

Citizen AIRMAN

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Air Force Reserve



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From the Top

By Lt. Gen. Charles E. Stenner Jr.
Commander, Air Force Reserve Command



Chief's View

By Chief Master Sgt. Dwight Badgett
Command Chief Master Sergeant,
Air Force Reserve Command

When the call went out for help in Haiti, Reservists once again stepped forward

As we head into spring, it is clear that 2010 continues to be a pivotal year for the Air Force Reserve. There has never been a better time to be a Reservist. We're on the leading edge of every mission area, and our people are recognized as world-class professionals. I am very proud of what we have accomplished and the outstanding way our Citizen Airmen perform every day around the world.

Right now, we have more than 7,000 Reservists supporting or deploying in overseas contingency operations. In January, we had an overwhelming number of volunteers step forward from many units across our command in support of Operation Unified Response in Haiti. This resulted in hundreds of missions flown, thousands of passengers and patients transported, and tons of cargo moved by air.

Reserve C-130 aircrews were among the first responders on the ground in Port-au-Prince within 24 hours of the earthquake. This quick response was not a lucky coincidence but the result of 24/7, 365-days-a-year rotational operations based out of Puerto Rico since 1977. Called Operation Coronet Oak, our Air Force Reserve and the Air National Guard have primarily led this ongoing mission for more than 30 years. This predictable rotational mission plays to our inherent strengths. It allows our Reservists to perform real-world flying on a part-time basis while still meeting their obligations to their full-time civilian employers, families and communities.

Another major contribution from our command was the use of Homestead Air Reserve Base, Fla., as a hub of support operations. We've found that Reserve installations such as Homestead play a vital role in our nation's defense and our ability to react quickly to emergencies. I could not be more proud of all our men and women who answered the call and provided life-saving assistance and help to the people of Haiti.

A number of trends continue to influence dependence on Air Force Reserve forces to meet the strategic and operational demands of our nation's defense. In February, our military's way ahead was shaped by the release of the President's budget, the Quadrennial Defense Review report, congressional hear-

ings and the release of our posture statement to Congress.

The secretary of the Air Force has noted that funding is a key issue of concern, and we should expect to operate in a more fiscally constrained environment. As the Department of Defense programs compete inside a tight budget, the integration of regular, Reserve and Guard component forces continues to work well.

Because of this close integration and interoperability, it makes good sense to take a holistic view and ensure all three Air Force components are modernized accordingly. I am dedicated to ensuring our Reservists have the best training and equipment available to them as they provide for our nation's defense.

The Quadrennial Defense Review is aimed at advancing two main objectives: rebalancing our military's capabilities, and reforming our institutions and processes to support the urgent needs of our people in harm's way. With our nation at war, we're engaging with four ongoing strategies: prevail in today's war, prevent and deter conflict, prepare to defeat adversaries in a wide range of contingencies, and preserve and enhance the all-volunteer force.

President Obama has authorized the mobilization of the Reserve to ensure we have enough people to support everything we have going on around the world. It is awe-inspiring how many Reservists step forward in times like these with their hand in the air saying, "Pick me!" This is what they train for. I have never seen our troops' morale any higher than it is today. And the dedication and service before self of our Reservists never fail to humble and astound me.

As the president, Congress and DOD leadership move forward, we will continue to advocate for a military that takes advantage of our cost-effective practices so that our nation continues to have the best Air Force in the world. We must remain tier-one ready for day-to-day continuous operations and be first and foremost a strategic Reserve — with the strength to surge, to fight our nation's battles, to alleviate suffering and save lives at a moment's notice — anytime, anywhere. ★

Preserving the Reserve triad: Balancing family, civilian job and the Air Force

Every Air Force Reservist is a very effective manager. We all have to balance family, civilian employer and Air Force career responsibilities. Keeping our lives in balance is so important that our commander has identified Preserving the Viability of the Reserve Triad as one of Air Force Reserve Command's four priorities.

Preserving this triad means we must give equal attention to all three critical parts of our lives. We have heard this triad compared to a stool with three legs. If we neglect one of the three legs, the stool will not stand, and we cannot afford to let that happen in our home, place of business or Air Force lives.

Our families are the cornerstone of our existence. Whether our families include spouses, children, parents, grandparents, siblings or significant others, we must provide them with the necessary support to keep all of these relationships happy and healthy. Neglect in this area of our lives can cause tremendous problems with everything else we do.

Each of us needs to spend quality time with our families away from our employers and military requirements. Blackberries, cell phones and laptop computers have increased our ability to work anywhere in the world, but sometimes we let these tools interfere with the time we spend with those who are most precious to us. Planning time with our families, away from work and the connections to work, provides memories and relationships that will last long after our civilian and military careers are over.

When you return from a deployment, your first responsibility is to join your family and work to normalize your life. You must reintegrate into your family first.

More than 80 percent of the Airmen in this command are individual Reservists, either traditional Reservists or individual mobilization augmentees. These people make up the backbone of AFRC, and without the efforts of this outstanding group of young men and women, we would not exist as a fighting force.

As Citizen Airmen, we need the civilian employers who provide for our livelihood and ensure present and future financial stability. Civilian employers of Reservists are patriots in every sense of the word. They sacrifice a portion of their ability to produce income and company security to allow our warriors to defend this great nation.

By allowing you to take valuable time away from their business, employers provide for the security of all Americans. Make sure you thank your employers for their patriotism and sacrifice that keep us strong and provide our commander in chief with the greatest strategic and operational fighting force on Earth.

Your commitment to this country is evident to me every time I visit a unit or talk to an individual Reservist. Reservists have volunteered to serve this country in every part of the world. You regularly fly missions, deploy to areas of conflict, participate in exercises and provide humanitarian support to those in need.

Many times we are "deployed in place" to cover home station missions, remotely pilot aircraft around the world or ensure the dignified transfer and recovery of our fallen heroes. Each of these missions is just as important as forward deployment, and I am proud of those who serve in the continental United States as well as foreign countries.

We also need to remember we have a military family that needs our attention. AFRC teammates need your support and leadership, so please take time to talk to each other and, more importantly, listen. You will understand better than anyone the concerns that teammates are having and can help resolve many of their challenges because you have experienced the same issues.

Please work to balance your lives to provide equal attention to your family, employer and country. We must ensure we are not neglecting any one of the three main areas of our personal and professional lives. You are excellent managers or you wouldn't be able to balance the three components of your very busy lives. Thanks for being great teammates. ★

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Information superhighway takes admin specialists into the 21st century

On the front cover: (Top) Ever since an earthquake rocked Haiti Jan. 12, the Department of Defense has been heavily involved in helping out the poor island nation. For the story on the Reserve's continuing role in the Haitian relief effort, see page 16. (Navy Mass Communication Specialist 2nd Class Daniel Barker) (Bottom left) Reserve chaplains are learning all about resiliency and are spreading the word throughout the command. See the story on page 20. (Bottom right) Capt. Dave Hogue, an intelligence officer with the 403rd Wing, displays the flag while a C-130J-30 carrying returning deployers taxis the runway at Keesler Air Force Base, Miss. Captain Hogue was one of more than 150 deployers returning home after a historic four-month deployment to Southwest Asia. For the story, see page 28. (Senior Airman Kimberly Erickson)

Gen. Norton A. Schwartz *Chief of Staff, United States Air Force*

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Staff Sgt. Demian Abel, a pararescue jumper with the 66th Expeditionary Rescue Squadron, scans the horizon for potential threats to his HH-60G Pave Hawk helicopter crew during a medical evacuation mission over Kandahar Province, Afghanistan. Sergeant Abel is an Air Force Reservist assigned to the 304th Rescue Squadron at Portland International Airport, Ore. (Staff Sgt. Manuel J. Martinez)



U.S. Air Force Reserve BMX Demonstration Team rider Koji Kraft performs an aerial trick during a recruitment expo before a recent college football game in Los Angeles. (Staff Sgt. Erica J. Knight)



Tech. Sgt. Patrick Dunne, an Air Force Reserve pararescueman with the 920th Rescue Wing, Patrick Air Force Base, Fla., fills the face mask of Staff Sgt. Christopher Driscoll, a PJ trainee, during a swim session practice. Part of the training involves getting the PJ hopefuls comfortable in all aspects of the water. (Staff Sgt. Leslie Kraushaar)



Master Sgt. Linda Adams, consolidated tool kit noncommissioned officer in charge with the 379th Expeditionary Aircraft Maintenance Squadron, updates her blog at an undisclosed location in Southwest Asia. The blog allows Sergeant Adams, a teacher at Kate Shepard Elementary School in Mobile, Ala., to update and keep in touch with her students while deployed from Keesler Air Force Base, Miss., in support of operations Iraqi and Enduring Freedom. (Tech. Sgt. Jason W. Edwards)



Senior Master Sgt. Eric Peel and Staff Sgt. Marshall Oswalt coat a KC-135 Stratotanker with deicing spray before a recent 931st Air Refueling Group KC-135 flight from McConnell Air Force Base, Kansas. Both sergeants are Reservists assigned to the 931st Aircraft Maintenance Squadron. (Courtesy photo)

