



Kukailimoku

War God Of King Kamehameha I - 154 Group

Vol. 40 No. 07

Hickam Air Force Base
Hawaii

July 9, 1994

154th Wins Fifth Flying Award

The 154th Group earned its fifth National Guard Association of the United States (NGAUS) Distinguished Flying Unit Plaque in 1993.

NGAUS annually awards the plaque to the top five Air National Guard flying units in the country.

A Group representative will accept the 1993 award at this year's annual NGAUS conference in Boston, Mass., September 2-4.

Maj. Gen. Donald W. Sheppard, Director of the Air National Guard and Maj. Gen. Edward V. Richardson, state adjutant general, sent letters of congratulations to the Group for its outstanding achievement, making special note of the Group's cohesive teamwork.

The 154th Group has also been selected as an Air National Guard nominee for a 1993 Award of Honor sponsored by the National Safety Council. The nomination is for significantly contributing to reductions in ground mishap rates over the past three years.

Deadline

The Kukailimoku staff needs to remind our "reporters" that we have a deadline for the submission of articles for publication in the next drill's edition. This is usually on Friday, one week before drill.

We must establish a publication deadline because we need time to enter, edit and lay out the stories and photos, and get the paper to the

printer in time in order to have it ready for our readers on Saturday's drill.

Please submit your article(s) to the Group Public Affairs Office, Room #134, Building #3400, by the close of business day on Friday, August 12th, for the August 20th edition. You can also place your article(s) in a "puka" envelope and mail it to 154 Gp/PAO.

North to Alaska ... Cope Thunder

Deploy-O-Gram #3

by Capt. Braden K. Sakai, Project Officer, 199 FS

This will be the last deploy-o-gram and I'll give you my best updated information, "Next Week", as Lt. Col. Asai would say. Nah, actually, everything is going well. This article was written on July 1st in order for it to get published in the Kukailimoku. So, for last minute information, changes, or updates, check with your supervisor.

And now for the BIG NEWS: We're all coming home on the 31st of July. We're still going up in two cells (July 12th and July 13th). Our C-130 will be helping out now, taking a lot of cargo and approximately 10-15 passengers up to Alaska. We're looking at them leaving on July 13th to help ease the money issue, but, there's a chance it will leave on the 12th of July,

COMMANDER'S CORNER



By: Col Michael H. Tice

The long awaited 154th Group restructure documents, both for the military organization and the full-time work force, arrived on June 17th. Since that time, much has occurred at the State Headquarters level and within the command/supervisory structure in the Group to digest and analyze their impact. The military organization will change to reflect the Air Force "objective wing" implemented in the active force several years ago.

The organizational charts attached to the back of this Kukailimoku graphically show how we have looked, with a command structure and functional areas responsible to four deputy commanders; and how we will look with a reshaped command structure and the creation of three new Groups, under which all squadrons and the 203rd and 204th Maintenance Squadrons for KC-135's and C-130's respectively.

The "official" dates for activating the new units and implementing the new organization are pending receipt of additional guidance from the National Guard Bureau. "Unofficially," actions are underway to make the personnel and leadership changes necessary to make the new structure work. Your squadron commanders and supervisors can and will tell you more during the course of this UTA and ones that follow.

These are exciting times for the 154th Group. When its all said and done, and this will be a many month process; in spite of the draw down in the number of F-15's we have, the additional KC-135's and C-130's we receive will result in a net growth in our strength in both the military and full-time structures. We will be a unique organization within the Air National Guard, postured to play an increasingly impor-

tant role in the defense of our country and service to the State of Hawaii well into the 21st century.

The Commander's Action Line is your direct link to me. It's your opportunity to get answers to questions you haven't been able to get through normal channels. This program is not a substitute for working within your supervisory/ command chain, but a means of obtaining information that might not be available elsewhere. Inputs should be sent in a "puka" envelope to: 154th Group/CC or may be phoned to the Action Line recorder at 449-2741.

Commander's Action Line

Question/Concern: *Now that the testing period for the 5-4-9 work schedule is about over, how does it look that it will continue? I am sure the majority have found this most favorable, but most importantly, what do the statistics look like? We initially went into this work schedule looking at increasing maintenance statistics and the savings on electricity, water, etc. Has the 5-4-9 met all the metrics established by the executive committee? I hope this schedule continues because it puts the 154th Group up there as one of the most innovative work places of the '90's! I hope this schedule can be offered to all. Thanks. P.S. I like the Commander's Line. Great Idea!*

Answer: First, thank you for the feedback on the Action Line. As regards to 5-4-9, yes, that period is drawing to an end. The Quality Improvement Board has continued to meet periodically to assess the results and track the test metrics. Most recently, surveys were taken of the primary external agencies we deal with in the State DOD. An end-of-test briefing is being scheduled for the Hawaii National Guard Quality Executive Committee and Maj. Gen. Richardson. The test outcome and resulting metrics will be included in a future Kukailimoku.

