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Kukailimoku

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War God Of King Kamehameha I • 154 COMP GP

Vol. 36, No. 2

Hickam Air Force Base
Hawaii

February 4, 1990

"HE KAHANA O KE O LA" - A GIFT OF HEALTH

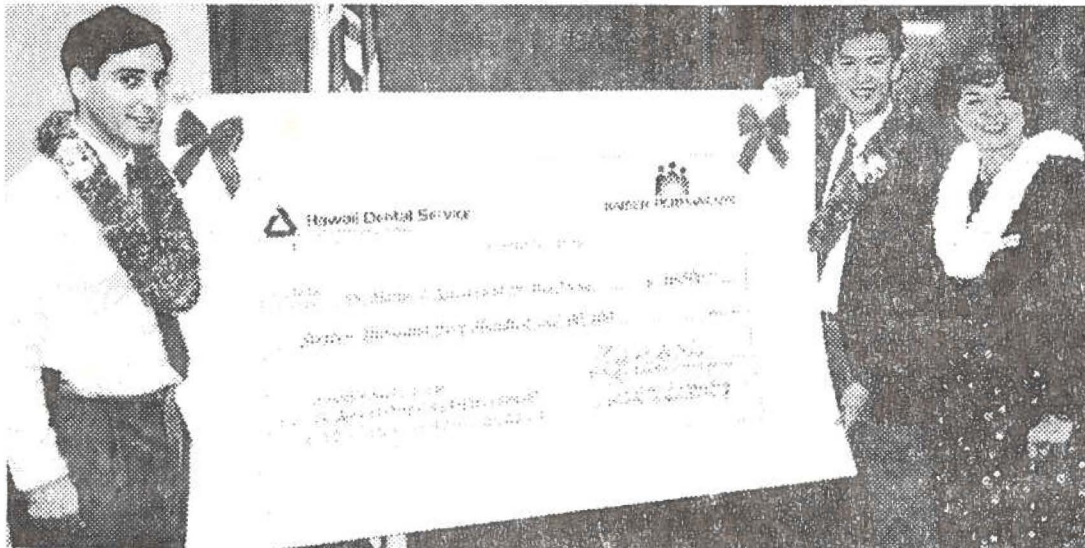


PHOTO BY TSGT GEORGE GALASINAO

Dr. Martin Nweeia, Dr. Wes Young and Ms. Jiggie Hammon, Executive Director, Hawaii Chapter of the American Red Cross.

By TSgt George Galasinao

Major Wesley K. W. Young of the 154 TAC Hospital announced at a press conference recently that he is co-authoring a guide book on health for the people of Hawaii. The book, "He Kahana O Ke O La" - A Gift of Health, is co-authored by Dr. Martin Nweeia and is being published, in part, with grants from the Hawaii Dental Service and Kaiser Foundation Medical Care program. Aside from the valuable medical advice in the book, the "Gift of Health" profits will be donated to the Hawaii State Chapter of the American Red Cross.

The goal of this project is to publish a health guide book with Hawaii and its peculiar health problems in mind, like "what would you do in case of sharkbite or stepping on a sea urchin?" The format and style of the

book will be similar to the weekly columns in the Star Bulletin by Drs. Nweeia and Young, published as "the Whole Tooth" and "Checkup on Health". Publication date of this book will soon be announced.

"There is no place on earth quite like Hawaii. Our people and culture are unique, and so are the health problems we face,"

Continued on page 5

154th COMP GP - NO KA OI !!!

The 154th Composite Group received its unprecedented fifth Air Force Outstanding Unit Award in ceremonies at Hickam Air Force Base this morning. The Group was recognized for its outstanding mission performance while maintaining the highest level of combat readiness, as well as superior and safe results in four major deployments and while hosting deployed units, among other achievements.

The 154th Composite Group received its first Outstanding Unit Award in 1979 followed by successive awards in 1985, 1987 and 1989. Very few organizations, active, guard or reserve, have received this kind of recognition of their sustained outstanding performance. As members of the 154th Composite Group, you should take great pride in the part YOU played in obtaining this admirable and well deserved award!

COMMANDER'S CORNER



By
Lt. Col. Michael H. Tice

The year got off to such a quick start that January was over before I'd realized it had even begun. When you're busy, time goes by fast and I expect that the rest of the year will be that way too. The focus of most of the Group's activity during the next nine months will be on readying ourselves for our bi-annual Headquarters PACAF Operational Readiness/ Unit Effectiveness Inspections (ORI/UEI). For those of you that are new to the unit, those are our "report cards" on how well we're prepared for our wartime missions and how effectively we manage our day to day activities. The liability period is October to December of this year.

The activities between now and then are numerous and, in some cases, repetitive, to insure that we fine tune our abilities. Each of our UTA weekends, unit deployments, and our hosting of visitors, is designed to increase readiness. To do that it's incumbent on each of us, from the commanders right down to newest recruit, to get absolutely as much as we can out of our training time. That means; first, that we take our training seriously and second, that we strive to give 100% of our effort to the tasks at hand.

The following is a chronological list of some of the major activity that we have planned:

- February UTA - Sortie Surge
- March UTA - Air Defense Exercise/Barking Sands
- April 1-14 - 154 COMPG Deployment to Clark AB, R.P. Cope Thunder/Combat Sage
- May 25-June 10 - Arizona ANG Deployment to Hawaii (A-7/F-16 DACT)
- May 24-June 9 - 154 TAC Hospital deployment to Michigan
- June UTA - Sortie Surge and Group Family Day
- June 16-30 - 154 CES Deployment to Japan
- July UTA - Mobility and Aircraft Generation Exercise Initiation of Group Self Inspection Check-Lists

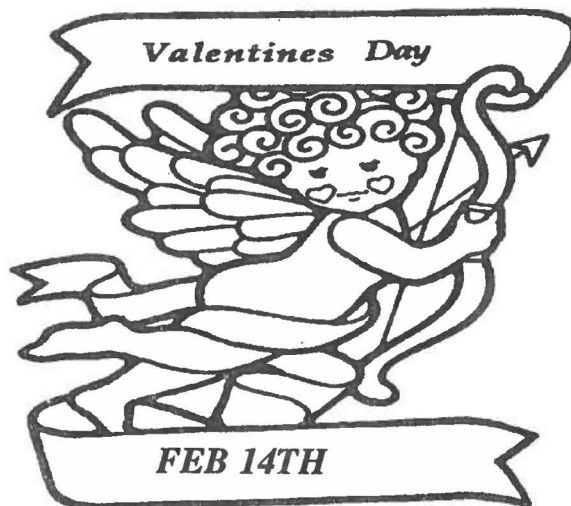
August UTA - Air Defense Exercise/Barking Sands

September UTA - Sortie Surge

October-December INSPECTION LIABILITY PERIOD

I think you'll agree that it's a pretty full plate, and when our day-to-day activities, whether technician or drill status, are over-layed... it's no wonder time flies!

My personal objectives for the COMPG as we pursue our list of activities are to; first, do "good" at what we've volunteered to be good at and second, to have fun doing it! If we can do that, the rest of the pieces naturally fall into place.



KUKAILIMOKU

This funded Air Force newspaper is an authorized publication for the members of the U.S. military services. Contents of the KUKAILIMOKU are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense, the Department of the Air Force or the Hawaii Air National Guard.

