

WING

MAY 2016

Tips

For Humanitarian Service



Thank you for a job well done

By Col. Andrew P. Keane, 108th Wing commander

I wanted to start May's Wing Tips with a few thoughts and a lot of "thank you" for an outstanding April unit training assembly.

First, the thoughts!

We talk a lot about resiliency these days and for good reasons – operational tempo doesn't decline, money is tight, more is asked, and more is expected. However, if you want to observe resiliency in action, take a look at yourselves. You demonstrated it for the last five months and capped it off with a near perfect performance last drill. Every Airman was 100 percent focused, proficient and confident in their roles and knew how they fit in the overall mission and why it was important. This does not happen without a lot of effort and buy-in from every member of the team.

There was no throttling of effort, and when asked to adjust your calendars and shift plans, you did it. We scheduled tough scenarios and you stepped up to the plate, despite all the challenges of weather, constant staff visits and short timelines. We often think of resiliency as being able to get-up after being knocked down, but you went far beyond that. You got up and showed a proficiency that set



the bar for others to reach. This is what I feel it means to be resilient Airmen and a resilient Wing. Uncertainty, challenges and set-backs will occur, guaranteed! However, if we are resilient and focused we can overcome any challenge, personal or organizational and you proved that last month.

Now for the thanks!

Thanks to Maintenance Group for generating and fixing the aircrafts. Thanks to Security Forces for guarding these airplanes. Thanks to the aircrew and crew chiefs for operating the airplanes. Thanks to Civil Engineering for housing the aircrew and crew chiefs. Thanks to Aircrew Flight Equipment and Supply for equipping the aircrew and crew chiefs. Thanks to Services Flight for feeding the crews and crew chiefs. Thanks to XP for teaching the aircrews and crew chiefs and Wing.

Thanks to all who worked the battle staff and support battle staff for running the Wing. And THANKS TO ALL for your hard work, focus and dedication. Your efforts have made us a better organization now and for the years ahead!

Well Done!

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

On the cover

Humanitarian Service Medal graphic designed by Master Sgt. Carl R. Clegg/Released.



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The inside story of rightful recognition

Story by Master Sgt. Carl R. Clegg and Photo by Master Sgt. Mark C. Olsen, 108th Wing Public Affairs

It was deeply gratifying for me to watch as the first 80 of what will end up being around 2,300 of my fellow New Jersey National Guardsmen received the Humanitarian Service Medal during a ceremony May 3, at the National Guard Armory in Lawrenceville.

As a member of the 108th Wing Public Affairs office, I tell stories about my fellow Airmen; that's what I do. This article too, is about them—though it is a first person account, the effort I made on their behalf—the fight for them to be recognized for service and sacrifice benefits all Guardsmen.

On the night of Super Storm Sandy, I lay on a military cot and listened to Sandy rage as she passed. I felt concern for my family, but I knew not being there with them was worthwhile. It was a sacrifice I was willing to make, similar to what many of my fellow Guardsmen were doing that night. That sacrifice was driven home to me as I rode in a Humvee through flooded streets in Hoboken the day after the storm, with a rescued mom and her eight-month-old baby who was just about the same age as my daughter. I chose to leave my daughter at home with her mom in order to help my fellow citizens. It was these humanizing experiences that made me passionate about securing this award for every one of my fellow Guardsmen who made a similar sacrifice.

The Joint Chiefs of Staff authorized the HSM for Super Storm Sandy response in September of 2013, but Soldiers and Airmen of the New Jersey National Guard were excluded by a misunderstanding of the award regulation by the DoD. In a Sept. 10, 2015 press release, U.S. Rep. Tom MacArthur stated, "Ambiguous language prevented the regulation from being interpreted properly."

When military members have a question about something, they look to the governing regulation for the answer. It was in Department of Defense Manual 1348.33 V. 2 that I found my answer. "The HSM is not the appropriate award to recognize humanitarian operations performed solely by Service members on title 32, U.S.C..." I'm not an attorney and I don't play one on TV. I had to read this sentence many times before I understood what it said. If read without the word "solely," then clearly the National Guard is not eligible for the award, but that word is included for a reason. It is to say the National Guard should not receive the HSM when responding to a localized emergency that does not involve a presidential authorization of federal troops. For example, if you are in the Kansas National Guard and called up to rescue Dorothy and Toto five times in a single tornado season, you are not entitled to the HSM unless a tornado levels Emerald City and active duty troops are called in to augment the Guard by presidential authorization.

It is important to make it perfectly clear that the HSM is NOT an active duty award. The DoD, Air Force, and Army award regulations all agree that the National Guard is just as entitled to the award as active duty when it is authorized and when they meet eligibility requirements. As proof, Capt. Anthony Niwore, a document pack-rat of sorts, (we should all so aspire) produced a 2006

document from Col. Tammy Miracle, Chief, Personnel Policy at NGB, authorizing the HSM for its qualifying members who participated in Hurricane Katrina relief.

I wrote an opinion paper about this matter, and went through my chain of command. Underwhelming, I know. I took it as a challenge to get my boss on my side. I did, and his boss and JAG. The difficulty came when it went to the state level. After being told repeatedly by DoD that the Guard was not eligible, state leadership began to concur with that directive.

