#### War God Of King Kamehameha I · 154 COMIPG

Vol. 37, No. 1

Hickam Air Force Base Hawaii

January 13, 1991

## Lanakila School Christmas Party

Story and Photo by Maj. Stan Osserman

On December 19th the 154th Composite Group

treated three dozen very special children from Lanakila School to a tour and Christmas party, but the real treat was ours. The looks of excitement and surprise on the faces of the children, most of whom are handicapped and from underprivileged homes, warmed our hearts and supported the adage that "It's far better to give than receive."

The children arrived at nine o'clock and were given a tour of the 199th

Tactical Fighter Squadron and Life Support followed by a close-up look at the F-15. McDonalds of Hawaii provided a surprise visit by "The Hamburgler" as the children were at the static display. But the real fun began after we bussed the children to the "Ops/Training Facility" where they enjoyed a huge meal provided by a local country club and some time with Santa, who made his grand arrival via 15th ABW fire engine. The money contributed by the many donors from the HIANG allowed us to buy the children special gifts, individually selected with the help of the teacher, that was geared to make that child's Christmas dream come true.

We received many stuffed animals and other gifts from HIANG members that helped fill up stockings for the kids. Each child left with a shopping bag full of goodies, and, I'm sure, some really special memories of our organization.



There are far too many people to thank individually, and some of you wanted to remain anonymous as well, but I do sincerely thank you all, especially Col Tice for his support and TSgt Joyce Arakaki and TSgt Rose Vindeola for their enthusiastic help and many hours of hard work. My hat is off to all of you who contributed so generously with your gifts, money and time, to make this a really special holiday for some super special children.

#### How to Double Your College Credits

Are you a college student or perhaps you have some college credits you have kind of forgotten about? Did you know that those credits could be worth double? You bet! By enrolling in the Community College of the Air Force your civilian college credits could also be applicable towards an Associate of Applied Science.

The Community College of the Air Force (CCAF) is the only federally chartered military institution in the United States that awards college degrees solely to USAF, Air Reserve and Air National Guard enlisted personnel. CCAF has been accredited by the Southern Association of Colleges and Schools since 1980 and, therefore, is recognized by universities and community colleges throughout the nation.

For more information, contact MSgt Iris Kabazawa or TSgt Steven Kamaura, Career and Education Office, at 449-7794.

## COMMANDER'S CORNER

By: Col Michael H. Tice

By the time this is read, the Headquarters PACAF Limited Unit Effectiveness Inspection (LUEI) of the 154th Composite Group will be drawing to a close. Throughout the past week, as we fine-tuned things beginning with a clean-up day on Monday; to the formal start of the inspection on Thursday; through its conclusion today, I have been truly impressed with the energy and excitement I've seen in the unit.

We've worked hard and long to demonstrate to the "Bearcats" that the "EXCELLENT" reputation enjoyed by the HIANG and the Composite Group is well deserved. I am confident the scores we receive will reflect my feelings. While I know there will be some "dings", I am not aware of any not readily correctable. I know there has been tremendous improvement in many areas as a result of our correcting deficiencies found in the 1988 inspection, and I know that after we fix whatever is found this year, we'll be all the better for it.

The inspection outbriefing is scheduled for 1:00pm on Friday, January 18 at the Memorial Theater in Area 61. The full-time force will be in attendance. I hope that work schedules will permit many of the drill-status force to attend as well, because without you, there would be no 154th Composite Group.

Our goal for the Composite Group was an overall "EXCELLENT". I'll go on record as saying I believe we got it. Mahalo!

### Legal Brief

by Capt James T. Itamura

Rarely a day passes when I'm not approached by a Guard member who asks: "Gosh, Captain Itamura, could you give me a brief summary of the more significant new laws passed by the 1990 Regular Session of the Fifteenth State Legislature?" So here we go:

The Prostitution statute was changed (by removing just two words) so that now both (or more) participants to

an agreement for sex for money can be arrested.

The No-Fault Insurance laws have been softened a bit in that a judge may now award 75-100 hours of community service instead of the previous mandatory \$1000 fine for first time offenders found guilty of not having a no-fault policy. This is in response to the logic that a person who cannot afford no-fault will probably not be able to pay such a high fine. (By the way, do not make the mistake as many do, that if your bank is covering your car's insurance, you are okay. The bank type of insurance covers loss and damage to the car only. This is NOT no-fault insurance). Also, the new law creates a defense for an operator of a borrowed vehicle if he reasonably believes the vehicle is insured.

