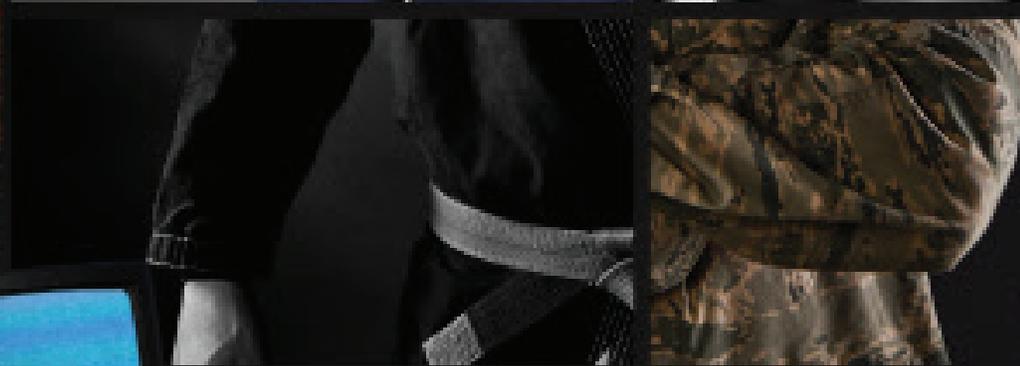
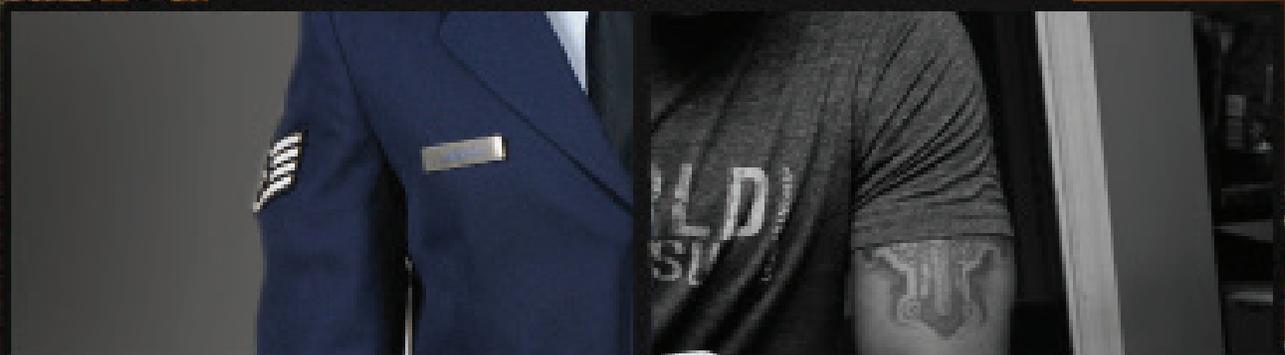


WING

Tips

DECEMBER 2015



Commander's vector for 2016

By Col. Andrew Keane, 108th Wing Commander

I recently completed my second month as the 108th Wing commander and had the opportunity to get out to the Groups and see you in action. Once again you have impressed me with your depth of knowledge and training, as well as your devotion to the mission.

It has been a challenging time for us with a high operations tempo that will not change any time soon. In addition, there are new mandates that we must incorporate into our daily routine, which add additional layers of coordination and time and can distract us from other key elements of our mission.

So, I'd like to use this month's column to provide my vector on where we, as an organization, need to focus our attention and efforts in order to achieve our collective best.

One: Mission Focus. Know your role in the mission!

There are a lot of distractions out there that can shift our focus and we can't allow that! Engage with your supervisors and explain where you need help. Understand why your role is crucial to the mission and take pride in the way you execute it!

Two: Adherence to our Air Force Core Values.

As commander, I have reviewed conduct that is clearly outside the bounds of



We are facing challenges right at the start of 2016 that will demand the very best from all of us.

our values such as drug use and misuse, alleged criminal conduct while in civilian status, unprofessional relationships,

fraternization, and improper conduct while on Title 10 orders, to name just a few. These are serious matters for which I am committed to tackling head-on and decisively. They do not reflect the character and efforts of the remaining 99 percent of our members and need to be dealt with as such.

Three: 100 percent effort and a positive attitude – this is and has always been a hallmark of the Wing.

