

# WING Tips

MARCH 2014





# COMMENTARY

## When integrity collides with loyalty

By Lt. Col. Thomas Coppinger, commander, 108th Operations Group

Master Sgt. Jones walked out of her first staff meeting since putting on master sergeant rank feeling good about the future of her squadron. The new commander had just laid out the expectations for the future of the unit. He made a special point of recognizing Jones on her recent promotion, which he had pushed for. In addition, with the new rank came responsibilities, which he felt she could handle. Consequently, he officially put her in charge of a shop that had had some problems in the past, but which he was confident she could turn around.

The commander was a likable person who obviously cared about his people - the kind of person you want to serve with and are willing to work hard for. At the end of the meeting, he summarized his views with a simple statement, "I will take care of the squadron. I will make sure you have the training, the people and the resources you need." Then, with a smile, he added, "Your job is to take care of your people, and make sure I look good."

Most of us have heard superiors say this or something similar in our careers. On the surface it seems straightforward. The commander is the face of the unit and we should all take some pride in contributing to his performance because his performance is really just a reflection of the squadron's performance. When the boss looks good, we all look good, and when he doesn't, we all share a part of the blame.

This is the essence of personal loyalty which we can define as "faithful adherence to a leader." Most of us would agree that loyalty; along with honesty, integrity and a sense of service are requisites for military service. Certainly a lack of loyalty is completely incompatible with military service. But can loyalty to an individual lead us down the wrong path?

Let's continue with Jones' hypothetical day. While she was at the staff meeting, there was an incident in her shop. One of her Airmen was hurt and a critical piece of equipment was damaged. The Airman was servicing the equipment incorrectly and in violation of a technical order warning. The accident was both foreseeable and preventable and now the Airman was injured and the Wing was going to suffer from the loss of the equipment. After taking care of the immediate emergency, Jones was faced with an unexpected dilemma. The two instructions she had received from her new commander were to take care of her people and to make him look good. Neither of those would result if she truthfully reported what she had discovered about the incident. Does taking care of her people extend to the point of lying about their mistakes? And what about her commander, the person who just promoted her and showed faith in her abilities by putting her in charge? What does her loyalty require of her?

This is a tricky situation. In the Guard we



develop strong personal bonds with the men and women we serve with for so long. Although Jones is fictitious, her situation might be familiar to you. She was caught between her integrity, which demanded honesty and improvements to her shop, and her loyalty which demanded that she protect her people and her boss.

Jones quickly rejected any thoughts of lying about what had happened or covering up the shortfalls in her shop. She understood that the problem confronting her was not how to protect people from blame, but rather how to fix the behavioral and procedural problems that caused the accident. Jones realized that

*Continued on page 9*

*Airmen from the 108th Wing don their M50 Joint Service General Purpose Masks as they brush up on their chemical, biological, radiological and nuclear; self-aid buddy care; post attack reconnaissance and disassembling and reassembling Beretta M9 pistol and M16 rifle skills during the Wing's Ability to Survive and Operate Rodeo at Joint Base McGuire-Dix-Lakehurst, N.J. Feb. 9, 2014. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)*



This funded Air Force newsletter is an authorized publication for members of the U.S. military services. Contents of Wing Tips are not necessarily the official view of, or endorsed by, the U.S. Government, the Department of Defense, or the Department of the Air Force. The editorial content is edited, prepared and provided by the Public Affairs Office of the 108th Wing, 3327 Charles Blvd., Joint Base McGuire-Dix-Lakehurst, N.J. All photographs are U.S. Air Force photographs, unless otherwise indicated.

[www.facebook.com/pages/108th-Wing](http://www.facebook.com/pages/108th-Wing)  
[www.twitter.com/108thWing](http://www.twitter.com/108thWing)  
[www.flickr.com/photos/108th\\_wing](http://www.flickr.com/photos/108th_wing)

### WING TIPS STAFF

- Col. Robert A. Meyer Jr. - Commander, 108th Wing
- Capt. April B. Doolittle - Public Affairs Officer
- Senior Master Sgt. Raymond Knox - Public Affairs Superintendent
- Master Sgt. Mark C. Olsen - NCOIC, Photojournalist
- Tech. Sgt. Carl Clegg - Videojournalist
- Tech. Sgt. Armando Vasquez - Photojournalist
- Staff Sgt. Brian Carson - Photojournalist
- Senior Airman Kellyann Novak - Photojournalist



# HOW TO DESTROY YOUR CAREER USING SOCIAL MEDIA

By Master Sgt. Mark C. Olsen, 108th Wing Public Affairs

It's so easy a caveman (if there are any still around) can do it.