After finding out that my opinion piece had reached the end of its career like an 80's one-hit-wonder band, I decided to make my congressman aware of the situation. The unfortunate fellow on the other end of the line at the congressman's office was Kyle Melander. I'm sure Kyle would have hung up on me had he known what the next nine months would hold in store for him, but

he graciously listened with interest and concern and sent my inquiry on to DoD. The DoD legislative liaison promptly sent my inquiry to the National Guard Bureau. NGB saw merit in my argument and agreed that the Guard was, in fact, entitled to the HSM.

Over the course of several months, the Army immediately referred us to the Joint Chiefs of Staff, who subsequently referred us to the Secretary of Defense. On Sept. 2, 2015, MacArthur personally addressed the military leadership in a letter that expanded on my opinion paper. It worked. Three years, almost to the day of Super Storm Sandy, we got our positive reply from the Assistant Secretary of Defense for personnel.

Several 108th Wing members were among the 80 New Jersey National Guardsmen awarded the Humanitarian Service Medal. During the ceremony MacArthur said, "A deep commitment deserves a deep, deep response of gratitude and it is my honor today to express that on behalf of our people."

I agree. As I crisscrossed the state documenting the New Jersey National Guard's response to their neighbors in crisis, I saw humble heroes and selfless servants intertwined with tired hands and wounded hearts. The camouflage uniform expects professionalism, but belies the tenderness and compassion I saw at the shelters.

When New York, Pennsylvania, Maryland, Delaware and Connecticut are included, more than 5,000 Guardsmen will receive the HSM for their service.

If you were an integral part of the Super Storm Sandy relief efforts and have not had your HSM added in vMPF, contact your unit awards representative, and have them submit an AF Form 104 signed by an O-6. For those members who were on state active duty orders during Sandy and have since retired or separated, 104s are being completed on their behalf and added to their records at the Air Reserve Personnel Center. For these individuals, ARPC can be reached at 800-525-0102 once it is processed. As a reminder for those who have previously been awarded an HSM, you will wear a bronze star device and not an oak leaf cluster.



Revolutionizing Intelligence - Part Two

Setting higher standards

Story by Senior Airman Kellyann Novak, 108th Wing Public Affairs

Photos by Master Sgt. Carl R. Clegg, 108th Wing Public Affairs

Technology plays an important part in the mission of the 204th Intelligence Squadron; however, the high quality of the squadron's instructors is equally a force multiplier.

With members remaining in the squadron for 10-20 years, the 204th is able to provide a level of continuity that many active duty units cannot. By having a stable level of manpower, the 204th is able to provide instruction to the Air Force active duty and reserve components as well as civilian counterparts, local law enforcement agencies, Department of Defense and the Federal Bureau of Investigation.

To become a certified instructor takes Airmen approximately 365 days. Instructors usually consist of staff sergeants or senior airmen who are about to put on staff and midlevel officers with at least four years of experience.

Those Airmen selected to become instructors start by going through Academic Instructor Course which is two weeks long. This course gives the Airmen the basic building blocks for lesson development and test prep.

Following AIC, the next six months are centered on getting certified hours behind a podium in a classroom. The Airmen are required to complete approximately 180 hours of classroom training that involve teaching the material in front of a student, administering tests and preparing lesson plans. An experienced, certified instructor mentors the newer instructors throughout the process. By the end of the first year, the Airmen are required to have three certified evaluations. Instructors must be reevaluated every year for each different lesson they teach as well as take a subject matter expert test on all of the knowledge which they must receive at least a 90 percent score.

The 204th instructors that have gone through this rigorous certification process are responsible for teaching courses for the AMC's intelligence analysts and provide training support to different units and various military and civilian organizations including the Air Force Office of Special Investigations and the Army Criminal Investigation Command.

One of the courses that Tech. Sgt. Shawn P. Reilly, a 204th instructor, teaches is the Anti-Terrorism Level II training course. Reilly is part of a mobile training team that travels to guard units all over the country to conduct training. The MTT supports 93 guard units throughout the country.

"It was created for cost savings because instead of paying for 50 or more people to travel here for training, one to three instructors can be paid to travel to them," said Reilly. "We go to different locations to conduct the training. A lot of these units are small guard units that normally wouldn't get access to a training course."

This course is centered on anti-terrorism officers, security forces and intelligence analysts but is open to anyone. "It's an important course to teach because there are anti-terrorism representa-



Maj. Drew Eisenhofer, 108th Wing Inspector General instructs students on the use of the SA-7 Grail surface-to air missile system at the Air Force Expeditionary Training Center at Joint Base McGuire-Dix-Lakehurst, N.J., Dec. 16, 2015. "The students are all from intelligence Air Force Specialty Codes of some kind and it's important for them to know how the system works because it's their job to brief our aircrew about the threats on the ground," said Eisenhofer. "The best way to train them is to go out and use the system itself hands on; you don't get that in the classroom."



tives in every squadron and we get people from public affairs, civil engineering, medical, etc.," said Reilly.

Limited by manpower, the MTT is only able to teach the course every other month. The AT2 course and MTT are in high demand and are booked through fiscal year 2019, and the requests are still flowing in!

The MTT usually consists of two or three instructors and is very labor intensive. "The hard part of the course is it's very broad, so you have to have an in-depth knowledge of a multitude of abilities, not just intelligence, because you're going over things like contract-

Continued on page 7

A mindset to live by: Airmanship

Message from State Command Chief Master Sgt. Janeen Fillari, New Jersey Air National Guard

Well it's been a few months and the dust has finally settled with the appointment of a new State Command Chief! I am very excited to be your State Command Chief and look forward to working for you. I would like to start off my tenure highlighting the term "Airmanship". What does this word mean?