RESERVE SNAPSHOT

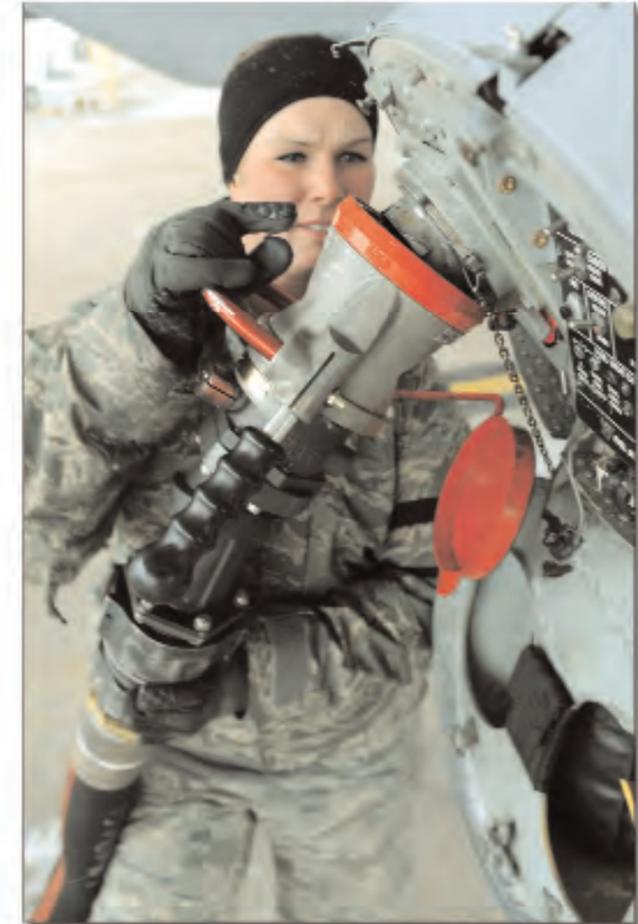


Senior Airman Brandon Bailey, a fuels distribution journeyman with the 380th Expeditionary Logistics Readiness Squadron fuels management flight, adjusts an R-18 fuel pump during operations at the fuel offload facility at an undisclosed base in Southwest Asia. On any given day, Airman Bailey and other fuels Airmen in his flight can offload up to 600,000 gallons of fuel. Airman Bailey is deployed from the 914th Airlift Wing, Niagara Falls International Airport Air Reserve Station, N.Y. (Tech. Sgt. Scott T. Sturkol)



Staff Sgt. Matthew Chase, a combat arms instructor with the 459th Security Forces Squadron, Andrews Air Force Base, Md., stands guard over one of the 459th Air Refueling Wing's KC-135s. (Capt. Nick Strocchia)

Tech. Sgt. Clay Dotson helps Capt. Mike McClain adjust a chemical warfare suit while training at McConnell Air Force Base, Kan. Both Airmen are Reservists assigned to the 18th Air Refueling Squadron, the flying squadron of the 931st Air Refueling Group. Members of the 18th ARS left Kansas for an overseas deployment in late February. (Master Sgt. Jason Schaap)



Senior Airman Sabrina Bertz, an A-10 Thunderbolt crew chief with the 442nd Fighter Wing, Whiteman Air Force Base, Mo., fuels an A-10 after performing a flight inspection. (Senior Airman Jessica Snow)

Round the Reserve

A brief look at what's happening throughout Air Force Reserve Command

Tricare Turns to Social Media for Feedback

Tricare officials are taking the plunge into social media to uncover what issues matter most to their beneficiaries around the world.

Social media channels and networks like Twitter, Facebook, YouTube and Flickr continue to transform how health-

care information, and information in general, is consumed by the public.

"Social media is changing the way we communicate," said Navy Rear Adm. Christine Hunter, deputy director of the Tricare Management Activity in Falls Church, Va. "These powerful tools give us an opportunity to join the conversation surrounding Tricare and military health."

The ability to share health-care infor-

mation and receive feedback helps Tricare officials identify and address beneficiary concerns. Instead of deciding what information to share with beneficiaries, Tricare officials can ask for their input, identify what they want to know more about and respond accordingly.

Recommendations from service members and their families have the potential to influence policy decisions and

Team Dover completes testing, evaluation of new C-5M

By 1st Lt. Brian Maguire

After nearly four months of missions and demonstrations, Team Dover Airmen completed operational testing and evaluation of the C-5M Super Galaxy.

With OT&E complete, the Air Force Operational Test and Evaluation Center will present the team's findings to the Department of Defense and Congress.

"Operational test and evaluation measured key performance parameters of the C-5

Reliability Enhancement and Re-engining Program used to support continued production decisions," said Master Sgt. Jim Busbea, 436th Operations Group C-5M Program Integration Office.

Throughout OT&E, 436th and 512th Airlift Wing aircrews flew various missions to demonstrate the capabilities and reliability of the C-5M. These missions included local training missions and surge operations designed along wartime operational parameters.

"We were flying operational missions and delivering critical (Operation Iraqi Freedom and Operation Enduring Freedom) cargo," said Lt. Col. Mike Semo, 512th Operations Group C-5M Program Integration Office chief. "By leveraging the synergies of test and real-world requirements, the C-5M was accomplishing the mission while successfully completing the demonstration."

During OT&E, the three C-5Ms assigned to Dover AFB delivered 4.5 million pounds of cargo, with more than 3.8 million pounds moved during the 30-day surge operations, said



JASON MINTO

After nearly four months of missions and demonstrations, Airmen at Dover Air Force Base, Del., completed operational testing and evaluation of the C-5M Super Galaxy. Dover's first C-5M Super Galaxy, The Spirit of Global Reach, was delivered in February 2009. Dover has three C-5Ms.

Maj. Cory Bulris, 436th OG C-5M Program Integration Office chief. Crews from the 436th and 512th flew 34 missions during the surge, averaging more than 110,000 pounds of cargo per aircraft, delivered directly to Incirlik Air Base, Turkey.

"The unique aspect for the surge was we were flying 5,000 miles direct to Incirlik from Dover, aptly demonstrating the direct delivery capa-

bility of the C-5M," said Colonel Semo. "We flew the surge missions without intermediate stops or aerial refueling."

Operational test and evaluation didn't focus solely on the C-5M's flight performance as maintainers accomplished 15 different maintenance demonstrations and identified 447 technical order changes, said Chief Master Sgt. Jon Lynn, 436th Aircraft Maintenance Squadron superintendent.

"Anytime we found something wrong, we submitted the changes," Chief Lynn said. "Some were just rewording of the TO, and some led to total rewrites."

The completion of OT&E and the 1,300 flying hours AFOTEC needed for evaluation required a close partnership between the active-duty and Reserve wings.

"The C-5M integration has and will continue to be a Total Force partnership," said Major Bulris. "We've relied heavily on each other's experience to make each mission and the entire C-5M program a success." ★

(Lieutenant Maguire is assigned to the 436th AW public affairs office at Dover AFB.)

improve overall satisfaction with military health care.

"We understand the value social media can bring to the organization, and we invite beneficiaries to talk to us about how we can improve their health-care experience," Admiral Hunter said.

Tricare is active on Twitter, Facebook, YouTube and Flickr. Also, a new media center Web page was scheduled to launch in March. The media center includes Tricare news and links to Tricare's social media channels. In addition, it allows beneficiaries to share benefit information with their friends and families online.

The Tricare Facebook account can be found online at www.facebook.com/Tricare. The Twitter account is www.twitter.com/Tricare. Beneficiaries can also visit www.tricare.mil/subscriptions to sign up for e-mail alerts about Tricare benefits and news. (Tricare news release)

DOD Offers Free Online Tutoring for Service Members, Families

The Defense Department has launched a free online tutoring service for service members and their families. The site — <http://www.tutor.com/military> — offers round-the-clock professional tutors who can assist with homework, studying, test preparation, resume writing and more.

Marine Corps and Army families have had access to the program for more than a year. Seeing the value, Defense Department officials decided to expand the service to encompass all service members and their families, officials said.

"Providing 24/7 academic and career support for military families during a time when so many parents have a deployed spouse has been an important and well-received benefit for Marine Corps and Army families," said Tommy T. Thomas, deputy undersecretary of defense for military community and family policy.

"We are pleased to expand this program to all U.S. military families and provide peace of mind that their children are never alone when it comes to learning — there is always a certified, professional tutor available to help," he said.

Active-duty service members,

Pope's Puns



CARTOON BY RETIRED MASTER SGT. W.C. POPE

National Guard and reserve members on active duty in a deployed status, Defense Department civilians in a deployed status and their dependents are eligible to participate, officials said. Along with test preparation, the site is open to students of any age — from kindergartners to high school seniors — for one-on-one help in math, science, social studies and English.

Tutor.com's network includes more than 1,800 professional tutors and career specialists who have delivered more than 5 million one-on-one tutoring sessions since 2001, officials said. Each tutor is certified through the site, and all sessions are recorded for quality control. (Elaine Wilson, American Forces Press Service)

Military Families Get Free Access to Caregiver Network

Military families now have free access to an online network of quality caregivers who can assist with

everything from babysitting to dog walking.

Sittercity is the nation's largest online source for local babysitters, nannies, elder care providers, dog walkers, housekeepers and tutors, and contains more than a million caregiver profiles, officials said.

Military members and their families can activate their membership by going to <http://www.sittercity.com/dod>.

The Sittercity Corporate Program, funded by the Defense Department, offers military families — including active duty, Guard and reserve — a paid membership to the site.

"We believe that access to Sittercity's nationwide network of quality care providers will be highly beneficial to our service members and their families," said Tommy T. Thomas, deputy undersecretary of defense for military community and family policy.

The paid membership enables military families entry to a custom-built Defense

Department Web site portal where they can match up caregivers to their situation; gain instant access to caregiver profiles that include background checks, references and reviews; and find military-certified care providers as well as caregivers who are military-subsidized and authorized access to a military installation.

The site will help meet the unique needs of military families as they face deployments, long hours at work and assignments to remote locations, Mr. Thomas said.

"Because of the mobile nature of military life, trusted community resources are often difficult to identify and locate," he said. "These online tools will help service and family members attain the best match between resource and need."

Mr. Thomas said service members and their families can rest assured that they're being provided with top-notch care. The site "links military family members with somebody that the Department of Defense says, 'We've entrusted you to provide this service to our people,'" he said.

While the membership is free, service members are responsible for hiring and paying caregivers, officials said.

Military members and their families can activate their membership by going to <http://www.sittercity.com/dod>. (Elaine Wilson, American Forces Press Service)

Navy Officer Enlists Wife into Reserve

Military life has become a family affair for a Navy supply officer and his wife.