A new addition to the DUI law is that a judge may require installation of an ignition interlock system in the car of a convicted person. Such a system prevents a car from being started if the driver's deep lung air measures more than a 0.10. Sounds expensive to me.

Steroid possession and use is now a Class C felony, i.e., punishable by up to five years in jail and \$10,000 fine.

Assault on a police officer now carries a mandatory

thirty-day jail term.

Finally, December 8th is now known as "Bodhi Day" in recognition of the day that Prince Siddhartha Gautama (better known as Buddha) attained enlightenment or awakening to the true nature of existence. Unfortunately, it is not a State holiday.

HAPPY NEW YEAR!

# Next UTA Febuary 9th and 10th

#### KUKAILIMOKU

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#### PASTOR'S PERSPECTIVE



By: Chaplain (Capt) Robert Nagamine

Last week I saw a documentary film that was well worth my time seeing again. "Eye of the Storm" is the film. It's about a teacher named Jane Elliot and her 3rd grade class of Riceville, Iowa (pop 1,000). She wanted to teach her students about discrimination, because living in an all white community they didn't really understand discrimination. To teach her students, she played a game with them that would eventually be an unforgettable experience.

The experience lasted three days. On Monday, during National Brotherhood Week, she asked her students if they would agree to play a game. The game would help them understand what it feels like to be discriminated against. The color of their eyes would be the point of discrimination. They agreed. She started out by saying, "Blue eyed people are smarter and better than brown eyed people." The blue eyed students got five minutes more of recess, sat in front of the classroom, wore collars to signify their superiority to brown eyed students, and they could go back for seconds during lunch. In addition to that, she emphasized the faults of the brown eyed students and told them that they weren't allowed to play with the blue eyed students.

By Tuesday many of the children felt like their best friends were taken away. Some children teased brown eyed children for having brown eyes. Jane Elliot noticed that the children changed so quickly for the worst, and by

the end of the day they hated one another.

When Wednesday came, she reversed the situation and treated the brown eyed students just as she had reated the blue eyed students on Monday and Tuesday. She emphasized that brown eyed people were smarter and better, etc. She discovered through a timed activity hat blue eyed students did significantly better on Tueslay when they heard that they were superior to brown yed students. Likewise, brown eyed students did signifiantly better on Wednesday when they heard that they vere superior to blue eyed students.

This film is just another example of how the color f a person is so artificial in determining a person's true orth and ability. Feelings of inferiority or superiority re only made up by people's inaccurate perception.

As you celebrate this New Year and Martin Luther ling Jr. Day, be encouraged to know that given the right pportunities you can be just as good as anyone else.

#### For the Family

With a U.N. deadline just two days away that demands Iraq withdraw from Kuwait or face military action, anxiety and stress is very much a reality. We had hope, though skeptical, that Secretary of State Baker's meeting with Iraqi Foreign Minister Aziz would produce a fruitful result. But it didn't. No peaceful solution. To the disappointment of the whole world, Iraq's position was the same, negative and unvielding.

Stress is here because some of our friends and relatives are involved in Desert Shield. I know that some of my friends are there but there maybe many more that I'm not aware of. On top of that, a real concern is for the families on the home front wondering about the safety of their spouses or family members. So stress is mounting

and we must deal with it.

Each one of us needs to develop a plan of action to channel stress related energy. The following 4 point plan may help you redirect your energy... One, share with someone your feelings of anxiety. It will help relieve some of the pressure and isolate some of the issues you may be able to deal with right now. Two, remember to take a break sometimes. People need to get away sometimes and take a break from the "action" to rest and relax. Three, help other people if you are able to. When you help others, your problems don't seem as big. You often find that other people have bigger problems. And four, strengthen your faith in God. When your problems seem bigger than you can handle, believe that God is great enough and able to solve your complicated problems.

As the Persian Gulf Crisis gets worse each day, we are seeing the value and need of our family support groups. If your spouse or family member wishes to get

involved with a group, contact your unit.

#### Interdenominational **Worship Services**

SUNDAY UTAS 154 CAM 5Q CLASS ROOM #4

Time: 7:00 am.

All interested persons invited to attend.