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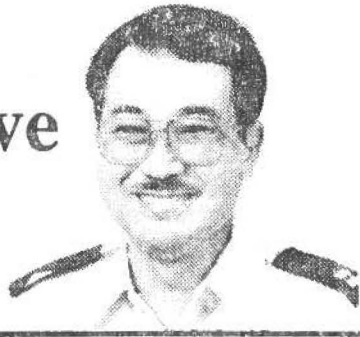
Phone: (808) 449-7750

Commander: Lt Col Michael H. Tice
Public Affairs Officer: VACANT

STAFF
Editor: Sgt Gaye Sakamoto
Assistant Editor: SRA Wayne Acosta
Illustrator: Tsgt George Galasinao
SSgt Rodney Pascua

Pastor's Perspective

By
Chaplain (Capt)
Robert Nagamine



Valentine's Day is just around the corner. For some people, it will be just another day. But for others, it will be an important day. They will take advantage of the occasion and make it a positive thing. Through their gifts/expressions of love, they will bring smiles to the faces of those who are special to them.

If you're someone who thinks that Valentine's Day is "just another day," how about reconsidering your position? If you see it from a another angle, you may realize its value.

Several reasons come to my mind why it's worthwhile. A primary reason is that our world needs more love. We don't have enough of it. The scales are too often tipped on the side of hate, violence and selfishness, rather than the side of love. We've seen and heard too much of the ugly side: Tiananmen Square, Ceausescu, Noriega, drugs lords, gangs, etc. Just for a change, let expressions of caring tip the scales in the other direction.

Another good reason is that people hunger for expressions of love. We sometimes are bombarded with so many negative words or actions that love seems to be ancient history or even nonexistent. When we hear too many demands, complaints, put downs/swearing, then love is a needed and welcomed breath of fresh air.

Also, sometimes people special to you need and deserve to be recognized. Whether by words or actions, some people have shown that they really care for and love you. To those people, expressions of appreciation usually don't come often enough. Constantly nurture those relationships, so that they may never wither and die but instead be strengthened and enhanced.

And finally, everyone can get involved in the Valentine's event. The celebration doesn't need to be narrowed and restricted to romantic relationships. It can be an opportunity to give anyone a small gift of encouragement.

May God reveal His love to you through those special to you.

FOR THE FAMILY

Some of us may consider our work with the Air Guard as just a part time job. We spend one weekend a month here and receive our monthly checks. It's a good opportunity to make a little more money, whether it be to buy necessities for ourselves or to create extra spending money. And on top of that, we may even find our work interesting and a break from our civilian jobs. All of this is good; however we must realize that our work here isn't just a part time job.

It isn't just a part time job because there is always the possibility that our jobs here may require our full time attention. Within a moment's notice, we could be mobilized to a region in the world where our assistance may be needed. Like those Air Guard units that help out with the Panama operation, we also should be ready to move out when called. We must realize that one of the big reasons we exist is to be ready when we are needed.

Just consider this: for some of you, your salaries would literally be cut in half, if you were mobilized. Since this is true, it would be a good idea to plan accordingly. And if you have people who depend on you, at least make initial plans that will help them through the initial part of your absence. In the event that you are away for a long period of time, you may want to inquire about the Soldiers' and Sailors' Civil Relief Act. It could help you if your family was being threatened of eviction for nonpayment of rent, or you had court proceedings arising from mortgage, leases and other contract obligations, etc.

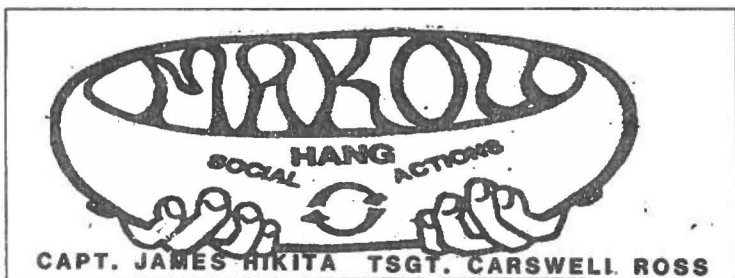
Family readiness, as well as individual readiness is so important and must be emphasized. That's why we are organizing family support groups.

Your spouse or family member can sign up to be in a family support group by calling me, Chaplain Robert Nagamine, at ph 449-9153, 955-3431 or 947-5008.

M E N U

SWISS STEAK
STEAM RICE
CAKE
CHOCOLATE

*Please do not call the chow hall for the menu



EQUAL OPPORTUNITY AND TREATMENT (EOT)
(ANGR 30-2, 1 September 1987)

The Air National Guard Equal Opportunity and Treatment Regulation is designed to ensure equal opportunity in support of mission readiness for all ANG military personnel. Two elements essential to maintaining the highest readiness are the full development and utilization of ANG military personnel and the presence of harmonious relations among them.

It is Air National Guard policy to conduct ANG affairs free from arbitrary discrimination in accordance with laws of the United States (Section 703 of Title VII of the Civil Rights Act of 1964, as amended) and to provide equal opportunity and treatment for all members irrespective of their race, color, age, religion, national origin, ethnic origin or gender.

Any member of the Air National Guard, applicant for membership in the Air National Guard, or beneficiary of services of the National Guard believing himself/herself to be a victim of personal or arbitrary discrimination or sexual harassment under the ANG Equal Opportunity Program or Title VI of Civil Rights Act of 1964 (Federally Assisted Programs) may file a discrimination complaint.

The complaint must be in writing and must identify the kind, date, act of discrimination, the alleged discriminating official (the accused), and the requested corrective action(s). Complaints of discrimination must be filed within 180 days of the alleged action(s). The complaint should be filed with the respective commander at the unit level (the chain of command shall be the primary channel for resolving discrimination complaints). If the commander is the alleged discriminating official, the complaint should be filed at the next higher level in the chain of command.

Social Actions is providing a pamphlet, "About Sexual Harassment in the Workplace", along with the Kukailimoku.

DO YOU HAVE AN IRA?

For those of you with individual retirement accounts (IRA's), here's an important piece of information. The W-2 forms you'll get for your military pay may have "block 5" mis-marked. It indicates that you are covered under a retirement pension that does not let you contribute to your own IRA.

According to 26 USC, Section 219, Subsection G(5) and G(6):

"(6) CERTAIN INDIVIDUALS NOT TREATED AS ACTIVE PARTICIPANTS....."

(A) MEMBERS OF RESERVE COMPONENTS.—PARTICIPATION IN A PLAN DESCRIBED IN SUBPARAGRAPH (A) (iii) OF PARAGRAPH (5) BY REASON OF SERVICE AS A MEMBER OF A RESERVE COMPONENT OF THE ARMED FORCES (AS DEFINED IN SECTION 261(a) OF TITLE 10), UNLESS SUCH INDIVIDUAL HAS SERVED IN EXCESS OF 90 DAYS ON ACTIVE DUTY (OTHER THAN ACTIVE DUTY FOR TRAINING) DURING THE YEAR."

To correct the problem, AFAFC/MPRP will be sending letters to ALL members stating the problem. If you contribute to your own IRA and meet the criteria stated above, you'll have to attach a copy of the letter from AFAFC/MPRP to your 1989 income tax forms in order to claim your IRA deductions.

Questions on this problem can be answered by 154 RMS Military pay, but don't get hu hu with them, this is a nation wide problem!

MOBILITY RECALL

The usual way of notifying members of the guard for emergency mobility is by telephone. What happens when there is a national crisis and the phone lines are out? Guardsmen and women will be notified by radio, television and news media. These forms of communication will state, "Members of the 154 Composite Group Hawaii Air National Guard are to report to their duty station. This includes members of the following units: 199 Tactical Fighter Squadron, 154 Tactical Hospital, etc."