Lt. Cmdr. Shane Guilford, Submarine Group Two supply officer, enlisted his wife, Amy, into the Air Force Reserve Jan. 13. After attending school at Sheppard Air Force Base, Texas, for 17 weeks followed by an internship of about four months at a major Air Force hospital, Airman Guilford will be assigned to the 439th Aerospace Medicine Squadron as a medical laboratory apprentice at Westover Air Reserve Base, Mass.

"My wife has sacrificed for me for many years while I was away," Commander Guilford said. "It's my turn to support her. I was very proud and honored to be able to enlist her."



TECH. SGT. SAMUEL KING JR.

Tech. Sgt. Raul Lopez corrects a new Air Force Reserve recruit in an effort to prepare her and others for their upcoming basic military training experience. Sergeant Lopez and his wife, who are both former military training instructors, visited Duke Field, Fla., in February to assist the future Reservists.

Former instructors help prepare future Reservists for basic military training

By Tech. Sgt. Samuel King Jr.

A husband and wife team of former Air Force military training instructors donned their iconic MTI campaign hats once again to give some new Air Force Reserve recruits a taste of what to expect at basic military training.

Master Sgt. Tiffany Lopez, who is assigned to the 96th Force Support Squadron, and Tech. Sgt. Raul Lopez, with the 96th Logistics Readiness Squadron, spent four years at Lackland Air Force Base, Texas, instructing basic trainees before transferring to Eglin Air Force Base, Fla.

Recruiters from the 919th Recruiting Flight at nearby Duke Field, Fla., invited the active-duty team to use their training expertise Feb. 6 to help prepare a group of recruits for the basic training experience.

"Our intent with this program is to provide a better quality trainee to BMT," said Senior Master Sgt. Russel Foresee, 919th Special Operations Wing supervising recruiter. "The more prepared we can make them, the easier they will transition into Airmen."

The two instructors put the 32 recruits through a short drill practice that included forming lines, sizing up and performing facing move-

ments. Some recruits shivered as they took instruction but tried to maintain their bearing.

The instructors spoke about being prepared for the environment based on when they report to basic training, but also stressed growing up upon arrival.

"You are an adult. You made the decision," said Master Sgt. Lopez, who shepherded eight flights and oversaw five dorms during her time at BMT. "You're no longer a child, and you will leave your parents and family behind. It's going to be tough, but you can do it."

The instructors didn't hesitate to point out recruits' mistakes, from correcting their ever-important reporting statement to bearing and hand position while standing at attention.

After the sergeants put the recruits through their first formation, they held a question-and-answer session, giving the new recruits a chance to find out what they can expect at basic training.

"Be willing to jump in completely," said Tech. Sgt. Lopez, who was a TI during the Air Force's BMT transition from six to eight and a half weeks. "Go with the mindset to come out changed." ★

(Sergeant King is assigned to the 919th SOW public affairs office at Duke Field.)

That pride continued to shine, even though Commander Guilford, who has been in the Navy nearly 22 years, tried to convince his wife to choose Navy blue over Air Force blue.

"Of course. That was my first choice," he said. "However, the education and training benefits the Air Force offered her outweighed her loyalty to the Navy."

"I would have joined the Navy," Airman Guilford said, "but the need for what interested me was not available. I chose the Air Force because it had the medical lab tech job available, and the program worked with my husband's career. We would love to be dual career-oriented until he retires. I would like to retire from the service and acquire a retirement as well."

"My wife is a strong, smart, independent person," said Commander Guilford, 40, a graduate from Eastern Connecticut State University and the Naval Postgraduate School. "I know she can handle whatever challenges the Air Force offers her."

Airman Guilford and her husband didn't make the decision in a vacuum. The couple, who will celebrate their 18th wedding anniversary in June, have two

girls: Sydney, 16, and Michaela, 12.

"They are a little worried about it, as they should be," Commander Guilford said. "Amy is taking a big step. That said, the girls are also very proud of her for taking this on 'at her age.' Their words, not mine."

"The girls know the risk, and they know the security of the service," Airman Guilford said. "I have explained that there are great benefits to serving your county."

For the new Air Force Reservist, military service was an easy decision.

"I love the military," she said. "It has afforded me and my family the opportunity for a wonderful life. Even with all the sacrifices, I would choose this life again."

As she embarks on this latest course in her life, Airman Guilford is setting long-term goals for herself and her family. She wants to get a master's degree in bioenvironmental management. Currently, she is a junior at Eastern Connecticut State University.

"This path will afford me the opportunity to finish my education with the military assisting me," she said. "My goal is to become an officer like my husband. I

am showing my girls that it is never too late to accomplish your dream.

"They both love me and support what I am doing. They have had all my attention for the last 17 years, and, I must say, I have raised wonderful, well-adjusted, strong girls. I hope they can go into the world and see that they can accomplish anything they desire. Age need not hold you back, and it is never too late. I hope to, one day, enlist one of them, so they can have the benefits and the pride of serving their country." (Lt. Patrick Evans, public affairs officer, Submarine Group Two, Groton, Conn.)

Reservist Uses Training to Help Save a Life

Staff Sgt. Christopher Whigham, an Air Force Reserve services apprentice, knew his training would expose him to real-world experiences, but he never expected his training would also lead to saving a life.

For Sergeant Whigham, Feb. 1 started out as a routine day for both him and the staff at the Aragon Dining Facility at

Golf-based youth development program opens to Reserve families

The First Tee, a nonprofit organization that provides learning facilities and educational programs that promote character development and life-enhancing values through the game of golf, is reaching out to the children of Air Force Reservists.

When The First Tee officials announced in September they were partnering with the Department of Defense to implement programs on 120 U.S. military installations, they didn't forget about the thousands of Reservists and National Guardsmen who do not live on or near a military installation.

"In addition to offering character education and life-skills training to the children of military members stationed both at home and overseas, The First Tee program will be offered free of charge to Reservist families by participating chapters across the country," said Joe Louis Barrow Jr., chief executive officer of The First Tee.

Currently, there are more than 700 program locations for The First Tee around the world. Under the two-year agreement between The First Tee and the DOD, 50 U.S.-based military installations began offering the program in September, and 50 more are scheduled to launch programs this spring.



Also this year, programs will be launched at 20 U.S. bases located in Cuba, Germany, Guam, Italy, Japan, Puerto Rico, South Korea and Spain.

"We are honored to have the opportunity to introduce our positive youth development programs to children of those serving in our armed forces around the world," Mr. Barrow said. "The First Tee teaches young people important life skills such as managing emotions, goal setting, interpersonal communication

and effective conflict resolution. The program goes far beyond teaching fundamental golf skills."

"We're excited that The First Tee has opened its doors to the children of those serving in the armed forces and that the children of Reservists who live near a facility of The First Tee will be able to participate, even if they don't have convenient access to a military base," said Stacey Young, Air Force Reserve Command's chief of family member programs.

Since its inception in 1997, The First Tee has introduced the game of golf and its values to more than 3.5 million participants in 50 states and five international locations. For more information or to see if there is a chapter of The First Tee near you, go to www.thefirsttee.org or call (904) 940-4300. ★

Peterson Air Force Base, Colo. All that was on Sergeant Whigham's mind was his last day of training in the dining facility before transferring to his next phase of training at base lodging.

"It started out as a normal Monday," said Sergeant Whigham, who in his civilian job is a patrolman first class with the Albuquerque, N.M., Police Department. "I had been working in the dining facility for a few weeks. I was just finishing up with breakfast and walked back toward the kitchen when I saw personnel running, and I could tell something serious was happening."

At that point, the normal Monday turned into an emergency situation. A local bread delivery man, on his normal route, was laying on the ground, and someone said he was having a heart attack.

Airman First Class Ross Belknap, who had been working in the dining facility back room, was receiving the bread delivery with John Karagiannes, a civilian employee, when they saw the delivery man collapse. While Airman Belknap ran into the dining room to get help, Mr. Karagiannes called 9-1-1. Sergeant Whigham rushed to the man's side to help.

"I got down at his head and checked to see if he was breathing," Sergeant Whigham said. "I checked for a pulse, and someone said the word 'CPR.' I ripped his jacket off and gave him two breaths. At that point I became very focused. I gave him a few rescue breaths."

The sergeant said the man remained unresponsive.

"There was nothing in his eyes," he said.

"I gave him another set of compressions, maybe three rounds. That's when he took a breath on his own. It was more of an involuntary breath. I kept going with the rounds, maybe six or seven rounds, and his body was starting to kick in. It was all happening kind of fast. At that point, I heard the sirens in the background and knew the paramedics were coming. They came in and, at that point, took over."

After stabilizing the patient, the paramedics carried him on a backboard to the ambulance and transported him to a local hospital. Later that day, the dining facility staff learned the man was awake and was moving his arms and legs.

Tech. Sgt. Rick Rayos, dining facility manager, said everyone working that morning did exactly the right thing and worked as a team to help save a life.

Sergeant Whigham is certified in CPR as part of his civilian police training. He also took part in additional CPR training while on his Reserve annual tour this past summer at Andersen AB, Guam. (Ann F. Skarban, 302nd Airlift Wing public affairs office, Peterson AFB.)

Spring Marks Start of Personnel System Transition

Defense Department officials are on track to transition the majority of its more than 220,000 civilian employees out of the National Security Personnel System by Sept. 30, more than a year ahead of deadline, the official heading up that transition said Feb. 18.

The 2010 National Defense

Authorization Act called for the termination of NSPS by January 2012, bringing an end to a controversial personnel system that's been in use for less than four years.

The majority of employees will transition, starting this spring, back to the decades-old General Schedule system, but with an assurance in regard to pay.

"I am committed to ensure, as directed in the National Defense Authorization Act, that employees experience no loss of, or decrease in, pay upon conversion," said John James Jr., director of the Pentagon's NSPS transition office. "The department believes in that and believes it is the right thing to do."

This preservation of pay encompasses all employees. For instance, NSPS employees who are paid a salary that exceeds Step 10, the highest step under the GS system, of their pay grade will retain their pay upon conversion, Mr. James said.

An employee's grade upon conversion will be determined by classification specialists using the same criteria in use for GS employees, Mr. James said.

