

# WING

August 2016

## Tips





## The Cornerstones of our Military

By Brig. Gen. Kevin Keehn, Commander, NJANG



As members of the New Jersey Air National Guard we are subject to many different and increased obligations than our non-military civilian counterparts. We are different in the way we dress, in our conduct, our appearance, our job performance, and the sacrifices we may have to make because of our military affiliation.

We are all familiar with the many rules and regulations necessary to ensure we can meet and perform our job. The reasons for these more stringent rules and greater expectations are very simple: We are sworn to defend this country, entrusted to maintain millions of dollars' worth of equipment and/or facilities and in certain instances, people's lives may be on the line. Our reliability must be twofold: We must do what we are asked to do by our commanders and not do that which is not authorized.

Two cornerstones of our military affiliation and are essential to the success of any organization are integrity and personal responsibility. Integrity is defined as the quality of being honest and having strong moral principles. It is basically doing the right thing even when no one is watching. Personal responsibility is being accountable for your

actions and the consequences of those actions. It should be evident to you and others that there is a willingness to "own up" to ones actions. This behavior is exhibited in day-to-day interactions on the job and at home.

Integrity and personal responsibility go hand in hand and must enter into all of our thoughts, words, and deeds. Our integrity must be absolute. There is no aspect of our Air National Guard duties which allow us the opportunity to lie, cheat, or steal. In fact, to do any of those would go against exactly what the Air Guard stands for. If we are to be successful, we must be completely open and honest in our operations, staff work, and relationships with others.

Integrity and personal responsibility are essential in our staff work. Honest and balanced staff work is essential for proper decision making. Do not be afraid to tell your supervisor the bad news. It is much easier to fix a problem at the very beginning than to keep saying everything is alright. Eventually the problem will become overwhelming and then it may take a tremendous amount of effort to fix the problem. Supervisors, be honest in your yearly performance appraisals. By inflating an individual's rating you not only hurt the individual, but everyone in the unit. Let an individual know where they need help and then offer them the help that they need. This in turn will not only help that individual, but it will help the entire unit. Also take a look at yourself, do you give an honest day's work for a day's pay? This too, is ultimately a test of integrity. No

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

**U.S. Air Force Capt. Saurin Patel, 108th Medical Group, checks Ira Holl's eyes to see what prescription he will need during the Healthy Cortland event at Homer Intermediate School in Homer, N.Y., July 19, 2016. Service members provided no cost medical, dental, optometry, and veterinary care to local citizens. (U.S. Air National Guard photo by Senior Airman Julia Santiago)**



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- Senior Airman Julia Santiago - Photojournalist



# Military gift of hope for hardscrabble town

Story and Photo by Tech. Sgt. Matt Hecht, 108th Wing Public Affairs

Corporate America abandoned this area years ago, closing factories and taking many of the jobs and healthcare options that came with them.

Now, nearly one in three people in this rural farming community near the New York Finger Lakes region are without jobs or access to a regular doctor. Many have been addicted to meth or heroin. Some have lost hope.

After being identified as an underserved community, residents of Cortland and the surrounding areas were given the opportunity to visit service members at “Healthy Cortland,” an Innovative Readiness Training exercise at the intermediate school in neighboring Homer, where they could see a dentist, optometrist, and medical specialist, all at no cost. Those that owned cats or dogs could bring them in for spaying or neutering by military veterinarians. The Innovative Readiness Training team was made up of U.S. Army Reserve, U.S. Navy Reserve, and New Jersey Air National Guardsmen from the 108th and 177th Medical Groups.

“This is one of the reasons why I joined the military,” said U.S. Army Reserve Capt. Michael Cruppenink, the exercise commander at Cortland. “To go to different places to provide healthcare to people who don’t always have access to it.”

Matt Nichol, 38, and girlfriend Rachel Miller, 30, both from Cortland, came out to take advantage of the services being provided. Nichol and Miller are both on disability, unable to work.

