

WING

Tip

JULY 2016



When you are the boss...

By Lt. Col. Aaron Dunn, 108th Logistics Readiness Squadron

A handful of the best leadership lessons I learned as a young officer were embedded in the simple statement, "When you are the boss, you have to know something!" They were unexpected lessons from an unexpected person in an unexpected place.

While assigned to Incirlik Air Base, one of my occasional duties was to participate in a program for company grade officers called Operation Nighthawk. This program required us to inspect nighttime work centers such as the emergency room, the tower, the fire department, security forces, vehicle operations dispatch, to name a few. The intent of the program was to educate officers on how the base worked and what made it "go" day or night.

On one of my inspections, I stopped at the vehicle operations dispatch office for what I presumed was going to be an in and out visit. Instead, the Turkish national chief dispatcher invited me to sit down, talk and have Chai tea. Not wanting to be rude and aware I had a few more hours to go before my shift was over, I accepted his gracious offer thinking the caffeine would keep me awake and so would the conversation.

We chatted for a few minutes about a variety of topics, the weather, our families, Turkey, our jobs etc., when he suddenly said, "You know, when you are the boss, you have to know something!" He explained that his boss would often come rushing into his office after a complaint by a customer or a commander assuming he or his drivers had made a mistake or he hadn't done what was requested. In most cases the story was inaccurate or incomplete and there was always more to the story.

The chief dispatchers point, in part, was his boss needed to "know something" or more precisely, needed to hear the rest of the story. Embedded in that statement and his story were some additional leadership and followership tools I try to use every day. They included to first, get the whole story. Don't be in a

hurry to assign blame or immediately draw a negative picture of a situation without all the information. Ask good questions, be patient, be informed, acquaint yourself with all the details. Second, assume the best of and trust your people. Trust that your team or coworkers have done their best and along the way there was a misunderstanding or a miscommunication that caused a problem not incompetence or laziness on their part. And thirdly, value the unseen efforts. Your team often does way more positive things than they get credit for. Make sure you don't lose sight of that.

The chief dispatcher highlighted some very simple truths; as a leader and a good follower you have to know something. It is imperative for us get the rest of the story, trust your team and co-workers and value the numerous things that people do on your behalf, seen and unseen, every day.

As each one of us performs our roles as leaders and followers, I encourage you to remember the chief dispatcher's advice and apply it to your day-to-day leadership and followership challenges; "When you are the boss, you have to know something!"



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

On the cover

2nd Lt. Beau DeLeon speaks during an interview about becoming a pilot at the 108th Wing flightline at Joint Base McGuire-Dix-Lakehurst, N.J. Click cover photo for the video of the interview. (U.S. Air National Guard photo by Master Sgt. Carl Clegg/Released)



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Making a difference, one fire truck at a time

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

It takes a lot of work to donate a fire truck to another country. Specifically, it takes the Air National Guard, the Air Force Reserve and the active-duty Air Force, as well as a host of government agencies.

Case in point, Master Sgt. Jorge A. Narvaez, a traditional New Jersey Air National Guardsman with the 108th Security Forces Squadron, is in the process of getting a fire truck sent to Nicaragua.

Narvaez, who is originally from Nicaragua, came to the United States in 1981 and has served with the Princeton Police Department as a patrolman for 22 years. He joined the 108th Wing in October 1992 and in 1999, he transferred to Security Forces, where he serves on the Commander's Support Staff.

"I've always felt compelled to help, it fulfills me as a human being, trying to make a difference," Narvaez said.

In 2014, Narvaez travelled to Nicaragua. While he was there, he visited the headquarters of the Benemerito Cuerpo de Bomberos – a group of volunteer firefighters located in Managua, the capital of Nicaragua.

"I saw that they were in dire need of serviceable fire trucks and equipment," said Narvaez. "I offered to help and get them assistance in the United States. I explained to them that I couldn't make any promises, but that I would try to do my best."

Narvaez talked to Ray Wadsworth, the former Fire Chief of Mercer Engine No. 3 in Princeton, N.J., and was able to get some coats, boots and hoses that had been slated for replacement. Like their counterparts in Nicaragua, the Princeton firefighters are also volunteers.