In my 23 years here, I have witnessed a tremendous amount of unit pride and willingness to “rise to the occasion.” We are facing challenges right at the start of 2016 that will demand the very best from all of us. When the Airman next to you is positive and engaged, we all feed off of it and elevate our collective performance. We owe it to each other to be good Wingmen. This applies to me, as well as the most junior Airmen in our organization.

As 2015 comes to a close, I and my family would like to thank each and every one of you for your service and commitment to the state and nation. Please take time to thank your families and loved ones during this season of faith, reflection and fellowship.

Have a safe and happy holidays and a happy New Year!

IF IT'S INTERESTING, WE'RE INTERESTED. CALL PA AT 754-4173

On the cover

Staff Sgt. Leon Jackson, 108th Mission Support Squadron, is depicted in a variety of roles as he is an Air National Guardsman, mixed martial arts competitor and instructor, and civilian. (U.S. Air National Guard Photos by Airman 1st Class Julia Pyun and Tech. Sgt. Matthew Hecht, photo illustration by Master Sgt. Carl Clegg/Released)



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WING TIPS STAFF

Col. Andrew P. Keane - Commander, 108th Wing

Maj. April B. Doolittle - Chief, Public Affairs

2nd Lt. Jacquelyn E. Vasvari-Toke - Public Affairs Officer

Master Sgt. Carl Clegg - Superintendent, Public Affairs

Master Sgt. Mark C. Olsen - NCOIC, Public Affairs

Tech. Sgt. Matt Hecht - Broadcast Journalist

Tech. Sgt. Armando Vasquez - Photojournalist

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Airman 1st Class Maria Rella - Broadcast Journalist



Tough guys eat their broccoli

Story by Tech. Sgt. Matt Hecht and Airman 1st Class Julia Pyun
Photos by Tech. Sgt. Matt Hecht
108th Wing Public Affairs

By day, Staff Sgt. Leon Jackson wrestles the heavy metal exoskeleton of aircraft. By night, the 108th Wing Airman tosses grown men to the ground and twists their bodies till they give up the fight.

A single-minded determination led Jackson to the gold medal at the International Brazilian Jiu-Jitsu Federation 2015 World Jiu-Jitsu No Gi competition in Long Beach, Calif. on Nov. 7 after only three years of competing in the sport.

The first key to his unlikely success?

“My mother raised me right,” said Jackson, 25. “She raised me to be tough.”

The second?

Vegetables. Lots and lots of vegetables.

“I’m a no-meat athlete,” Jackson said. “A lot of people ask how someone so big can get by on a vegan diet, but I’m used to it.”

Jackson switched to the vegan diet when he earnestly began Jiu-Jitsu training after one of his Middle East deployments with the Air National Guard.

At first, he marveled at the diet’s ability to boost his cardiovascular endurance and reduce inflammation – huge benefits in a martial art where the objective is to throw an opponent to the ground and lock them into a submission hold.

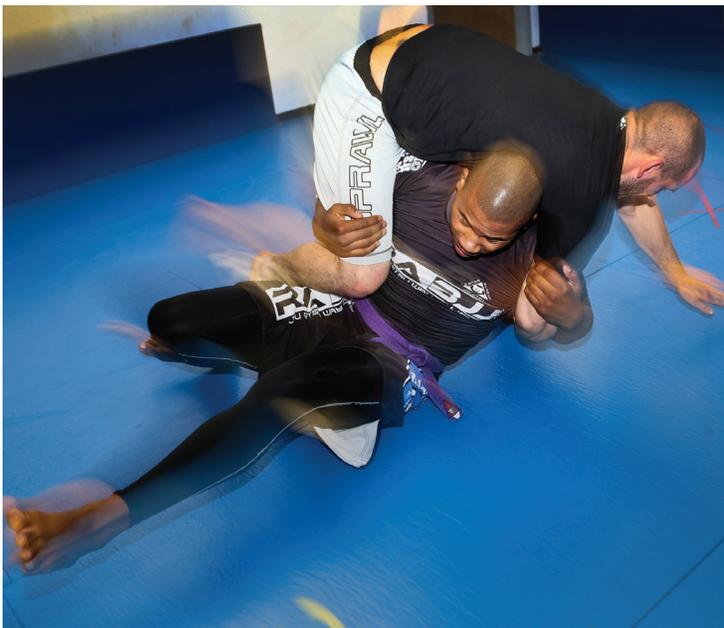
Then Jackson began to embrace veganism as a lifestyle, even creating a website to unite other no-meat Jiu-Jitsu athletes.