Question/Concern: *I am concerned about the amount of POV maintenance after hours at*

the 154th Motor Pool. I'm not talking about helping a fellow Guardsmember with their car that won't start or a strange noise that develops on their way to work. There is now at least one POV every night. This is abuse in its most blatant form: government facilities used for private benefit.

Answer: Your concern is a valid one. AFM 77-310, Vol. II which governs vehicle maintenance operations states in part "privately owned vehicles and their equipment, units, parts and accessories are not to be repaired, inspected, serviced, given manufactures technical assistance, or garaged in any vehicle maintenance shop, building or vehicle operations site. Also, privately owned vehicles, including motorcycles and mopeds, must not be parked in the vehicle maintenance compound." Members of the 154th Resource Management Squadron vehicle maintenance and operations activity have been advised that anything less than compliance is unsatisfactory.

89 Council

The HIANG Chiefs and Senior Master Sergeants Council, also known as the 89 Council, has been really busy this year. Lots of new members and lots of good ideas have been presented at the meetings.

One of the first things the Council did was establish a point of contact at each unit in the HIANG to improve communications. They mail the minutes of each meeting to the unit representatives to ensure that all Senior NCOs and Commanders are kept informed of Council matters that affect enlisted troops. All Senior NCOs are invited to attend the monthly meetings; time and place of upcoming meetings are

published in the minutes.

The Council is working to recognize each new Senior NCO as they are promoted by sending them a letter of congratulations. Also, at the request of the 154th Group Commander, they convened a board comprised of people from the different areas within the Group compound to present thoughts on the "no hat" policy. The 154th Group Commander took their ideas under advisement and thanked them for their input.

Most importantly, Council members testified on state House and Senate Bills that would provide Civil Service preference to HING members; provide a tuition waiver for dependents of HING members killed or permanently disabled while serving on active duty; provided HING members' license plates and exemptions on vehicle weight tax; provide retirement credit to HING members who are part of the ERS in a manner similar to sick leave credits; and provide temporary relief from certain civil obligations when HING members are materially affected when placed on state active duty status. Although not all of these bills were passed, Council members were working to improve the welfare of enlisted personnel. They've got a lot of "irons in the fire" and you'll be seeing some great ideas coming to completion soon.

If you have questions or suggestions for the 89 Council, please see your unit rep or call CMSgt. Morimoto at 449-1500.

Quality Assurance

by Maj. Galen Yoshimoto

The following article appeared in *Quality*, a newsletter published by the Dartnell Corporation

Stop Your 'Internal Bleeding'

A severe case of 'internal bleeding' can sabotage a quality-service effort. It causes internal departments to work against each other, rather than working together.

The most common symptoms include delays and denials. This behavior isn't only annoying; it can be detrimental to your entire organization.

Karl Albrecht, author of *Service Within*, contends that it's insufficient to think of service only as "customer relations." When people work together as members of a quality team, they must be equally adept at "internal service."

Albrecht has pinpointed the "seven sins" that are most frequently committed by internal-service departments:

Imprisonment in the black hole. Things go in but never come out. Nobody pays attention to requests for information, advice, or help. Unless management intervenes, departments act almost autonomously.

The bounce back. The bureaucrats involved in this scheme never call a department to ask for missing information. They simply toss the request back with this note: "You didn't fill in line 18, therefore we are returning your request without action."

The edict. Those who have this power like to proclaim new policies. For instance: "Effective today, we will no longer process budget requests without written notification signed by the supervisor."

The "gotcha." People who use this tactic function as the company's policemen. Sadistically they enjoy catching employees in other departments who make mistakes or violate rules. Internal-audit and legal office personnel often fit into this category.

"No-ism." Practitioners of negativism

never heard of a team-oriented 'can-do' outlook. Instead, they enforce their veto strength with a dictatorial: "This can't be done!"

The papermill ploy. If you need immediate action, forget it. Workers in this unit will inundate you with paperwork. It must be submitted in triplicate with a dozen signatures before they'll say "yes" or "no."

"Turfism." Employees with this affliction are jealous of their territory and won't budge an inch to make a necessary compromise. They'll ignore a request form from another department, take action on their own, and then attack the one who asked for assistance.

When you identify your sources of internal bleeding, ask for a no-holds-barred inter-departmental meeting. And, be sure to invite your senior managers as "special guests."