The Nicaraguan firefighters were grateful for the donated gear, but their need for a new truck remained.

In 2015, an opportunity presented itself.

The Occupational Safety and Health Administration informed Mercer Engine No. 3 that they would have to replace two of their fire trucks. One of them, a 1982 Mack 1250 GPM pumper truck, could no longer be used because the open cab was considered a safety hazard.

"Mr. Wadsworth felt that one of the trucks could be donated," Narvaez said. "We began to work together and doing all that was required to get the truck from the city."

To get the ball rolling, Narvaez sent a letter to Robert Gregory, Princeton's director of emergency services, explaining how the retired truck could be put to good use in Latin America. Princeton responded by putting the truck up for a symbolic auction.

"They sold it to me for a dollar," Wadsworth said.

In addition to the truck, 13 sets of boots, six jackets, and 1,200 feet of two and a half inch hose were included.

"The truck is fully equipped, all it needs is for the tank to be filled with water," Wadsworth said.

"I also took a video of the truck, how to start it up; giving directions on how to operate it," Narvaez said.

Now you can't just donate a fire truck to another country, there's a process for it and it involves the Denton Program.

The Denton Program, which is jointly administered by the U.S. Agency for International Development, the Department of State and the Defense Security Cooperation Agency, allows U.S. citizens and organizations to use space available on military cargo aircraft to transport humanitarian goods to countries



Top: Master Sgt. Jorge A. Narvaez, left, listens as Chief Master Sgt. Juan Claudio, a loadmaster with the 514th Air Mobility Wing, Air Force Reserve, reviews the final list of measurements for a 1982 Mack 1250 GPM pumper fire truck at Mercer Engine No. 3 fire department in Princeton, N.J., July 13, 2016.

Bottom: Master Sgt. Patrick J. Applegate, 108th Wing Traffic Management Office, positions a piece of plywood prior to nailing it for a shoring ramp that will be used to load a 1982 Mack 1250 GPM pumper fire truck on to a C-5 Galaxy at Joint Base McGuire-Dix-Lakehurst, N.J., June 30, 2016.



in need. U.S. Sen. Jeremiah Denton created the program as an amendment to the Foreign Assistance Act of 1961. The amendment states "the Secretary of Defense may transport to any country, without charge, supplies which have been furnished by a non-governmental source and which are intended for humanitarian assistance. Such supplies may be transported only on a space available basis." Since 1998, more than 5.6 million pounds of humanitarian supplies have been sent to more than 50 countries.

What followed was a flurry of activity as Narvaez made contact with officials at the U.S. Embassy in Managua and Air Force officials who would arrange for the truck's 3,700-mile journey. The sign things were moving along came when he was put in touch with Chief Master Sgt. Juan Claudio of the 514th Air Mobility Wing, Air Force Reserve, at Joint Base McGuire-Dix-Lakehurst, N.J., who went to Princeton to get the truck's mea-

surements and provide guidance on getting it ready for flight.

The only thing left was the letter of approval – the airlift certification letter.

It came on June 3.

The letter assigned the 439th Airlift Wing – an Air Force Reserve unit based at Westover Air Reserve Base, Mass., with airlifting the fire truck on one of their C-5 Galaxy's.

At this point, most people would think that the C-5 lands at the Joint Base, the front end opens up, the ramp gets lowered and you drive the fire truck onto the aircraft, strap it down and fly off to Managua.

Not exactly.

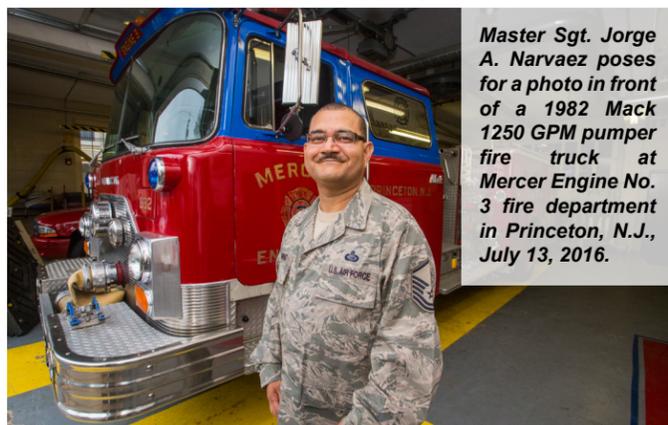
A C-5's ramp is designed for high wheel base trucks or tracked vehicles, all of which can easily climb up the C-5's steep ramp. A fire truck's lower wheelbase makes the climb up the ramp impossible. Instead, a shoring kit, which is basically an extension to the C-5's ramp has to be built. No two shoring kits are the same, so they have to be hand built based on the vehicle's weight. In this particular case the shoring ramp has to accommodate a fire engine that weighs 33,000 pounds.