First take an inappropriate picture of yourself in uniform and post it on Facebook or Twitter.

Next sit back and reap the consequences.

Two recent cases are proof of the effectiveness of this approach.

The first photograph shows an active-duty Airman sticking her tongue in the mouth of the tsilhouetted figure on the POW-MIA sign. The photo was posted on Facebook. Result: Pending disciplinary action.

In the second example, a group of Army Guardsmen pose next to a flag-draped coffin; the photo caption reads: "We put the FUN in funerals." The photo was posted on Instagram.

Realizing that they were on a roll, a second photo was posted with the caption: "It's so damn cold out....WHY have a funeral outside !? Somebody's getting a jacked up flag."

This incident has resulted in death threats and possible disciplinary action.

Remember you represent the U.S. Air Force, the New Jersey Air National Guard and the 108th Wing. What you post, especially in uniform carries great meaning. It gives you the opportunity to share your military story with your friends, family and the general public. You can have a significant positive impact on public opinion when you post appropriately.

Posts that reflect poorly on our professionalism and maturity do tremendous damage to the public trust we rely on to do our duty. Also these posts could pose an operational security violation.

If you are planning on creating a 108th related Facebook page, please contact Public Affairs before doing so.

Once you post something, you can't "get it back," no matter what your security settings are. It can be re-shared or redistributed at will. You have now lost all control of that comment or photo. A brief moment of stupidity can go viral in minutes, potentially ending your career.

These Soldiers and Airman are facing disciplinary action for their poor judgment; don't be like them: Think before you post and while you're at it, check out the guidelines we posted.

## GUIDELINES

### Please keep the following in mind when posting to social media sites like Facebook or Twitter.

#### **Once it's out there, it's there forever**

- When you post something on social media, you can't "get it back." Even deleting the post doesn't mean it's truly gone, so consider carefully before you hit enter.

#### **No classified information**

- Don't post classified or sensitive information (for example, troop movement, force size, weapons details, etc.). If in doubt, talk to your supervisor or security manager. "Think OPSEC!"

#### **Replace error with fact, not argument**

- When you see misrepresentations made about the Air Force in social media, you may certainly use your social media property or someone else's to correct the error. Always do so with respect and with the facts. When you speak to someone who has an adversarial position, make sure what you say is factual and respectful. No arguments, just correct the record.

#### **Admit mistakes**

- Be the first to respond to your own mistakes. If you make an error, be up front about your mistake and correct it quickly. If you choose to modify an earlier post, make it clear you have done so (e.g., use the strikethrough function).

#### **Use your best judgment**

- What you write may have serious consequences. If you're unsure about a post, discuss your proposed post with your supervisor. Ultimately, you bear sole responsibility for what you post.

#### **Avoid the offensive**

- Don't post any defamatory, libelous, vulgar, obscene, abusive, profane, threatening, racially and ethnically hateful or otherwise offensive or illegal information or material.

#### **Don't violate copyright**

- Don't post any information or other material protected by copyright without the permission of the copyright owner.

#### **Don't misuse trademarks**

- Don't use any words, logos or other marks that would infringe upon the trade mark, service mark, certification mark or other intellectual property rights of the owners of such marks without owner permission.

#### **Don't violate privacy**

- Don't post any information that would infringe upon the proprietary, privacy or personal rights of others.

#### **No endorsements**

- Don't use the Air Force name to endorse or promote products, political positions or religious ideologies.

#### **No impersonations**

- Don't manipulate identifiers in your post in an attempt to disguise, impersonate or otherwise misrepresent your identity or affiliation.

#### **Stay in your lane**

- Discussing issues related to your career field or personal experiences are acceptable and encouraged, but you shouldn't discuss areas of expertise where you have no firsthand, direct experience or knowledge.

#### **Be cautious with the information you share**

- Be careful about the personal details you share on the Internet. Maintain privacy settings on your social media accounts, change your passwords regularly and don't give out personally identifiable information. Also, be mindful of who you allow to access your social media accounts.