“I feel better knowing that my dietary choice reduces my carbon footprint and saves the lives of animals,” Jackson said.

Continued on page 4



Staff Sgt. Leon Jackson grapples with Brazilian Jiu-Jitsu professor Chris Matakas at a dojo in Robbinsville, N.J., Dec. 9, 2015. Jackson is an aircraft structural maintenance airman with the 108th Wing. Jackson is an aircraft structural maintenance airman with the 108th Wing. (U.S. Air National Guard photo by Tech. Sgt. Matt Hecht/Released)



Tough guys eat their broccoli

Continued from page 3

Jackson visits the Joint Base McGuire-Dix-Lakehurst gym every morning at 5 a.m. for his first workout of the day. After his workday as a full-time aircraft structural maintenance mechanic, he hits the gym again before heading to his neighborhood Jiu-Jitsu academy.

There, he trains Ultimate Fighting Championship fighters like Frankie Edgar, Edson Barboza, Corey Anderson as well as World Series of Fighting Feather Weight Champion, Marlon Moraes. It might be the quality of training partners that has helped the six-foot-one, 215 pound Jackson win more than 20 tournaments in addition to the one in San Francisco.

In addition to his personal training, he also trains young people.

“We teach the kids about perseverance and having a non-quitting spirit,” said Jackson. “You learn a ton about yourself through Jiu-Jitsu. There will be times when you get frustrated with your technique or you lose a major tournament. Sometimes you doubt yourself and want to give up, but if you stick with it, you learn to fight your way out of certain situations. If you’re stuck in a submission (hold), you have to learn how to escape or else your arms are going to break or you’ll be choked unconscious. You can apply this mentality to your life and in everyday situations.”

Jackson applies this to his demanding job with the Air Guard, where mistakes can compromise the safety of air crews.

Jackson’s supervisor, Master Sgt. Russell Howarth, calls Jackson an asset to the team.

“Leon is ambitious and not afraid to try new tasks. He’s always volunteering and willing to learn,” said Howarth. “He’s a full-timer, so I can always rely on him when I’m in a pinch. He’s open-minded and a great asset to everyone. I hope he continues to have



Staff Sgt. Leon Jackson poses for a portrait in his gi, the traditional garb he wears as a Brazilian Jiu-Jitsu purple belt, at Joint Base McGuire-Dix-Lakehurst, N.J., Nov. 23, 2015. Jackson has won numerous jiu-jitsu awards, most recently at the International Brazilian Jiu-Jitsu Federation 2015 World Jiu-Jitsu No Gi competition in San Francisco, Nov. 7, 2015. (U.S. Air National Guard photo by Tech. Sgt. Matt Hecht/Released)



Staff Sgt. Leon Jackson cooks a vegan meal for himself at his home in Bordentown, N.J., Oct. 28, 2015. “I think the best part about being vegan is the inner peace that comes with veganism,” said Jackson. “I also feel the effect in my cardio, I honestly never get tired while training.” (U.S. Air National Guard photo by Tech. Sgt. Matt Hecht/Released)

the same mindset and attitude, and I can definitely see him moving up in the world.”

For now, Jackson is motivated by the prospect of more world championships.

“Every day when I wake up, I think about this quote, ‘Hard work beats talent, when talent doesn’t work hard,’” he said.

Someday, though, he wants to own his own academy to share the joy of what he calls “the gentle art.”

“Not only is Jiu-Jitsu very addicting, but it’s also very therapeutic,” he said. “We all have something that we turn to when we need to clear our minds. Jiu-Jitsu is the tool I use to escape and free my mind.”

New Jersey Army National Guard Staff Sgt. Wayne Woolley contributed to this story.

Hanging it up for a simple life: It's complicated

Story and photo by Master Sgt. Carl Clegg, 108th Wing Public Affairs

Cameras clicked away as the engines silenced. Friends and family cheered as Sharon emerged from the aircraft crew hatch. Fellow pilots and crew members doused the pilot with water while her husband sprayed her with champagne. A soaking wet, but jubilant Sharon Gilliland was warmly greeted by her children and husband and surrounded by the people she cares most deeply about - simple really - not complicated at all.

Working a nine-to-five schedule and having a house with a picket fence is the American dream for many.

But what happens when you make your living at 35,000 feet in the air?

Oh, and so does your husband.

And you both have part-time flying gigs for the Air Force and you have two children under three.

Life moves quickly at 500 miles-per-hour, and for someone who never considered herself to be the mommy type, hitting the brakes is a new but necessary step.