Safety

Memorial Day — May 30, began the 101 critical days of summer which run through Labor Day, Sept. 5. Preventing mishaps and injuries during this high-risk period is a tremendous challenge for all Guardsmen — full-time and traditional. Commanders and supervisors should continue to show a genuine concern for the safety of their people and their families. Take the time and talk to people to find out what their summer plans are. Discuss how they — and you — can make summer activities safe. Let people know it is critical for all to take care of each other, and remain focused on the task at hand — whether on or off duty. Use all means available to keep safety awareness at the forefront in every activity — whether leisure or work. The success of the 101 Critical Days of Summer campaign depends on the safety consciousness of every commander, supervisor and individual.

Next month: Weapons Safety

Health Matters

from the 154th Tac Hosp

The US Environmental Protection Agency (EPA) recently classified secondhand tobacco smoke as a "Group A Carcinogen" — which puts it into the same cancer-classification as asbestos.

The US Surgeon General says 53,000 Americans who are nonsmokers die of smoke-related illnesses each year.

"More and more, the owners and operators of public facilities like the Orioles are sending tobacco smoke the way of flaking asbestos, and for the same reason: it kills innocent people."

-Baltimore Sun

"It's just a matter of time before smoking is completely banned in the workplace. It will happen in 10 years, maybe less."

-National Alliance of Business

"Employers can save, on average, more than \$5,000 per year in health care, sick leave, and other costs for every employee who is persuaded to quit."

-Management World

"An increasing number of restaurants are in the process of banning smoking. Today, there's not a single chain in the US that is not considering a ban."

**-National Restaurant Association
FOR COMPARISON**

The number of Americans who will die in 1993:

- * From AIDS -- 47,100
- * From exposure to other people's tobacco smoke -- 53,000
- * From cigarette-smoking associated illnesses -- 490,000

Sources: US Surgeon General estimates; AIDS Prevention Project, Seattle King-County Health Department

Recruiting News

by MSgt. MA Geolina, Jr., Recruiter

The Hawaii Air National Guard has several units at different locations on Oahu. These locations include Hickam AFB, Wheeler AAF, Barbers Point NAS, and Fort Ruger.

We value your support in trying to fill the vacancies of these units, which include officer positions as well as enlisted. If you know of anyone who may be interested in getting one of these positions, please call the recruiting office. As you all know, the best source of enlistments happen as a result of referrals from you, the unit member.

There are vacancies in communications as well as on the flying side of the house. Give your friends and relatives the same opportunities for training and benefits that you've enjoyed by becoming a member of the Hawaii Air National Guard. Call 449-5601 (Hickam office) or 671-1468 (Waipahu office) with your referral, today!!!

**Next Drill Will Be
AUGUST 20 & 21**

Recycle the Kukailimoku!

The staff of the Kukailimoku encourages its readers to recycle the Kukailimoku. We certainly hope you're enjoying reading our Group newspaper, but we would appreciate it if you would pass it on to your friends and co-workers (they might not have seen it, yet) or bring it home to share it with your family. We're trying to be careful with the number of copies we print simply to prevent waste and save paper, yet, at the same time, we want the widest circulation possible. So, pass it on! Mahalo!

HIANG EDUCATION OFFICE

A Key To Your Future



Customer Service Hours

Monday-Friday 7:30 a.m. - 4:00 p.m.

UTA 9:00 a.m. - 3:00 p.m.

Career Kokua Hours

Monday-Friday 2:00 p.m. - 3:00 p.m. or by appointment

UTA 11:30 a.m. - 12:30 p.m. or by appointment

Location

Building 3415, 2nd Floor, CBPO, Phone 449-7794

Traditional Positions Available - The following part-time positions are available:

In-flight Refueling Operator/Boomer
(1A051) - 203 AREFS

Aircraft Loadmaster (1A2X1) - 204 AS

Flight Engineer (1A1X1) - 204 AS

If you are interested, stop by the Career and Education office or call 449-7794 to submit an application. The deadline is July 31, 1994.

UCA Workshop FY 94 - The Annual UCA Workshop is scheduled for August 25th and 26th. The units on Kauai have volunteered to host this year's workshop in Lihue. Your unit career advisors will be receiving information packets within the month of June. Please ensure that your UCAs are aware of these training days.

ESGR (Employer Support Guard & Reserve) Luncheon - An ESGR Luncheon is scheduled for the November UTA. Show your appreciation to your supportive employer by nominating them for a "My Boss Is A Pro" certificate. See your unit career advisor for a nomination form.

House Bill 2 (Act 50) - Many questions requiring clarification on the combined use of the Montgomery GI Bill, Chapter 106, and the Tuition Waiver were brought to the attention of the Education Office. Hopefully, this will answer some of your concerns.