#### SOCIAL ACTIONS

CAPT. JAMES HIKITA - TSGT. CARSWALL ROSS

#### Prevention of Sexual Harassment

The Chief, National Guard Bureau, Lt. Gen. John B. Conaway has re-emphasized his commitment to eliminate sexual harassment as an area of concern within the Guard structure.

Sexual harassment is a form of sex discrimination hat involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person of a person's job pay or career.

Sexual harassment can also be conduct in which submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person or where such conduct interferes with individuals performance or creates an intimidating, hostile, or offensive environment.

#### **CLEAR GOALS**

Lt. Gen. Conaway stated clearly in recent All States letter that sexual harassment is a leadership problem. If left unchecked, it is a serious detractor from morale, productivity, readiness, and mission accomplishment which cannot be allowed. Without exception, all National Guard Bureau personnel are entitled to a work environment free from sexual harassment.

Every commander, manager, and supervisor is responsible for implementing an effective sexual harassment prevention program. This responsibility extends itself to any work-related situation as well as to other situations where an individual represents the National Guard.

#### **COMPLAINT PROCESS**

Complaints of sexual harassment must be processed in accordance with discrimination complaint procedures outlined in Department of the Army, or the Department of the Air Force civilian Equal Employment Opportunity regulations, or Army or Air Force military Equal Opportunity or Social Actions regulations as appropriate.

Each complaint of sexual harassment must be given prompt attention, treated objectively, and resolved where possible at the lowest level of management without reprisal.

Lt. Gen. Conaway has asked that all Guard personnel join him in a strong commitment to eliminate sexual harassment as an area of concern.

(Reprinted, National Guard" On Guard", Nov 90)

## Need for Direct Deposit

Some Air Reserve and Air National Guard members are still being deployed for Desert Shield without being enrolled in direct deposit of pay. As a result, members and their families have experienced problems with receipt of paychecks. In order to ensure that reserve and guard members participating in Operation Desert Shield are paid on time, they must be participating in the direct deposit program. Timely mail delivery to tents in the middle of the desert is next to impossible. We need your help to emphasize the advantages of direct deposit during Operation Desert Shield. Every effort should be made to ensure that all members are enrolled in direct deposit now so that if called up and deployed, pay problems will be avoided. No reserve or guard member should be called up and deployed without being on direct deposit.

There are two primary reasons why direct deposit is the only reasonable alternative for anyone subject to

overseas deployment.

One is to avoid having large amounts of cash and negotiable instruments in a hostile area. Normally cash payments will be limited to \$50.00 or less and delivery of treasury checks will be restricted. The second reason is that improved financial preparedness from participation in direct deposit enhances unit readiness and morale. It minimizes the time required to settle members affairs prior to deployment, safeguards funds during their absence from permanent duty station, and instills in members with dependents the confidence that their families can be financially supported during their absence.

#### **Champus Benefits**

The latest call-up of reservists and members of the National Guard means more families are newly eligible for Champus benefits.

If the activated military sponsor is ordered to duty for more than 30 consecutive days, his or her family may get civilian health care under CHAMPUS beginning with the first day of active duty.

Reserve and National Guard family members are also enrolled in the defense enrollment reporting system

(DEERS) when their sponsors are called up.

For additional information call the DEERS beneficiary telephone center for assistance. Information is available from the center between 6 a.m. and 3:30 p.m. Pacific time, Monday through Friday at the toll-free telephone number: 1-800-527-5602