If or when the time comes, be aware, prepared and ready!

HNGEA NEWS

By SSgt. Jan K.N. DeRego

As we begin the new year 1990, we will be bringing many issues to the Hawaii State Legislature to benefit the Hawaii National Guard.

One of the bills this year is HB#2745, which would provide qualified members of the Hawaii National Guard and their dependents the right to burial in the State Veterans' Cemetery. A testimonial for this bill was held on February 1, 1990, and presented to the House Committee on Judiciary by Major General Alexis T. Lum and MSgt. Wayne Soma.

HB#1631 "Exclusion from State Income Tax" which was introduced by Rep. Fred Hiriyama (169ACWS) would allow members of the Hawaii National Guard and other Armed Forces to exempt the first \$1,750 of state withholding tax.

Introducing the 1990 HNGEA Executive Council: President SSgt. Jan K.N. DeRego, 154 RMS; V.P. MSgt. Wayne Y. Soma, 154 MSF; Sec. TSgt. Carl J. Simmons, 154 MSS; and Treas. MSgt. Elvin Nishioka, HQ HIANG. HIARNG Councilmembers: SFC Americo Morris, Co A 2/299 Inf Bde (Kauai); SFC Art Sampaga, HHC 2/299 Inf Bde (Hilo); and SSgt Dave Aponte, 29 Inf Bde (Oahu). HIANG Council members: MSgt. Ed Omine, 292 CCSQ (Maui); MSgt. Ken Enoki, 291 CCSQ (Hilo); MSgt. Al DeRego, 154 CAMS; TSgt. Bernice Pharr, 154 COMPG and SSgt. Donna Hara 291 CCSQ (Hilo).

The 1990 Membership drive has started from January 1990 until August 1990. Be a member of this proud organization that has given us so many benefits.

Mahalo Nui Loa.

SHOTLINE

by 1Lt Arcangeli

Congratulations are in order for several Tac Hospital Personnel! First, to SSgt Nancy Vendiola who has been selected to represent the HIANG against other states for the NCO of the Year Award. Best of Luck to her. Also, congratulations to CMSgt Mitchell Shimabukuro, on his well-deserved promotion. Good Work!

Healthful Hint: HEART ATTACK - Don't Wait at Home! The average heart attack victim waits three hours before going to a hospital emergency room. That's a shame, because the three new blood clot-dissolving drugs now

stocked by ER's work best if given as soon as possible after a heart attack.

If you experience any of the classic signs of a heart attack, don't wait around. Call your doctor and get to an emergency room as soon as possible. The classic signs are: uncomfortable pressure, squeezing fullness, tightness, burning or aching under the breastbone that lasts two minutes or more. Often pain is felt in the neck and jaw, left arm and shoulder, and between the shoulder blades. The pain may be continuous or may come and go. Often shortness of breath, dizziness, weakness, sweating, nausea and anxiety are also present. A feeling of apprehension, restlessness or a "sense of something wrong" may also be present.

If it's a false alarm, no harm done. If it's the real thing, you'll have a better chance of recovery if treated promptly.

Dental Note: Keeping Your Mouth Kissable!

According to some studies, using certain medicated non-fluoride mouthwashes, in addition to brushing and flossing can reduce dental plaque. Most people who use mouthwashes do so for cosmetic reasons, to sweeten the breath temporarily or to conceal unpleasant mouth odors. However, mouth odors may be a sign of poor oral health. If they persist, after the teeth have been thoroughly cleaned, you should see your dentist to have the cause investigated. - American Dental Association

In closing, a thought to ponder: "Some people who are not paid what they are worth ought to be glad." - Hope Health Letter

A GIFT OF HEALTH continued from page 1

said Dr. Young. He added, "we feel a great debt to the people of Hawaii. This book of answers to Hawaii's health questions is our way of giving thanks. Having an easy to read health reference will take us one step closer to making Hawaii "The Health State".

Dr. Wes Young, a HIANG Flight Surgeon and a full time specialist in Emergency Medicine, far surpasses his nature as a doctor in community services. He writes a weekly column "Checkup on Health" in the Star Bulletin and can be seen on KGMB-TV's "Healthline", weekly with Leslie Wilcox. He was also recently interviewed on the national television NBC "Today Show" with Dr. Ulene.

CAMS

NEWS & VIEWS

By MSgt. Fred M. Higa, Jr.



Hi again! Seems like only a couple of weeks ago that I was sitting here writing this article. Time sure flies! Not much to report this month, however.....From our UCA people: If you have completed at least 10 years in the Hawaii National Guard, then you qualify for the Hawaii National Guard Service Medal. For details, see your Squadron UCA representatives (SSG Tony Gabriel, SSG Carol Yamaguchi, TSG Allen Kimura, TSG Ron Lee)...The welcome mat goes out to the newest members of the Squadron: SrA Sean Gerstl (Admin), A1C Rene Sanchez and Sgt Keith Foreman (Avionics B-Shop) and SrA Kealii Stagner (Weapons Load). Good to have you aboard. Good luck goes to TSG Tim Carroll who will be retiring in sunny Orlando, Florida after 10 years with the HIANG. Aloha to SrA Raul Ibarra who will be moving to San Francisco after 3 years in the HIANG...Condolences to TSG Norman Eclarin and his family on the recent passing of dad Cresencio Eclarin...The CAM Squadron entered 3 teams in the recent basketball tournament held in January. Congratulations to Captains Dave Snakenberg, Jim Pahukula and Clay Chang as all 3 teams reached the State finals. Go out and cheer for your favorite team as they take on the rest of the best on 17 - 18 Feb at Ft Ruger. Understand the action is fast and furious, with a little something for everyone, even balls going in the wrong baskets. (Oops, wasn't supposed to report that!!) Anyway, go out and support your favorite team.... Congrats are in order for our most recent promotees:

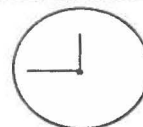
Brian Oshiro	MSgt
Timmy Rapoza	SSgt
Robert Dongon	SSgt
Franklin Ho	SSgt
Peter Liu	SSgt
Christopher Partika	SSgt
Noel DeMello	SSgt
Martin Esposito	SSgt
Stuart Hino	SrA
Anthony Ilagan	SrA
John Laguana	SrA
Kenneth Nakamura	SrA

Wear 'em with pride!! When's the party??? Congrats are also in order for Sgt Theodore Salmon and wife Valerie on the birth of daughter Angelia (22 Jan) and to Sgt Russel Miyamoto and wife Cindy on the birth of son Cody (1 Feb). Make sure you update your locator cards and see the CBPO people too!!! Capt Dave Snakenberg is off to Clark AB, P.I., for a site survey to prepare for our impending deployment there...With all the budget cuts the federal government has to make for the DoD, it behooves us all to work smarter as we must try to 'sstrettcchh' whatever dollars we're allocated to make the mission. Your patience and hard work in the months and years to come will be needed. Although the 'Cold War' threat is dissipating, we must continue our efforts in the training arena to make sure we're able and capable of meeting the challenge. The long hours and hard work does not go unnoticed. Proof of this is being selected for our 5th Air Force Outstanding Unit Award. That is certainly a milestone for any unit to attain, and we can all be proud of the accomplishment. However, we must press on, set new goals and meet the challenge of reaching those goals...Nuff said about that...If you missed the Physical Fitness run this morning, you'll have one more chance in a couple of months. Stay tuned for more info...Well, that's all for now folks, so til next month..."There may come a time when the lion and the lamb will lie down together, but I am still betting on the lion." (Josh Billings).....fhiga

NEXT UTA

MARCH 3 & 4, 1990

ROUND THE CLOCK BX... Maybe Not!



