous competition has exposed my weaknesses, and I’ve been able to identify and build upon them. That very reason is why I was selected to attend as a mentor, and I believe Senior Airman Montanez experienced some of the very same things I did.”

According to Wolfgang, there were at least eight events the Airmen and Soldiers were evaluated on, many of which included skills that were directly transferable to being a 104th FW Defender.

Some of these events include weapons assembly and a stress fire, which Wolfgang said was also the scenario he had the most fun doing.

“There was a tactical scenario where we were in a Mobile Operations Urban Terrain village,” said Wolfgang. “We had to literally run through the village taking out potential threats and targets. Eventually we wound up at a

wounded person and had to drag them across a certain point. So it was kind of like a race, but it was shoot and run. We had to hit the targets. That was exciting.”



Senior Airman David Montanez Jr
(Courtesy Pictures)

Montanez also thinks the competition helped him as a defender, especially in regards to skills they use in a deployed environment.

He said the experience helped his confidence with some of those skills including land navigation, shooting, first-aid, and chemical, biological, nuclear and radiological procedures.

Wolfgang said the majority of competitors are Soldiers and that he and Montanez were the only two Airmen.

(Warrior cont. on pg 7)

(Warrior from pg 6)

“It’s interesting interacting with Army personnel,” said Wolfgang. “They’re pretty awesome. It’s interesting to see the different ways they tackle scenarios and situations.”

Both Montanez and Wolfgang said they hope to see more Air National Guard Airmen compete in the future, no matter what their Air Force Specialty Code is.

“I think if you have a strong mindset and the ability to take a negative situation and turn it into a

positive, you’ll do fine,” said Montanez. “You’ll do great.”

Montanez and Wolfgang have set a goal for themselves. The two Airmen hope to win the regional competition the next time they enter.

“I was able to gauge what I need to work on for the next time I enter the competition,” said Montanez. “It was a very eye opening experience. I’m 100% positive I can win.”

Wolfgang recalled Montanez’s attitude and mindset after they completed the weekend’s challenges. He said Montanez was very motivated and had already begun to set his goals toward doing better and winning next time they compete.

“I believe you can,” said Wolfgang. “And I can mentor you.”



Senior Airman David Montanez Jr (Courtesy Pictures)



Staff Sgt. Aaron Wolfgang (Courtesy Pictures)

Wing Safety How-Goes It: Traffic Safety

By Master Sgt. Shannon M. Huard, Occupational Safety Manager

The unit has experienced 3 injuries since the last RSD.

Participant sprained ankle; Training; Restricted duty Worker lacerated finger; Using knife; Greater than first aid Worker strained foot; Cause TBD; Outcome TBD

Some of you may be new to the unit and some of you have been here a long time. For those experienced Airmen, these are just a few traffic safety reminders that I thought I would bring up again in the event that you have forgotten. For the new Airmen, this shouldn't be new information to you either, but in the event that it is, please keep reading.

AFI 91-207 paragraph 3.7.6. The use of portable headphones, earphones, cellular phones, or

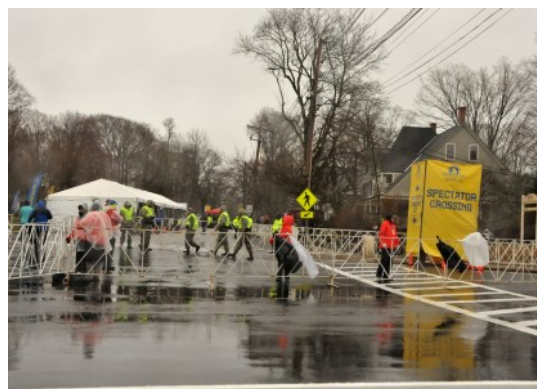
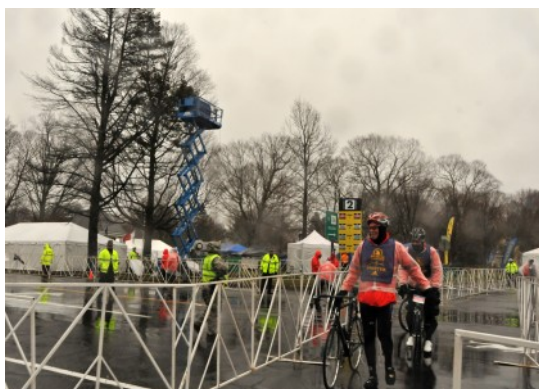
other listening and entertainment devices while walking, jogging, running, bicycling, skating or skateboarding on roadways is **PROHIBITED**. Use of listening devices impairs recognition of emergency signals, alarms, announcements, approaching vehicles, human speech, and outside noise in general.