As officials work to ensure a smooth transition, they also are turning an eye to the road ahead. Along with terminating NSPS, the act gives the Defense Department new authorities to look at developing a successor performance management system that incorporates the best practices of NSPS and GS.

Mr. James emphasized the importance of communication throughout the transition process and future personnel system modifications.

"You can't overcommunicate a change," he said.

To that end, the NSPS Web site, <http://www.cpms.osd.mil/nsps/>, now includes transition updates and a training module called GS 101, he said.

"Employees who have never been in the GS system, and there are a few, can go in and walk through that," Mr. James said. "It really is informative and tells them how the GS system works."

Mr. James encourages employees to continue to ask questions.

"Employees should feel free to ask their chain of command about how that process is being implemented," he said. "GS is very prescriptive in how the process works. They will be informed how their job will be classified and transitioned." (Elaine Wilson, American Forces Press Service)

Air Force Launches Program to Promote Family Fitness

One week after the Air Force launched a new family fitness program that encourages an active lifestyle for kids and adults, more than 2,000 families had signed up.

FitFamily, a companion to the highly successful youth fitness program Fit Factor, began Jan. 30 and encourages families to "get up, get out and get fit — together."

"The FitFamily program is more than just logging points, monitoring progress and earning incentives. It's about families spending quality time together and setting goals with each other," said Chief Master Sgt. of the Air Force James A. Roy, the Air Force's top enlisted Airman. "Developing and caring for Airmen and their families is a top priority. We must continue taking time to care for and honor our commitment to our families."

Air Force FitFamily focuses on the basics of family health and fitness to include participating in activities, building healthy habits and counting your progress.

"FitFamily is an important component of the overall Air Force fitness and health initiative and a visible part of the Year of the Air Force Family," said Condredge Fisher, program manager at the Air Force Services Agency. "The child and youth programs, and the adult fitness centers will work closely together to promote the program."

FitFamily is a goal incentive program that is open to all active-duty members, Reserve and Guard members, Department of Defense and civilian families, retired military members, honorably discharged veterans with 100 percent service-connected disability, and former or surviving military spouses and their family members.

To enroll in the program, families can log on to <http://www.USAFFitFamily.com> and click on "Register My Family." The system will send a password to each family member's e-mail.

Additionally, the interactive FitFamily Web site also provides resources, ideas and goal-setting tools to help Air Force families be active, make healthy nutrition choices and have fun in an effort to promote overall wellness.

For more information about FitFamily activities, contact your local youth center or adult fitness center. (Air Force News Service) ★

It's Your Money

Let's get it started

By Ralph Lunt



Boy, did I get a great e-mail recently from a reader! Now, to be fair, any e-mail that tells me how much you like and look forward to reading my column is a great e-mail.

Anyway, this young, and obviously intelligent, Reservist is concerned about investing for retirement, especially since he correctly realizes that Social Security will not nearly meet his retirement income needs. He is interested in learning more about investing, individual retirement accounts and pensions, as well as how my business works and what kind of fee there is for financial planning. In short, he wants to know how to get the "power" of financial education I wrote about in February.

Before anyone begins investing, I'd recommend eliminating all debt except for a home mortgage and, if need be, a vehicle loan. It makes sense to have a credit card for emergencies and such. Just don't carry a balance.

Let's look at this Reservist's options for investing in retirement, especially since he mentioned he does not have a 401(k) at his full-time job. For his pre-tax dollars, I'd suggest he take full advantage of the very low-cost and simple Thrift Savings Plan. If he is not already signed up for this tax-deferred investment program, he can fill out the TSP-U-1 and open up the opportunity to contribute 100 percent of his pay up to the \$16,500 limit in 2010.

If his risk tolerance includes something other than the "G" fund, he will smooth his market risk by investing at regular intervals irrespective of price.

In my view, dollar cost averaging is one of the cardinal principles of "the power." I'd most likely recommend he put half of his investable dollars in the TSP and the other half, up to the \$5,000 limit, into a Roth IRA.

The TSP is pretty straightforward. You put a percentage of your pay in your TSP account and select any of the five individual or five lifestyle "L" funds. The Roth IRA is more involved. There are lots of investment choices; in fact, you can invest in almost anything in a Roth IRA, including stocks, bonds and exchange-traded funds.

My recommendation? Watch for my next column about investing outside the TSP. ★

(Editor's note: This feature is designed to provide financial advice and information of a general nature. Individuals should conduct their own research and consult a financial adviser before making any financial decisions. Based in Cleveland, Ohio, Mr. Lunt is a certified financial planner and vice president of a financial planning and consulting firm. He is also a lieutenant colonel in the Air Force Reserve, serving as the reserve forces director for the Great Lakes regions of the Civil Air Patrol adviser's program.)



AVALANCHE SURVIVORS — Members of the 33rd Expeditionary Rescue Squadron, who are deployed to Afghanistan from the Air Force Reserve's 920th Rescue Wing at Patrick Air Force Base, Fla., help rescue people who survived multiple avalanches Feb. 8 and 9 in the Salang Pass, Afghanistan. This is the major mountain pass connecting northern Afghanistan and Kabul province, with further connections to southern Afghanistan and Pakistan. The people had been exposed to sub-zero temperatures, trapped in vehicles and, in some cases, buried in the snow for more than 12 hours. The survivors were evacuated on U.S. Army CH-47 helicopters. Over a seven-hour period, the Reservists helped rescue more than 300 people on 12 flights.

UNIFIED RESPONSE

Command continues to provide assistance to earthquake-rocked nation

Two months after a 7.0-magnitude earthquake killed an estimated more than 200,000 people and devastated Haiti's capital city of Port-au-Prince, Air Force Reserve Command continues to provide humanitarian assistance and disaster relief to the Haitian people.

AFRC officials said the pace of operations as part of Operation Unified Response has slowed down considerably since the first missions were flown Jan. 13, just one day after the earthquake struck. However, units throughout the country are continuing to provide support.

Between Jan. 13 and Feb. 25, AFRC crews flew more than 220 associate and unit-equipped aircraft missions supporting OUR operations. Aircraft involved included C-130s, MC-130s, C-17s, C-5s, KC-10s and KC-135s.

During that same timeframe, Reservists took part in 30 aeromedical evacuation missions, either on AFRC or Air Mobility Command aircraft, involving more than 1,000 patients.

Shortly after the earthquake, Homestead Air Reserve Base, Fla., was established as one of two aerial ports of embarkation for the relief efforts, serving as a staging area for Air Force, Marine, Navy and Coast Guard troops, equipment and supplies to be flown into Port-au-Prince. The other aerial port of embarkation was Charleston Air Force Base, S.C.

In addition, Homestead functioned as a processing center for people — primarily U.S. citizens — who were evacuated

from Haiti to the United States on C-130 aircraft.

The base had returned to normal operations by mid-February, but during that one-month period, Homestead staff and volunteers — working around the clock — processed 4,309 passengers (including patients), uploaded or downloaded 312 aircraft and processed 2,070 short tons, or 4,140,000 pounds, of cargo.

According to AFRC manpower officials, the command has had 534 Airmen, in a wide variety of career fields, on military orders in support of OUR. However, only 36 of these people were actually on the ground in Haiti. The rest were based in the United States or in the region.

Participation in OUR relief efforts extended all the way down to Reservists who were in Puerto Rico for their Coronet Oak rotational deployment. Coronet Oak is the U.S. Southern Command's airlift mission that provides humanitarian aid to the Central and

A Haitian boy receives treatment at an ad hoc medical clinic after an earthquake rocked the island nation Jan. 12. (United Nations photo by Logan Abassi)



South American theater of operations as well as islands in the Caribbean Sea. Air Force Reserve and Air National Guard C-130 aircrews and maintenance professionals rotate to Muniz Air Base on a bi-weekly basis and maintain readiness for any airlift requirement.

A maintenance team from the 302nd Airlift Wing at Peterson Air Force Base, Colo., arrived at Muniz Jan. 23 and quickly got involved with supporting OUR missions with the 35th Expeditionary Airlift Squadron to transport water, medical supplies and other needed items to the people of Haiti.

The maintainers did an "outstanding job" and were "gung-ho" in making sure the aircraft were ready to fly, said Capt. Sharon Rice, 35th EAS maintenance officer. "My biggest challenge is making sure they get enough rest. They want to get our planes back into the air."

"The support Air Mobility Command (Airmen — regular Air Force, Reserve and Guard) provided, and continue to provide, after the earthquake in Haiti has been the largest, most concentrated disaster response I've seen in my 25-year Air Force career," said Col. Brian Reno, director of the 618th Tanker Airlift Control Center's Contingency Response Cell for OUR. "The Contingency Response Cell was running for 30 days straight, which is the longest activation the CRC has seen since Sept. 11, 2001." ★

(This story was compiled from information taken from a variety of sources, including Air Force Print News and Air Force Reserve Command news releases, as well as data provided by the AFRC history office.)

OPERATION UNIFIED RESPONSE

Air Force Reserve Command's Contribution At-A-Glance

- 220+ missions flown.
- 4,300+ passengers moved.
- 1,000+ patients moved.
- 4 million+ pounds of cargo transported.

Information current as of Feb. 25, 2010.



Airmen from the 452nd Air Mobility Wing's aerial port support flight watch as a C-17 Globemaster III from Travis Air Force Base, Calif., arrives at March Air Reserve Base, Calif. The C-17 was loaded with 72 members of an urban search and rescue team and equipment bound for Port-au-Prince, Haiti, to assist with the earthquake relief effort.

MASTER SGT. ROY SANTANA



SENIOR AIRMAN LOU BURTON

Staff Sgt. Johann Gomez of the 482nd FW's civil engineer squadron helps move American survivors of the Haiti earthquake into the gymnasium at Homestead ARB.



TECH. SGT. BRIAN BAHRET

Maj. Sir Rodney, a nurse with the 482nd Fighter Wing medical squadron, shapes a splint for an evacuee from Haiti at Homestead Air Reserve Base, Fla.