“I saw a therapist named Troy, he was absolutely amazing,” said Miller, who has suffered for years with mental illness. “He really listened to what I had to say, and really wanted to hear about my story, and actually lost track of time and didn’t want to take me away from everything else, he was the first gentleman I saw after medical. It was some of the best therapy I’ve ever had.”

Nichol and Miller rent a small, one bedroom apartment in Cortland, right next to a busy main road. To

pass the time, they watch movies, and Miller draws as part of her therapy. They barely get by with disability and food stamps.

“I would like to be able to go back to work,” said Nichol, who has struggled with ruptured discs from years of working on a farm. “Do some kind of job. Having the injuries I have, I’ll never be able to do physical labor. I love working with my hands. That’s what I’ve done my whole life, and now I have to learn how to use my brain for a job. I would like to be able to work, and take care of myself, and be able to afford a better life for us.”

Nichol showed the electroshock device he wears, to help manage back pain.

“Severe chronic pain takes away your ability to concentrate, and things that used to be fun aren’t fun anymore, and that’s where the depression comes from. Everything you loved to do...it feels like it’s stolen from you,” said Nichol.

Miller suffers from Lupus, a disease in which the immune system becomes hyperactive and attacks healthy



Rachel Miller, 30, takes medication for Lupus, a disease which causes her immune system to attack healthy tissue, July 19, 2016. Miller is grateful for her glasses she received at no cost.

tissue.

“I get sores in my nose, all over my body, my lymph nodes swell, and my hair falls out,” said Miller. “Clumps of my hair fall out in the shower. My joints and muscles are affected, and I get tired easily.”

Both Nichol and Miller hoped to see the Department of Defense return to Cortland.

“This town is struggling majorly,” said Miller. “These kind of events give people hope.”

Nichol and Miller were very grateful for the care they received from the Healthy Cortland event, especially new pairs of eyeglasses.

“We wouldn’t have been able to afford these glasses on our own,” said Nichol. “It makes a big difference, it’s a very special thing that we don’t take for granted.”

# HEALTHY CORTLAND



*Above: U.S. Air Force Lt. Col. Mauricia Alo, 108th Medical Group, explains the importance of using caution to prevent injury or illness to Ira Holl from Scott, N.Y., during the Healthy Cortland event at Homer Intermediate School in Homer, N.Y., July 19, 2016. Service members provided no cost medical, dental, optometry, and veterinary care to local citizens. (U.S. Air National Guard photo by Senior Airman Julia Santiago) Left: U.S. Air Force Capt. Saurin Patel, left, assists Karen Brown with an eye exam during the Healthy Cortland 2016 Innovative Readiness Training (IRT) mission at Homer Intermediate School, Homer, N.Y., July 20, 2016. The IRT provided no cost medical, dental, optometry, and veterinary care to residents of Chenango County, N.Y. Patel is assigned to the New Jersey Air National Guard's 108th Medical Group. (U.S. Air National Guard photo by Tech. Sgt. Matt Hecht/Released)*





## Seniors donate to Airmen

Chris, second from left, and Debbie Houlihan, second from right, present Lt. Cols. James D. Buckman, left, and Yaakov B. Bindell, right, both chaplains with the 108th Wing, New Jersey Air National Guard, 20 packages containing baby care items and hand-made blankets for families of deployed Airmen at Joint Base McGuire-Dix-Lakehurst, N.J., July 17, 2016. The packages were assembled by Connecting With Seniors – a senior organization located in Point Pleasant, N.J. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)



## Quality training

Master Sgt. Crystal ChinQuee-Smith, 108 Communications Flight Communications Quality Assurance Manager and the Chairperson of the ANG Communications Quality Assurance Committee, provided training for other Quality Assurance Managers from across the Air National Guard. Back Row (left to right): Tech. Sgts. Richard Brown and Keith Shafer, Staff Sgt.