It's January 1991. The start of a new year, a year full of new resolutions, promises and aspirations. Hope you all had a great year in 1990 and hope you have a better 1991...We are in the midst of our Limited Unit Effectiveness Inspection (LUEI) which started on 10 Jan. We should be completed with the inspection early next week with the outbrief scheduled for 18 Jan (Friday). We should do well as this is our second inspection with the F-15 aircraft. Remember, think positive!!! The welcome mat goes out to SSG Al Kaliinoi as he transfers from the Civil Engineer Sq to our Welding Shop. SSG Ashley Guzon has transferred from Supply to our Material Control section. Good to have you aboard...The Maintenance Control airwaves will be quiet from 2 Jan to 28 Feb as MSG Jim Andrade is now attending the Senior NCO Academy in Alabama. Good luck to him...Good luck to TSG John Cabacungan as he has decided to make a career move to the mainland. TSG Jim Puu has moved from his Job Control job to take John's position in the Plans & Scheduling office. TSG Dennis Mishima has now moved into Jim's position in Job Control which means he now has to go to the Job Control school in Chanute. SrA Channing Ching has been hired as a temporary person in Maintenance Control and has been assigned to work with Capt Terry Hudson...Congrats are in order for Sgt Sherilyn Chong and husband Patrick as they welcome son Markham to the family...The Admin office has a new addition as Sgt Greg Genenbacher has left his job as a boom operator and opted to join the ranks of the CAM Sq...Off to Tyndall AFB, Florida, for an acceptance inspection from 2 - 16 Feb are: MSG Roy Kuwana, TSG Ken Matsuoka, SSG Jody Goya & Sgt Miles Kaneshiro (from Flightline); SSG Michael Crail and Sgt Kirk Adams (from Engine Shop); TSG's James Chun and Geraldo Gapol (from Munitions Maint); and SSG's Gary Hema and Franklin Ho (from Avionics); and finally, Team Chief CMS Ken Morimoto. They'll be coordinating our receipt of 2 more F-15 aircraft as loaners as we undergo modifications to our present airplanes...MSG Ray Bermudez reports that all is well at the C-130 Flight. They've cleaned out their shop in preparation for the UEI, put fresh paint on the floor and admit that the place looks good enough to live in. If you have a hard hat and a respirator, you're more than welcome to visit them. However, you must bring the proper 'omiyage' to enter. Call anyone in the Flight for the more info. Leaving shortly is TSG Takao Wada as he goes to Mississippi to get training on he 'Proper Intermediate Maintenance on the Propeller System.' SSG Bonifacio Garalde is leaving on his first

solo trip to Kulis ANGB, Alaska, to pick-up our C-130 aircraft which has been undergoing its annual inspection. He'll be leaving the end of January, or February, or whenever, depending on tanker support...SSG Gordon Lau was presented a certificate signed by BG Edward Richardson and MG Alexis Lum for his help in the Recruiting Booth at the Hydrofest recently held at Pearl Harbor. Good show!! Congrats to Maj Darryl Wong and wife Teresa on birth of Taryn on 3 Jan. Just missed New Year'!!! From MSG Carol Keanini: 'Would like to say aloha and mahalo to everyone in CAM Sq for all your support the last 13 years. The Ohana Spirit is alive and well and I'm going to miss you all. You have proved time and again that you're the 'NO KA OI' squadron. But don't you all worry as I'll be down the tarmac taking care of business in Disaster Preparedness. Aloha and mahalo again...MSG Doug Abe sends his aloha and thank-you to all who gave generously to the CAM Sq Christmas Food Basket in December. 'You have brought special joy to many people supported by the Child and Family Services' center. The outstanding Christmas Food Basket donation was a true meaning of the holiday. You've shared your love and time to help others. Happy New Year!

Well gang, that's all for now. Til next issue, "There is nothing new in the world except the history you do not know." (Harry S. Truman)...Aloha and

Mahalo.....fhiga



THE NICKNAME USED TO REPORT A SUSPECTED HOSTILE OR A POSSIBLE HOSTILE ACTION THAT COULD AFFECT OUR READY GENERAL WAR CAPABILITY IS...



THE NICKNAME USED TO REPORT ACTUAL OR PROBABLE ENEMY CLANDESTINE ACTION IS...

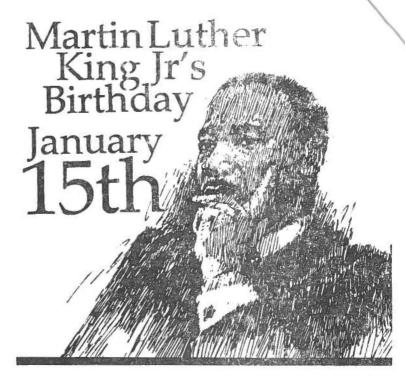


15TH SECURITY POLICE SQUADRON INFORMATION SECURITY BRANCH

#### **Retention Challange**

by MSgt Iris Kabazawa

There are many factors which influence our people to stay in the Air Guard. Some tangible reasons are retirement, pay, and the numerous benefits and privileges that play an important part. Surveys, interviews and questionnaires, however, show that there is much more. Intangible factors such as job satisfaction, challenging work, family involvement, patriotism, etc, are strong motivators to remain in the Guard. Retention is not just a dollar issue. Decisions to reenlist we believe, are based on much more than money. Here lies a challenge for all HIANG leaders. Our words and actions can influence our people's decisions. It makes good sense to find the positive and good in people. Our positive leadership, integrity, willingness to sacrifice and most importantly, our genuine concern for the welfare of our people can influence their decisions to remain in the Guard. We the HI ANG leaders are the key ingredients in our continuing efforts to retain quality men and women for the future of the Hawaii Air Guard. Your Career and Education Office staff are here to assist you in meeting the retention challenges of 1991.