AFI 91-207 paragraph 3.3.1. Operators of motor vehicles on an AF installation **WILL NOT USE HANDHELD ELECTRONIC DEVICES** unless the vehicle is safely parked. All drivers must comply with applicable federal, state, local and host nation laws that are more stringent than this guidance regarding distractions while driving (e.g., using cellular phones, text messaging).

AFI 91-207 paragraph 3.5.1. All persons while operating or riding in or on a motor vehicle **WILL USE INSTALLED SEAT BELTS**, child restraint system or booster seat as prescribed by the manufacturer. Child restraint systems/seats should be placed in the back seat and center of vehicle when possible, in accordance with manufacturer instructions. Individuals shall not ride in seating positions where safety belts have not been installed, have been removed or have been rendered inoperative.

If you have any questions, please feel free to contact Wing Safety. Have a wonderful May RSD weekend!

104th Fighter Wing Defenders Supporting the Boston Marathon



(U.S. Air National Guard Photos by Tech. Sgt. Lindsey Sarah Watson-Kirwin)

Thirteen Airmen memorialized on F-100 Memorial

By 104th Fighter Wing Public Affairs and Senior Master Sgt. Thomas Orifice

The annual F-100 rededication is scheduled for 3:30 p.m., Sunday, May 6. Unit members will be in place by no later than 3:15 p.m.

The annual F-100 rededication ceremony honors the 13 fallen Airmen who have given their lives in performance of their duties to the state and country. The F-100 monument, originally dedicated on May 17, 1987, by the Chief Master Sergeant's Council, has stood as a constant reminder of the impact of these Guardsmen in the history of the unit. Engraved on the memorial are the names of the following members:

1st Lieutenant Edward W. Meacham – 17 August 1948

1st Lt. Meacham was piloting an F-47, tail number 44-90472, when his plane dived out of control and crashed in the Atlantic Ocean off of Monomoy Point, Massachusetts.

Major Robert Anderstrom – 7 May 1954

Maj. Anderstrom was piloting an F-51, tail number 53-5122, when it crashed in Granby, Connecticut. The severity of the explosion made it impossible to determine the cause of the accident.

1st Lieutenant Richard Brown and Technical Sergeant Austin A. Cooper – 19 October 1954

1st Lt. Brown and Tech. Sgt. Cooper were flying a T-33, tail number 53-5122, when it malfunctioned. The two Airmen stayed with the aircraft in order to avoid hitting houses, and were killed when the aircraft crashed in Granville, Massachusetts.

Captain Frank Gibe — 28 July 1956

Capt. Gibe was flying an F-94 Starfire when it crashed 1/2 mile from Barnes, ANGB, Westfield, Massachusetts, while attempting to land.

Major Richard W. Mahoney — 22 April 1961

Maj. Mahoney and Maj. Richard Burke were returning from a commander's conference when they were forced to make an emergency landing which claimed the life of the pilot. Major Burke, the squadron flight surgeon, ejected safely.

1st Lt. Joseph Crehore — 21 March 1962

1st Lt. Crehore was killed while flying an F-86, tail number 52-2008, out of Phalsbourg France in support of the Berlin Airlift. He is the only 104th member killed on foreign soil.