"It's time to simplify my life," said Maj. Sharon Gilliland, a KC-135R Stratotanker pilot with the New Jersey Air National Guard's 108th Wing.

"My dad was a C-130 pilot at Willow Grove Naval Air Station and my uncle was a reserve loadmaster on a C-141 at McGuire Air Force Base; I guess flying was just in my blood," said Gilliland, whose flying career started at Purdue University as an aviation technology major.

A pilot for 19 years, "I've been flying since before I had my driver's license," she said. As a commercial pilot, Gilliland flies three to four days a week. Combine that with flying five to six days a month for the Guard plus drill weekends and deployments, and life gets complicated.

Gilliland's husband, Kiel, recently left active duty Air Force where, for 12 years, the University of Washington ROTC grad was a C-17 Globemaster III pilot and weapons school instructor. Kiel now flies commercially for Delta Airlines and serves with the 514th Air Mobility Operations Squadron. Between them, the Gillilands have eight deployments and 360 combat sorties to their credit. At any given time, both Sharon and Kiel can be flying to opposite ends of the world, but there are two very precious reasons why



Maj. Kiel Gilliland, left, with his son, Garrett, welcomes his wife, 108th Wing pilot Maj. Sharon Gilliland after her "fini flight" on a KC-135R Stratotanker at Joint Base McGuire-Dix-Lakehurst, N.J., Nov. 5, 2015. Her mid-air refueling was specially coordinated between the 108th and his Air Force Reserve unit - the 514th Air Mobility Operations Squadron. (U.S. Air National Guard photo by Master Sgt. Carl Clegg/Released)

more time at home is worth the sacrifice of their part-time jobs.

The Gillilands have a son, Garrett who is almost three and a daughter, Lacey who is one-and-a-half.

"We want to focus on raising our kids," said Sharon.

But Sharon has not given up on serving her country. She has accepted a new job with the Air Force Reserve as a tanker planner with the 514th Air Mobility Operations Squadron just across the airfield from her old unit. "A tanker planner job allows me to still serve my country and be around Air Force flyers, but without all

of the added time requirements of being a pilot," says Sharon.

The "fini flight" is a tradition that has been around since at least World War II and for Sharon and Kiel, it was perhaps historic. Both flew their respective aircraft on a joint Guard and Reserve mission on Nov. 5.

"The 108th does refueling missions with the regular Air Force and Reserves all the time, but Kiel and I never flew the same mission before," said Sharon.

With a little pre-planning and some luck, the couple was able to make a little history and memories to last a lifetime.

NORAD tracks Santa: A 60-year tradition

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

In 1955, the Cold War was eight years old.

Tensions between the United States and the Soviet Union were high.

Joseph Stalin was dead, Nikita Khrushchev had taken his place, the Warsaw Pact had been created and the Continental Air Defense Command (CONAD) – NORAD’s (North American Aerospace Defense Command) forerunner – had been established with the mission of “defending the United States against air attack.” This was all part of President Dwight D. Eisenhower’s New Look Policy toward containing the Soviet threat.

At the CONAD operations center in Colorado Springs, Colo., there was a direct line phone to the center’s director of operations. Its purpose: To inform CONAD that United States was at war with the Soviet Union.

In December 1955, the phone rang.

Fortunately for Col. Harry Shoup, the director of operations, the United States had not gone to war with Russia. Instead of the President, it was a little girl in Colorado Springs. The child, who was following the directions in a Sears Roebuck & Co. advertisement printed in a local newspaper.

The ad read: “Hey, Kiddies! Call me direct and be sure and dial the correct number.” The number in the advertisement was one digit off and instead of getting the local department store it went directly to CONAD.

The child asked Shoup if he was Santa Claus.

Shoup paused, but he recovered and replied, “Yes, I am.”

More calls started coming in. Shoup eventually had his Airmen take over telling them to that they now had an additional duty: Whoever answered the phone was Santa Claus.

Sixty years later, the tradition continues.

Beginning Dec. 1, visitors can visit www.noradsanta.org. The website features a mobile version, a holiday countdown, new games, daily activities and is available in eight languages: English, Spanish, German, French, Italian, Chinese, Japanese and Portuguese.

Official NORAD Tracks Santa apps are available in the Windows, Apple and Google Play stores, so parents and children can countdown the days until Santa’s launch on their smart phones and tablets.