It is a mindset. You feel a sense of certainty in everything you do. You believe in your oath to serve your state and country. You embrace the Air Force core values and are prepared to achieve whatever the Air Force asks of you. You are cognizant of the standards of behavior, the way to wear your uniform, and you help your fellow Airmen if they forget or lose focus. Simply put, Airmanship is the most foundational element of the Air Force.

We each demonstrate Airmanship everyday by the way we behave towards our leaders, peers, and those we lead. I challenge each of you to reflect on your behaviors every day. You will know if you acted with the mindset of Airmanship. And if you have acted with something other than your Airmanship mindset, think about the problem, do your best to correct it, and keep striving to become a better Airman.

As Airmen, we are very fortunate to have access to so many tools to become better leaders and followers. In 2015, the Chief of Staff of the Air Force, Gen. Mark Welsh, implemented the Profession of Arms Center of Excellence. The purpose of PACE is to develop Air Force personnel with a professional mindset, character, and core values required to succeed today and into the future. I urge all of you to set aside some time to visit the PACE website (<http://www.airman.af.mil>) and explore what it has to offer. On Nov. 4, we will be receiving a briefing from a PACE representative, and I highly encourage maximum attendance for the one-day course. I recently attended the training and found this to be the most valuable training that I have received in my entire military career, both from a professional and personal standpoint.

In June 2017, we are also scheduled to host a Contemporary Base Issues course. The primary goal of the CBI is to prepare current and future Air National Guard leaders to work together as a team to identify, analyze, and resolve contemporary base issues. This course is not just limited to senior leaders; all officers, noncommissioned officers, and other personnel in supervisory/leadership positions are highly encouraged to attend. Topics are discussed via lecture and student interaction over a two-day period. The cadre for the course are very energetic, professional, and knowledgeable. Their high-level of enthusiasm is guaranteed to keep your attention throughout the course – while learning at the same time!

Air Force Instructions, The Profession of Arms, Airman Comprehensive Assessment, and the Enlisted Performance Report represent some of the many standards we are each charged to uphold, regardless of rank or position. I ask that when you think about Airmanship, you also reflect on your military standards. Are you meeting them or striving to surpass them? We must lead by example. I expect all Airmen to be cognizant of their standards, ask questions if they do not understand them, and make every effort to exceed them.

In the near future, I will be out visiting the units and look forward to meeting you and hearing about all of the great work that I know each one of you is contributing towards the mission. Please know that I appreciate all of your hard work and dedication.

I am very proud to lead the great Airmen of this state.



108th Wing Family Day - Potluck Dessert!

When: Sunday, August 14, 2016
1200 hrs to 1600 hrs

Where: Doughboy Field, JBMDL

Sign up with your Family Day POC to bring a dessert!

For more information, contact your group POC:

Wing: Capt Cano-Hewitt / MSgt Clegg
MXG: CMSgt Evans / SMSgt Stromberg / TSgt Minger / TSgt Lamola
MSG: MSgt ChinQuee / MSgt Sandoval
OPS: SMSgt Giangeruso / MSgt Weaver
MDG: SSgt Castillo / SrA Gray

-Nothing perishable
-No cream-cheese based desserts
-Needs to be able to withstand heat for four hours
-Must be labeled with ingredients for any allergy concerns

Are you  a lifesaver?

The Junior Enlisted Council Blood Drive

**When: Saturday, June 11, 2016 from
1000 to 1400**

**Where: Blood mobile in the parking lot
of Building 3322.**

**Email samantha.j.hardy2.mil@mail.mil
to sign up for a specific time.**



Understand your rights and obligations under USERRA

Lt. Col. Joseph Ruiz, 108th Wing Staff Judge Advocate

As members of the Air National Guard, the Uniformed Services Employment and Reemployment Rights Act affords us a number of protections relating to our civilian employment. Essentially, this law prohibits employers from refusing to hire an individual because they are serving in the military or taking an adverse action or withholding a benefit because an employee is absent from the workplace due to military service.

Employees must be reemployed by their employer upon their return from military service provided a number of conditions apply. First, the employee cannot have been serving for more than five years. This five-year limit is cumulative service during your term of employment for the same employer. There are periods of service that are exempted from this five-year limit and can be identified by the authority of your activation. The exempted periods can include required drills and voluntary or involuntary service in support of a contingency operation.

The member must provide advance notice when practicable. There is no requirement to provide written notice, however, it is advisable to provide some type of written notification to demonstrate that you have kept your employer informed. The written notice provides evidence that may demonstrate that an adverse personnel action was taken because of a member's service.

In addition, a member's service during the period must be characterized as honorable. Therefore, it is conceivable that your employer can deny reemployment if you were subject to an Article 15 punishment or courts-martial action during that period.

Finally, you must return to work within the specified period based upon the amount of time you were on military orders. For military service less than thirty days, you must return to your next regularly scheduled work day provided there is an eight hour rest period. You must return to work within 14 days if your military service is between 31 – 180 days. In the event you are on military orders for greater than 180 days, you must return to work no later than 90 days after completion of service. In order to ensure your return is smooth, make every effort to keep your employer informed of any changes during your absence.

USERRA not only protects your right to be reemployed upon your return, the statute also guarantees your accrued seniority, pay raises or promotions to which you would have been entitled had you not left to perform military service. In addition, statutes or collective bargaining agreements may offer employees other entitlements during periods of service to include paid military leave. In some cases these entitlements are legally enforceable while others are at the discretion of the employer.