Caleb Koval and Tech. Sgt. O'Neil Soares. First Row (left to right): Master Sgt. Crystal ChinQuee-Smith, Senior Airman Jonathon Prosser, Master Sgt. Crystal Buchanan, Senior Master Sgt. Damon Rye. (U.S. Air National Guard photo by 2nd Lt. Jaquelyn Vasvari-Toke/Released)

# The Cornerstones of our Military

Continued from page 2

matter how great or small your particular job is, it is your responsibility to perform that job to the best of your ability.

Our people are our most important resource. We must treat each other with the respect and dignity that we all deserve. We must also remember to give our very best when performing our job. To do anything less would be cheating ourselves and the other members of the unit. No one in this unit is insignificant. From the Commander of the New Jersey Air National Guard to the newest Airman, each has a job to do that is important to the unit's overall success. We all depend upon each other and must take care of each other.

Our affiliation with the New Jersey Air National Guard imposes upon each of us individual burdens of responsibility and dependability. We are bound by regulations and public trust to perform our duties and responsibilities at a moment's notice and without fail. To maintain the trust of those that rely upon us, our integrity and personal responsibility must be unwavering.

## VETERAN'S DESIGNATION FOR DRIVER'S LICENSES

New Jersey thanks our military veterans who proudly served to protect our freedom. To honor you, a new, permanently-imprinted veteran's designation is now available for display on your driver's license or non-driver ID card.



For information on how to obtain your permanent imprinted veteran designation driver's license or non-driver ID, visit the New Jersey Motor Vehicle Commission's website at [www.njmvc.gov](http://www.njmvc.gov) or call our customer hotline at 609-292-6500.

New Jersey Motor Vehicle Commission



A U.S. Air Force C-17 Globemaster III from the 437th Airlift Wing, Joint Base Charleston, S.C., is refueled by one of our own KC-135R

Stratotankers on Aug. 10, 2016. (U.S. Air National Guard photo by Senior Airman Maria Rella/Released)

# Security Clearance Investigations – The Basics

Story by Maj. Jason Neumann, 108th Wing Information Protection Officer

Why do I have to have a security clearance to run patrol, guard a critical resource, repair an aircraft, design a building, supply and deploy our troops, or issue identification cards to dependents? Why do I have to be investigated every five to ten years, depending on my level of access? Why do I have to fill out all this paperwork on the computer about my background if they are going to run a background check on me anyway? Won't they find everything that I write down? Why do they care about my finances when granting eligibility for a security clearance? Why does the process take so long? I'm sure that most of you reading this article have asked yourself or others some of these same questions and I have probably only scratched the surface with all of the questions that are being asked throughout the wing regarding security clearances and the investigation process. Over the next several months, I hope to address several of these questions through a series of articles that will hopefully put your mind at ease and explain why all of this matters to you!

For this month, let's start off with the basics of the security clearance and the process associated with granting you eligibility for access to classified information. First and foremost, why are you required to have a security clearance and what is the purpose of the background investigation? A member's security clearance is tied to their Air Force Specialty Code, which is dictated by the Air Force Officer Classification Directory and the Air Force Enlisted Classification Directory, and is based off of that career field's requirements for access to Secret and/or Top Secret material. For instance, an Intelligence Analyst and a Special Operations pilot both require routine access to Top Secret material to perform the duties of their job; however, a Security Forces entry controller and a Maintenance officer will only require access to Secret material, and that may only occur while in a deployed environment. The Air Force has decided that it would be in their best interests to have every single member of the Air Force maintain, at a minimum, a Secret security clearance, so that there would be no delays or restrictions on performing the mission in an instant.

How does everything that I just read apply to me and how do I know what type of security clearance I should have? All of the information above explains how your Security Manager and the Chief of Information Protection know what type of background investigation to submit for each member of our Wing. The information from the AFOCD and AFECD has been incorporated into the Unit Manning Document (UMD) and is tied to the position number that you are assigned to within your unit. For the vast majority of individuals within our unit, you will be coded with a Security Access Requirement (SAR) code 6,

which identifies the need for a Secret security clearance; however, those that require a Top Secret security clearance, such as the new Cyber mission, are coded with a SAR code 5. Based on the SAR code of the position that you occupy, you are submitted for a background investigation through the Office of Personnel Management, of which the depth and level of intensity varies accordingly.