#### **Don't promote yourself for personal or financial gain**

- Don't use your Air Force affiliation, official title or position to promote, endorse or benefit yourself or any profit-making group or agency. For details, refer to Code of Federal Regulations, Title 5, Volume 3, sec. 2635.702, Use of Public Office for Private Gain, in the Joint Ethics Regulation or Air Force Instruction 35-101, Public Affairs Responsibilities and Management.

## To all members in uniform:

As you might be aware, the military has recently had several embarrassing situations due to service members posting inappropriate photos or comments on Social Media Sites, which has resulted in public outcry and forced the military to respond, appropriately. The latest outcry is that of an Army private in Colorado who posted a photo of herself on Instagram claiming she was ducking the day's flag salute by "hiding" in her car.

Consequently, a Facebook page, Military Social Media Idiots, has been created by an individual in which they are re-posting the photos or comment updates from military members. This site will accentuate these already embarrassing situations to a bigger audience.

As uniform members, you are the face of our military 24 hours a day, 365 days a year, and you are held to a higher standard. Before you post anything on your Social Media Site, please think what will be the impact of your actions and how others will perceive your comment or photos.

If you have questions or would like guidance on Social Media, please reach out to the 108th Public Affairs office at 609-754-6358 or via email at 108arw.pa@ang.af.mil. You can also send us a private message on our Facebook page: 108th Wing.

# WING HOLDS RODEO

Story and photos by  
Master Sgt. Mark C. Olsen  
108th Wing Public Affairs

*Rodeos are a test of skills: you know, barrel racing, cattle wrestling, bareback bronc riding – you get the picture.*

*ATSO (Ability to Survive and Operate) Rodeos are different: Here Airmen brush up on skills we don't use on a day-to-day basis.*

“The importance of ATSO training is to teach our Airmen the skills needed to recover from and operate in a CBRN (Chemical, Biological, Radiological, Nuclear) environment,” said Master Sgt. Amanda L. Marotta, emergency management superintendent, 108th Civil Engineering Readiness and Emergency Management Flight. “The training teaches them to employ contamination avoidance measures, survivability tactics and mission continuation through a chemical wartime environment.”

So during the February unit training assembly, 195 Airmen from the 108th Wing were given the opportunity to get reacquainted with those critical skills.

“I am hoping that this event will get me familiarized again with things I have forgotten over the years,” said ATSO Rodeo participant Capt. Mike Yung. “You don't realize what you have forgotten until you come and relive it again.”

“It's always difficult in the beginning because you are trying to get everybody back on the same page, because some people remember and some people don't; but it's expected,” said Senior Airman Melissa C.

Isidro, emergency management journeyman.

ATSO training is imperative for Airmen who are preparing for deployment. The training curriculums are written, tested, and evaluated through exercises and inspections. These skills make up the foundation necessary for all Airmen to function effectively in non-conventional hostile environments.

“My portion of the instruction on today's exercise is to review everybody on the M50 (gas) mask, their JSLIST (Joint Service Lightweight Integrated Suit Technology) suits; make sure that they are ready for any type of CBRN wartime event,” said Isidro.

The 108th Emergency Management team's block of instruction covered CBRN pre-attack and post-attack actions to include: M50 gas mask inspection, post attack reconnaissance team procedures, contamination avoidance, IPE (individual protective equipment), decontamination procedures and unexploded ordnance identification. Security Force Squadron members covered weapon's safety, disassembly, reassembly, nomencla-

*Continued on page 6*

*I am hoping that this event will get me familiarized again with things I have forgotten over the years. You don't realize what you have forgotten until you come and relive it again.*

ATSO Rodeo participant Capt. Mike Yung



*Above: Airmen from the 108th Wing don their M50 Joint Service General Purpose Masks as they get trained on their chemical, biological, radiological and nuclear skills during the Wing's Ability to Survive and Operate Rodeo at Joint Base McGuire-Dix-Lakehurst, N.J. Feb. 9, 2014. Right: Tech. Sgt. Carlos L. Morales trains Airmen on the post attack reconnaissance process.*





## Using the buddy system helps each Airman function with a second set of eyes during training and real world events.

**Master Sgt. Amanda L. Marotta**  
emergency management  
superintendent

ture and weapon's turn in procedures, while medical personnel taught Self-Aid and Buddy Care.