There are several avenues to address concerns regarding USERRA, to include filing a complaint with the U.S. Department of Labor. These issues can be very complex, therefore, if you feel your USERRA rights have been violated, you are encouraged to schedule a legal assistance appointment by calling 609-754-5049. Legal assistance is offered every drill weekend from 1 – 3 p.m. on Saturday and 9 – 11 a.m. on Sunday.

Intelligence

Continued from page 4

ing and civil engineering,” said Reilly. Almost every Air Force Specialty Code on the installation is tied into the course so that every squadron can have an anti-terrorism representative to be able to go over specific vulnerabilities within their squadron and buildings.

Just like other Airmen, the instructors still have requirements like physical training tests and ancillary training that they have to keep up-to-date. The 204th has future goals of getting involved with virtual training which would allow the instructors and students to have a live, teleconference type training followed by a Q&A session. This could alleviate the need of flying to a unit to teach a course, and then if they have questions, having to follow up at a later time. “We have been pushing towards all of the interactive side of training, but it could take some time to be able to implement this idea,” said Reilly. “We have to make sure the units that we interact with have the same capabilities as us to be able to conduct a teleconference.”

Tech. Sgt. Philip A. Geppi, another 204th instructor, along with Reilly, feel that the instruction is important and helps to give back to the community. The most important skillset they strive to help build and shape is critical thinking. “We can show them where and how to gather information, but the important thing, and the hardest part, is that they learn to analyze it and validate it,” said Reilly. “In a fluid and dynamic environment with things constantly changing, it's important to teach analysts to think on their feet and evolve

with the situation.”

“We also spend a great deal of time helping them learn how to leverage the help of the entire intelligence community,” said Reilly. “It's very important to build those networks with other agencies to help fill in the missing pieces and provide the most complete answers we can to those who ask the questions.”

Along with providing instructor support, the members of the 204th have created products available via their SharePoint that allows other members in the intelligence community to access the information they need and request support. The SharePoint is open to the whole Department of Defense, not just the guard. They've built additional training products either for internal training to the unit or to the community. This gives the opportunity to stay current with training and with any course material that may change over the years. It also allows units to continually train and evaluate themselves on the courseware that they're given. For those not doing that job day in and day out, they may need a refresher in certain areas. The SharePoint gives them the option to grab the specific product they need for that scenario and go over it.

Responsible for providing instructor support and leading courses for the Department of Defense's intelligence units, the 204th instructors go through an in-depth formal training and bring that asset to the Air Force. Both aspects have contributed towards the 204th receiving accolades from AMC.



First deployment to paradise

Story and Photo by Airman 1st Class Julia Pyun, 108th Wing Public Affairs

In the end of April, about 100 Airmen from the 108th Wing deployed to Guam to support the Pacific Theater missions. The KC-135 Stratotankers will keep a continuous presence to assist and refuel deployed fighter jets and bombers in the Pacific region.

This deployment will be the first for a lot of the Airmen, like Senior Airman Molly Bodrato, a logistics planner from the 108th Logistics Readiness Squadron. It will be a short deployment of about three to four weeks.

"It's the first time I get to put all of my training and skills into motion," said Bodrato. "It feels like a rite of passage to finally get out there and perform my job with the 'real world mission.'"

Deployments are a possibility for all service members. It's just a matter of when it's their turn to go overseas.

"I'm nervous and excited to deploy," said Bodrato. "I'm nervous because of the traveling. I heard about the long, bumpy flights to get there, and I know I'll bring an air sickness bag."

"I'm currently engaged," said Bodrato. "I have a daughter in high school, but I think she looks forward to the time apart more than I do."

"I'm curious to see how my job translates from working here at McGuire to a deployed environment," said Bodrato. "I know it will be intense and I can't wait to prove that I was the right pick for this position."

As a logistics planner, Bodrato plays an important role to accomplishing the mission of the deployment.

"I selected Senior Airman Bodrato because of her can-do attitude and her ability to step up and take on any task," said Tech. Sgt. Jeffery Pitcher, the Logistics Plans Superintendent. "I believe she will be a true asset. The mission is definitely in need of someone with the ability to multi-task and be detail oriented. She is an outstanding Airman that I believe has earned her title of Logistics Planner."

"Logistics Planners are just that, they plan and coordinate," said Pitcher. "They are the master of the deployment process for the entire wing. The logistics planner can easily be described as the jack of all trades in deployments. I have been on this mission before and felt that it is a genuine learning scenario for my traditional airmen to get real world 'Loggie' experience as well as enjoy the rewards of deploying to a beautiful location all while actively working in a fast-paced environment."

"I really hope SrA Bodrato gets some experience in thinking on her feet and making command decisions for the deployment process with confidence and tact," said Pitcher. "I know she can get the job done and I know that she is as knowledgeable as she needs to be to complete the mission, but there is always room for self-improvement. This will be her chance to get some real world time in some of the systems we use to do our job, outside of exercises and in-office training."



Airmen from the 108th Wing deploy to Guam from the wing's flightline at Joint Base McGuire-Dix-Lakehurst, N.J., in support of air refueling missions in the Pacific region, April 28, 2016. (Released)

The 140th Cyber Operations Squadron is looking for Cyber Warfare Operations Officers

Applicants must have a degree in one of the following to become a Cyber Warfare Operations Officer:

Computer and Info Sciences, Support Services, Computer Engineering, Engineering Physics/Applied Physics, Industrial Engineering, Electromechanical Engineering, Electronics and Communications, Electrical/Electronics/Communications Engineering Technologies, Computer System Technology, Cyber/Electronics Operations and Warfare, Mathematics and Computer Science, Accounting and Computer Science, Computational Science, Management Info Systems and Mathematics.