Captain Hugh M. Lavallee — 18 November 1963

Capt. Lavallee made national news when he was rescued by a Russian fishing trawler on August 17, 1963 after the F-86 he was flying was disabled by a towed target that had been shot off its tow cable wrapped around the wing, disabling the aircraft. Unfortunately, Capt. Lavallee lost his life while flying an F-86, tail number 52-2037, over upstate New York. His wingman, Lt. Col. William McClure, said that he lost contact with Capt. Lavallee as they were climbing through heavy cloud cover.

Captain John H. Paris — 19 July 1964

Capt. Paris was killed when he stayed with his crippled F-86, tail number 52-2009, long enough to avoid hitting the beach at Hamden Pond where 150 people were swimming. Although he ejected, there was not enough time for his parachute to open.

Major James Romanowicz — 1 February 1965

Maj. James Romanowicz was killed when his aircraft, an F-86, tail number 52-2019, crashed during a snowstorm in Granby, Massachusetts. Major Romanowicz and two other pilots were returning from gunnery training in Florida.

(Memorial Cont. on Pg. 11)

(Memorial From Pg. 10)

Captain Leonard E. Bannish — 30 May 1968

Capt. Bannish perished when his F-84, tail number 52-6559, experienced electrical problems, and he was forced to attempt an emergency landing in Wilkes-Barre Pennsylvania. Capt. Bannish made multiple attempts to land, and was killed when the aircraft ran off the runway, and exploded after impacting a hillside.

Major John S. Southrey — 17 September 1986

Maj. Southrey was killed over Wells, New York, when the A-10, tail number 78-620, he was flying collided with another A-10, tail number 78-0648, during training maneuvers in New York State. The second pilot ejected safely, but injured his back in the accident.

Lieutenant Colonel Morris M. Fontenot — 27 August 2014

Lt. Col. Fontenot was killed when he became incapacitated and was unable to eject from F-15 86-0157. The investigation board did not find sufficient evidence to discern the reason for incapacitation.



(U.S. Air National Guard Photos by Tech. Sgt. Lindsey Sarah Watson-Kirwin)

104th Fighter Wing Security Forces Squadron First Sergeant Needed

The first sergeant reports to the 104th Security Forces Commander and serves as the critical link within the unit for all matters concerning enlisted members. Drill status guardsmen selected to fill a master sergeant first sergeant position are limited to a term of no less than 3 years and no more than 6 years from date of graduation from the USAF First Sergeants Academy. If later selected to fill a senior master sergeant first sergeant position, a new term of 4 years will be incurred based on the date of assignment to the new position.

Job Announcement Closes June 1, 2018.

Military grade range: ENL: Qualified Technical Sergeants (E-6) immediately promotable to Master Sergeant (E-7).

Submit completed application package to: email application packages to maryanne.walts.mil@mail.mil or mail to Command Chief Master Sergeant Maryanne Walts, 175 Falcon Drive, Westfield, MA. 01085. Application packages will include civilian or military resume, current copy of their vMPF Records Review Listing (RIP), a current passing Fitness Assessment (you must have a score of 90 or above on your last assessment or 80 or above on the last two assessments), a current Enlisted Performance Report, and a letter of intent indicating the applicant's reasons for desiring the position with unit Commanders endorsement. Applications must be received no later than 4 p.m. June 1, 2018.

For Details contact the POC: Command Chief Master Sgt. Maryanne Walts at maryanne.walts.mil@mail.mil or DSN: 698-1418/Comm: (413) 568-9151 ext. 698-1418.

Financial Coaching Schedule



Did you know the 104th has its own financial coach? That's right, Gil is a CPA and a CFP®, and he works out of the Equal Opportunity Office. Below is the schedule of the financial workshops being offered on upcoming Wednesdays in the Equal Opportunity office upstairs in Building 1, or in the Chaplin's Building in their classroom if the group is too large for the EO office.

The Financial Coaching workshop schedule will be as follows at 10:00 a.m. on the selected dates:

May 9 - Debt and Credit Management (Don't lose your shirt or your security clearance).

May 16 - Investing 101 - TSP, Roth or Traditional IRA, Stock, Bonds? Confused? Will clarify.

May 23 - Retirement Planning - How will you live tomorrow?

May 30 - Budgeting for Geniuses - So you don't have to keep it all in your head!