Apart from the C-Bag filled with their CBRN gear, the 195 Airmen had to bring a positive attitude and be a good Wingman for their buddies.



*Top to bottom: Tech. Sgt. Richard L. Coppinger, left, applies an Israeli Bandage on Staff Sgt. Joseph C. Cox as 108th Wing Airmen brush up on their self-aid and buddy care. Maj. Annasue P. Barrows trains Airmen on SABC. Master Sgt. John N. Charyk, left, instructs Airmen on how to disassemble an M16 rifle. Airmen make final adjustments on their JSLIST (Joint Service Lightweight Integrated Suit Technology) suits as they brush up on their chemical, biological, radiological and nuclear training. Bottom right: Senior Airman Melissa C. Isidro, right, shows the proper way a JSLIST suit should be worn.*

“The importance of the buddy system has, and always will be apparent. In a chemically contaminated environment your vision, hearing and judgment can be impaired due to the stress of the situation and protective equipment being worn,” said Marotta. “Using the buddy system helps each Airman function with a second set of eyes during training and real world events.”

It's really simple, when you are in your IPE gear, you can't do everything by yourself. You must rely on your buddy to make sure you are all zipped up and the same applies to you helping your buddy, after all, your lives rely on each other.

It is also important for those who have done this before to guide the younger Airmen.

“The role each mentor/instructor played was to ensure safety throughout the training, and guided learning for each student using demonstration performance,” said Marotta.

In the end, everyone's skills got polished, making the next ATSO Rodeo a little easier.

Yung summed it up this way: “A crash course of all the essential elements for survival after attack.”





Check out the “108<sup>th</sup>  
Commander’s Channel”  
on channel 08

Submit content to Public Affairs at [108arw.pa@ang.af.mil](mailto:108arw.pa@ang.af.mil)  
or call 754-6358

**SARC**  
SEXUAL ASSAULT RESPONSE COORDINATORS  
(SARC)

108th Wing Primary: Capt. Doolittle  
(609) 694-9426

Joint Force Headquarters  
(609) 864-1194

24/7 Safe Helpline  
1-(877) 995-5247

**Believe the Victim**

#### JFHQ OFFICER VACANCY ANNOUNCEMENT

The New Jersey Joint Force Headquarters-Air Air Staff is looking for a drill status officer A-6 – communications and information officer.

Those who will be considered include lieutenants, captains and majors with a 17DXX Air Force specialty code, those willing to achieve that AFSC through additional training, or enlisted members of the NJANG meeting the qualifications to apply for a commissioning opportunity as a communications officer.

Interested individuals should submit a letter of intent using the endorsement memo format to include the following documents: commander’s endorsement, resume, current record review RIP and a current fitness assessment score. Additional requirements apply for enlisted members seeking commissioning consideration.

Applications should be submitted no later than close of business April 13, 2014 to NJ JFHQ-Air, 3650 Saylor’s Pond Road, Fort Dix, NJ 08640-7600, attention: Col. Ron Turk. Eligible candidates will be rated and ranked, and a best qualified list based on rating and ranking results will be used for interviews.

Additional details regarding commissioning requirements may be obtained through Senior Master Sgt. Paul Thompson at (609) 562-0915.

Like us on Facebook at:  
[www.facebook.com/pages/108th-Wing](http://www.facebook.com/pages/108th-Wing)



# The new inspection system: *What just happened?*

By Lt. Col. Steve Henske, inspector general, 108th Wing

No one is asking that question more than me. Remember every few years we would have the unit compliance inspection and then an operation readiness inspection where we would fly to Alpena or Gulfport or Volk in March?

That is gone.

So what are we doing now? Self-assessments? WIT? An IG shop? No more fly-aways?

The Air Force realized the old inspection system cost too much, took too much time and was not giving the Commanders a realistic look at how we do business. We can do our job, we do it every day. Our folks are trained and deploy daily!

The Air Force Inspection System is a five-year cycle, based on us looking at us and the Air Mobility Command Inspector General (AMC IG) confirms. We assess ourselves on four Major Graded Areas: Executing the mission, managing resources, leading people and improving the unit.