Army and Air Force Exchange Service-Pacific announced 24 hour operations at some of their Hickam, Schofield and Hale Koa facilities, but they may have been a little premature. The round the clock operations were to start last Thursday, however, things are on hold right now so don't rush down to the Hickam BX at midnight looking for a Valentine's Day present for your sweetie! Shop early and check with the exchange before you plan any "night owl" shopping sprees.

SPORTS

HIANG STATE BASKETBALL TOURNAMENT

WHEN: Feb. 17, 8:00 a.m. - 4:00p.m.
Feb. 18, 9:00 a.m. - 11:00 a.m.

WHERE: Fort Ruger Gym (22nd Ave.)

WHO: 154 CAM "A", "B", "C",
154 MSS - "COMBOS"
150 ACW AND 292 CCSQ



By 2Lt. James Kawano

Eleven teams from the Hawaii Air National Guard (Oahu District) came together to vie for the chance to play in the HIANG STATE BASKETBALL TOURNAMENT. Game after game of the double elimination tournament displayed everyone's talent and desire to win.

It was a tough battle, but the top honor went to the 154 CAM "B" team. Second place honors went to 154 MSS and 3rd place, 154 CAM "A". 154 CAM "C" also qualified for the State Tournament, which will be held on the 17th and 18th of February at the Fort Ruger Gym.

District All-Stars whom were chosen by their team mates were: Scott Smith - 169 ACW "B", Brandon Sarceda, 154 RMS, David Bonifacio - 201 CCGP, Vicky Lindsey - 154 CES, Bob Darrow - 199 TFS, Reggie Maunupau - 169 ACW "A", Dean Watanabe - 297 ATCF, Robert Dekine - CAM "C", Guy Fuentes - CAM "A" Boying-ton Parks - 154 MSS, and Spencer Napoleon - CAM "B".

Of course, you can't run a tournament without lots of help. Many thanks to MSgt. Jimmy Pahukula (Co-chairman)-154 CAM, TSgt. Pam Goya-154 RMS, MSgt. Jason Chun-154 RMS, TSgt. Michael Arakawa-154 CAM, 1Lt Dennis Matsuura-169ACW, SrA Donna Derryberry-154 RMS, SSgt. Kelly Sunaoka-154 RMS, Sgt. Yolanda Mendigorin-154 CAM, SSgt. Mike Soares-154 RMS, and SrA Leilani Lim-154 COMPG. Mahalo goes out to Jimmy Pahukula's wife, Winona and Jason Chun's wife Wendy.

So, let's all get out to Ft. Ruger for the State Tournament and cheer our talented, hard-working teams onto victory!!

COMPUTER TRAINING

Hands on computer training is now being offered by the 154th MSF, Customer Support Section. On UTA's, we offer personalized training that could be conducted on your work section P.C. and on a Monday to Friday workday. Our Interactive Video Instruction (IVI) is available to you on the second floor of Bldg. 3416. For more information, call TSgt. Owen Iha, 449-0912 on drill weekends or Maj. Kyle Breedlove, 448-2340, Monday thru Friday.

CHAPTER 18

ANG NCO ACADEMY GRADUATE ASSOCIATION
BY SMSGT. KEN SONAN

The membership for calendar year 1990 is 123 of 175 eligible, or 70.3%. The response from NCOs has been excellent. If you are a graduate of an accredited NCO academy or leadership school and have not been contacted by a representative to join the association, see me (Ken Sonan) at the 154 COMPG HQ, Building 3400B, Room 211 or call 449-7736.

The annual membership dinner meeting was held at the Hale Koa Hotel on the evening of January 24, 1990. Brig. General Richardson, Colonel Shima, and Lt. Col. Tice were in attendance. Brig. General Richardson addressed the membership primarily on the budget cut, its consequence, and management action taken to minimize the impact. The dinner meeting was very successful and sociably enjoyable. Thanks to Brig. General Richardson, Colonel Shima and Lt. Col. Tice for their support. Mahalo to President Melvin Ige, George Padilla and his committee for arranging the dinner meeting, and to Douglas Abe the Master of Ceremonies.

Again, on the 1st and 2nd of February 1990, Chapter 18 supported the Easter Seal Society of Hawaii in raising funds for children that are not as fortunate as most of us. NCOs from HQ HIANG, 201 CCG, and 154 COMPG willingly volunteered for this worthy cause. To all of you, Mahalo!

SCHOLARSHIP OFFER

Applications for \$1000/year scholarships from Na Kuhina Nui O Na Koa Hawaii are being accepted until February 29, 1990, for any Hawaii National Guard dependant. Current recipients do need to re-apply each year and can receive up to \$1000 per year for four years.

Send requests for applications to "Na Kuhina Nui o Na Koa Hawaii", 344 Hanamaulu St. Honolulu, HI 96825. Don't forget, the deadline for applications is February 28th, so hurry!



The Hawaii National Guard Enlisted Association announces it's annual \$1000 scholarship program. It is open to all members of HNGEA and their dependents. For application forms see or call TSgt. Bernice K. Pharr, HQ 154 COMPG/IM at 449-7730, or SSgt. David Aponte, 29th INF BDE HIARNG Ft. Ruger at 732-7216/735-9748.

The deadline is May 31, 1990.

EDUCATION PROGRAMS

MSgt. Iris Kabazawa
Career & Education Manager

You may be eligible for a number of education benefits. Are you aware of the Montgomery GI Bill, State Tuition Waiver, and Community College of the Air Force? If you are not taking advantage of one or more of the above education programs, you are missing out.

Contact your Unit Career Advisor; CCAF Monitor; or drop by the Education Services Office (PH: 449-7794) in the CBPO for more information.

EDUCATIONAL FINANCIAL ASSISTANCE (NON MILITARY)

MSgt. Iris Kabazawa
Career & Education Manager

Financial Aids Offices at your University or College can help you with the following grants, loans or jobs to help you meet your financial needs. If you need financial assistance, it might pay to check it out.

Pell Grants: A federal grant named for Senator Claiborne Pell (D-R.I.), designed for needy students. Eligibility and size of grant are determined by a government computer applying a complex formula to financial data submitted by the student. Minimum grant \$200; Maximum \$2300.

Supplemental Educational Opportunity Grant (SEOG): Federal money targeted to low-income students that's distributed by colleges. Size depends on student's need and amount allocated to school. Minimum grant - \$100; Maximum - \$4000.

Work-Study Program - A federally funded program that provides jobs for students usually on the campus.

Stafford Loans: Once known as Guaranteed Student Loans, renamed for Senator R. Stafford (R-VT). Students borrow from a financial institution and start repaying at 8% interest, six months after leaving school. The government guarantees repayment. Maximum loan: \$2625 a year for two years, \$4000 a year thereafter.

Perkins Loans - Oldest federal aid program, named for former Rep. Carl Perkins (D-KY), gives colleges money to loan as part of package. Money is recirculated as loans are repaid. Students start paying at 5% interest nine months after leaving school. Maximum loan: \$4500 a year for first two years, \$9000 a year thereafter.

SLS Loans: Supplemental Loans to Students, available to Perkins Loan recipients who still have financial need.

Average loan: \$2567. Repayment - at least \$50/mo, starts two months after loan is made but interest may be deferred while student is in school.

PLUS Loans: Loans to Parents of up to \$4000 per student per year. Parents may defer interest until student leaves school.