### BEELINE

# MSD's and their Information

by TSgt Laura Masuda

(4th of 5 articles)

The Material Safety Data Sheet (MSDS) provides information on the chemical or hazardous material being used in the work place. It provides the name, address, and telephone number of the party responsible for preparing or distributing the MSDS. It also provides explanation of health hazards, fire/explosion hazards, exposure routes, health effects, first-aid procedures, required protective equipment, and special handling and storage precautions of that potentialy hazardous item.

MSDS can be obtained from the manufacturer or 15 Med Grp/SGPB Bioenvironmental Engineering Office at

449-2541 building 2070.

#### Dept of Defense Retirement Luncheon

Make plans now for the DoD Retirement and Awards Luncheon Final head count due Monday, January 14, 1991 Place: Hale Koa Hotel, Banyan Tree Showroom Date/Time: January 25, 1991 at 11:30am Cost: \$12.00 Contact: TSgt Joyce Arakaki

#### TODAY'S MENU

PORK CHOPS
WITH BROWN SAUCE
BUTTERED NOODLES
MIXED VEGETABLES
SALAD BAR
SPICE CAKE

#### SHOTLINE

by Capt Adele Auyong

The TAC Hospital would like to welcome A1C Bernard Ramos, A1C Dino Barroga, and Sgt Charmaine Haager who are back from technical school and training. All three are hardworking and will be a welcome addition

to the hospital.

SHOTS: Please make sure all your immunizations are up to date. If the HIANG is mobilized, you will receive any and all shots prior to deployment. That could be from one or up to three shots prior to boarding. Several shots have side effects that could make your trip uncomfortable. Yellow Fever is due every 10 years, Typhoid is due every 3 years, Tetanus-Diphtheria is due every 10 years. Polio is completed after 3 doses and is good for life. Flu shot is due every year. If you are due, please take care of this as soon as possible. If deployed to Operation Desert Shield, you may be required to have IGG, plague, and meningococcal vaccines as well.

HEALTHFUL HINTS: Outdoor Safety - If you exercise outdoors, in the early morning or late at night, don't forget to exercise common sense: walk, run or bicycle with a partner; avoid isolated and poorly lit areas; carry phone change and an ID; dress to be seen by traffic, obey pedestrian and bicycling laws; don't wear headphones - they make you less aware of traffic sounds.



Lanakila students touring Life Support shop.

Photo by Maj. Stan Osserman

## PROMOTIONS

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

154 CAMS	
SSGT LEONA T. CHANDLER	17 DEC 90
SSGT SCOTT M. CUMMINGS	17 DEC 90
SSGT DEREK K. LEONG	17 DEC 90
SSGT DANE K. TSUBOTA	17 DEC 90
SGT EDWARD W. HOLLAND	14 DEC 90
SGT GEORGE K. MCCOY	14 DEC 90
<b>SGT RAFAEL S. RODRIGUEZ</b>	12 JAN 91
SRA JOSHUA F. ABERILLA	15 DEC 90
SRA GLEN L. PRIMERO	15 DEC 90
154 CES	
SSGT VICTOR TALAMOA, JR	17 DEC 90
154RMS	
A1C VANESSA L.M. HARVEY	15 JAN 91
154 SVF	
SGT EDWARD E. LEE, JR	6 DEC 90
154 TAC HOSP	
AMN DENO B. BARROGA	12 DEC 90
4.00 + 00000 (0000)	
169ACWS (FXD)	4 5 5 5 6 6 6
SSGT KENNETH C. LAURIAT	17 DEC 90
SRA DENNIS A. WONG	7 JAN 91

# Unit Career Advisor of the Year

by MSgt Iris Kabazawa

For 1990, their was a tie for the unit career advisors. Congratulations to TSgt Owen Iha (154 MSS/MFS) and SSgt Antone Gabriel (154 CAM) for their dedication in conducting outstanding unit career motivation programs.