When and how often am I investigated by OPM and why do they conduct reinvestigations? You have just joined the military, taken a new position that requires a higher security clearance, or your time has come for a reinvestigation of your background to verify your suitability to be granted a security clearance are the primary occasions that result in either an initial background investigation or a reinvestigation of your background. The initial investigations require fingerprinting, which is run through the national FBI database, and is required for an upgrade to a Top Secret clearance as well. An initial investigation is also required if you surpass your reinvestigation window by two years or more, or with a two year break in service from the military. The only difference for you between the reinvestigation and an initial investigation is the requirement for fingerprints that is associated with the initial background investigation. Reinvestigations are conducted every five years for those members that require access to Top Secret material and every 10 years for those members that only require access to Secret. Sixty days prior to that closeout date, the Information Protection office or your Security Manager will open up access to e-QIP to allow you to fill out a Standard Form 86 (SF-86), which is a detailed history of your background, going back roughly 10 years; however, some questions only require going back the last seven years. This is to be filled out as expeditiously as possible, but also as accurately as possible, which is why I suggest keeping detailed records of your past residences, past employers, foreign travel, financial history, criminal history, drug and alcohol use, and the list goes on. I also suggest saving your SF-86 after completing it, so you have a record of it for the next time you are required to fill it out and it is a great place to add new details so that everything is kept in one place.

Why do I have to fill out this SF-86 if OPM is going to run a background check on me anyway? There are several reasons why you have to fill out this extensive form on your background, but I will start with probably the most important reason. The Department of Defense Consolidated Adjudication Facility looks very favorably upon those members that self-report any adverse information that is relevant to their background and the adjudicators assigned

*(Continued on page 10)*



## STAFF SGT. JOSEPH COX



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

**Time in Service:** 15 years  
**Job with 108th:** Aerospace Ground Equipment **Civilian Job:** Locomotive Engineer  
**Favorite Food:** Anything  
**Favorite Movie:** Kingpin  
**Favorite Actor/Actress:** Clint Eastwood  
**Favorite TV Show:** Banshee  
**Favorite Music Genre/Artist:** Led Zeppelin  
**Favorite Sport:** Football  
**What I do in my Spare-Time:** Cooking, working on my yard, cruising in my car  
**My Hero:** My Father  
**Dream Vacation:** Hawaii  
**Dream Car:** Corvette 206  
**My Goals for the Future:** Retire Healthy and happy  
**What I Like About the 108th:** Serving my country when needed  
**If I Was Commander For a Day:** "Give the Wing a half day off."

## FINANCE TIP OF THE MONTH

### Travel Pay Tip:

- UPDATE DTS PROFILE
- All travelers should update their DTS profile periodically (GTC expiration date/new card, EFT, mailing address and email address).
- To update your profile, log into DTS, Traveler Setup, My profile. Select each tab across the top, verify and update.
- Outdated information will delay timely disbursements from DEAMS and balance refund checks from Citi.
- Remember TSA pre-check! Avoid long lines at the airport. Enter your DOD ID number (back of CAC).

### MILPAY:

- Use MY PAY to access pay information 24 hours a day, 7 days a week. You can change or review your current Direct Deposit information, Tax withholdings or check your most recent pay statement.
- <https://mypay.dfas.mil/mypay.aspx>

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](mailto:108-wg.mbx.wg-fm-customer-service@mail.mil)

# Dealing with the Stress of Chronic Pain

Story by Jill Barrett, 108th Wing Director of Psychological Health

When we come down with a cold, we take echinacea, vitamin C, or zinc. When we are having trouble sleeping, we may take melatonin or valerian. If we are troubled by anxiety, we might try stretching or yoga. But when we have a backache or a flare-up of pain, most of us reach for over-the-counter pain medications like acetaminophen or ibuprofen, or we take something stronger prescribed by our doctor. Natural remedies just aren't the first thing we think of when it comes to pain.