PROMOTIONS

Hats off to the following individuals who were promoted/appointed to the ranks shown effective on the dates indicated:

150 ACWS (FXD)

SGT GEBAUER, JOHN M. 30 NOV 89

154 CAMS

MSGT OSHIRO, BRIAN M 1 FEB 90
SSGT DONGON, ROBERT A. 16 JAN 90
SSGT HO, FRANKLIN W.L. 16 JAN 90
SSGT LIU, PETER M. 16 JAN 90
SSGT PARTIKA, CHRISTOPHER S. 16 JAN 90
SSGT NOEL B. DEMELLO 16 JAN 90
SSGT ESPOSITO, MARTIN 16 JAN 90
SSGT RAPOZA, TIMOTHY J. 16 JAN 90
SGT FOSTER, BRET M. 17 NOV 89
SGT MORI, STEVE K. 17 NOV 89
SGT KIM, PAUL S. 30 JAN 90

154 CES

MSGT APO, CLAESEN 1 FEB 90
SGT MURRAY, ANTHONY P. 2 JAN 90

154MSS

MSGT HO, LESTER G.C. 1 FEB 90

154 MSF

SMSGT TANG, ROLLAND K. 1 FEB 90

154RMS

MSGT TOKUDA, RODNEY M. 1 FEB 90
SGT MITTE, ARLENE H. 19 JAN 90
AMN SARCEDA, BRANDON A. 24 JAN 90

154 TAC HOSP

CMSGT SHIMABUKURO, MITCHELL K. 1 FEB 90

169ACWS (FXD)

SSGT ROPER, LARRY L. 16 JAN 90
SRA YOSHIMITSU, COLIN K. 4 FEB 90

ABOUT
SEXUAL
HARASSMENT
IN THE WORKPLACE



WHAT IS SEXUAL HARASSMENT?

It's any unwelcome words or actions of a sexual nature.

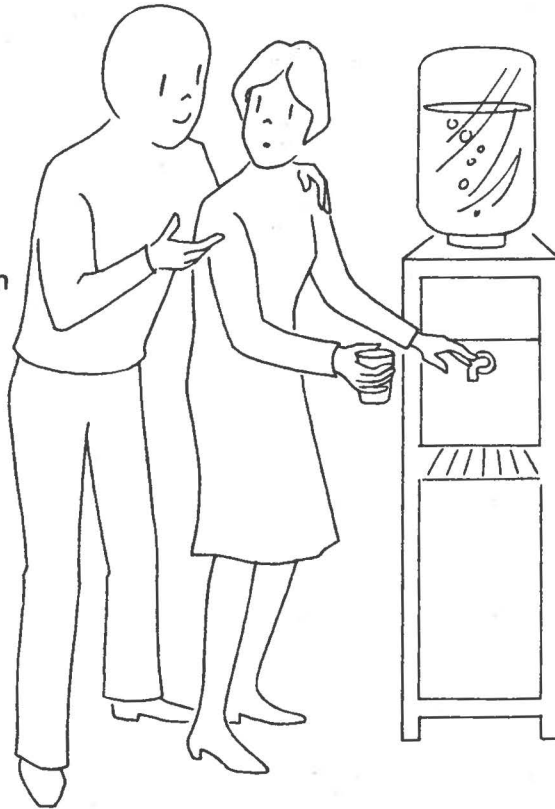
MOST INSTANCES INVOLVE

a man sexually harassing a woman. However, sexual harassment can also be:

- a woman harassing a man
- a woman harassing a woman
- a man harassing a man.

SEXUAL HARASSMENT CAN COME FROM ANYONE:

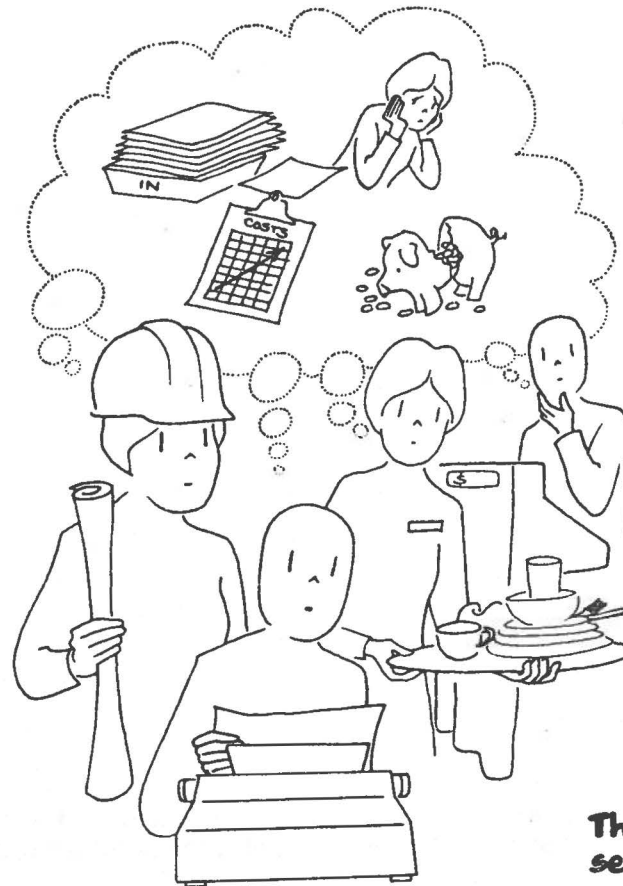
- a supervisor
- a co-worker
- a customer
- a supplier.



This booklet is not a substitute for your employer's sexual harassment policy.

WHY LEARN ABOUT SEXUAL HARASSMENT?

Because it's unprofessional -- and illegal!



Sexual harassment affects everyone!

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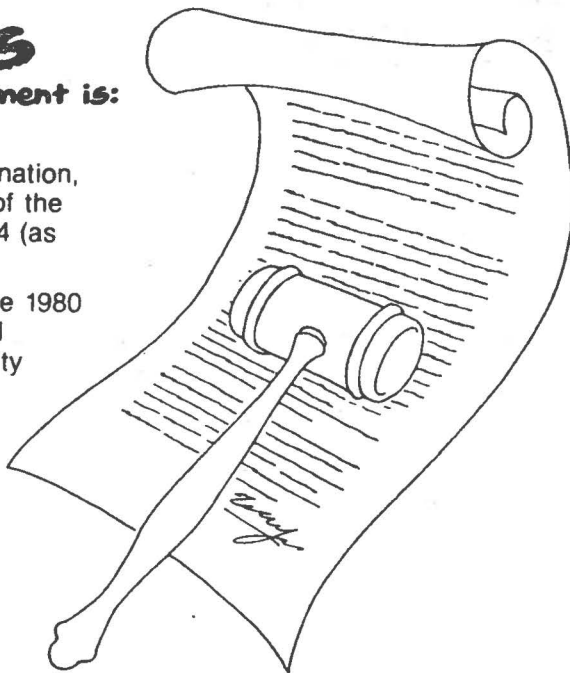