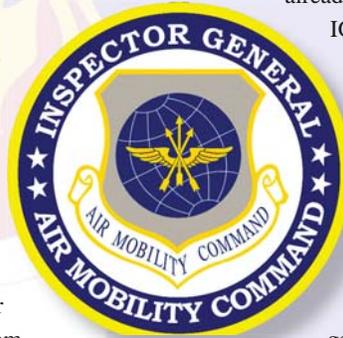
Our cycle began in August 2013, when we started completing our Headquarters Air Force Management Internal Control Toolset (MICT)

These are called vertical and horizontal inspections. Later, the WIT will inspect us on how we do our jobs via exercises.

The May inspection (May 14-22) is almost here and the AMC IG is already looking at our MICT! We also must complete the AMC IG survey. The AMC IG will take our survey answers, compare them to our MICT and use that information to tailor their team size for our inspection. When they arrive, they will conduct interviews with some of us and look at our programs and processes to see we know what we are doing, have identified our deficiencies and are working to get better every day. Then we start a new five-year cycle.

This is a significant culture change. One of the biggest challenges is self-identifying a problem with a program or process. It is essential we find out we have a problem and work to fix it, not the AMC IG during the inspection.

What everyone needs to take away from this is the new 108th IG shop is here to guide and facilitate the new inspection system and answer your questions. Your job is to get your checklists complete, answer the



***I know this system is new, but in typical 108th fashion we are leading the Air National Guard pack in implementing this.***

checklists. We were identified as a "Proof of Principle" inspection so we are being inspected early so they can use the 108th to grow the new system for the active-duty, the Reserve and Air Guard.

Part of implementing this new system will be the Wing Inspection Team (WIT) performing inspections on MICT and all Wing programs.

survey and have that positive 108th attitude when the AMC IG arrives.

I know this system is new, but in typical 108th fashion we are leading the Air National Guard pack in implementing this. There are going to be changes as we go, but be flexible and let us know if there are any questions!



## ***UCA road trip***

*The 108th Wing unit career advisors took their training on the road to Thomas Edison State College Feb. 7-8. The annual training was conducted by the Retention Office as part of the required on-going education needed to become a qualified UCA. This year's training focus included UCA responsibilities, incentive benefits, tuition benefits, education benefits, to include the Post 9/11 GI Bill, career motivation program, communication skills and leadership training. (U.S. Air National Guard photo by Master Sgt. Francisco Beltran-Bell/Released)*

# Running on empty

By Master Sgt. Andre Williamson, 108th Wing chaplains office

Some of us look forward to the holiday season. Especially those who enjoy spending time with family members and friends, a home cooked meal among family, exchanging gifts, participating in outdoor activities combine with snowy weather and making expectations for the upcoming New Year.

On the other hand, for others, the holiday season is somewhat lonely or downright draining.

Consequently, this past holiday season presented its own challenges for some during these tough economic times. "For service members with kids, especially in the lower- and mid-grade ranks, holiday shopping is a major expense that can have a big impact on the family budget," said Jim Knotts, president and CEO at Operation Homefront. "Helping them make their children feel extra special during this festive time is an important aspect of the assistance Operation Homefront provides to military families."

Therefore, this may have caused some to experience running on empty in their tanks; physically, financially, and emotionally during this season. As Guardsmen, we are in a unique situation as we have dual roles: military and civilian responsibilities. But this should not be an excuse to neglect self-care.

According to Elizabeth Scott, a wellness coach and author of "8 Keys to Stress Management," self-care helps your emotional health when you take time out to care for yourself, it can remind you and others that you and your needs are important, too. Having a well-cared-for body can make you feel good about yourself and your life, and conveys to oth-

ers that you value yourself. This can contribute to long-term feelings of wellbeing.

Also as Wingman, we should be aware of the signs of those who neglect their own needs and forget to nurture themselves. They can be in danger of experiencing deeper levels of unhappiness, low self-esteem and feelings of resentment. Furthermore, some who spend their time only taking care of others can be at risk for getting burned out on all the giving, which makes it more difficult to care for others or themselves. Taking time to care for yourself regularly can make you a better caretaker for others.

We are called human beings, not doing beings. Just take a few minutes out of your busy schedule to take care of yourself. Therefore, here are some helpful tips to help you fill up on the road to self-care; consume a healthy diet, get regular exercise, meditate, listen to soft music, take a soothing bath, read those books you've been meaning to do so, connect with your faith group, and be sure you get enough sleep.

If all else fails try pampering yourself, but be sure it's in the budget, if not, you can create additional stress on top of what you already have.