But over-the-counter pain medications aren't necessarily as benign as they seem; long-term use may cause problems with the heart and kidneys. And prescription painkillers can have significant side effects, not to mention the potential to become addictive.

If you're one of the 100 million American adults who live with chronic pain, you know that it can be truly distressing. Pain can keep you from working, put a strain on your relationships, and dampen your enjoyment of life. When you're in pain, you want to do something about it.

The good news is that there are effective natural remedies for pain that will also help you cope with the emotional distress of pain.

## Relaxation and Mindfulness

You feel familiar twinge in your shoulder and you think, Oh no, there it is again! I'll never be rid of this. And



before you know it, the pain is twice as bad. Does this sound familiar? There's no doubt that our thoughts and feelings about physical discomfort can worsen our pain.

Muscle tension can be a major contributor to pain. The same anxiety and worry that make us hunch our shoulders or clench our fists can turn up the volume on pain anywhere in the body.

It makes sense, then, that relaxation techniques can be very effective in changing our perception of pain. Research shows that cognitive-behavioral therapy that emphasizes relaxation strategies is effective in reducing lower back pain.

Mindfulness meditation isn't exactly a relaxation technique, but it has long been established as effective in relieving chronic pain. This might seem surprising at first. Meditation involves paying attention to your thoughts, emotions, and physical sensations. Meditation practice helps us cultivate an accepting mindset. When we stop struggling with our pain, it can be much less bothersome.

With the use of some behavioral and cognitive techniques you can reduce your use of conventional pain medications and reduce the stress of managing your condition. Call the Psychological Health Program for more information and referrals to community resources in your area. 754-2159 or [jill.c.barrett2.civ@mail.mil](mailto:jill.c.barrett2.civ@mail.mil).

## *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

# Security Clearance Investigations – The Basics

(Continued from page 7)

to the DoD CAF are looking to grant eligibility to those members that are responsible, reliable, and trustworthy. Without self-reporting adverse information about yourself, your integrity, responsibility, and reliability come into question and could become grounds for denying and/or revoking your eligibility for a security clearance. In addition to giving you the opportunity to self-report your background, it also gives the investigators at OPM a starting point for the various aspects of your life, such as employers, residences, people who know you, specific cities or counties to request records from, among others. Not only does this expedite the investigative process, but it also helps to reduce the cost to the government for the investigation. The key to helping you fill out the SF-86 promptly and accurately is to maintain a detailed record of your life as it happens, as I mentioned earlier in the article.

Finally, most of you want to know why the process takes so long, which is a difficult question to answer, but I will attempt to answer to the best of my abilities. There are numerous factors that contribute to the length of the investigation, but they all start with your background. The cleaner your background is and the more forthcoming you are when filling out your SF-86, the quicker the turnaround of your security clearance. In addition, the amount of security clearances that are being processed on a daily basis, along with the investigator's case load plays

a role in the length of time for the investigation. Records that need to be requested from outside agencies, such as county courts, law enforcement agencies, credit bureaus, among other various agencies takes additional time for the investigation to be completed. A member may be a part of an ongoing investigation that he/she is unaware of; therefore, until that ongoing investigation is completed, the security clearance investigation cannot be completed. For everyone's situational awareness, the current average length of investigation for a Secret security clearance is 75 days and 275 days for a Top Secret. These numbers are expected to continue to rise and in all honesty, I believe that these numbers are misleading because from what I have seen, it is more like five months for a Secret and 12 months for a Top Secret, but those were the current numbers provided by the National Guard Bureau.

I know that this article was long and overwhelming with information, but I hope that it has done a good job of providing you a basic understanding of the security clearance investigative process and why you should take it seriously. As always, if there are any questions regarding your security clearance or anything else to do with Information Protection, please reach out to your Security Manager or the 108th Wing Chief of Information Protection at (609) 754-2672 or via e-mail at [usaf.nj.108-wg.mbx.wg-ip@mail.mil](mailto:usaf.nj.108-wg.mbx.wg-ip@mail.mil).