Additionally any S.T.E.M. (Science, Technology, Engineering & Mathematics) Degrees will be considered

If you would like to apply please submit the following to Maj Walter Dragon 140 COS/DO:

- 1) Professional Resume
- 2) College Transcripts
- 3) AF Personal Data Printout from VMPF
- 4) AF PT Test
- 5) Letter of Recommendation from Unit Commander
- 6) AFOQT

Packages are due by COB 12 Jun 2016

Any questions contact Maj Walter Dragon at 609-754-0332 or walter.f.dragon.mil@mail.mil or MSgt Clark at 609-562-0906 or shane.a.clark2.mil@mail.mil

Public affairs office wins media contest

Story by Senior Airman Kellyann Novak, 108th Wing Public Affairs



Congratulations to Master Sgt. Carl Clegg and Tech. Sgt. Matt Hecht from the 108th Wing Public Affairs office for bringing home two awards each in the 2015 National Guard Bureau Air National Guard Media Contest!

Out of the 29 categories that were awarded, Clegg and Hecht won awards in four of the categories.

Clegg, the public affairs superintendent, was awarded second place in the category for graphics animation for a comic book intro he designed for the 87th Air Base Wing Commander's Ad-

dress. Clegg was also awarded second place in the category for video news report for a piece he did on Helpful Airmen Care for Homeless Vets.

Hecht, a public affairs photojournalist, was awarded first place in the category for video feature report for his piece on the American Ninja Airman. Hecht was also awarded third place in the category for graphics illustration for a graphic he designed to be used as the Wing's Facebook banner. The graphic showcased the New Jersey National Guard as a whole.



Above: Graphics Illustration 3rd Place
People of the New Jersey National Guard by Tech. Sgt. Matt Hecht

Left: Video Feature Report 1st Place
American Ninja Airman by Tech. Sgt. Matt Hecht

The video highlighted Tech. Sgt. Justin Gielski from the 108th Wing telling his story about being a contestant on Season 7 of NBC's American Ninja Warrior. Gielski, a loadmaster with the 150th Special Operations Squadron, 108th Wing, New Jersey Air National Guard, placed fifth in the all-military city final on the TV show and advanced to the finals in Las Vegas.

Right: Video News Report 2nd Place
Helpful Airmen Care for Homeless Vets by Master Sgt. Carl R. Clegg

The video highlighted members of the 108th Medical Group who provided blood pressure checks to homeless veterans and had conversations about their overall health and wellness at the New Jersey Department of Military and Veterans Affairs Stand Down at the John F. Kennedy recreation center in Newark, N.J., Oct. 10, 2015. Members of the 108th Medical Group have been providing care at stand downs for more than 10 years. Stand Down is a military term referring to exhausted combat units that were removed from the battlefield to a place of security and safety for rest and recovery. Today, Stand Downs are grass roots, community-based intervention programs to help veterans battle life on the streets.



It's not a fancy job, somebody's got to do it!

Story and photos by Tech. Sgt. Armando Vasquez, 108th Public Affairs Office

As you walk through the chow line during lunch time at Halvorsen Hall Dining Facility at Joint Base McGuire-Dix-Lakehurst, New Jersey, an Airman dressed in their white chef's coat will greet you with a smile and ask "what can I serve you." Earlier in the duty day when you took your physical fitness test, someone in a Battle Dress Uniform took your height and weight measurements before giving you instructions on what the PT test entails. After drill, since you live outside the allowable commuting distance, you are greeted at the All-American Inn at JB MDL by another Airman. He/she will help you with your lodging needs for the remainder of drill.

These Airmen are part of the 108th Sustainment Services Flight, which falls under the 108th Force Support Squadron, and their jobs are critical functions that sustain all Airmen within the 108th Wing.

"We manage all aspects of food services, lodging activities, recreation, fitness, and mortuary affairs," said Master Sgt. Jackie Kennedy, the flight chief for the 108th SSF.

"We will feed you, lodge you, provide you with some recreation, work you out and possibly bury you," joked Kennedy.



will report to the dining facility by 5 a.m. to begin preparations to feed breakfast and lunch to troops, said Kennedy. A second shift will "report at 10:30 a.m. and stay until 7 p.m." to ensure troops receive a well-balanced and nutritious dinner continued Kennedy. Also, the 108th SSF provides personnel to the flight kitchen at the base

"We will feed you, lodge you, provide you with some recreation, work you out and possibly bury you," joked Kennedy.

These Airmen are customer service driven and their jobs require them to be. In a wing where KC-135 Stratotankers are the focal point of the mission, it is easy to overlook the behind-the-scenes operations of the Sustainment Services Flight.

During drill weekends or exercises, services Airmen



terminal to ensure that 108th Wing flight crews in alert status are provided with 24-hr meals service, if required.

When Airmen occupy lodging at the dorm building, it is the SSF Airmen that ensure the rooms are well maintained, cleaned and ready to be occupied. "Anything left behind in the dorm rooms has to be picked up by my Airmen," said Kennedy. "They have to clean up what has not been cleaned by the guest."