That's where Master Sgt. Patrick J. Applegate with the Logistics Distribution Shop, 108th Traffic Management Office, comes in.

Applegate built two ramps and six pedestals all made out of plywood. Each ramp is eight feet long by 40 inches wide and 13 inches tall and is made up of 18 pieces of plywood cut in diminishing lengths creating a series of steps.

The C-5's ramp is lowered to rest on the pedestals, which keep the ramp stable. The plywood ramps are placed at the end of the C-5's ramp, creating a gradual climb for the truck.

"As the front wheels of the fire truck get on to the aircraft, the rear wheels are going to come up so the bottom part of the engine



Master Sgt. Jorge A. Narvaez poses for a photo in front of a 1982 Mack 1250 GPM pumper fire truck at Mercer Engine No. 3 fire department in Princeton, N.J., July 13, 2016.

doesn't scrape the ramp," Applegate said.

Sometime in August, all the work by USAID, the Department of State, and the Defense Security Cooperation Agency will come together.

And on that day, the 108th Wing, the 514th Air Mobility Wing and the 439th Airlift Wing's efforts will be most visible aspect of that work.

The 439th's C-5 will land at Joint Base, Claudio and Applegate will work with the C-5's loadmasters and Narvaez will see the fire truck loaded.

"I want Airmen to see this and know that they can do this as well," Narvaez said. "There are many countries in the world that can use our help and there are always things you can do to help people. Now that I know about the Denton program, I want to do more."

"I believe when you come into this world you have a purpose. To me, my purpose is to help wherever I can."



Tech. Sgt. Courtney Beard receives the Distinguished Graduate Award for NCO academy class 16-4 from Chief Master Sgt. Timothy Horn, Command Chief Master Sgt. of Air University, and Chief Master Sgt. Edward L. Walden Sr., commandant, on May 27, 2016, at the I.G. Brown Training and Education Center in Louisville, Tenn. The distinguished graduate award is presented to the top 10 percent of the class. While at NCOA she placed second in a 5k race for the Top 3 organization, which raised \$150.00. She also helped unload over 500 pallets of food for a food bank and helped facilitate picking up litter at a local park. (U.S. Air National Guard photo by Master Sgt. Jerry D. Harlan/Released)



Tech. Sgt. Katelyn M. Murphy receives a framed letter and plaque from Col. Andrew P. Keane, 108th Wing Commander, for her selection as the Air National Guard Command Post Noncommissioned Officer of the Year for 2015 at the Wing Headquarters Building at Joint Base McGuire-Dix-Lakehurst, July 11, 2016. (U.S. Air National Guard photo by 2nd Lt. Jacquelyn Vasvari-Toke/Released)

State Command Chief NJANG

Chief Janeen M. Fillari
*Invites you to attend
enlisted town hall*

When: Sunday, July 17, 2016

Where: 108th Operations
Building, 3390, Auditorium

E-1 to E-4 0900 - 1000

E-5 to E-6 1030 - 1130

E-7 to E-9 1300 - 1400

Uniform of the Day

Undergraduate Pilot Training Board

Applications Due:

To: Lt Col Jason Miller

jason.a.miller12.mil@mail.mil

By: Wednesday, 14 September 16 by COB

Board Information:

Who: **Current members or anyone eligible for membership into the NJANG**

Where: Bldg 3390, Wonnacott Ave, JB-MDL

OG Conference Room

When: Sunday, 18 Sep 16

Application Package Requirements:

1. Cover Letter/Letter of Intent
2. Resume
3. AF IMT Form 24
4. No More Than 2 Letters of Recommendation
5. College Transcript
6. Current Driving Record/History
7. Copy of Social Security Card/Proof of Residency
8. Copy of Pilot License (Front and Back)
9. AFOQT/TBAS Scores

Pierson and Baughman Hang Up Their Wings

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



Fighting back tears and with their voice cracking with emotion, Lt. Cols. George A. Pierson, left photo, and Timothy Baughman, right photo, thanked and said farewell to their fellow Airmen during their retirement ceremony at the 108th Operations Group conference room at Joint Base McGuire-Dix-Lakehurst, New Jersey June 11, 2016.

Pierson and Baughman, both KC-135 Stratotanker pilots with the 108th Wing, New Jersey Air National Guard, were joined by their families at the retirement ceremony. Pierson and Baughman thanked their families for their support during their military career, which encompassed several deployments around the world. Both pilots told stories of their spouses being alone and maintaining the household as they completed missions throughout their



career, missing birthdays and family funerals.

Col. Matthew Paternostro, 108th Wing Vice Commander, pinned Meritorious Service Medals on both pilots and presented them with a Presidential Letter of Appreciation from the commander-in-chief.

"Losing this much experience and knowledge is tough," said Paternostro. "We are fortunate we have young and talented pilots that were mentored by Pierson and Baughman taking their place."

"I will miss flying these planes," said Pierson. "But the friendships that I have developed throughout my career here is what I will miss most."

From Airman to Mentor

The making of a pilot and a father

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

Where do dreams come from? It's possible that dreams fly around in the sky and mysteriously, subconsciously find their way into our heads. Vivid, extravagant, amazing; these are all adjectives that fuel the dreams of humans who reach new heights. One such human is 2nd Lt. Beau DeLeon, newly minted pilot with the 141st Air Refueling Squadron. A thin man with an Americana smile and a G.I. haircut, DeLeon grew up in Browns Mills, N.J., the son of a Guatemalan immigrant. You might say his dreams were literally colored by the real sounds of U.S. Air Force C-17 Globemaster IIIs and C-141 Starlifters, among others, taking off and landing at Joint Base McGuire-Dix-Lakehurst. The constant pattern work of these airborne behemoths mainlined the roar of the Pratt & Whitney 40 thousand pounds-of-thrust engines and the pungent odor of JP-8 jet fuel into his blood stream.

Where do goals come from? It's probable that goals are just dreams with blueprints—the how to achieve the what. The goal to become a pilot, for DeLeon, came directly from the dream to fly. Now that he has accomplished his goal of being a pilot, DeLeon says, “my goal—short term, is to be the best pilot I can be.” From there he says, “I want to become an aircraft commander, an instructor pilot and move into the training shop and start mentoring young aviators.”

Mentorship is the spark catalyst that launched the piloting career of DeLeon when he was a young airman first class in the 108th Wing's former Contingency Response Group. “A day that sticks out in my head as the start of everything for me,” recalls DeLeon, “[retired] Col. [Robert] Brazel the first CRG Commander came into my office and really created that path for me with short term goals and stepping stones to make the long term goal a reality.” Brazel's mentorship paid off for DeLeon, but not without considerable effort on his part.

DeLeon completed a bachelor's degree, got a private pilot's license and then came the hard part—two years of intense, grueling and high-flying training. He learned how to wear his butter bar properly at the Academy of Military Science and then attended Undergraduate Pilot Training where he learned to fly the Air Force way in a T-6 Texan II and a T-1 Jayhawk—the T-1 being

his bird of choice since, as it's an executive aircraft, he can dispense with the g-suit—an apparently uncomfortable, super-sized blood pressure cuff worn by pilots on their lower extremities to keep from losing consciousness during high acceleration. Next was Survival Evasion Resistance and Escape school; well, it's pretty obvious what he learned there. Every member of the Air Force who is a pilot or flight-crew member must learn the critical skills taught at SERE school in order to survive in the event of a crash landing. Finally, he learned to fly the KC-135 Stratotanker at Altus, Oklahoma. The KC-135 is a flying gas station that enables the Air Force to accomplish its mission to fly, fight and win by providing an air bridge to the fight for U.S. and NATO aircraft with much smaller gas tanks. As an Air National Guard pilot, DeLeon will fly the 60-year-old KC-135 Stratotanker.