## Truck begins journey

*Loadmasters with the 439th Airlift Wing, Westover Air Reserve Base, Mass., load a 1982 Mack 1250 GPM pumper fire truck onto a C-5B Galaxy AT Joint Base McGuire-Dix-Lakehurst N.J., August 12, 2016. Master Sgt. Jorge A. Narvaez, a traditional New Jersey Air National Guardsman with the 108th Security Forces Squadron, was instrumental in getting the truck donated to a group of volunteer firefighters in Managua, Nicaragua through the Denton Program, which allows U.S. citizens and organizations to use space available on military cargo aircraft to transport humanitarian goods to countries in need. (U.S. Air National Guard photo by Master Sgt. Mark C. Olsen/Released)*

# 60 YEARS IN THE AIR: Generations of KC-135 Maintainers

*22nd Airlift Wing Public Affairs, as part of an ongoing series by AMC for the 60th Anniversary of the KC-135*

Families often carry a profession through their generations. For Staff Sgt. Austin Phillips and his family, they have been maintaining the aerial refueling mission for the last 60 years.

Phillips, 22nd Maintenance Squadron wheel and tire section chief, is assigned to the KC-135 Stratotanker, one of the same airframes his grandfather once worked on nearly 60 years before.

Raymond Hopper, retired staff sergeant, was a sheet-metal and hydraulics technician from 1960-66, in Smokey Hills Air Force Base, Kansas and Walker Air Force Base, New Mexico, where he worked on the KC-135, B-52 Stratofortress and on missiles.

“He is part of the reason I joined,” said Phillips. “Growing up, he was always on me to join the Air Force. As a kid I thought it was cool, and I wanted to serve my country.”

Phillips said that his patriotism sparked while he was growing up. He worked on the family Angus cattle farm in small-town, Missouri with his grandfather.

“My grandpa lives and breathes patriotism and the Air Force,” said Phillips. “He loves his country, and it was engrained in me. Later, I realized the sacrifices that have been made by those before us, and I wanted to contribute to that. I love what we stand for.”

Phillips said he owes his work ethic to his family and attributes his mechanical knowledge to his grandfather who shared his Air Force-style maintenance with him while working on tractors and hay equipment.

“He was teaching me how to fix a wheel and grease bearings when I was a teenager,” said Phillips. “Then I got here, and said, ‘I learned this a long time ago, and it is pretty much the same as the technical orders.’”

The same techniques Hopper learned in the 60’s that he taught his grandson could very well be used today on the same aircraft.

“It is a cool feeling to think that 60 years earlier my grandpa could have been working on the same aircraft as me,” said Phillips.

Their time spent together and memories they share that built their bond revolved around general maintenance and aircraft.