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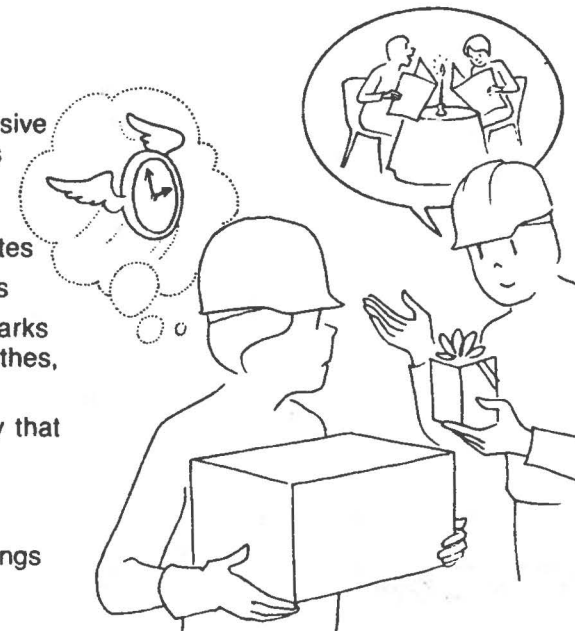
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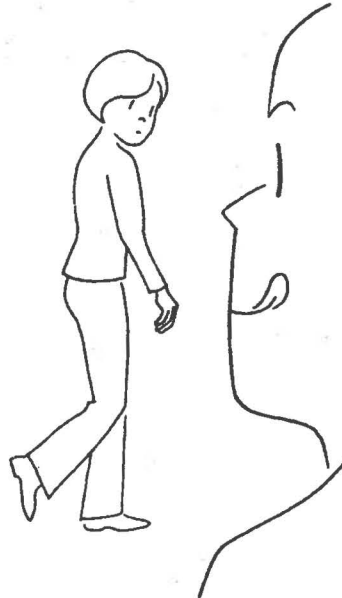


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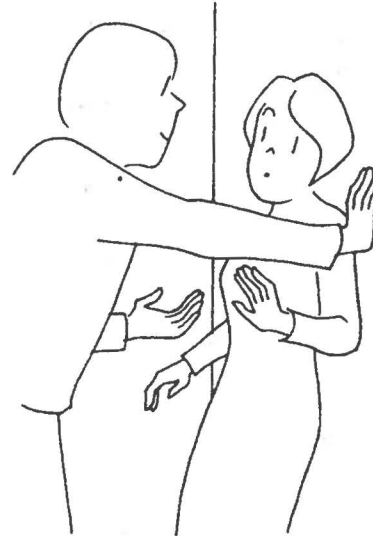


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Be professional at all times.

**Be aware of your words and actions
-- and what goes on around you.**

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on sexual harassment. If your employer doesn't have a policy, offer to help develop one.



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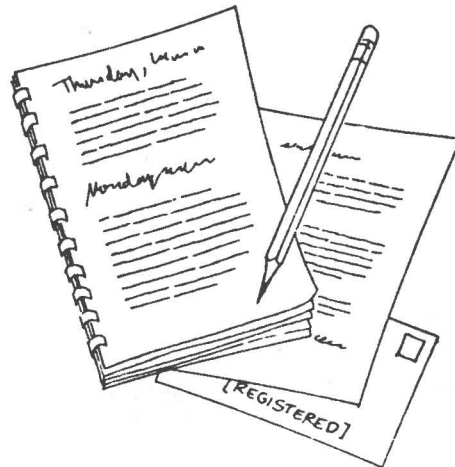
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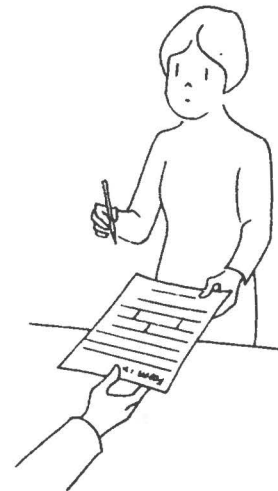


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MORE TIPS

NEVER IGNORE SEXUAL HARASSMENT

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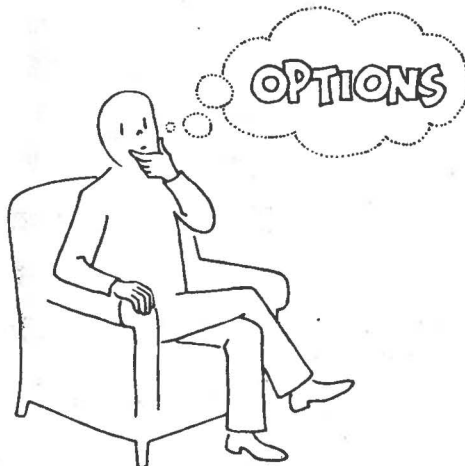
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TREAT EVERY INCIDENT SERIOUSLY, following your company's guidelines.

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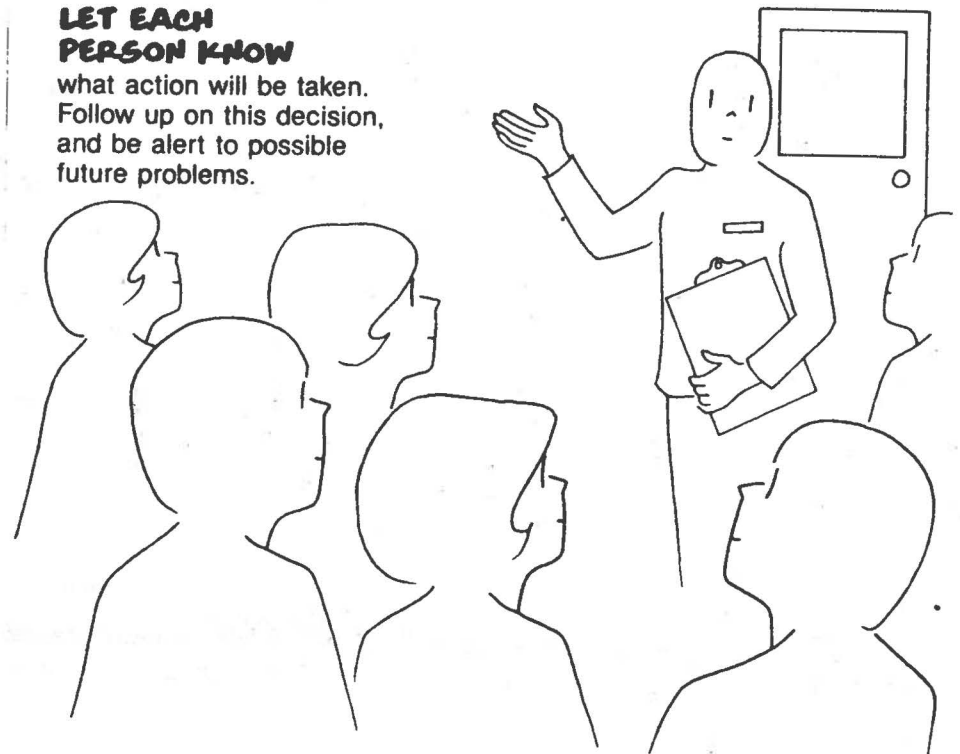
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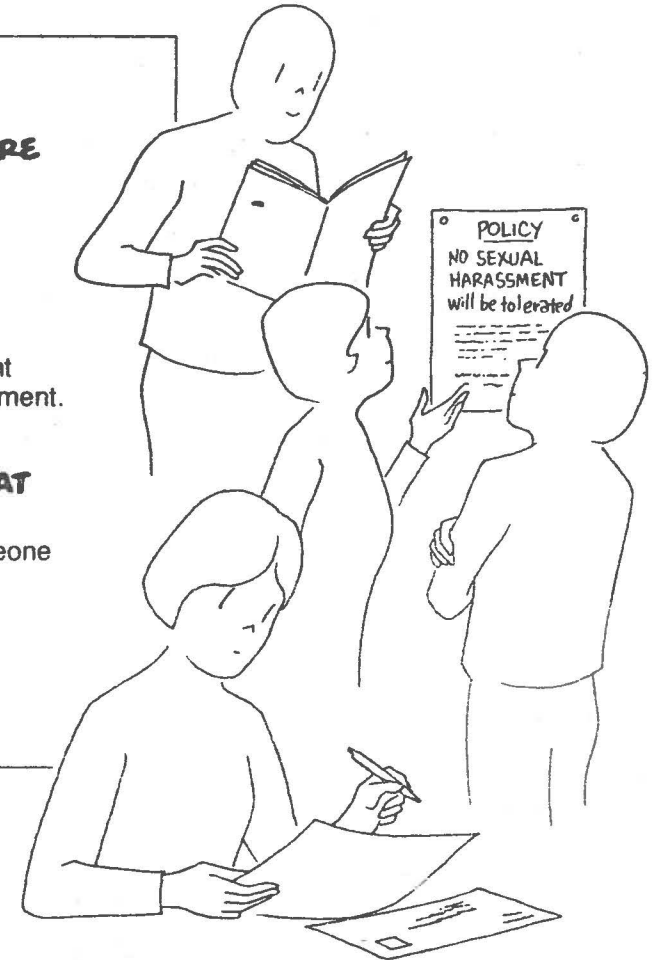
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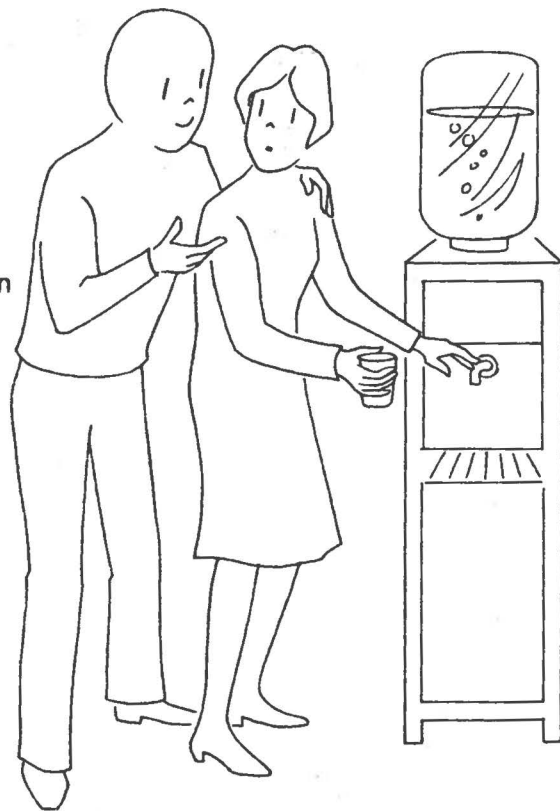
MOST INSTANCES INVOLVE