Just before his final KC-135 check-ride at UPT, DeLeon became a father. Again with the goals—DeLeon promised his wife years earlier, that they would start a family once he was in flight school. “I wanted to be true to my promise” said DeLeon. “It's the hardest and best thing that ever happened to me,” he continued about the birth of his son, Dylan, “It was fuel and motivation for me to be the best pilot, the best husband and the best father I could be.”

Though his looks may remind some of a young Tom Cruise as Maverick in Top Gun, success, to the decidedly less flashy DeLeon, is measured differently than a picture of a Soviet fighter pilot in the cockpit of a Mig-28. The success DeLeon has seen and achieved in his seven-year Air Force career can only be attributed to good work ethics. “Work ethic, to me, means putting in that extra time chair flying—getting into the regulations—knowing the regulations,” said DeLeon. “A lot of that stems from my enlisted career. A lot of my mentors and senior leadership saw the hard work I'd put in and you're recognized for it.”

It took no time at all for DeLeon's leadership to see his extraordinary drive for excellence. After joining the Guard in 2009, he was nominated for and won 108th Wing Airman of the Year in 2010. He repeated that achievement in 2011 and subsequently won Airman of the Year for the state of New Jersey as well. He

says their recognition was a driver and a motivator for him to continue to put in the effort. “I want my work ethic as an enlisted to transfer into my work ethic as an officer and as an aviator in the 108th.”

Humility is the takeaway for DeLeon in the transition from enlisted to officer. Being an officer “doesn't mean you're better than anyone else,” he says, “we are one team, one fight.” There's a lot to learn for this young pilot and father. You have to learn to rely on those around you because hard work, humility, goals and plans, though necessary, are not mutually exclusive. Coaxing a one-year-old baby to eat and sleep is, right now, as much of a challenge as coaxing a 60-year-old airplane to fly and land. You can get through it all, but it's helpful and reassuring to have an airplane commander in the seat next to you and a wife and grandparents as your burping-and-diaper-changing co-pilots.



The Airman Needs Survey Results

By Jill Barrett, 108th Wing Director of Psychological Health

Last month I wrote about the Integrated Delivery System committee and how this committee of 108th Wing support programs provides initiatives and services to support Air Guard members' work/life balance. In March 2015 108th members participated in a survey administered by the Wing First Sergeants entitled “The Airman Needs Survey.” The results of this survey provided valuable data to the IDS so we can tailor our support initiatives and programs to meet the specific needs of our members. The survey is completed once every two years and details our challenges and our resilience in balancing commitments to mission, civilian employment, school and our personal lives.

The 2015 survey was completed by a total of 530 Wing members. The results show that many of us face similar stressors and use similar coping skills to achieve our goals. By sharing an overview of our responses here, the IDS hopes to communicate that our members' voices have been heard and that we are willing to design and provide support programs that are meaningful.

The top Wing member results for ‘Current Challenges’ were: Trouble sleeping, procrastination, anxiety, irritability, feeling overly stressed, and pain.

While the top reported ‘Personal Stressors’ were: Financial concerns, work-related issues, employment, children, and school.

And the top ‘Family Stressors’ mirrored ‘Personal Stressors’

with the addition of health and medical issues.

On the resilience side of the survey, the top reported ‘Stress Relievers’ were: Exercise, hobbies, talking with others, watching TV, and hanging out with friends

Other significant responses to ‘Stress Relievers’ were sleeping, cooking, home improvements, practicing religion and relaxation exercises.

When asked what programs and people have been helpful, the number one response of our members was Peers. We are certainly practicing the Wingman Concept here at the 108th. Other top responses to ‘Helpful Programs/People’ were: direct supervisor, first sergeant, unit command, superintendent, strong bonds, psychological health, resiliency, Chaplains, Airmen and Family Readiness Office, and safety.

There are several positive elements to these responses which indicate that members are utilizing supervision, each other, and support programs to resolve issues. Another positive note is that all of the programs that members have found helpful are represented on the IDS committee or the leadership Community Action Board which oversees the IDS. Your peers are using these programs. Are you?