STAFF SGT. JACOB N. BAILEY

A C-17 Globemaster III from Charleston Air Force Base, S.C., is loaded with 40 container delivery system bundles totaling 67,800 pounds of meals, ready-to-eat and bottled water before an air delivery mission in support of Operation Unified Response.



MASTER SGT. DAWN PRICE

Senior Master Sgt. William J. Lamela, a loadmaster assigned to the 452nd AMW, directs the offloading of relief equipment and supplies from one of the wing's C-17s at the Port-au-Prince International Airport.

Resiliency

Chaplains learn, then share, the secrets of bouncing back

By Bo Joyner

For years, Chaplain (Col.) Don Smith has been fascinated by highly resilient people — men and women who are able to rebound quickly from life’s most severe crises and traumas. As Air Force Reserve Command’s command chaplain, he has interviewed, counseled and mentored hundreds of people over the years who have successfully moved forward with their lives after experiencing a highly traumatic incident. Sadly, he has also encountered a number of people who were not able to bounce back from one of life’s inevitable disasters. Why is it, he wondered, that some people are overcome by post-traumatic stress while others effectively achieve post-traumatic growth?

A couple of years ago, Chaplain Smith began wondering if resiliency was something a person was simply born with or if it could be taught. His research revealed that while there is a genetic component to resiliency, most experts agree that it is a behavior that can be learned.

“To be honest, I was worried about our Reserve chaplains,” Chaplain Smith said. “They are deploying frequently and doing a fantastic job of helping our troops deal with the stresses of war, but I was worried that nobody was helping them deal with the stresses in their own lives.”

Chaplain Smith thought it would be a good idea to offer resiliency training to the command’s chaplains — so they could be more resilient in their own lives and also so they could pass on resiliency tips to the troops they come in contact with on a daily basis. Once he decided that resiliency training was worthwhile, Chaplain Smith knew right away who he would ask to lead AFRC’s resiliency training effort: Chaplain (Col.) Charlie Bolin.

Chaplain Bolin has spent most of his 27 years in the Air Force Reserve helping people respond to traumatic situations. A pio-

Common characteristics of highly resilient people

• **They ask for help.** Resilient people rely on others to help them get through the tough times. They aren’t afraid to ask for help and usually have a support network in place. One of the greatest challenges facing resiliency training in military settings is overcoming the belief that asking for help is a sign of weakness or will be detrimental to a person’s career.

• **They help others.** Just as they aren’t afraid to ask for help, resilient people are eager to help their friends, families and co-workers get through the difficult times. “The benefit you derive for yourself is as great as that you give to others,” according to Dr. Sam Goldstein, a psychologist and author of *The Power of Resilience*.

• **They are spiritual.** Numerous studies have shown that people with strong faith tend to get through the difficult times better. One Duke University study looked at people with serious medical conditions and found that those who had strong religious convictions and participated in religious activities were less likely to suffer from depression. The study also showed that when they did become depressed, the depression didn’t last as long as it did for less religious people.

• **They are focused on their health.** A good diet and regular exercise can help you get through the tough times. Recent studies have shown that regular exercise actually helps to repair neurons in areas of the brain that are particularly susceptible to stress.

• **They are optimistic.** Resilient people see negative events as an opportunity to better themselves or become better people — a chance for “post-traumatic growth.” They know that bad things can happen to good people and don’t focus on a traumatic event, but rather focus their attention on getting through the trauma. You can’t always control what happens to you, but you can control your attitude when something bad happens. ★

INFORMATION TAKEN FROM SEVERAL SOURCES, INCLUDING AARP THE MAGAZINE

neer in the field of critical incident stress management, he was on the ground floor when the Air Force implemented its CISM program in 1997.

Less than a month after he completed advanced CISM training in August 1988, he was called in to help when two helicopters crashed at Nellis Air Force Base, Nev., killing 12 Airmen. Since then, the Air Force has called on him several times to help

people pick up the pieces from a tragic event.

“Chaplain Bolin has a real gift for helping people get through the toughest times in their lives,” Chaplain Smith said. “I can’t think of a better person to teach our chaplains to be more resilient.”

About a year and a half ago, Chaplain Bolin began working on a resiliency training class for AFRC’s chaplains. In March 2009, he conducted his first seven-day class. To date, 30 chaplains have completed resiliency training and are passing on what they have learned to the people they encounter. More classes are scheduled for this year.

While the course is faith-based, it doesn’t favor one religion over any other, and it teaches that resiliency is tied to body, mind and spirit. Chaplain Bolin teaches a “whole person” approach to resiliency, similar to the Army’s recently announced resilience training program.

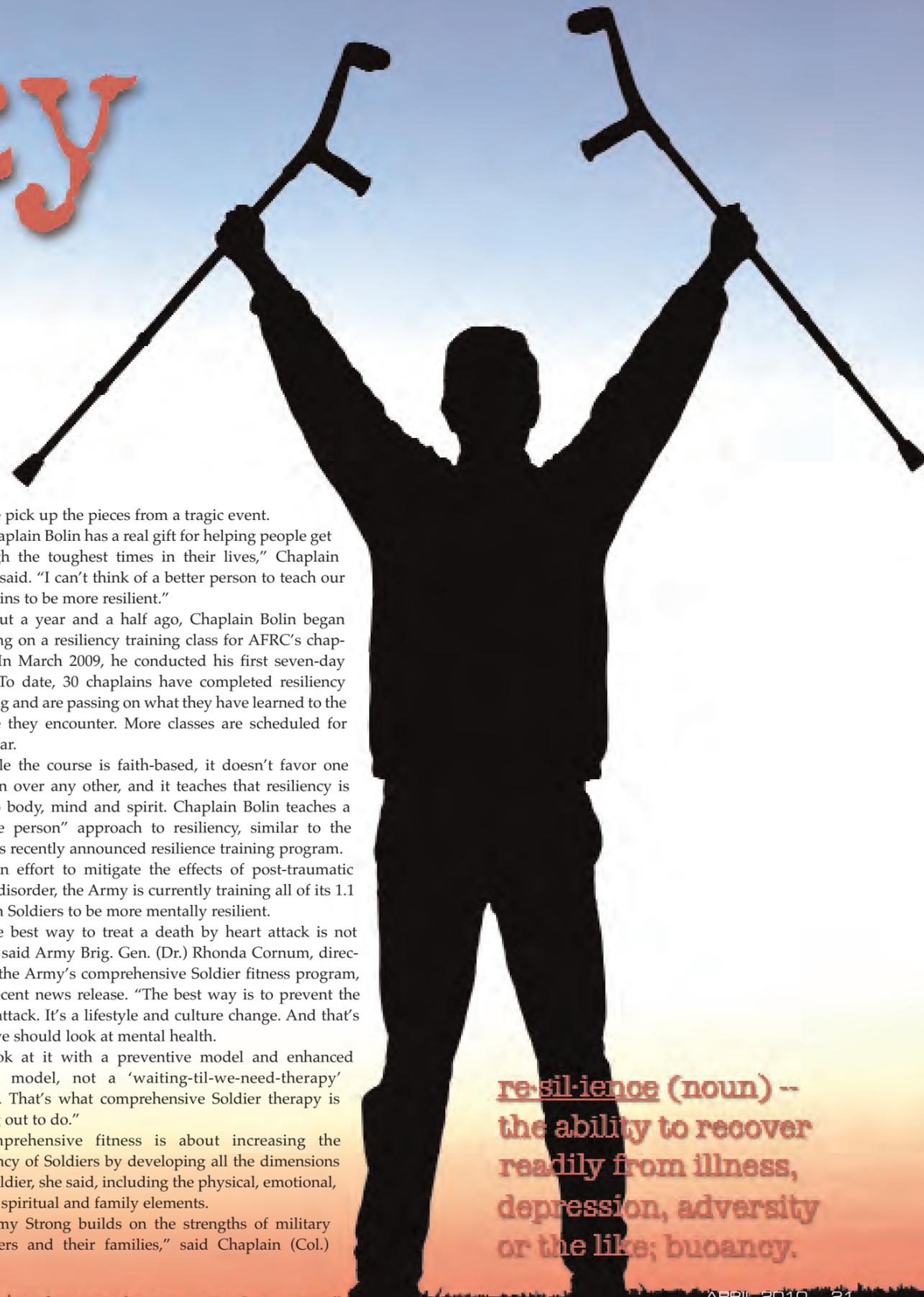
In an effort to mitigate the effects of post-traumatic stress disorder, the Army is currently training all of its 1.1 million Soldiers to be more mentally resilient.

“The best way to treat a death by heart attack is not CPR,” said Army Brig. Gen. (Dr.) Rhonda Cornum, director of the Army’s comprehensive Soldier fitness program, in a recent news release. “The best way is to prevent the heart attack. It’s a lifestyle and culture change. And that’s how we should look at mental health.

“Look at it with a preventive model and enhanced health model, not a ‘waiting-til-we-need-therapy’ model. That’s what comprehensive Soldier therapy is setting out to do.”

Comprehensive fitness is about increasing the resiliency of Soldiers by developing all the dimensions of a Soldier, she said, including the physical, emotional, social, spiritual and family elements.

“Army Strong builds on the strengths of military members and their families,” said Chaplain (Col.)



re-sil-i-ence (noun) -- the ability to recover readily from illness, depression, adversity or the like; buoyancy.

David Fulton, a Reservist currently assigned to the Chaplain Corps College at Fort Jackson, S.C. "Many programs for Airmen seek to bind up and support the wounded. The new resilience frame of reference is to build strength from the inside out."

That's what Chaplain Bolin is hoping to do with the new chaplain resiliency course.

"The stress of war is a unique kind of trauma in the human experience," Chaplain Bolin said. "Being a warrior, observer or victim of war challenges the human spirit as no other experience."

And while war can certainly attack the human spirit, it can be an effective growth experience when the warrior is adequately trained to understand how combat can produce psychological wounds, he said.

The chaplain resiliency course centers on what Chaplain Bolin calls the seven principles of faith-based resilience. He teaches these principles using the word SERVICE as an acronym.