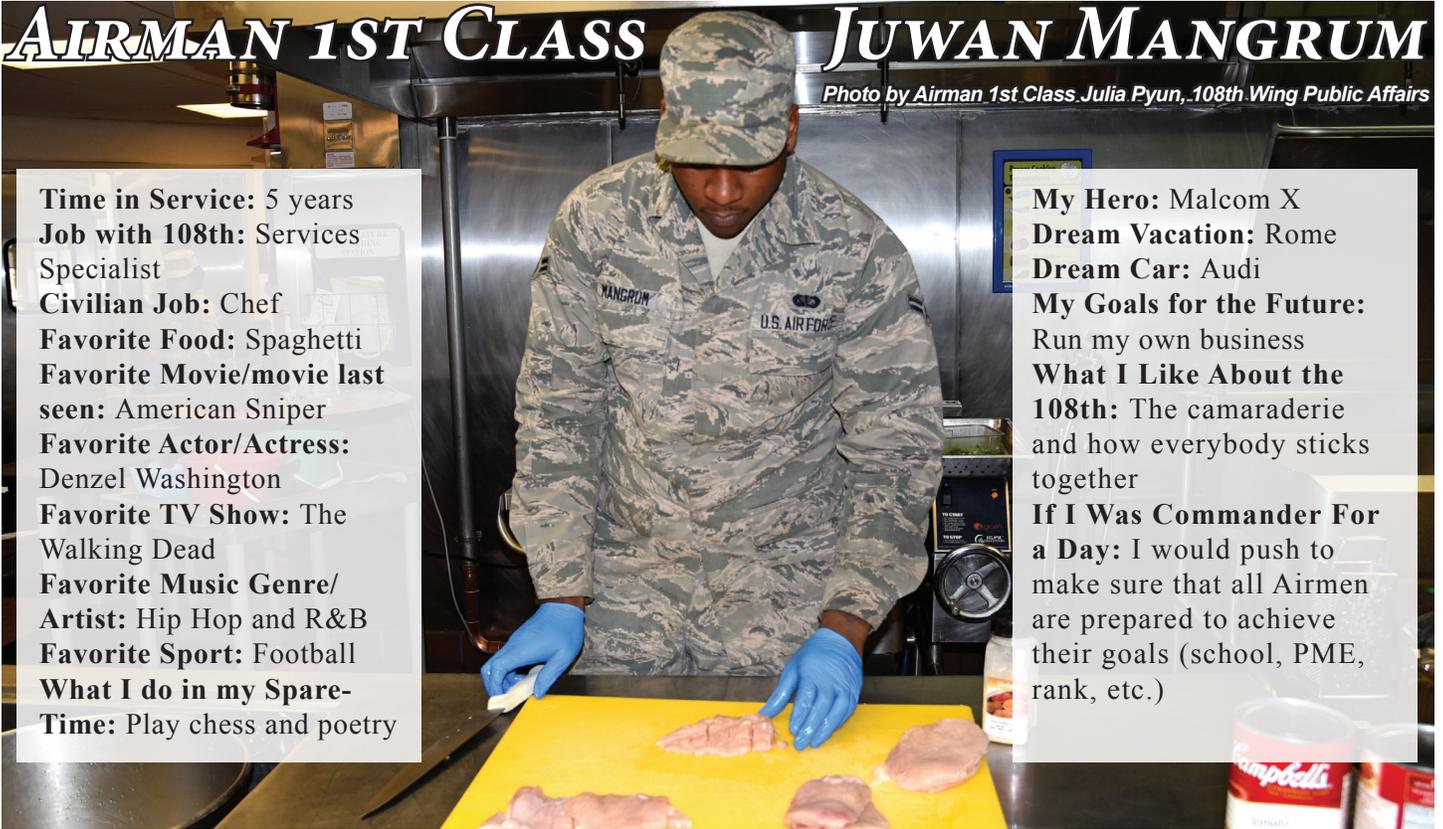
"Drill weekends usually start on Saturday," said Kennedy. "But for some in my shop, drill begins Friday evening." They augment the All-American Inn to check-in 108th Wing Airmen who require lodging Friday night. They will be there from 5 – 9 p.m. ensuring that Airmen lodging needs are met.

So if you're a pilot on alert; someone who needs to take your PT test for promotion or a board; or someone who needs lodging for the weekend? Remember that the meal you received, the final PT score updated in the system, or the ability to rest in a clean room didn't happen on its own. It's not a fancy job but somebody had to do it!



AIRMAN 1ST CLASS JUWAN MANGRUM

Photo by Airman 1st Class Julia Pyun, 108th Wing Public Affairs



Time in Service: 5 years
Job with 108th: Services Specialist
Civilian Job: Chef
Favorite Food: Spaghetti
Favorite Movie/movie last seen: American Sniper
Favorite Actor/Actress: Denzel Washington
Favorite TV Show: The Walking Dead
Favorite Music Genre/Artist: Hip Hop and R&B
Favorite Sport: Football
What I do in my Spare-Time: Play chess and poetry

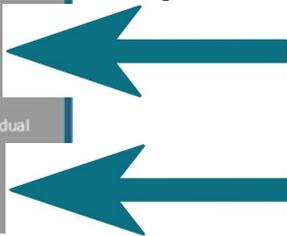
My Hero: Malcom X
Dream Vacation: Rome
Dream Car: Audi
My Goals for the Future: Run my own business
What I Like About the 108th: The camaraderie and how everybody sticks together
If I Was Commander For a Day: I would push to make sure that all Airmen are prepared to achieve their goals (school, PME, rank, etc.)