A final and very important part of the Airmen Needs Survey addressed the services in which members are interested. These are the services that the IDS will continue to provide and will look for innovative ways to deliver given the time constraints over a drill weekend. The top services with the most interest are: Financial management, meditation-relaxation classes, mentoring, resume building and employment skills, stress management classes, and improving health behavior

If you would like more detailed results of the survey or information regarding specific programs, please contact me at jill.c.barrett2.civ@mail.mil or 609-754-2159.

If you are one of those members who reported trouble sleeping or interested in stress management classes, come out to the Psychological Health Lunch and Learn on Saturday at 11:30 a.m. at the Medical Clinic classroom. Be well.





What are the benefits?

- Available 24/7 – you can call the EAP 24 hours a day, 7 days per week, 365 days a year
- The EAP is a professional service that provides problem solving, coaching, information, consultation, counseling, resource identification, and support to all employees
- The EAP works in partnership with managers to complement and enhance your strengths
- The program helps improve productivity, morale, and employee motivation by providing timely support to both managers and employees
- The EAP is designed to help you with any concern or issue
- The resources of the EAP are available for you, as a manager and an employee, whether you have a personal issue or a management-related concern
- The EAP is completely confidential in accordance with state and Federal laws

“A popular employee died suddenly on the job. My section was devastated. I contacted FOH’s EAP and they sent a counselor to meet with our group. The counselor was great. He helped our people really deal with this loss. I don’t know what we would have done if he were not there. I highly recommend this service.”

Federal Manager

FEDERAL OCCUPATIONAL HEALTH

Employee Assistance Program

Personal and family problems can diminish your health, your happiness, and your ability to be at your best for yourself and your family. With the help of your Employee Assistance Program (EAP), provided by Federal Occupational Health, you can resolve these problems and become happier, healthier, and even more effective at home and at work.

Convenient Access by Phone or on the Web

Employees need only call 800-222-0364 or (888) 262-7848 (TTY) from anywhere in the United States to receive immediate assistance, 24 hours a day, 365 days a year. You can also obtain information and resources online at FOH4You.com. At the FOH4You.com site, you will have easy access to educational materials, self-assessment tools, and specific information on available EAP services.

Counseling Services

Licensed or credentialed professional counselors provide face-to-face, short-term counseling to employees and family members. Counselors can also provide referrals to community resources based on client needs, health insurance coverage, and financial resources.

Financial and Legal Services

FOH’s EAP includes free consultation with financial experts and licensed attorneys to provide assistance with your legal and financial questions. Services include help with living will and health care power of attorney, housing or real estate matters, estate planning, education funding, retirement planning, and investment strategies.

Health and Wellness Presentations and EAP Orientations

We can make health and wellness presentations and EAP orientations support both supervisors and employees. The employee orientation sessions discuss the features and benefits of the EAP, how the EAP functions, and how to access and use the EAP. Health and wellness presentations include such topics as conflict resolution, substance abuse prevention, balancing work and life, time and stress management, and more.

Supervisor and Risk Management Consultation

EAP counselors provide guidance and consultation so that supervisors and managers can effectively identify, interact with, and refer employees with performance or conduct issues to the program. FOH counselors are available 24/7 to discuss performance concerns and the appropriate EAP intervention.

Critical Incident Response

Exposure to threats, acts of violence, natural disasters, injury, or death calls for immediate response. EAP’s professionally trained critical incident stress management (CISM) counselors assist in management consultations, CISM services, and follow-up with the organization and individuals as appropriate.



800.222.0364 / 888.262.7848 TTY
www.FOH4YOU.com

WIT Wants You!

By Maj. Drew Eisenhofer, 108th Wing Inspector General

I’m sure that by now, you’ve heard the term, WIT, or Wing Inspection Team. The next question that you might ask is, “What is the WIT?”

The WIT is composed of subject matter experts in all functions throughout the Wing. While not a member of the Inspector General team, the WIT augments the office as an additional duty. When most Airmen think of the WIT, they think that they only participate in inspections. While inspections are a large part of the duty, the team also provides inputs for scenario development, validates self-assessments, evaluates scenarios, participates in the hot wash and provides inputs to the applicable inspection reports. These duties form the backbone of the Commander’s Inspection Program and are of the highest importance.