Tracking opportunities are also offered on Facebook, Twitter, YouTube and Google. Santa followers can go to any of these sites



It started with this ad.

and search for “@noradsanta” to get started.

On Dec. 24, the website will be on duty as Santa Claus makes his way around the world.

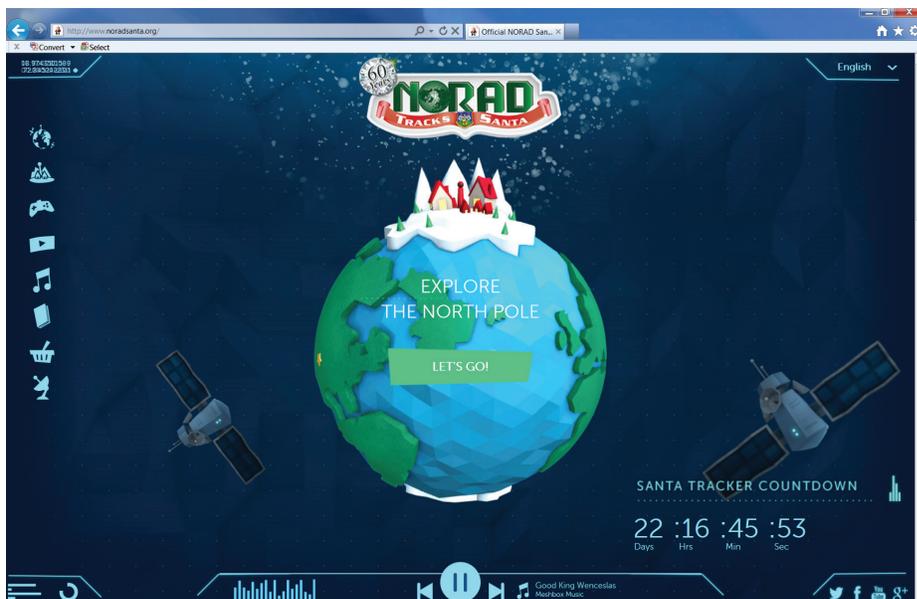
Starting at 12:01 a.m. MST on Dec. 24, website visitors can watch Santa make preparations for his flight. NORAD’s “Santa Cams” will stream videos as Santa makes his way around the world delivering presents.

At 4 a.m. Mountain Standard Time – 6 a.m. Eastern Standard Time, trackers worldwide can speak with a live phone operator to inquire as to Santa’s whereabouts by dialing the toll-free number 1-877-Hi-NORAD (1-877-446-6723) or by sending an email to noradtrackssanta@outlook.com.

Now the most important part is making sure you are on Santa’s “Nice” list.



Above: The first Air Force Santa Claus - Col. Harry Shoup, Continental Air Defense Command Director of Operations. (U.S. Air Force photo/Released) Below: A screenshot of the official Santa Tracker website: www.noradsanta.org. Thirteen more days until Santa visits your home.





108th wins!

Congratulations to the 108th Wing's Flag Football team for winning the Joint Base McGuire-Dix-Lakehurst flag football championships Dec. 9, 2015. Thanks to all those who came out to cheer them on. If you are interested in playing flag football next year, get in touch with your First Sergeant. The team is will be competing again next fall. (Courtesy photo)



Oh Hanukkah

Lt. Col. Yaakov B. Bindell, left, the New Jersey National Guard State Chaplain, lights the Shamash, or guardian candle, on the Menorah during a Hanukkah candle lighting ceremony at the Main Base Chapel, Joint Base McGuire-Dix-Lakehurst, N.J., Dec. 9, 2015. The event was co-sponsored by the Main Base Chapel and Jewish War Veterans Post 126. Hanukkah commemorates the rededication of the Holy Temple in Jerusalem during the Maccabean Revolt. Hanukkah is observed for eight nights and days, starting on the 25th day of Kislev according to the Hebrew calendar, which may occur at any time from late November to late December. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)



Freedom Awards nominations open

From the Employer Support of the Guard and Reserve

Nominations for the 2016 Employer Support of the Guard and Reserve Freedom Awards are open until Dec. 31, 2015.

Any Guard member can nominate their employer. If a service member does not have access to submit a nomination, a family member can nominate the service member's employer.

You can nominate small, large (500+) and public employers. The employer **MUST** be the service member's current employer. To nominate your employer, go to <https://esgr.csd.disa.mil/fa/NominateYourEmployerView.aspx>

Click on the "Nominate" button. Open the form and review the questions before filling in any of the fields.