a man sexually harassing a woman. However, sexual harassment can also be:

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- a supervisor
- a co-worker
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This booklet is not a substitute for your employer's sexual harassment policy.

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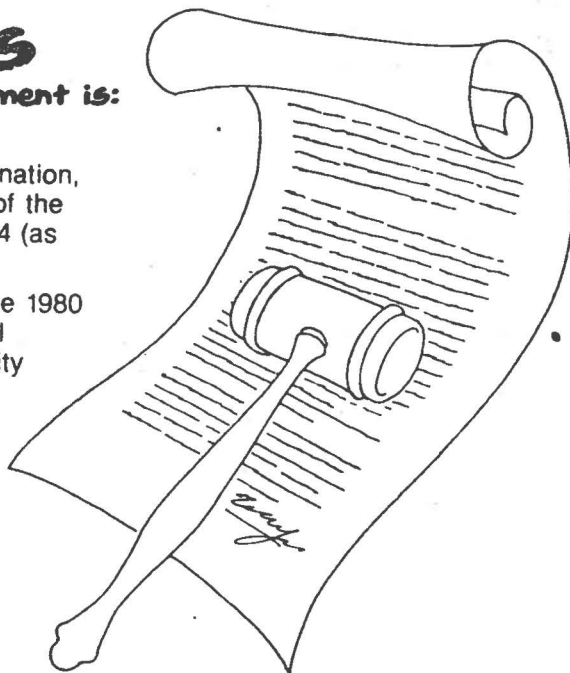


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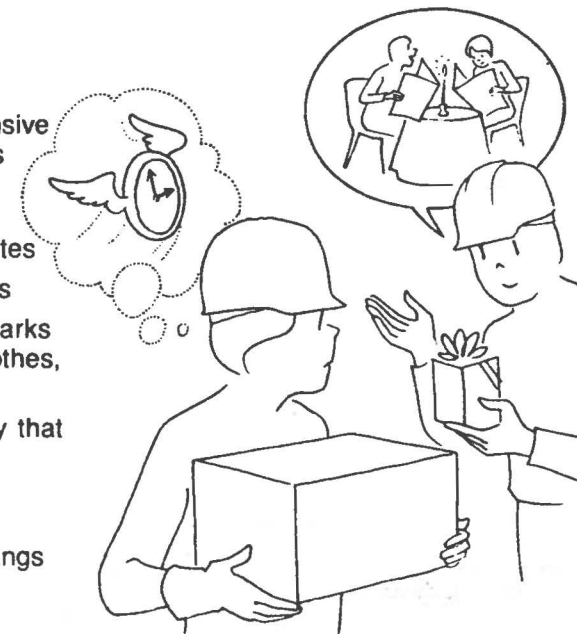
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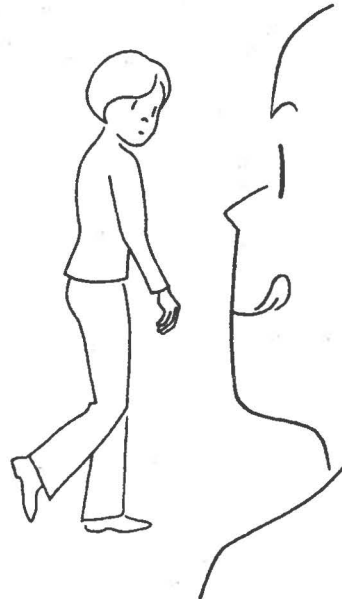


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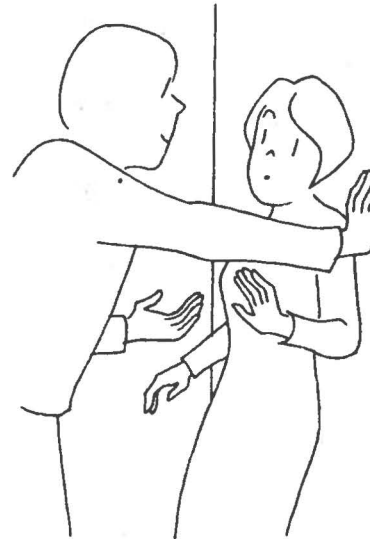