With all of those duties taken into account, what does our Wing IG team look for in potential WIT members? Per AFI 90-201, The Air Force Inspection System, personnel selected to be WIT members should possess attributes of the highest professional standards and moral character. In addition to these qualities, the WIT member should demonstrate adherence to the Air Force core values, be able to maintain a security clearance commensurate with the duties required and present good military bearing and appearance. In addition to those requirements, our IG staff looks for committed people who are willing to participate in at least one inspection per year and can attend the annual three-hour training event. It is very important to note that if you sign up for this additional duty that you will be available to help out.

There are some other important items regarding WIT duty that Airmen often ponder. First, there is no rank requirement for the WIT. Our 108th team has members ranging from staff sergeants to lieutenant colonels. Experience and the ability to relate to others are the two most important attributes. The next aspect that most personnel inquire about is how to sign up for this prestigious duty. Very simple, you want to talk to your unit commander. If you qualify, the commander will place you on an appointment letter, and you will receive training at the next event, where you will be sworn in by oath by the Wing commander.



Top and Bottom: Col. Andrew P. Keane, 108th Wing Commander, reads about the roles and responsibilities of the WIT to its members.



Finally, most potential WIT members ask if traditional personnel can sign up. The answer is a resounding “yes”! Our WIT would be non-functional without our traditional force! While many mission assurance exercises such as active shooter and emergency management occur during the week, many of our very important mission readiness exercises span several drill weekends.

The 108th is always looking for the best and brightest members to serve on its WIT, and many great opportunities arise through serving that function. The CCIP is not effective without a motivated WIT.

If you have any questions on the self-assessment program, please don’t hesitate to call the Wing IG office at 609-754-4660 or DSN: 650-4460.

Tech. Sgt. Tamika Covington 108th Wing Recruiting & Retention Manager



“It feels great to be back at the 108th Wing! Being a recruiter for 12 years has been exciting, but now I look forward to helping the unit members in the Retention Office. My career has truly come full circle and I couldn't be happier about it.”

Feel free to contact me with any questions about recruiting and retention:
OFFICE: 609-754-1260
CELL: 609-513-0219



Volunteer Opportunity!

Event: Park Clean Up

Place: Willingboro Lakes Park

Date: Saturday, July 16, 2016

Time: 5:30 - 6:30 p.m.

*** Meet in front of Building 3327 @ 5 p.m.**

POC: Julia Pyun (732) 619 - 7210

julia.pyun95@gmail.com

**** SIGN-UP by contacting A1C Pyun**

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

MXG: SMSgt 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



Members of the 108th Wing will 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., June 11, 2016. Keane, 108th Wing Commander, performed the Oath of Enlistment for the Airmen. (U.S. Air National Guard photo by Tech. Sgt. Matt Hecht/Released)

Reach Your Potential, Become a First Sergeant!

The 108th Operations Group 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 RIP. Applications should be submitted to the 108th Wing Headquarters to the attention of Master Sgt. Rose Quinquino no later than close of business Sept. 18. A board will be conducted during the October drill weekend, and if qualified, you will be notified of the date and time in advance. A position description of the job can be found in Air Force Instructions 36-2113, The First Sergeant.

DUTIES AND RESPONSIBILITIES: Advises and assists 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. Provides 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. Counsels enlisted personnel and takes action to resolve problems or complaints. Assists in preparing and presenting staff and ancillary training, as well as information programs. Attends staff meeting and assists at Commander's Call. Supervises administrative actions of enlisted personnel

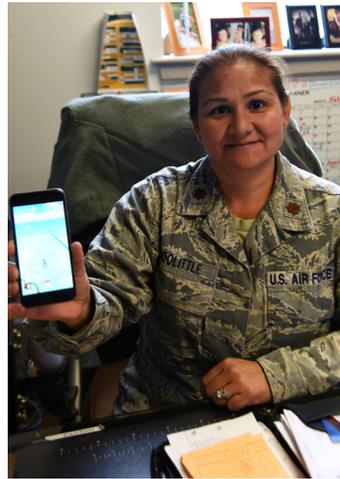
as directed. Prepares and ensures timely processing of reports, awards and decorations, promotions, demotions, and disciplinary actions of personnel.