If you do not know how to answer any of the questions, print the form and gather the pertinent information before going any farther. Ask your employer or HR representative for clarification if you need assistance answering the questions.

The form must be completed in one session, so fill out the nomination form fully and accurately. There is not an option to save your data and submit later.

For each question, please provide supporting information in the text box below each question. This is your chance to enhance your nomination by providing thorough explanations of why your employer deserves to be considered for this award. Explaining on all of the ways in which your employer supports you, your family, other service members and the military community will ensure the



strongest nomination possible.

After your nomination is submitted, it will go to a review committee in your state. Once the nomination period closes, the state will select semifinalists to move forward. A review board at HQ ESGR, a Department of Defense agency, considers all semifinalists for selection to the next round. The group of finalists goes before a National Selection Board comprised of senior Department of Defense officials, representatives from each of the seven Reserve Components, employer associations and past recipients of the Freedom Award. This selection committee makes recommendations for up to 15 recipients to the Secretary of Defense for final approval. Semifinalists are announced in early spring, and recipients are finalized by early summer.

EIGHT NEW JERSEY TENANT TIPS

From the 108th Wing Legal Office

Here are some quick tips to use to protect you as a tenant in New Jersey:

Always demand a written lease – having the exact terms and requirements of the lease in writing protects you and keeps a landlord from making dishonest claims.

Under New Jersey law, the maximum security deposit a landlord can request is 1.5 times the amount of the monthly rent (see N.J.S.A. 46:8-19 through 26).

Your security deposit **MUST** be deposited by the landlord in an interest-bearing account, and your landlord must give you written notice of where your money has been deposited with 30 days of receipt;

A landlord must return your deposit within 30 days of you moving out or vacating the premises – if not, you can sue for double the amount due to you, plus costs and attorneys' fees.

If the landlord intends to keep a portion of the security deposit, for unpaid rent or damages, for example, they must notify you of the amount of the security deposit being retained within 30 days of you moving out or vacating the premises.

If your landlord serves you with a written notice regarding late payment of rent or another specific conduct, **TAKE IT SERIOUSLY**. This notice may be a precursor to the landlord filing a complaint in court or beginning an eviction process.

If you want to file a complaint in court against your landlord, go to the county court complex where you reside – the courts have a user-friendly packet for you to use to file and serve a complaint. As a tenant, make sure you keep records, such as a copy of the

lease, utility and other bills, rent receipts (demand one), canceled checks, letters, texts, emails and photographs.

When a complaint is filed by either the tenant or landlord, the courts usually require participation in mandatory, free mediation. View mediation positively – it is a chance to prove you are right without a trial – the case could be settled in one day.

Questions? Make an appointment and visit us at the 108th Legal Office in building 3327.

THE TOP 5 SAFETY REMINDERS

From the 108th Wing Safety Office

1. Risk management training is mandatory. This is a one-time training requirement. Contact your trainer for information.
 2. Unit safety representative training upcoming (initial/refresher)
 3. Air Force Form 457 hazard reporting is for all to report hazards to supervisors. Contact the Safety Office for more information.
 4. Don't text and drive!! Follow base speed limits and wear seatbelts at all times!
 5. Prepare for cold weather. Inspect your car's tire pressure, engine coolant and be sure to have a winter car safety kit.
- Finally, contact the 108th Wing Safety Office at 609-754-6128/1414 for your safety needs. We have large safety posters for your work areas and training videos that you can borrow.

Keeping stress in check during the holidays

By Jill Barrett, 108th Wing Director of Psychological Health

Here are some good points to help you manage your stress level during the holiday season.

Remember what is important – Commercialism can overshadow the true sentiment of the holiday season. Family, friends and the important relationships in your life are what matter most.

Don't "Should" on yourself – There are no Air Force Instructions for the holidays. Think not what the holidays should be about, but more what they are about for you this year.

Set Realistic Expectations – No holiday celebration is perfect. Consequently, expect a few hiccups and view them as opportunities to demonstrate flexibility and resilience. Discuss holiday expectations with loved ones and make sure everyone is in sync. This will avoid disappointments and misunderstandings.

Take Time for Yourself – Taking care of yourself helps you take better care of others. Do something that you enjoy, not just the things that you feel you have to do. By pacing yourself and slowing down for a little while, you may find more energy to balance work responsibilities and holiday preparations and plans.