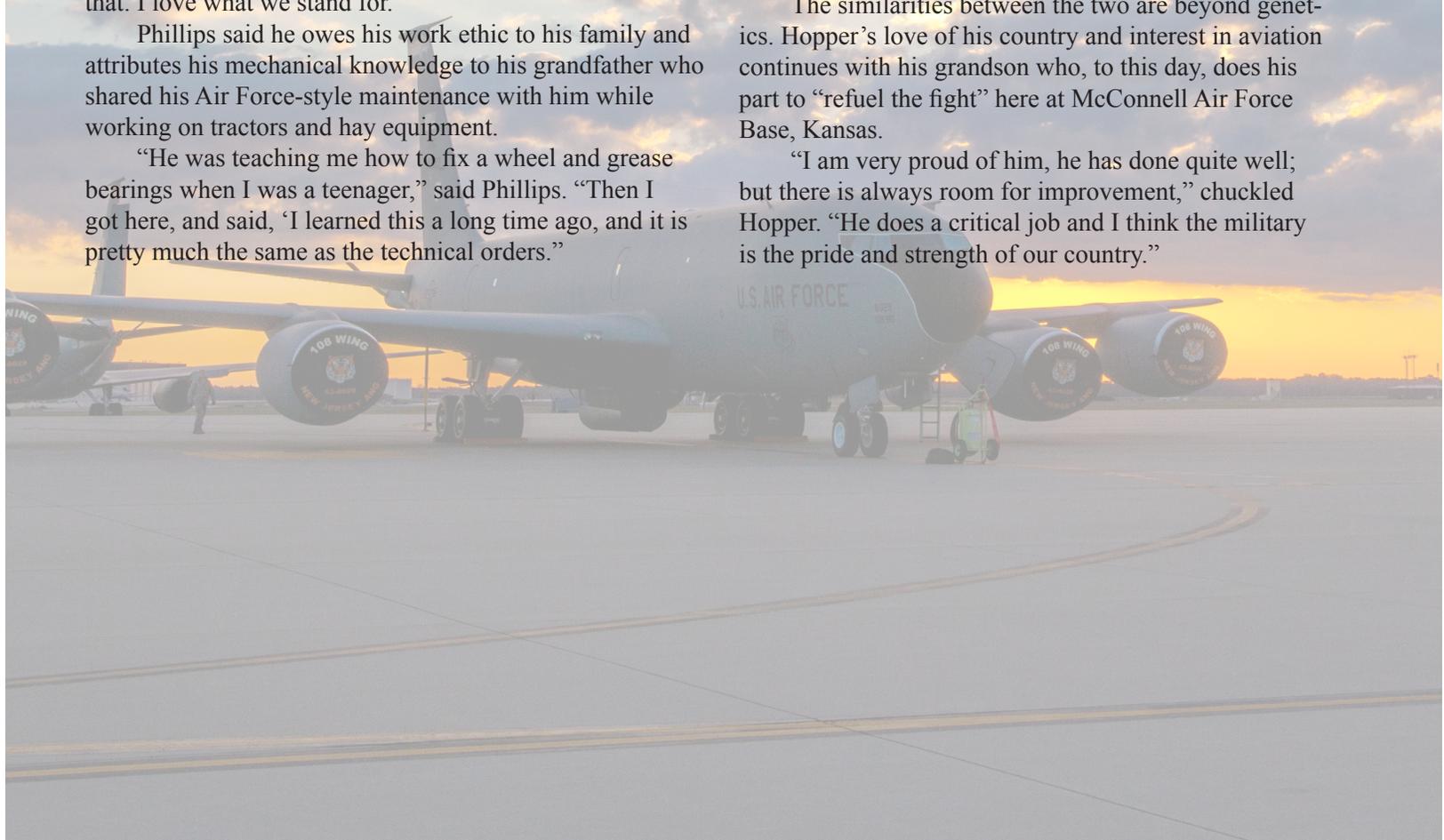
“He got me into aviation by taking me to air shows as a kid and always talking about history,” said Phillips. “Now he has a museum, he has all kinds of stuff, dioramas, uniforms, replicas, pieces of a P-51 Mustang, some B-29 Superfortress artifacts and a lot of vehicles. He loves aviation and the military.”

During an air show, Phillips visited and sat in Fifi, the only flight-capable B-29 currently. Recently, he performed a tire change on a Doc, B-29 that is currently being restored to join Fifi as the second flying Superfortress.

“(With Doc) it all started when my grandpa and some of the guys from the museum came out here to see it when it was still in the hangar, that’s when I first met Doc,” the maintainer said.

The similarities between the two are beyond genetics. Hopper’s love of his country and interest in aviation continues with his grandson who, to this day, does his part to “refuel the fight” here at McConnell Air Force Base, Kansas.

“I am very proud of him, he has done quite well; but there is always room for improvement,” chuckled Hopper. “He does a critical job and I think the military is the pride and strength of our country.”



# Women's Equality Day

PREMIERE EDITION

AUGUST 26, 2016

WWW.DEOMI.ORG

## CELEBRATING 96 YEARS

### EQUAL RIGHTS CONTINUE TO EXPAND FOR ALL WOMEN



#### COVETED RANGER TAB EARNED!

Capt. Kristen Griest, 1st Lt. Shaye Haver and Maj. Lisa Jaster were the first women to complete the grueling 62-day Army Ranger School and earn the elite Ranger tab.