Remember a New Year's resolution is not about the New Year, but about your new attitude to change.

Good Luck!



## When integrity collides with loyalty

Continued from page 2

she would never be able to hold anyone responsible for their performance if she began by covering up someone's mistake. More importantly, what better first step could she take to put some credence behind the words "take care of your people" than to emphasize the importance of following technical order's guidance and safety procedures? As for her commander, Jones knew that he would not want to hear what she had to say, but she determined that it was her responsibility to personally inform him of what happened and how she planned to proceed. She felt the need to apologize to him – both because the incident happened on her watch and because she worried that she was being disloyal to him and his first instructions to her from the staff meeting that morning.

But she was wrong to question her loyalty, just as the commander was wrong to imply that she owed her loyalty to him personally. The problem here is the narrow limitation of loyalty to an individual. Something I think of as Personal Loyalty. Personal loyalty is equivalent to blind faith and unquestioning belief in an individual. It means elevating his needs above all others. It implies favoritism and selfishness, and tempts us to subjugate the good of the unit for the good of an individual.

None of us are responsible to just one person. In addition, making a commander look good is not in our job descriptions and is not part of the Air Force Core Values. Rather, our loyalty should be pledged to the unit as a whole – Organizational Loyalty.

Facing a difficult situation, Jones recognized that her true loyalty was owed to her shop and to her unit. This allowed her to make the proper decisions regarding how to handle the crisis, address the problems she discovered and begin moving her shop down the correct path.

In summary, the loyalty of our Airmen must never be tied to an individual but rather to the unit. Individuals may fail, while the unit must persevere. Your job is NOT to make the boss look good, it is to make the 108TH look good.

## WING OFFICER VACANCY ANNOUNCEMENT

The 108th Logistics Readiness Squadron has a vacancy for a logistics readiness officer, AFSC 21R3/21R1.

Interested individuals desiring should prepare a detailed resume of military and civilian experience; certified college transcripts; copy of the Air Force Officer Qualifying Test results; a letter of recommendation from your unit commander, or employer if non-prior service; and current PT test scores (military members only).

Submit the application and all supporting documents no later than close of business March 21 2014 to: 108 LRS/LGR, 3369 Wonnacott Avenue, JB-MDL NJ 08641-5406; attention: Lt. Col. Aaron Dunn.

For information on the vacancy and position please contact Master Sgt. Shane Clark at (609) 754-4587.





# Guard your health!

National Guard Bureau

Guard Your Health is a health promotion campaign sponsored by the Army National Guard Office of the Chief Surgeon, provides an online platform for Guardsmen and their families to access health and medical readiness information.

Although this online platform is geared to Army Guardsmen, the information provided can be accessed by Air Guardsmen and their families.

This month, many of the National Guard's 360,000 drilling and activated service members made New Year's resolutions to create long-term healthy habits and improve their readiness.

However, with all of the responsibilities Guard members juggle as civilians and service members, sometimes New Year's resolutions are tough to achieve.

That's where Guard Your Health comes in - it's packed with tools, information and inspiration to help make total force fitness-not to mention New Year's Resolutions-a reality for National Guard members and their families.

You can access the web site anytime, anywhere. Check out the campaign today at [www.guardyourhealth.com](http://www.guardyourhealth.com) to learn more about topics like nutrition, exercise, sleep, stress, dental health, readiness, and family resilience.

For Guardsmen looking to gain strength and build muscle, check out "Gym Busters"

For Guardsmen seeking zen, read "Stress Relief in Five Minutes"

For Guardsmen ditching bad habits, check out "Four Ways to Quit Tobacco"

For Guardsmen looking to trim down, read the "Hand Guide to Portion Control"

For Guardsmen playing it safe, check out "Five Tips from Sexperts"

For Guardsmen hoping to make more and spend less, read "Stress-Free Budgeting Resources"

Guard Your Health also contains one-of-a-kind resources including subject matter experts who can answer general health questions, personal stories from fellow Guardsmen who have overcome barriers to achieve healthier lives, discussion boards where Guardsmen can share health tips and favorite recipes, and custom health tools like an Army Physical Fitness Test Calculator to help Soldiers manage their health, track their fitness, and prevent illness and injury.

If you're a Guardsman or family member, visit Guard Your Health at <http://www.guardyourhealth.com/> today to help maintain your health and medical readiness year-round.