SPECIALTY QUALIFICATIONS: The person selected 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: Must be a promotable technical or master sergeant. Must have scored 80 or above on last two fitness tests, or 90 or above on most current fitness test; no failure or exemptions within the past twelve months. Must enroll and complete the U.S. Air Force Senior NCO Academy course upon selection for first sergeant duty and must complete the course within 12 months after attending the First Sergeant Academy. Must possess a Community College of the Air Force degree or must complete this degree within 18 months of completing the FSA. Have a minimum physical profile of PULHES 333231, possess a current 7-skill level, and not have an Assignment Limitation Code of C-3. You must be financially stable and meet minimum USAF/ANG standards and overall image must exceed minimum standards.

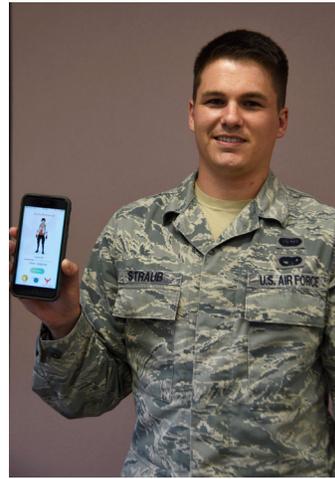
Questions may be directed to the 108th Wing Command Chief at 609-754-8510.

What do you think about Pokémon Go?



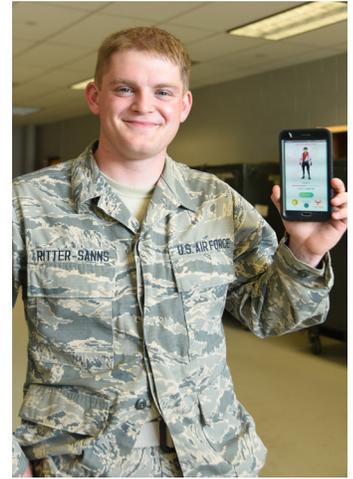
"It's interesting."

Maj. April Doolittle, 108th Wing Staff



"It's a great way to kill time."
Team Valor

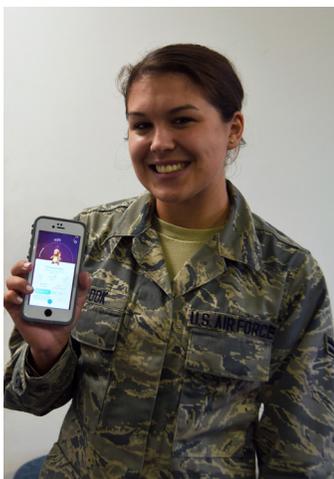
Senior Airman Ryan Straub, 108th Force Support Squadron



"It's fun. Playing by yourself is boring. Playing with friends is better."

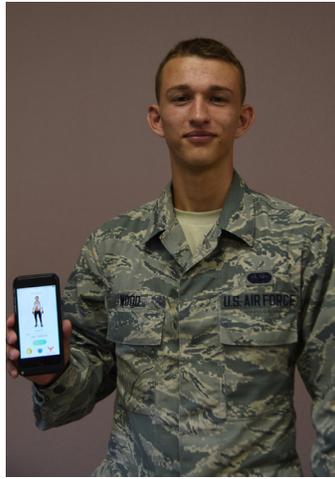
Team Valor

Airman 1st Class Ryan Ritter-Sanns, 108th Civil Engineer Squadron



"I think it's awesome and everyone should play it."
Team Valor

Airman 1st Class Lacey Cook, 108th Force Support Squadron



"Great app. Gets people active."
Team Valor

Airman 1st Class Christopher Wood, 108th Force Support Squadron



"It's a distractor and a concern. People are playing it and end up not knowing where they are."

Airman 1st Class Michael Martinez, 108th Force Support Squadron



"It's nice getting to interact with other people that you normally wouldn't."
Team Valor

Airman 1st Class Andrew Kelley, 108th Force Support Squadron