Interested attendees are asked to email Gil to express an interest in the class and to suggest any topics they would like covered in future workshops.

Wilbert Guilford, CFP(r)
Westover ARB/ Barnes ANG
Personal Financial Counselor
Phone (480) 403-1086

Legal Assistance on Base

As a friendly reminder, if you are interested in setting up and appointment with the legal office for legal advising, please send an email to usaf.ma.104-fw.mbx.legal-assistance@mail.mil.

In regards to our office assisting you with the execution of your Will or a Power of Attorney (POA), please complete the following tasks:

1. **Go to the following website:** <https://aflegalassistance.law.af.mil>
You can do this from home as the website does not require a CAC.
2. Fill out the appropriate worksheet (Will or POA or Both) and when done you will receive a ticket number
3. **IMPORTANT:** You must retain the ticket number, or the legal office cannot access the document
4. Email usaf.ma.104-fw.mbx.legal-assistance@mail.mil providing the ticket number provided by the legal assistance website
5. The legal office will contact you to setup and appointment
6. At the appointment, a JAG will review your Will and/or POA with you and then execute the estate planning documents

If you have any questions at any time in the process, please do not hesitate to contact the Legal Office at **x698-1244** or **x698-1380**

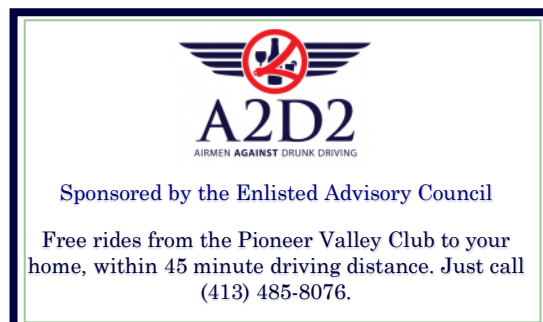
Wing Designated Driver Program Sponsored by the Enlisted Advisory Council

This program is voluntary based. Although the EAC is the sponsor, any member from the wing can volunteer to assist. The support will mostly be used during large base functions such as retirements, Oktoberfest, Winter Fest, etc. Prior to the event an email will be sent base wide establishing our support and asking for volunteers. There will be business cards available at the event being held.

Any questions please contact Tech. Sgt. Ashlee Bard at 698-1257 or Senior Airman Tammy Midwood at 698-1954.

* Understand volunteers are assuming personal liability if/when they drive someone home.

** Volunteer must have valid license, insurance, and registration.



Airman & Family Readiness Office

OPERATION MILITARY KIDS KLUB
BOYS & GIRLS CLUB OF GREATER WESTFIELD
(413) 562-2301 www.bgwestfield.org



Remember the Airman & Family Readiness office is here to assist all members and your family with an array of services that include; financial education, employment resources, resume writing, TAP services and so much more.

Lisa Potito, Airman & Family Readiness Program Manager
104 Fighter Wing, 413-568-9151 x 6981183, 413-564-1252 - Cell, Lisa.m.potito.civ@mail.mil

America's Fastest 5k*

RUN WESTFIELD

Flat Fast 5k 2018

**The Enlisted Advisory Council is creating a
Team to contend in RUN WESTFIELD on May19**

**Please Contact TSgt Ashlee Bard at Ashlee.B.Bard.mil@mail.mil or 698-1257 if you
would like to join. Family Members can also join.**

- ⇒ ENTRY FEE: March 6-April 30 \$30
 May 1-May 19 \$40
- ⇒ Need at least 25 members to form a team (we pick color of shirt)
- ⇒ \$5 of every team member's registration fee goes towards charity (we will vote on charity once we have a full team)
- ⇒ Numerous cash prizes (1-5th place men and women and age group, NEW this year are team awards)
- ⇒ Registration would allow all members access to Fitness Expo on May18 and post-race block party on 19th
- ⇒ Race starts at 1 p.m. but report time will be earlier to pick up shirts/bibs
- ⇒ More details to come, once we have formed a team

www.RunWestfield.com



For Your Information

Pioneer Valley Club Upcoming Events



Cinco De Mayo: May 5, Beirut Tournament, Taco Bar \$6.00, Frozen Margaritas (while supplies last)



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

Volunteer Lately? Honor Guard is looking for volunteers to take part in base and community events representing the U.S. Air National Guard. POC: Master Sgt. Christine Lupacchino at 698-1420
For information on how to join the Base Honor Guard, please contact Master Sgt. Christine Lupacchino at 698-1420

Need Help With Your Run for Your PT Evaluation?