"S" is for sacred significance. Having a source of faith that provides significance to life and life events is a common trait among highly resilient people. Significance found through the sacred supports the process of making meaning out of life events because a reality outside of one's self has a larger purpose in life.

"E" is for eternal perspective. People with an eternal perspective understand that there is a purpose in life even though they may not understand it at the present time. Making meaning and finding purpose are two major steps that help people deal with challenging events, like a disaster or tragedy.

"R" is for relational partnership — A third major step is staying connected with the source of one's faith. That's where relational partnership comes in. There is a shared responsibility between the source of faith and the adherent to deal with life's most challenging events together.

"V" is for valid interpretation. Oftentimes, people rely on external evidences of their faith to help them get through the difficult times. These external evidences may be sacred and inspired writings, like the Bible or Quran, or other documentation having historical significance in declaring the effectiveness of faith. Resilient people often use these to search for examples from other people who have successfully dealt with critical life issues.

"I" is for individual sanctification. Personal reflection time can be extremely important in times of extreme distress. The most common methods of accomplishing this are private

Pilot program places full-time chaplains at six locations

Lt. Gen. Charles E. Stenner Jr., Air Force Reserve Command commander, recently approved a test program that will place full-time Reserve chaplains at six AFRC locations throughout the United States.

The pilot program will allow the six full-time chaplains to better spread the word about resiliency and help Reservists and their family members cope with the stresses of military service. If the program is successful, it may be expanded in the future.

"We're excited to announce that for the first time ever we're placing full-time chaplains at six of our busiest locations," said Chaplain (Col.) Don Smith, AFRC command chaplain. "These bases all have high deployment rates and ops tempos, and we're confident that having chaplains there full-time will help our people better deal with the major stresses in their lives."

The six locations are:

- Naval Air Station Joint Reserve Base Fort Worth, Texas, home of the 301st Fighter Wing and Headquarters 10th Air Force.
- Lackland Air Force Base, Texas, home of the 433rd Airlift Wing.
- March Air Reserve Base, Calif., home of the 452nd Air Mobility Wing and HQ Fourth Air Force.
- Patrick AFB, Fla., home of the 920th Rescue Wing.
- Schriever AFB, Colo., home of the 310th Space Wing.
- Westover ARB, Mass., home of the 439th AW. ★

Schriever Air Force Base, Colo. "Somehow, these folks have figured out how to be hardy and be able to bounce back from life's bumps. Now, what we are trying to do is take the principles that these folks are using in their lives and see if there are any items that can be taught to others to help them become more resilient."

Chaplain Leivers completed resiliency training in January and is already using what he learned to help others build resiliency.

"The class reaffirmed for me the importance of building resilience through building relationships," he said. "Like suicide training, resilience training isn't very effective if done by PowerPoint slides only. The slides have to be coupled with a personal relationship. Chaplains have to be out and about and present with the Airmen. Always hiding in your office doesn't get the chaplain's mission done."

He said the class also helped him realize how keeping all areas of his own life (physical, mental and spiritual) in balance is vital to promoting resiliency.

"That's one thing I hope everyone takes away from this class," Chaplain Bolin said. "While the spiritual side is critical to building resiliency, you have to be strong physically, mentally and spiritually to be able to bounce back from life's biggest challenges." ★

prayer and meditation, solitary study of sacred inspired materials, and practices of personalized rituals in a private setting.

"C" is for community identity. The desire to be part of a community is human nature and studies have shown that people who receive support and encouragement from those around them are better able to cope with traumatic events.

"E" is for encompassing holism. Any program promoting health, well-being and positive coping skills must be multi-component and comprehensive in nature. Resilient people tend to focus not only on their spiritual health, but their physical and mental health as well. This is the body-mind-spirit connection.

The chaplain resiliency class also looks at some of the common characteristics of highly resilient people (see accompanying sidebar) and what people can do to make themselves more resilient.

"Resiliency is the hot new buzzword these days, but there were resilient people way before we started resiliency training," said Chaplain (Lt. Col.) Robert Leivers, the chaplain at the Reserve's 310th Space Wing,

A Better Boot

An Airman replaces his old combat boots with the boot of choice from the recent Airman battle uniform combat boot wear test.



New footwear designed for use in industrial environments

The Air Force has selected a full-grain leather boot that incorporates a rubber toe and heel cap that resists staining and increases durability for wear with the Airman battle uniform in industrial environments.

In 2008, the Air Force Uniform Office at Wright-Patterson Air Force Base, Ohio, began investigating various options for increasing the stain-resistant properties of the current-issue suede ABU combat boots. The first test of a stain-resistant boot was unsuccessful in meeting the needs of Airmen. As a result, AFUO officials conducted a follow-on test with different materials. This follow-on wear and lab testing provided the research and development project team with data to make the best selection for acceptable stain-resistant ABU combat boots.

"The latest test boots have smooth leather, like the old black boots," said Richard Keefer, AFUO chief. "The intent was to try a boot that is easy to clean, will not stain, and hides scuffs and wear from industrial use."

In late August 2009, AFUO testers outfitted Airmen at Luke AFB, Ariz., for a large-scale boot wear test of various options to increase boot stain resistance. Four different boot manufacturers provided sage green, full-grain leather boots for the wear test. These configurations were:

- **Style A** — A hot weather, safety-toe boot construction with full-grain, smooth sage green leather.
- **Style B** — A temperate weather boot constructed with full-grain, smooth sage green leather. This test boot was the only non-safety toe boot included in the wear test. It was only tested on Airmen in non-flight line, non-industrial work environments that did not require a safety toe.
- **Style C** — A hot weather, safety-toe boot constructed with full-grain, smooth sage green leather. The heel and toe areas of the boot had rubber reinforcements that are also sage green in color.
- **Style D** — A temperate weather, safety-toe construction with full-grain, smooth sage green leather.

According to 1st Lt. Ashley Hawkes, an AFUO project officer, 200

Airmen — selected primarily by Air Force specialty code — participated in the wear test. Participants included members working primarily in the maintenance, medical and civil engineering career fields.

To accomplish the outfitting of wear-test boots, a team of military members, Department of Defense civilians and contractors traveled to Luke AFB to distribute the boots for the wear test. Airmen at Wright-Patterson also participated in the wear test.

During the outfitting, Airmen attended a briefing that detailed their responsibilities and how to choose a properly fitting boot.

Participants wore the boots for a 45-day wear test. They provided feedback via two wear/comment logs and a final survey. In addition, Airmen at Luke AFB provided information by participating in a focus group meeting.

Test officials collected, reviewed and analyzed participants' test feedback. In addition, an independent laboratory in San Antonio tested, analyzed and rated the boots for stain resistance.

Feedback from participants varied depending upon which boot configuration they wore. The most common concern that maintenance Airman had for each prototype boot was poor traction.

After weeks of testing, the overall choice was a boot configuration that included a rubber heel and toe cap, with the only issues being the boot's weight, breathability and traction. User feedback and lab testing prompted AFUO officials to recommend adoption of the sage green, full-grain leather boot with rubber heel and toe reinforcements. The requirement will be for this maintenance specialty boot to be designed with a lighter weight, improved breathability and a better sole.

"It's vital for Airmen to have equipment that, first and foremost, enables them to stay mission focused," said Maj. Darien Hammett, 648th Aeronautical Systems Squadron commander.

More information will be available on the approval and production of a new stain-resistant boot by early summer. ★

(Brad Jessmer, Air Force Uniform Office, Wright-Patterson AFB)

AIRBORNE FIREFIGHTING — THAI STYLE

Reservists share MAFFS experience with overseas allies

Story and Photos by Capt Jody Ritchie

The C-130 is flying 150 feet above the ground at a speed of 120 knots, carrying approximately 38,000 pounds of equipment and cargo. A second later, 27,000 pounds of water are sprayed out of two giant tubes hanging over the open rear ramp of the aircraft.

Another wet modular airborne firefighting system training run is complete, and the aircraft heads back to base.

This scenario plays out every year somewhere in the United States as U.S. Air Force Reserve and Air National Guard C-130 crews train for annual MAFFS certification. But what made the training that took place in January different from previous years was the fact that the C-130 tail flash sported a Thai flag, and the crew members wore Royal Thai Air Force uniforms. Welcome to MAFFS training — Thai style.

MAFFS is specialized equipment that is loaded into the cargo bay of a C-130 and is capable of dropping up to 3,000 gallons of water or fire retardant at one time. Once dropped, the retardant becomes a containment line that works to block the spread of wildfires. The Air Force Reserve is often called upon by the U.S. Forest Service to fly MAFFS missions, typically during the summer and fall wildfire seasons.

Few people would think Thailand — a country most associate with damp, heavy jungle foliage — suffers from wildfire problems. But the weather in some areas of Thailand can be seasonally dry — so dry, in fact, that the government is involved in cloud seeding operations in an effort to promote more rain.

In addition, according to the U.S. State Department Web site, 40 percent of Thailand's labor force is involved in agriculture, and Thailand is the world's largest exporter of rice. With so much importance placed on a crop that requires water, it's easy to understand how dry weather and fires would create problems for the Thai people.

In an effort to enhance Thailand's firefighting capabilities, Group Capt. Nimit Kraigratoke, deputy director for the RTAF's Special Task Division, brought the mission of aerial firefighting to the RTAF several years ago.

"I studied aerial firefighting on my own and learned of the MAFFS capability," said Group Captain Nimit. "Then I was able to coordinate purchasing a C-130 MAFFS unit in 2001."

The MAFFS unit is assigned to the 601st Squadron based at Don Muang Royal Thai Air Force Base in the capital city of Bangkok. Some RTAF members attended minimal training when the MAFFS unit was purchased, but more was needed.

"I wanted to provide good training to our aircrews so they would not have to teach themselves," Group Captain Nimit said, "so we reached out to the experts."

Those experts were members of the Air Force Reserve's 302nd Airlift Wing at Peterson Air Force Base, Colo. Marking a first for Air Force Reserve Command, seven members of the 302nd AW traveled to Thailand in January to conduct a two-week training session on safe and effective C-130 MAFFS operations. They were accompanied by David Stickler, a lead plane and instructor pilot for the U.S. Forest Service.