FINANCE TIP OF THE MONTH



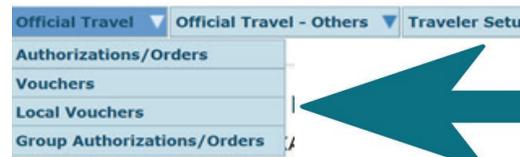
MILPAY Tip:

Filing for Inactive Duty in AROWS is a TWO-STEP process. Once the Authorization is approved (3 signatures are required), the member must create the Certification and route it for approval (3 signatures are required). Track your submission if you are not sure where it is in the process.



Travel Pay Tip:

File your voucher upon returning from TDY. Review the "Authorizations" tab & the "Vouchers" tab. Every authorization should have a corresponding voucher. If you see one and not the other, you could be due money. Ask your ODTA for assistance.



FM Customer Service Contact Information
 3327 Charles Blvd
 Joint Base MDL, NJ 08641

Customer Service Line: 609-754-4178
 Customer Service Fax: 609-754-2110
 Customer Service E-mail: 108-wg.mbx.wg-fm-customer-service@mail.mil

The use of publicly available social media information in personnel security background investigations and adjudications

By Maj. Jason Neumann, 108th Wing OPSEC Program Manager

Social media can be one of the most efficient and effective ways of communicating and sharing memories with family and friends.

Unfortunately, social media can also bring out the worst in people, which can lead to many negative consequences, especially when serving in the United States military.

Social media sites is a great tool, that when used appropriately with security safeguards in place, can result in a rewarding experience for all involved. Without those security safeguards in place; however, your information will be available for public viewing, which might not only be a security risk, but could also result in you losing your security clearance.

First and foremost, everyone in the military joined for their own personal reasons, whatever those may be, but they are serving voluntarily. You should remember that prior to posting articles, videos, links, or anything else to your social media platforms. These posts could be interpreted as a direct representation of the United States military, U.S. Air Force, or the New Jersey Air National Guard, especially if there is information in your online profile tying you to one of these organizations. In addition, critical information should never be posted on a social media account no matter how many security safeguards are in place because this information can get out into the adversary's hands as soon as it is posted. Finally, all information that is publicly available on social media platforms pertinent to the 13 adjudicative guidelines can be collected, used and retained during your personnel security background investigation process or continuous evaluation checks.

Everyone in the 108th Wing must maintain, at a minimum, a secret security clearance and during the process of applying for your security clearance, you sign an Authorization for Release of Information form for the Standard Form 86, Questionnaire for National Security Positions, which includes a notice for consent of the collection of publicly available social media information. Just as it applies to all other information, the period of



Airman Snuffy



@LivingTheDream



@badbadguy not sure where you got this photo. I posted it to friends only on FB. You reposting it to Twitter is way uncool.



Reply



Retweet



Favorite

12:32 AM - 26 Dec 12 · Embed this Tweet

coverage for publicly available electronic information will be consistent with the scope of the investigation, which means that a top secret investigation has a scope of the previous 10 years. Anything posted that is publicly available over the past 10 years would be subject to investigation. The investigators are not allowed to request and/or require the member to provide passwords, login to their social media accounts, or take any other action that would disclose non-publicly available social media information, such as "friend" or "follow" these individuals' accounts. If, and when, discrepant information or potentially disqualifying issues relevant to one or more of the adjudicative guidelines is discovered, the investigation will be expanded in order to fully resolve the issue.

It is important to educate your family members and friends about the security safeguards of social media accounts and the types of information that they should not be posting such as critical information of our wing and/or missions, information about criminal, drug, and/or alcohol related activities, information that could be perceived as having a foreign preference to another country or that could bring your allegiance to the United States into question, among others. For a more complete listing, please refer to the 13 adjudicative guidelines, which can be found in AFI 31-501, or visit your Wing Information Protection office, or your security manager.

Social media is a great tool for keeping in touch, sharing memories, and networking, but as with all tools, they are only effective when used properly and in the right context!

Bring your child to work day



Master Sgt. Tenisha Schexnayder poses for a photo with her children at one of the vehicle displays at the 108th Civil Engineer Squadron building at Joint Base McGuire-Dix-Lakehurst, N.J., April 28, 2016. It was bring your child to work day at the 108th Wing. Airmen brought their kids to see what their parents do. There were plenty of activities for the kids to participate in around the base. (U.S. Air National Guard photo by Airman 1st Class Julia Pyun/Released)



Staff Sgt. Karen Foulds holds her son's hand in front of the 108th's Wing Headquarters building at Joint Base McGuire-Dix-Lakehurst, N.J., April 28, 2016. It was bring your child to work day at the 108th Wing. (U.S. Air National Guard photo by Airman 1st Class Julia Pyun/Released)

Order of the Sword



Representing the 108th Wing at the Order of the Sword for retiring Director, Air National Guard, Lt. Gen. Stanley Clarke, in Montgomery, A.L., from left to right are Chief Master Sgt. Michael Rakauckas, 108th Mission Support Group superintendent, Staff Sgt. Joseph Walsh, 140th Cyber Operations Squadron, Chief Master Sgt. James W. Hotaling, Command Chief of the Air National Guard, Chief Master Sgt. Janeen Fillari, NJANG State Command Chief, and Staff Sgt. Stacey Pereene, 177th Fighter Wing. (Courtesy photo)