## New Medical Group commander

Col. Robert A. Meyer Jr. (left), commander, 108th Wing, presents the colors to the 108th Medical Group's new commander Lt. Col. Scott A. Blum during the Assumption of Command ceremony Feb. 8, 2014. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)



## Neumann gets promoted

The 108th Wing holds an officer's promotion ceremony at the 108th Operations Group's conference room Feb. 9, 2014. Maj. Jason Neumann's daughters pin major rank on their father. Congratulations to all who got promoted (U.S. Air National Guard photo by Tech. Sgt. Armando Vasquez / Released)

# FRONT AND CENTER

## SENIOR MASTER SGT. JANEEN FILLARI

**Time in service:** 24 years

**Job with 108th Wing:** Paralegal, Law Office Superintendent

**Civilian job:** Paralegal Specialist, U.S. Department of Labor

**What I do in my spare time:** Spend time with my family

**Favorite food:** Sushi

**Favorite TV show:** Will and Grace

**Favorite sport:** Soccer

**Dream vacation:** Bora Bora

**Favorite music genre:** 80s

**What I like about the 108th:** Gives me the opportunity to keep learning who I am

**Person I most look up to:** My sister

**Future goals:** Buy a house in Florida and live there full-time

**Dream car:** Mercedes GLK 350

**If I was Commander for a day:** Have a meeting with the E-1 through E-4s in the Wing and ask them what we can do better



Photo by Senior Airman Kellyann Novak

## THESE ACTS AND CONDITIONS CAUSE ACCIDENTS

From the 108th Safety Office

You may have heard of the “daily dozen,” the “dirty dozen,” and the “ten most wanted.” These terms have a counterpart known as the “unwanted ten,” which are applicable to job safety and also have an important bearing on health.

These accident sources are categorized into two sections of ten each: “Unsafe Acts” and “Unsafe Conditions.” If we acquaint ourselves with these enemies, a majority of our accidents can be eliminated.

### Unsafe Acts:

1. Unauthorized operation or use of equipment.
2. Failure to secure or tie down equipment against unexpected movement.
3. Operating tools or equipment at an unsafe speed.
4. Failure to warn or signal as required.
5. Removing or bypassing safety devices.
6. Using defective tools or equipment, or using them in an improper manner.
7. Standing in an unsafe place or taking an unsafe posture.
8. Riding hazardous moving equipment.
9. Indulging in horseplay, or distracting or startling other employees.

10. Failure to wear personal protection equipment. (Very important!)

### Unsafe Conditions

1. Lack of adequate guards or safety devices.
2. Lack of adequate warning system.
3. Fire and explosion hazards.
4. Improper or inadequate personal protection, clothing or equipment.
5. Poor housekeeping.
6. Protruding object hazards.
7. Close clearance and congestion hazards.
8. Hazardous arrangements, placement, storage of chemicals.
9. Inadequate illumination, intense noise.
10. Defective tools and equipment

These all seem simple enough to eliminate and by doing so, we increases our chances of going home alive every day with all of our body parts.



# MAN ON THE STREET

*“What female role model has had an impact on your life?”*

Photos by Senior Airman Kellyann Novak



*“My grandmother; she always had a smile on her face and a positive attitude.”*  
- Tech. Sgt.  
**Jeffrey McGrath**



*“My mother for raising and putting up with me and my twin brother.”* - Staff Sgt.  
**David Savino**



*“My wife; she is the most understanding and thoughtful person I know.”* - Command Chief Master Sgt.  
**Daryl Fortner**



*“My Aunt Di; her and my uncle ran a very successful business for 30 years all while she beat cancer, not once, but twice!”* - Senior Master Sgt.  
**Matthew Johnson**



*“The female officers who were flight nurses inspired me to go back to school and finish my degree. It took a while to go back, but I’m almost finished!”* - Staff Sgt.  
**Carla Cooper**



*“Condoleezza Rice; she worked hard and rose from nothing to become one of the most powerful women in the world. An accomplished pianist, she reminds me to take time for culture and the arts.”* - Tech. Sgt.  
**Carl Clegg**



*“Chief Stokes has always been there to keep me straight and taught me never start a conversation without saying good morning. She allows her folks to stand on their own and always has your back.”* - Senior Master Sgt.  
**James Granato Jr.**