The training included one week each of classroom and flying instruction. Combined, the Reservists brought 100 years of MAFFS experience to share with their Thai counterparts.

"Our crews are intent on studying and learning from the experience of their instructors," said Special Group Capt. Thawonwat Chantanagama, deputy director of the RTAF Directorate of Operations, during the MAFFS training opening ceremony. For the RTAF, a special group captain is the equivalent of a U.S. brigadier general.

"We intend to train to U.S. Air Force standards," said Lt. Col. James Steward, MAFFS C-130 pilot and chief of flying safety for the 302nd AW, as he created training folders for each RTAF aircrew member at the onset of training.

As the training transitioned from classroom work at Don Muang RTAFB in Bangkok to flight training at Phitsanulok RTAFB in north central Thailand, the Reservists gained an appreciation for the skill of the RTAF crews.

"We are all impressed by the skill and dedication of the Thai aircrews," said Colonel Steward, as he stood next to an immaculately clean RTAF C-130H aircraft.

"In the United States, MAFFS pilots are led to the fire and told where to drop the retardant by a U.S. Forest Service lead plane," Mr. Stickler said. "In Thailand, they don't have lead planes, so the C-130 pilot has to understand fire behavior."

Mr. Stickler and Colonel Steward spent valuable time between training flights reviewing fire behavior and what the safest and most effective approach to aerial firefighting is for various circumstances. To help the RTAF crews visualize the tactics during classroom training sessions, various objects and strips of colored paper were used to represent such things as mountains, fire, structures and fire retardant.

"That was very creative, and I think it helped drive the training home," said Lt. Col. Corey Steinbrink, mission commander and C-130 MAFFS pilot.

By the third day of aerial training, the RTAF crews were "doing the mission on their own, with our assistance, as opposed to us teaching them everything," Colonel Steinbrink said. "They have a good understanding of the MAFFS mission."

"They already understand the checklists well," said Chief



Master Sgt. Tom T. Freeman, loadmaster with the 302nd Airlift Wing, looks on as Royal Thai Air Force members complete checklists for the modular airborne firefighting system at Phitsanulok Royal Thai Air Force Base, Thailand.



Lt. Col. James Banker discusses the challenges of flying the aerial firefighting mission with Squadron Leader Saraphongse Dibavadi, prior to a training mission involving a wet drop. Colonel Banker is the chief of current operations with the 302nd AW. Squadron Leader Dibavadi is the 601st Squadron deputy commander for the Royal Thai Air Force.

Master Sgt. James Riley, chief loadmaster with the 302nd AW. "We have even been able to discuss some emergency response checklists with them."

As training came to a close, both the Thai and U.S. Airmen felt the time coordinating the event was worth the investment.

"We very much appreciate the training," said Squadron Leader Promrob Chanchom, C-130 pilot with the 601st

Squadron and a former U.S. exchange officer stationed at Dyess AFB, Texas. "We got a lot of experience, a lot of ideas and the big picture of firefighting."

"This training is really useful to MAFFS for the Royal Thai Air Force," said Special Group Captain Chantanagama during the closing ceremony. "This course can strengthen relationships between the United States Air Force and Royal Thai Air Force."

"The outpouring of support from our hosts has been amazing," Colonel Steinbrink said. "All the crews we trained have been receptive and knowledgeable but also very willing to learn, listen and ask questions. We hope to continue the relationship with the 601st Squadron and the firefighting mission in Thailand." ★

(Captain Ritchie is assigned to the 302nd AW public affairs office at Peterson AFB.)

Trip to Thailand a happy homecoming for chief loadmaster

By Capt. Jody Ritchie

James Riley was 4 years old, sitting at the dinner table in his Chicago home, when he first heard the word "Thailand."

His father had just received a U.S. government job offer at Takhli Royal Thai Air Force Base in central Thailand and was asking his family if they wanted to go.

"I had no idea where Thailand was, but everyone else wanted to go, and I followed the lead," said Chief Master Sgt. James D. Riley, now chief loadmaster with the 302nd Airlift Wing at Peterson Air Force Base, Colo.

At the time, there was no way he could have known how that dinner conversation would change the rest of his life.

Chief Riley spent the next six years, 1967 to 1972, living in Thailand, learning the culture and language in true immersion fashion during his impressionable childhood years as he attended a Catholic school in Bangkok. He has experienced things few Westerners can relate to, including living for three months amongst monks in a Buddhist temple.

Since moving back to the United States, he regularly returns to Thailand. His first trip back was as a teenager when he spent the summer on an island catching crabs for a friend's restaurant. Since 1994, Chief Riley has made more than 15 trips back to his former home, averaging about one visit per year.

Chief Riley said that when he was a child, his family moved around a lot. The six years he lived in Thailand was the longest he spent in any one place.

"This is home," he said. "There are parts of Thailand that haven't changed since I lived here and parts that are more modern. I love the diversity."

Not surprisingly, Thailand played a significant role in Chief Riley's career.

"My neighbor worked on DC-3s at Don Muang Royal Thai Air Force Base and would occasionally bring me to work with him," he said. "Climbing around on that DC-3 was what sparked my interest in aviation."

Thirty-seven years later, with more than 6,000 hours of flying experience under his belt, Chief Riley was standing on the same flight line. This time, the circumstances were a lot different. He was now responsible for training his RTAF counterparts on flying the unique, challenging and demanding mission of C-130 Hercules airborne firefighting.

As an Air Force Reservist assigned to the only Reserve unit qualified to operate the modular airborne firefighting system,



Chief Riley has 18 years experience with the MAFFS mission and was putting that experience to good use helping a people and a nation that holds a special place in his heart.

Chief Riley's MAFFS experience, along with his Thai language skills, led to him being handpicked to participate in the two-week MAFFS training conducted by the 302nd AW.

"It's an absolute honor to come back in an official capacity and help the Thai people," said Chief Riley as he stood among a group of RTAF members. He then effortlessly switched to Thai and laughed with his new RTAF friends.

"Without a doubt, this is the highlight of my 27-year Air Force career."

The DC-3s that set a youngster on his career path have since been relocated from Don Muang RTAFB. But as luck would have it, they are now located at Phitsanulok RTAFB, which is where the flying portion of the MAFFS training took place. Standing on the flight line at Phitsanulok, Chief Riley looked at the polished white, blue and gold DC-3s and wondered which one was the aircraft that changed the course of his life.

"They've been upgraded, but these are the same planes," he said.

"Chief Riley exemplifies how the unique background and experience of a Reservist can make a difference not only for the Air Force, but the United States," said Lt. Col. Corey L. Steinbrink, MAFFS training mission commander and MAFFS C-130 pilot with the 302nd AW. "What we are doing here isn't just about a flying mission; it's about strengthening ties between the U.S. and our oldest ally in Southeast Asia, and he's been an important part of the mission." ★

(Captain Ritchie is assigned to the 302nd AW public affairs office at Peterson AFB.)

The ART Program

Cooperation critical when hiring air reserve technicians

Tech. Sgt. Christian J. Michael

(Editor's note: This is the second of a three-part series on the air reserve technician program and the process for hiring new ARTs.)

Hiring air reserve technicians requires the cooperation of a number of agencies, including the Reserve unit with the vacant slot, the Special Examining Unit at Robins Air Force Base, Ga., and smaller coordinating agencies at the Air Force Personnel Center, Randolph Air Force Base, Texas, and Air Force Reserve Command at Robins.

The Hiring Process

The ART hiring process begins with a supervisor who needs an ART position filled. This supervisor is known as the "selecting official." The selecting official initiates what's called a "Request for Personnel Action" by submitting a Standard Form 52 to his or her supporting personnel office. The selecting official is also responsible for providing all of the other paperwork and information regarding the position to be filled.

Armed with all of this material, the personnel professional then completes the RPA package and sends it to the Air Force Personnel Center, which coordinates the request with the Special Examining Unit. The job announcement is then posted online at www.usajobs.gov.

People interested in applying for the job must submit a package that includes a resume or Optional Application for Federal Employment Form 612, an employee availability statement form (ATAFR 202), an ATAFR 209 form if the job they are applying for is an aircrew position, an SF 15 along with a Veterans Administration letter dated 1991 or later if claiming 10-point veteran's preference and a copy of Defense Department Form 214. Finally, applicants must also be prepared to join or already be a member of the Air Force Reserve.

The SEU tries to rate all packages within 30 days of receipt. Rated packages are stacked in a register. The SEU then sends a notification of rating to each applicant and a copy of the register as a "certificate" to the selecting official, with the most qualified applicant on top.

"The certificates are a bit like a weapon magazine with names ranked by qualification and prepared to fire with the most qualified round on top," said Pat Nichols, SEU manager. "We rank applicants based on their resume, military or federal civil service backgrounds and veteran's preference."

The selecting official must choose from among the top three most qualified applicants. By-name requests do not allow the official to select below the top three choices, nor do they give any weight to one of the potential top three candidates. Rather, they only ensure the package is reviewed thoroughly.

Should one of the top three choices decline an offer for the job or be later disqualified, the next person on the certificate moves up to the top-three position.

The selecting official sends his choice to the SEU. If the position being filled is an enlisted slot, the application, rating and

selection is routed to the Air Force Personnel Center, where everything is reviewed. If the package passes this review, it goes back to the SEU, which extends the job offer to the applicant. If the applicant accepts the offer, the hiring process is completed.

Officer packages are routed from the SEU through the Air Force Reserve Command ART Officer Career Management Program at Robins AFB. The AOCMP reviews the selection, extends the job offer to the applicant and sends the package to the SEU for final review, should the applicant accept the offer.

The Special Examining Unit

The SEU is the heart of the hiring process, responsible for certifying applicants are capable of becoming ARTs. It is the main source for recruiting, rating, ranking and maintaining candidate inventories for ART employment nationwide.