Join the Running Club on base!

Tuesday's and Thursday's at 3:00 p.m.

Meet at Logistics Readiness Squadron

Contact Senior Master Sgt. Scott Sanderson for more information. x698-1384
scott.r.sanderson.mil@mail.mil

Promotions

Senior Airman

Daniela Harrison, MDG
Vladimir Kostenko, MXS
Douglas Mentuck, MXS
Matias Templeman, MXS

Staff Sergeant

Kyle Cote, AMXS

Master Sergeant

Gerald Paquette, LRS
Robert Krider, CES

Vacancies

Aircraft Pseudraulic Sys Mech, 104th Fighter Wing
<https://www.usajobs.gov/GetJob/ViewDetails/495911400>

Appointment Type: Permanent **Grade:** WG 10
Closes: May 6

HR SPEC (Labor Relations), Hanscom AFB
<https://www.usajobs.gov/GetJob/ViewDetails/495652000>

Appointment Type: Permanent **Grade:** GS 11
Closes: May 9

Aircraft Engine Mechanic, 104th Fighter Wing
<https://www.usajobs.gov/GetJob/ViewDetails/496482400>

Appointment Type: Permanent **Grade:** WG 10
Closes: May 24

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AIR NATIONAL GUARD ALUMNI ASSOCIATION



ALUMNI REUNION INFORMATION

COST \$16.00

DATE: WEDNESDAY, 16 MAY, 2018

LOCATION: NCO CLUB SOCIAL HOUR 1800 HOURS DINNER 1900 HOURS

MENU : CHICKEN FRANCAISE, SEASONED RICE, ITALIAN GREEN BEANS, TOSSED SALAD, ROLLS, DESSERTS, COFFEE& TEA.

SPECIAL ANNOUNCEMENT

GREAT NEWS FOR OUR ALUMNI MEMBERS... We are working with base officials to implement a standard procedure for notifying our membership of a cancellation and rescheduling of a reunion due to inclement weather and for any other unforeseen reason or event. We hope to have this in place before our next reunion in May. We will provide more information in our July reunion notice.

WE NEED YOUR HELP... Our membership is growing steadily and we need to simplify our reunion registration procedures and improve efficiency. As we grow, the workload involving organizing your reunions increases and we need to streamline the process. YOU CAN HELP US BY: REFLECTING YOUR TELEPHONE NUMBER ON YOUR CHECK, WITH YOUR NAME IDENTICAL TO THAT ON YOUR DRIVER'S LICENSE—FULL NAME, NO FIRST INITIAL AND LAST NAME, NO NICKNAMES. PLEASE TAKE THE TIME TO WRITE OR PRINT LEGIBLY. IF YOU MOVE OR BUY A COMPUTER, PLEASE BE SURE TO CALL US WITH YOUR NEW ADDRESS AND TO GIVE US YOUR E-MAIL ADDRESS SO WE MAY ADJUST OUR RECORDS ACCORDINGLY. WE HAVE GREAT PLANS FOR OUR JULY REUNION...STAY TUNED

REGISTRATION INFORMATION

Send your \$16.00 check without delay to Len Frigon, 778 West Street, Ludlow, Ma, 01056 to make your dinner reservation and to be included on the list at the gate. Checks must be made payable to the 104th Mass ANG Alumni Association. Please include the names of all guests in the memo section of your check. Please do not make checks payable to Len. Checks MUST BE RECEIVED BY 5:PM FRIDAY, 11 MAY, 2018—NO EXCEPTIONS. Cancellations received by the cut-off date and time reflected above will receive a full refund. Any questions, you may call Pam Spear at 413-427-7029 or Len Frigon at 413-589-9157.