Don't Judge Your Feelings – Loss and nostalgia can be felt

more acutely during the holidays. Allow yourself sad feelings if you have them and don't punish yourself for them. It is okay not to feel happy all the time, but it's also important not to let yourself get stuck. Balance the positives of the present with the loss of the past.

Take Deep Breaths – When we are stressed, our breathing tends to become shallow and our heart rate increases. Deliberate, slow, deeper breathing will automatically put you in a more relaxed state.

Volunteer – Foster an attitude of gratitude. Helping others can put any hardship in perspective and volunteering as a family can build stronger relationships.

Support Each Other – Talk about stressors related to the holidays with your colleagues, friends, and family. Sharing how we deal with similar situations and learning from each other can help us work toward a solution.

Laugh – A good laugh promotes a sense of well-being by releasing endorphins, and not taking yourself too seriously can lower everyone's stress level.

Position Announcement: 108th Security Forces Squadron First Sergeant

Reach your potential by becoming a First Sergeant!

The 108th Security Forces Squadron has a vacancy for a First Sergeant. Any eligible enlisted member desiring consideration should prepare a detailed resume of military and civilian experience, letter of recommendation from member's Unit Commander, a letter of intent, a copy of current fitness test results, and a Records Review. A position description of the job can be found in AFI 36-2113, The First Sergeant.

Applications will be submitted to the 108th Wing Headquarters, Master Sgt. Quinquino, no later than close of business Jan. 10, 2016.

A board will be conducted during the February unit training assembly, and if qualified, you will be notified of the date and time in advance.

Duties and responsibilities: First Sergeants advise and assist the Commander in maintaining discipline, standards and unit policies while ensuring that all enlisted members are treated equally and the welfare, morale and quality of life needs of the force are met. They also provide guidance to enlisted personnel on matters of leadership, military courtesy, personal appearance, self-discipline and personal adherence to standards.

Helps ensure all supervisors set an appropriate example for subordinates; promotes welfare and morale of enlisted personnel. In addition, they counsel enlisted personnel and take action to resolve problems or complaints; assist in preparing and presenting staff and ancillary training, as well as information programs; attends staff meeting and assists at Commander's Call; supervise administrative actions of enlisted personnel as



directed and prepare and ensure timely processing of reports, awards and decorations, promotions, demotions and personnel disciplinary actions.

Specialty qualifications: If selected, you must meet the requirements of AFI 36-2113, The First Sergeant, AFI 36-2618, The Enlisted Force Structure, and must fully comply with AFI 36-2903, Dress and Personal Appearance of Air Force Personnel. Strong written and verbal communication skills are necessary as well as the ability to work long and irregular hours.

Pre-board requirements: You must be a promotable technical sergeant or master sergeant, must have scored 80 or above on last two fitness tests, or 90 or above on their most current fitness test and have no failure or exemptions within the past twelve months. You must enroll and complete the United States Air Force Senior Non-Commissioned Officer Academy Course upon selection for first sergeant duty and must complete the course within 12 months after attending the First Sergeant Academy. In addition, you must possess a Community College of the Air Force degree or must complete this degree within 18 months of completing the FSA. Also, you must have a minimum Armed Services Vocational Aptitude Battery score of 41 administrative and 62 general, minimum physical profile of 322221, and possess a current seven level. You must be financially stable and meet minimum United States Air Force and Air National Guard standards. Additionally, your overall image must exceed minimum standards.

Questions may be directed to the 108th Wing Command Chief Master Sergeant at 609-754-8510.

DoD WHISTLEBLOWER PROTECTION OMBUDSMAN

THE DOD WHISTLEBLOWER PROTECTION OMBUDSMAN IS AVAILABLE TO ALL DOD PERSONNEL

The DoD Whistleblower Protection Ombudsman:

- Educates agency employees about prohibitions on retaliation for protected disclosures;
- Educates agency employees who have made or are contemplating making a protected disclosure about the rights and remedies against retaliation for protected disclosures.

The ombudsman **cannot** act as a legal representative, agent, or advocate of a whistleblower.

WHAT IS WHISTLEBLOWER PROTECTION?

In the Department of Defense, it is laws enacted to protect military servicemembers and employees who “blow the whistle” and then experience a personnel or other adverse action because their employers knew or suspected they blew the whistle. How?