#### U.S. MARINE CORPS' FIRST FEMALE ARTILLERY OFFICERS

2nd Lts. Virginia Brodie and Katherine Boy are the first two female Marine artillery officers to complete the Field Artillery Basic Officer Leader Course.



#### FIRST FEMALE COMBATANT COMMANDER

On May 13, 2016, 4-star General Lori Robinson assumed command of the North American Aerospace Defense Command and U.S. Northern Command.



#### FIRST FEMALE 4 STAR ADMIRAL

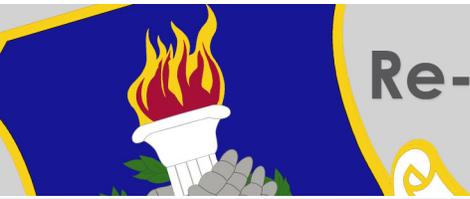
Nominated by President Obama, the U.S. Navy's highest ranking woman, Adm. Michelle Howard, became Commander, U.S. Naval Forces Europe-Africa and Commander, Allied Joint Force Command Naples this year. Howard made history by becoming the first woman to reach the rank of 4-star admiral.



"WOMEN HAVE DONE MANY JOBS THROUGH THE DECADES THAT PERHAPS WE NEVER DREAMED POSSIBLE. CERTAINLY IF A WOMAN CAN DO THESE NEW JOBS, THEY OUGHT TO HAVE THE OPPORTUNITY TO COMPETE."

- DEBORAH LEE JAMES  
SECRETARY OF THE AIR FORCE





# Re-enlistments



Several Airmen from the 108th Wing committed to continuing serving in the New Jersey Air National Guard during a re-enlistment ceremony at the 108th Wing conference room at Joint Base McGuire-Dix-Lakehurst, N.J., July 16, 2016. From left to right, Staff Sgts. Danny Hernandez, 108th Security Forces Squadron; Ankitkumar Patel, 150th Special Operations Squadron and William Ryan, 108th Maintenance Operation Flight; Tech. Sgt. Matthew

Re, 108th Logistic Readiness Squadron; Col. Andrew Keane, 108th Wing Commander; Master Sgts. Patrick Applegate, 108th LRS; John Budenas, 108th SFS; Andrew Christiansen, 150th SOS; and Craig Kirkland, 108th Maintenance Squadron. Keane administered the Oath of Enlistment to the re-enlisting Airmen. (U.S. Air National Guard photo by Tech. Sgt. Armando Vasquez/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 was the most important takeaway you got from the Green Dot training?”**



Airman 1st Class Michelle Castrillon  
108th Logistics Readiness Squadron

*“Everyone has a part on preventing sexual assault and spreading the message.”*



Airman 1st Class Karen Dileo  
108th Logistics Readiness Squadron

*“Making sure that you understand that if somebody is being made to feel uncomfortable, to address it.”*



Airman 1st Class Chinyelu Umeokolo  
108th Medical Group

*“See something that doesn’t look right, do something.”*



Airman 1st Class Daniel Young  
108th Logistics Readiness Squadron

*“Even if you are of lower rank, there are steps that you can take to diffuse the situation.”*



Maj. Stanislav Sklyarsky  
108th Medical Group

*“There is an Air Force buy in for the entire program. It’s institutional.”*



Master Sgt. Jeff Pitcher  
108th Logistics Readiness Squadron

*“Step in and intervene. Say something and step in without being afraid to assist someone who might be in trouble.”*



Senior Airman Rebecca Schmelia  
108th Logistics Readiness Squadron

*“The importance of dialogue. Being dependable and a trustworthy friend. Someone who people can be comfortable to come to. And apply this attributes to your everyday life and not just the work environment.”*



Senior Airman Chelsey Thivierge  
108th Medical Group

*“Everybody needs to come together to prevent sexual assault.”*