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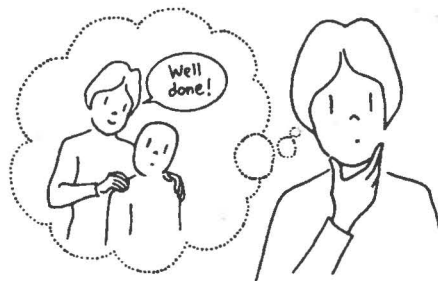
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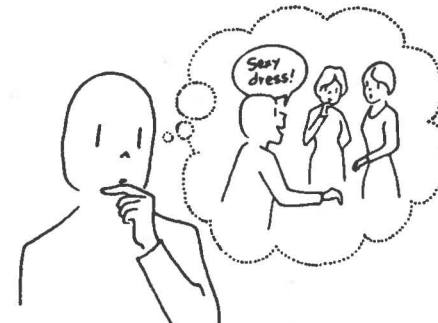
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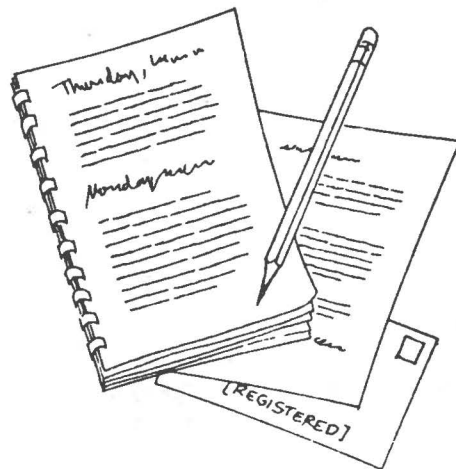
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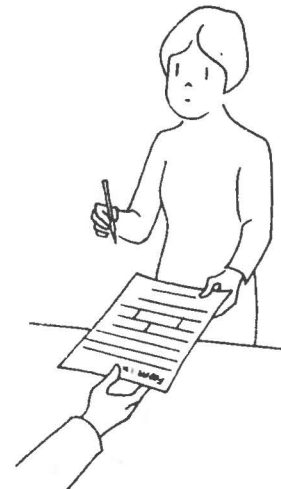


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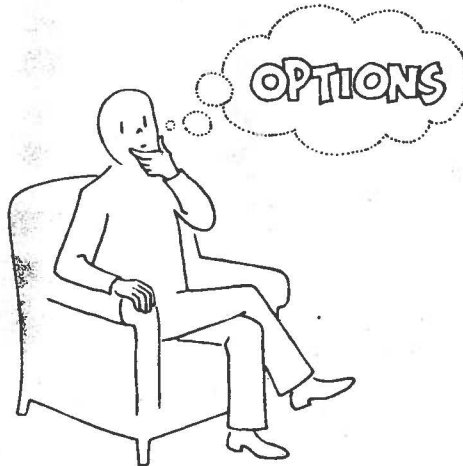
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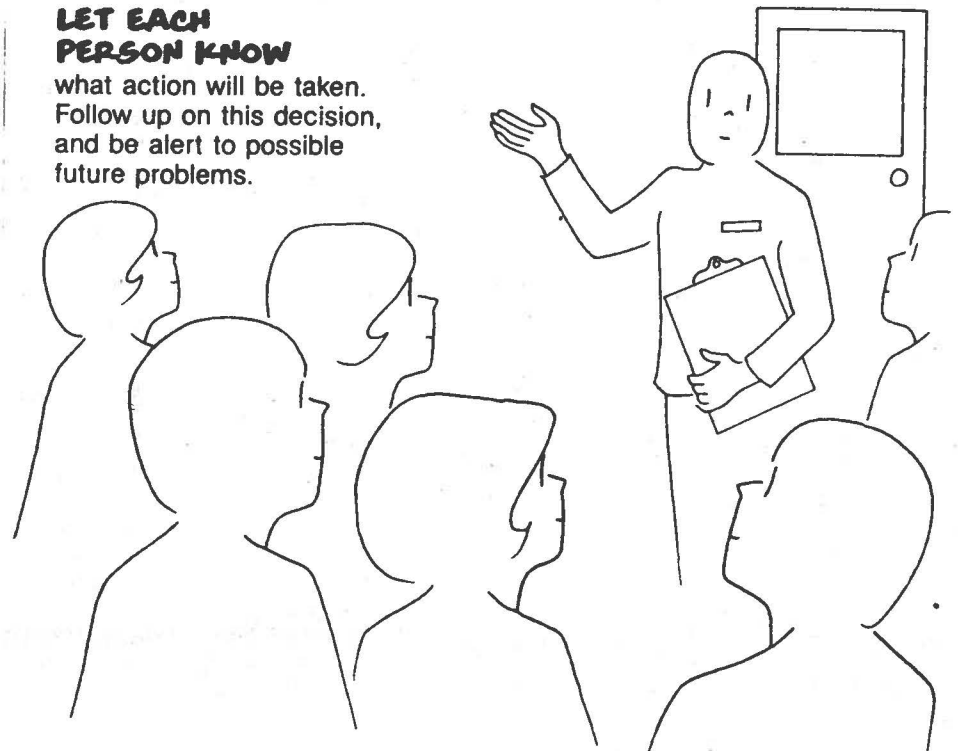
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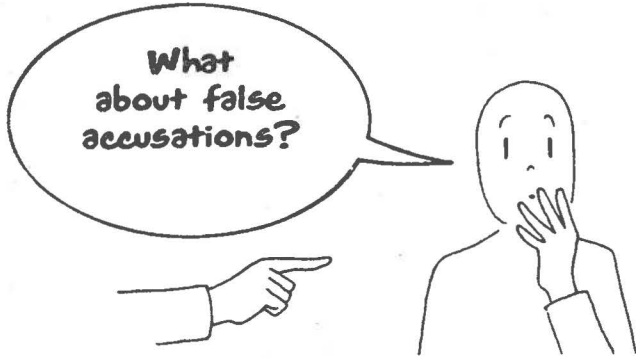
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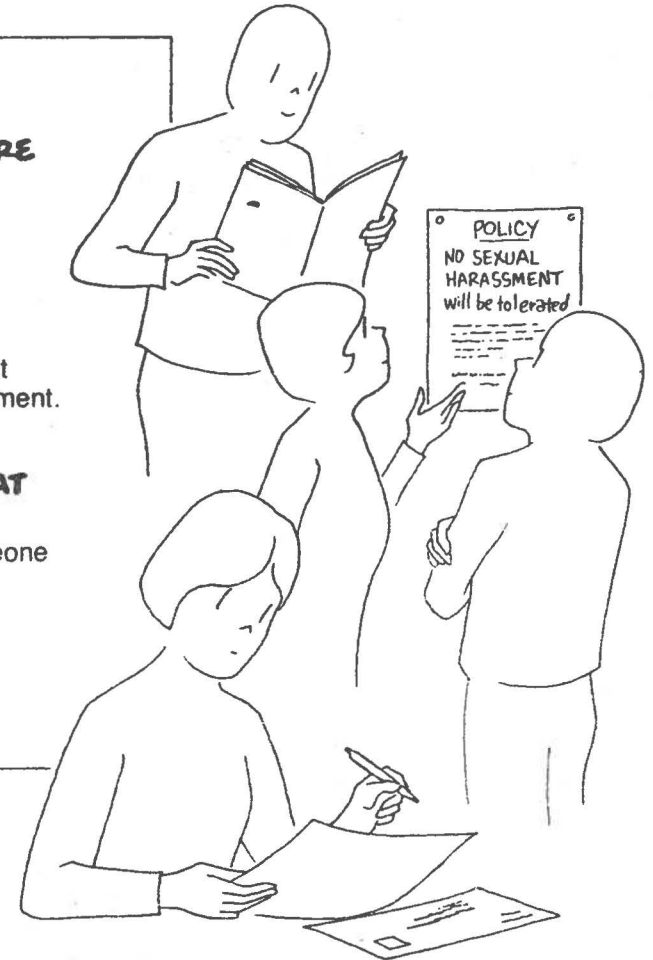
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