- Employee makes a protected communication or disclosure;
- Employer knows about it or suspects it;
- Employer takes an unfavorable personnel action, withholds a favorable personnel action, or under some statutes, takes other reprisal action or threatens to take or withhold a personnel action;
- Evidence establishes that the reprisal action would not have been taken, withheld, or threatened if the protected communication or disclosure had not been made.

WHO IS PROTECTED?

- Military servicemembers
- Non-appropriated fund civilian employees
- Employees of defense contractors and subcontractors
- Appropriated-fund civilian employees, including members of the intelligence community



Fraud, Waste & Abuse
HOTLINE
Department of Defense
dodig.mil/hotline | 800.424.9098



QUESTIONS?

Get answers to the most commonly asked questions concerning whistleblowing at:
www.dodig.mil/Programs/Whistleblower

Learn more about the Whistleblower Protection Ombudsman:
Whistleblowerprotectionombudsman@dodig.mil

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2ND LT. ADA A. KING

U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released

Time in service: *Nine years*
Job with 108th: *Military Equal Opportunity Officer*
Favorite food: *Frozen yogurt*
Favorite movie: *The Never Ending Story*
Favorite actor/actress: *Lena Dunham*
Favorite TV show: *American Horror Story*
Favorite book/last book read: *The Last Lecture*
Favorite Sport: *Baseball*
Favorite music: *Screamo*
What I do in my spare time: *Work out*
My hero: *My Dad*
Dream vacation: *Germany*
Dream car: *Audi*
My goals for the future: *To go back to school*
What I like about the 108th: *The feeling of it being a family.*
If I was commander for a day: *Have more mandatory PT activities.*



FINANCE TIPS FOR DECEMBER

From the 108th Comptroller Flight

Starting Jan. 1, 2016 all Air National Guard members, regardless of status, must seek on base lodging when traveling to Integrated Lodging Program Pilot locations. More information regarding participating locations will be available soon.

Travelers performing temporary duty for more than 30 days in one location in the United States or overseas and housed off base will receive a flat rate per diem. Ensure your authorization is built correctly to avoid overpayment. Here is the link to look up flat rate per diem by temporary duty location: <http://www.defensetravel.dod.mil/site/perdiemCalc.cfm>

All Form 105's for inactive duty will be submitted for pay through the Air Force Reserve Order Writing System. See your orderly room for details.

Electronic funds transfer information and address changes can be updated at any time through the MYPAY Website: <https://mypay.dfas.mil/mypay.aspx>

Finally, did you get paid for duty? If not, check all "Outstanding Orders Listing" located at the 108th Comptroller Flight SharePoint – outstanding orders listing. If you believe there is a discrepancy contact the Customer Service Line at 609-754-4178, or by email at: 108-wg.mbx.wg-fm-customer-service@mail.mil.

TECH. SGT. JAMES DOWNING 108TH WING RETENTION OFFICE MANAGER



I understand the importance of retaining the great members of this Wing and I am excited about the opportunity to serve.

If you have questions, I can be reached at 609-754-1206.



What is your most memorable moment in 2015 and why?

Photos by Tech. Sgt. Armando O. Vasquez, 108th Wing Public Affairs



"Our deployment to Hawaii. It gave us a time to work together and build teamwork."
Staff Sgt. Alicia Rogers
141st Air Refueling Squadron



"My 10-year anniversary with my wife. It marked 10 years that my life has changed for the best."
Staff Sgt. Emilio Gonzalez
108th Medical Group



"The 108th Medical Group overseas annual training in Hawaii this past August. We got a lot of training and it was in Hawaii!"
1st Lt. Stan Pang
108th Medical Group



"I have tons. It's been a good year for me. I started grad school, went on a NATO mission in May to Albania, and the OSAT in Hawaii. It was a great team-building mission."
Capt. Cheryl Gow
108th Medical Group



"I received a coin from Brig. Gen. Cunniff for my excellent duty during the congressional visit."
Airman 1st Class
Hildebrando Duarte
108th Logistics Readiness Squadron



"In September, my cousin got married and the wedding was lots of fun. She was a single mom and I was happy that she found someone to complete her family."
Airman 1st Class
Robert Applegate
108th Logistic Readiness Squadron



"I got married. And it's memorable because now I am tied to the person I love the most, for the rest of my life."
Airman 1st Class
Nikole Bricker
108th Operations Support Squadron



"I walked in the Veterans Day Parade in NYC with other veterans from my police department. My brother, who was a member of the 108th Security Forces, was among one of them."
Staff Sgt. Michelle Ent
108th Operations Support Squadron