Cleaning up Guam



Members of the 108th Wing that are deployed to Anderson Air Force Base, Guam, took a break from the heat and humidity, gathering for a beachside barbeque at Tarague Beach. Prior to the barbeque, the 108th members performed a community give back event and accomplished a beach clean-up. (Courtesy photo by Master Sgt. Ed Lowden)



Members of the 108th Wing continue to “support and defend the Constitution of the United States” and further their careers in the New Jersey Air National Guard during a reenlistment ceremony at Joint Base McGuire-Dix-Lakehurst, N.J., April, 16, 2016. Capt. Jay Thomas, left, administered the Oath on Enlistment to Staff Sgt. Nicholas Joseph, center, and Tech. Sgt. Kesim Mothana. (U.S. Air National Guard photo by Airman 1st Class Julia Pyun/Released)

Five ways to prevent work stress from hurting your relationship

By Jill Barrett, Director of Psychological Health, 108th Wing

In this digital economy it is more critical than ever to gain and maintain a healthy work life balance. Often, the primary disruption to this balance is an unhealthy stress cycle. The stress at work causes stress at home, and then, the stress of home affects work performance. That ultimately adds more stress at work and the cycle continues. The electronic age has created more flexibility for workers but it has created an expectation that people are available to work around the clock. That work stress can seep into home life and negatively affect relationships.

It is important to prevent work stress from sabotaging any positive time you could be spending at home with family and loved ones. Here are five tips for maintaining work-life balance and managing work stress.

Electronically Disconnect

Our brains literally need a break. Tactically disengage for a time while at home. We need to do what it takes to be successful at our jobs, but we won't function at optimal performance without balance and a positive home life. We can't keep taking calls and reading emails at dinner, in the bathroom, in bed or when playing with our kids. Block off time each night to completely disconnect.

Home is Not a Dumping Ground

Don't rehash every work annoyance or problem with your partner every night. Be selective about which issues really need venting at home and try not to overwhelm your partner. Some issues are better shared and solved with friends or colleagues. Use your whole support network to manage your stress.

Find Quiet Time to Decompress

Before you get home or as soon as you get in the door, find a way to relax and reset. This doesn't require a lot of time, just a commitment to carve out whatever time you have to do what you know will calm you and make you more present for your family.

Keep Perspective on the Positive

Spend as much, if not more, time talking with your partner about positive things as you do about the stressful things in your lives. Allow each other to put a stop to worrying and negative conversation when one partner has had enough. Remind each other about what is good in your lives.

Share the Floor

Your partner has stress too. Listen as much as you talk and put down that phone when it's your turn to support him/her. Communication is key to managing stress in relationships and maintaining work and life balance.

If you want more information on how work stress can be sneaking into your house, stop by the Psychological Health Lunch and Learn workshops this Saturday and Sunday at the XP classroom on the first floor of building 3390 from 11:30 a.m. – 12:15 p.m.

The Chaplains' Office is also hosting a marriage retreat weekend, “Strong Bonds,” from June 24–26, and you can stop by their office for more information or contact Senior Master Sgt. Doug Ridgway in the Airman and Family Readiness Program office.

What piece of advice would you give to your younger self?

Photos by Senior Airman Kellyann Novak, 108th Wing Public Affairs



“The most important thing to get organized with is your financial management. You have to have a budget.”

Tech. Sgt. William Laguer,
108th Logistics
Readiness Squadron



“Finances; save as much money as you can because of the recession.”

Staff Sgt. Megan Fisher, 108th
Logistics Readiness Squadron



“I’d tell myself to try harder and pay more attention then. I think I probably would have matured faster in my younger years.”

Tech. Sgt. Jeff Pitcher, 108th
Logistics Readiness Squadron



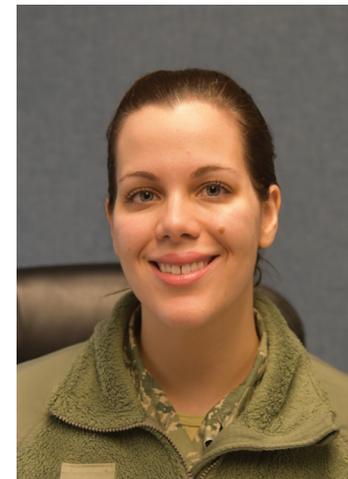
“To keep pushing. Keep striving for the best.”

Tech. Sgt. Stefany Jones, 108th
Medical Group



“Just go for it. Strive. But I would do it all again.”

Staff Sgt. Miguel Berroa, 141st
Air Refueling Squadron



“Don’t let fear stop you from pursuing your dreams. You are capable and you deserve it.”

Airman 1st Class Maria Rella,
108th Wing Public Affairs

ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH



WALK TOGETHER
EMBRACE DIFFERENCES
BUILD LEGACIES



1ST Filipino Battalion



Chinese-American Composite Wing
 14TH Air Force



442ND Infantry Regimental
 Combat Team



100TH Infantry Battalion

The photo is of the 1st Filipino Infantry Regiment with dignitaries in forefront. From Left to Right: Colonel Robert S. Offley, Major General Alvan C. Gillem, Jr., Vice President Sergio Osmeña Sr., Colonel Roger S. Fitch, Colonel Clinton A. Pierce.
 (Photo courtesy of the U.S. Army)

SCAN AND VIEW MOMENTS IN HISTORY