Because of the nature of the ART program, the SEU maintains open, continuous announcements and standing registers of qualified and available candidates. In addition, the SEU announces one-time fill positions for a specific series, grade level/pay band or location.

The SEU has a very orderly process for reviewing all packages. The process starts with an initial submission check. If a package fails to contain all necessary items, a staffing specialist will call the applicant up to two times and send an e-mail in an effort to get all the required information.

Next, a pre-sort is performed for all packages submitted by the monthly cutoff date. If they are unable to rate all packages, staffing specialists look specifically for applicants whose packages match up to needed positions. Lastly is the rating process in which trained specialists judge each package according to job-specific criteria and rate an applicant for the desired job.

In addition to all this, the SEU staff has to make sure new hires are properly trained.

"Our staffing specialists spend a large portion of their day training selecting officials and AFPC officials (on the ART selection process) because of high turnover," Ms. Nichols said. "In addition, we ensure our own employees stay abreast of changes in procedures and policies, as well as embrace new processes and/or technologies."

Ms. Nichols said educating selecting officials, personnelists and other people involved in the hiring process is one of the most important parts of her job. Keeping them educated helps make the process faster and easier for everyone. Their goal remains to provide management with the best possible candidates to meet the challenges of a diverse and evolving Reserve mission.

For more information on the SEU, call toll free 800-223-1784, ext. 7-0113 or log on to <http://www.afrc.af.mil/library/jobs>. ★

(Sergeant Michael is assigned to the 22nd Air Force public affairs office at Dobbins Air Reserve Base, Ga. Part three of this series is scheduled for the June issue.)

SETTING THE MARK

Deployed Reserve unit establishes benchmark for airlift

By Senior Airman Spencer Gallien

With more than 1,300 sorties flown, around 13.2 million pounds of cargo delivered, more than 500 medical evacuees escorted and roughly 23,000 passengers transported across the area of responsibility, the 746th Expeditionary Airlift Squadron set a new benchmark for future airlift squadrons stationed in Southwest Asia.

Lt. Col. Don Buckley, squadron commander, said that during the unit's time with the 379th Air Expeditionary Wing, it maintained a 99.7 percent mission success rate.

"A lot of factors went into our success," said Colonel Buckley, a C-130J Hercules pilot. "The superior airmanship, professionalism and sense of duty of our squadron members were paramount to our success."

At home station, the Reserve unit is known as the 815th Airlift Squadron "Flying Jennies." The unit travelled, as a team, from the 403rd Wing at their home station of Keesler Air Force Base, Miss.

The Flying Jennies have supported operations since World War II, when their mission was transporting redeploying service members in B-17 Flying Fortresses.

"It's incredibly difficult to achieve a 99.7 percent success rate with airdrops," said Capt. Elissa Granderson, a 746th EAS pilot. "So many things can go wrong during an airdrop, including weather, the drop zone being under fire or even losing cargo during transfer."

The group of maintainers, pilots, planners and loadmasters also achieved another milestone. According to the Combined Air and Space Operation Center's Air Mobility Division records, the unit, along with the 816th EAS, set an AOR record by distributing more than 800 container delivery system bundles across Afghanistan during a one-week period.

"The CDS bundles we dropped contained everything from water and food to help sustain our fighting forces on the ground to munitions and fuel to keep the mission moving," Captain Granderson said. "We take a lot of pride in providing ground troops these types of force-enabling bundles. Sometimes they may be cut off from supply routes or unable to get water by conventional means, and our resupply efforts are what is fueling their survival."

By airdropping supplies to ground forces, the unit also keeps vehicle convoys off the road, said Col. David Been, 379th Expeditionary Operations Group commander. "Through resupply airdrops, we avoid the single greatest risk in the AOR — improvised explosive devices — and through that, save lives."

The 746th also conducts mercy missions, through the pick-up and transfer of medical patients to larger medical facilities throughout the AOR.

While deployed, the Reserve C-130 crews worked with the 379th Expeditionary Aeromedical Evacuation Squadron's medical teams to provide safe transport for service members injured while supporting operations Enduring Freedom and Iraqi Freedom or efforts in the Horn of Africa.

"They provided medevac for everything from routine medical patients to serious battle injuries," Colonel Been said. "With the C-130s flying medical evacuation, we quickly transport patients from small field hospitals to larger theater hospitals in the AOR."

The squadron also supported the dignified transfer of fallen warriors, a job not relished, although equally important to any mission they performed, Captain Granderson said.

"Supporting our fallen warriors is an incredibly important job," she said. "However difficult it may be, we provide our heroes the proper respect, as they're sent home."

Throughout all of the missions the "Flying Jennies" supported during their time in Southwest Asia, they performed superbly, Colonel Been said.

"They're a testament to Air Force successes that come from total force of active duty, Guard and Reserve," he said. "Their reliability, experience and professionalism are phenomenal. I was given the opportunity to go out on a few missions with the Jennies, and I was thoroughly impressed by their commitment and expertise."

(Airman Gallien is assigned to the 379th Air Expeditionary Wing public affairs office.) ★

Capt. Dave Hogue, an intelligence officer with the 403rd Wing, displays the flag while a C-130J-30 carrying returning deployers taxis the runway at Keesler Air Force Base Jan. 18. Capt Hogue was one of more than 150 deployers returning home after a historic four-month deployment to Southwest Asia.



A Continuum of Excellence . . .

From
administrators to
information managers to
knowledge operations managers

By Gene Vandeventer



The Air Force recently announced the transformation of enlisted communications specialty codes, identifying 16 former career fields converting to cyberspace support. In particular, the information management specialists (3A0X1) transformed to a new specialty identifier, the 3D0X1 cyberspace support career field, now to be known as knowledge operations managers.

These specialists' successful contributions date back to the Army Air Corps years of World War II. Today, they continue to be the "O-positive blood lifeline" mixing extremely well into every possible scenario at home station and in deployed expeditionary wings supporting operations Noble Eagle, Enduring Freedom and Iraqi Freedom.

Known as 702 administrative specialists in the Air Force's early years, these professionals performed their clerical duties on manual (finger power) typing instruments such as the Remington, Royal, Smith-Corona, Underwood and Olivetti typewriters. Technology leaped forward with the introduction of the IBM electrics and the "correctable" eraser ribbon.

Manifold carbon paper sets were eventually introduced, helping to eliminate the need to place individual carbon sheets behind originals in order to make additional copies (copiers were more expensive back then and weren't very plentiful). The IBM electrics provided a major design change from the individual "key striking" mechanism to a rotary ball element layered with numbers and letters.

Soon, some electric typewriters were equipped with limited memory and a viewer's window that allowed the typist to see a line of typewritten verse before printing the document.

All of these ventures moved typing duties along at a faster clip, forcing 702s to train themselves to keep up with the nuances. The electronic age advancements made their duties easier to accomplish, to the delight of the provider and the customer. As Americans went forward and traveled to the moon and back, Air Force 702s experienced their electronic propulsion into the world of enlightened technology.

In the early 1980s, the Air Force took a quantum leap and moved into the computer world with the Z-100 word processors. Diskettes could now store the typed memory, scripts could be reviewed on a black and white monitor, and printing could commence at the touch of a button to a dot matrix printer that was loaded with stacked, continuous paper kept intact with its perforated ends and page folds. During this decade, the Air Force began utilizing word processing centers where administrative products were completed from a centralized pool of typists and secretaries (admin assistants) using the latest technology of the day: Wang and Zenith word processors.

Adding some specificity to the career field, the 1980s also witnessed the inclusion of suffixes to the AFSC, namely A, B and C. The 702X0A AFSC shred-out identified an administrative manager as one who worked base information functions. These duties included work in the Publications Distribution Office and Base Information Transfer System — the era of pre-

printed paper forms, storage warehouses and the Air Force blue step vans. The 702X0Bs were the largest subset shred-out. They performed staff support duties throughout the wing within sections, branches and divisions. Lastly, 702X0C identified orderly room specialists whose efforts got the majority of the unit's personnel properly housed, fed, paid and clothed.

In the years that followed, admin specialists became known as information managers and were assigned the 3A0X1 AFSC.

Presidential Budget Decision 720 reduced Air Force manpower and, in particular, the information manager specialty, with most active-duty Air Force bases experiencing a 30 percent or more loss in 3A0X1 manpower authorizations. This force reduction created the need for information manager career field leaders to analyze and rethink how they were to provide continued support to base organizations with far less support personnel.

Today, knowledge operations managers (3D0X1) are uniquely tied to their personal laptop and desktop computers, many working from centralized locations. Just as before PBD 720 implementation, the base-level centralized information role continues to provide records management, Freedom of Information Act, Privacy Act, publishing and enterprise information management support to all assigned base personnel from the host-base communications squadron. However, newly created centralized group-level knowledge operations work centers are or will soon be in place to assist units in providing oversight planning, coordinating, managing, sharing, and controlling of the group's data assets.

From these centralized positions, knowledge operations managers are empowered in a net-centric environment to manage information systems that create, collect, process, disseminate, store, protect and dispose of information. The "information highway," if you will, has taken the admin specialists of yesterday onto a new 21st century "technological cyberspace expressway." They've transformed from being the sole producers of written communications to being the "conduit" responsible for assisting customers in their own communications production and record keeping.

Once referred to as "paper pushers," Air Force administrators, information managers and now knowledge operations managers (regardless of their changing Air Force specialty code designations) have effectively kept pace with technology and supplied a lot of the "grunt" work that has led to mission successes. They are not really the "new kids on the block," they're just called something different today.

Whether operating from behind a computer, a customer service counter or in a deployed environment, this cadre of professionals has contributed much to the ideal and core value of excellence in all we do. ★

(Mr. Vandeventer is assigned to the Expeditionary Combat Support Division of the Installations and Mission Support Directorate, Headquarters Air Force Reserve Command, Robins Air Force Base, Ga. He served in the Air Force as an enlisted 702X0 during the 1970s.)



AIRBORNE FIREFIGHTING – THAI STYLE

**Reservists share MAFFS
experience with allies overseas**

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