#### **CBPO CONNECTION**

AIR FORCE UNIFORM BOARD (AFUB)

Based on recommendations by the 88th AFUB, the Chief of Staff has approved the following changes in dress and appearance policy:

a. Remove loop and tab from the collar of light-

weight blue jacket.

b. Require MAJCOMs adopt sew on rank insignia

and accouterments on desert BDUs.

- c. Authorize chrome studs and cuff links for men's mess dress uniforms. AFR 35-10 will be revised to state either chrome finished badges, cuff links and studs or satin finished badges, cuff links and studs will be worn together as a set. Mixing of chrome and satin finish will not be authorized.
- d. Authorize wear of blue neck scarf (dickie) for security police elite installation entry controllers at the installation commander's discretion.
- e. Change the designation of parachutist badge from mandatory aerospace badge to an optional badge. This will allow the badge to be worn at the member's option and provide an alternative to wear other specialty qualification badges. The current restriction on number of badges which may be worn at one time remains in effect.

f. Approval was granted to wear the poly/wool lightweight blue jacket on commercial transportation.

g. AFR 35-10 will be reworded to authorize MAJCOMs to determine acceptable on base wear of flight clothing.

h. Authorization granted for temporary wear of the army pathfinder badge by qualified 275XU personnel

while assigned to Army units.

- i. Distinguish the Civil Air Patrol (CAP) uniform from the Air Force Uniform. Authorize CAP to wear a maroon-colored full shoulder mark with embossed rank on all uniforms.
- j. Authorize wear of black satin footwear with the women's mess dress uniform.
- k. Authorize wear of patent leather high gloss material purse to be worn with any authorized footwear. AFR 35-10 will provide dimensions of purse for purchase from commercial sources.

l. Allow MAJCOM Commander's the option to prescribe wear of an optional black or brown turtleneck T-Shirt for wear with utility uniforms.

m. Concept of using Commander's O&M funds to pay for sewing rank insignia and accouterments on utility uniforms for enlisted personnel will be pursued. Implementation will begin only after all MAJCOMs are prepared to fund this new requirement.

#### GRADUATES OF THE NCO PREP COURSE (NCOPC)

On 1 Oct 90, the Office of the Chief of \$taff announced approval of a change to the criteria for the NCO

PME graduate ribbon. The ribbon is now authorized for successful completion of all levels of resident NCO PME. This change allows NCOPC graduates to wear the ribbon and is retroactive to 1 Apr 84 when the NCOPC was activated. Those members who subsequently graduated from higher levels of NCO PME are entitled to and additional Bronze Oak Leaf Cluster on the ribbon for completing NCOPC.

CUSTOMER SERVICE (DPMA) CONCEPT
Customer service is the single focal point for obtaining information and serves as the initial point of contact between the customer (active, non-EAD Reserves, ANG or retired Air Force member) and personnel. Serves as a communications link between the customer and MAJCOM/AFMPC/ARPC for interpretation of policies or procedures that cannot be resolved within the CBPO.

DPMA provides customers the assurance that someone is available, does care, has the expertise, and will help resolve any personnel problem.

CUSTOMER SERVICE SERVICES AVAILABLE

Defense Enrollment Eligibility Reporting System (DEERS) Enrollment; Application for ID Cards; Casualty Assistance; OPR for Military and Civilian Dress Appearance; Awards and Decorations processing; Document Reproduction when required; Records Reviews; Change of Name, Address, Phone Numbers, Dependent Data; Dependent Dental Plan Enrollment/Disenrollment (Active Duty Members); Service Group Life Insurance (SGLI) Election; and Point Credit Accounting and Reporting System (PCARS) are just the few services available, stop by and see us soon. (DPMA/449-5669)

#### EMERGENCY Data (DD Form 93) UPDATE

Does the Air Force know who you want notified if you become a casualty? Only you can provide a current data (i.e. marital status, children, addresses).

Is there someone in your family in ill health whom you would not want notified? Then let the Air Force know!

Noncurrent data could delay notifications and payment of survivor benefits. Outdated beneficiary information could cause hardships for your survivors.

When was the last time you reviewed and updated your DD Form 93?

YOU, AND YOU ALONE, ARE RESPONSIBLE!