HOPE TO SEE YOU ON THE 16TH

GUESTS ARE ALWAYS WELCOME

FREE YOGA

Dates: May 11th & 21st
June 8th & 15th

Time: 12:00 - 12:45 pm

Location: Dining Facility

Open level yoga. Modifications provided for individuals to practice at their own comfort level.

Mats available, but if you have your own yoga mat, please feel free to bring it!

VegaYoga
Project New Hope
Where Veterans Rebuild With Honor

For Veterans & their families

Vet Center

COOKOUT

Friday May 18th



Springfield Vet Center
95 Ashley Ave West Springfield, MA. 01089

Summer BBQ Dates:

May 18th	June 29th
July 27th	Sept 7th

For more information call:
413-737-5167



Innovative care for exceptional women

WOMEN VETERANS' HEALTH FAIR

JUNE 2 • 10 a.m. to 2 p.m.

EDITH NOURSE ROGERS MEMORIAL VETERANS HOSPITAL
200 SPRINGS ROAD, BEDFORD MA 01730

Edith Nourse Rogers Memorial Veterans Hospital (Bedford VA) invites you to join us for a health fair dedicated to serving women Veterans. Learn about Veteran benefits and health services at the VA and within the wider community. Meet with representatives from local companies, colleges and universities, and Veteran service organizations. It's a great chance to meet and talk with other women Veterans from all eras. Breakout sessions will include guided meditation, tai chi, Reiki, cooking demos, health and beauty tips provided by local professionals, and more!

Be one of the first 50 attendees and get a FREE gift bag! Children welcome.

For more information, call 781-687-2987 or email JibreeL.Damisa@va.gov

FREE ADMISSION AND PARKING
PRE-REGISTER ON EVENTBRITE!

Please bring DD214 if available



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1100-1300 AGR & OFFICERS MEAL RATE \$5.60



SATURDAY RSD

Soup

Tortilla Soup
Chili

Entrees

Chicken Fajitas
Pulled Pork

Starch

Mexican Rice
Mashed Sweet Potatoes

Vegetables

Calico Corn
Green Beans

Corn Bread

Short Order: Ham & Cheese Wraps
Salad Bar, Dinner rolls & Assorted Desserts

SUNDAY RSD

Soup

Tortilla Soup
Chili

Entrees

Honey Glazed Chicken
Cajun Baked Fish

Starch

Au Gratin Potatoes
Buttered Garlic Parmesan Pasta

Vegetables

Broccoli/Okra
Seasoned Carrots

Corn Bread

Short Order: Ham & Cheese Wraps
Salad Bar, Dinner rolls & Assorted Desserts

Worship Opportunities on Drill Weekends

Saturday:

General Protestant - Study in the Word and Prayer, 11:30 a.m. - 12:15 p.m.

Sunday:

Orthodox/Catholic - Divine Liturgy of the MASS, 11:30 a.m. - 12:15 p.m.

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

Public Affairs Information

How we can help you:

Among Public Affairs capabilities and responsibilities, we can provide official studio photography, videography and photography support of events. Please email a completed AF833 request form to usaf.ma.104-fw.list.pa@mail.mil. We typically hold studio time between 10:00-11:00 a.m. on the Saturday of a drill. Please route all requests for Base Tours to Maj. John Keeler at john.d.keeler.mil@mail.mil

How you can help us:

We want to know about your achievements, training, and new beginnings! Let us know when your section will be training, when a member receives an award or graduates a course...

The Airscoop:

The deadline for submissions to the upcoming Airscoop will be two Mondays before that drill weekend. All submissions should be sent to usaf.ma.104-fw.list.pa@mail.mil. It is helpful if articles are Word documents written in 12pt. Times New Roman. Please submit pictures as individual JPEG files.

Barber Shop Open

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

Proud of our Airmen!



Catch our Airmen in action
on Instagram at 104fw!

#104fw

#MassGuard

#AirPower



Massachusetts Air National Guard
104th Fighter Wing - PA
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We're on the Web



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