• If I am using the State Tuition Waiver for two campuses, how should the paperwork be

processed for the Montgomery GI Bill, Chapter 106? If you are initiating your MGIB, Chapter 106, the paperwork should be turned into the VA representative at your primary campus. You should then turn in your confirmation of registration at the second campus. If you already used the MGIB, make sure the VA representatives at both campuses are aware of your attendance at both schools by submitting the confirmation of registration. The paperwork you turn in to these representatives will then be forwarded to the VA for the payment. The VA remains the final approving office to determine appropriate funds.

• I know the Tuition Waiver covers up to a graduates program. What does the MGIB, Chapter 106, cover? The MGIB, Chapter 106, covers two degrees. A Masters degree may be coverable as well as a second Bachelors degree.

• Is my spouse now eligible to use the Tuition Waiver? Under this House Bill, the Tuition Waiver is now available for spouses and dependents of Hawaii National Guard members who have been killed or permanently totally disabled while on active duty. "Active duty" means the inclusion of both federal duty status and state duty status. Permanent total disability means "a disability of such an extent that the disabled person has no reasonable prospect of finding regular employment of any kind in the normal labor market within the foreseeable future." This new law assures HING members that the educational needs of their dependents will not be forgotten should they be killed or become permanently disabled while on active duty.

Information sheets are available and additional questions may be directed to MSgt. Vendiola at 449-7794 or a VA representative at 566-1000.

Fulltime Employment

These are the current vacant Federal Civil Service positions open for recruitment. You can read more about the position by checking with your orderly room for complete details or see TSgt Phillips, Bldg 3400, Rm 210, Monday-Friday.

JVA NO.	POSITION TITLE	GRADE	CLOSING DATE	LOCATION
FY94-061	PURCHASING AGENT	GS-05	28 JUL 94	154 RMS
FY94-060	COMPUTER SPECIALIST	GS-11	19 JUL 94	HIARNG/TM
FY94-059	TESTING EQUIPMENT OPERATOR	WG-08	15 JUL 94	154 CAMS
FY94-062	MILITARY PERSONNEL TECHNICAN	GS-06	15 JUL 94	154 MSS
FY94-065	SECRETARY OFFICE AUTOMATION	GS-05	05 AUG 94	USPFO
FY94-066	CIVIL ENGINEER	GS-11	05 AUG 94	154 CES
FY94-067	AIR OPERATIONS SUPERVISOR	GS-09	20 JUL 94	199 FS

DOD Recognition Awards and Retirement Luncheon

Hale Koa Hotel Banyan Tree Showroom
Date: Friday, August 12th

Time: 11:30-11:55 No Host Cocktails
12:00-12:45 Lunch
12:45-13:45 Program

Menu

Broiled Mahimahi topped with Macadamia Nut Butter Sauce
Parsley Potatoes and Fresh Carrots Vichy with Mint

Hale Koa Salad with Tarragon Dressing
Hot French Bread
Chocolate Cream Pie
Coffee or Tea

Cost: \$11.00 (includes gratuity)

Parking: Fort DeRussy Carpools encouraged

“DeRussy Caboosey” available from parking areas to hotel.

No LAN Military Leave Request

Military leave requests will not be issued through the LAN system. Military pay personnel cannot verify that the leave has been approved by the supervisor, and if the person the request is sent to is on leave, the request could be sitting there, unanswered, for the length of the absence. 154 RMS/FM POC is SSgt. Mahaulu at 449-7930.

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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Bulletin Board

Artists and Musicians Wanted

Some members of the HIANG are looking for others interested in promoting Hawaiiiana within the Hawaii Air National Guard through art, music and dance.

We are looking for individuals that who be interested in either singing, dancing or playing bass, guitar, steel guitar or ukulele.

We would like to form a choir, another Hawaiian band and a dance group. We're also looking for artists interested in drawing and graphic arts. If you're interested in any of these areas, please contact SSgt. Steve Thomas at 449-7750 during UTAs or 449-6693 during the week. Mahalo!

Retirement Party

A retirement party is planned for Colonel Melvin C. Morris on Saturday, August 13th, starting at 6:00 p.m. at the Hale Koa Hotel in De Russy Hall. It will commence with cocktails at six and dinner at seven. Cost is \$35.00 per person (includes gift, gratuity, tax, etc.), \$30.00 per guest and \$5.00 for gift only.

POCs: HQ HIANG - Mrs. Sandra Murayama

154th Gp - Lt. Col. Eric Kanja
201 CCGp - SMSgt. Galen Nakahara
169 ACWS - CMSgt. Melvin Kauahi
154 ACS - SMSgt. Lowell Agena
203 AREFS - TSgt. Pearl LaFaver

Education, Training and Awareness Program (ETAP)

All unclassified telephones must have a DD Form 2056 (do not discuss classified information) attached. See your unit security or ETAP manager for this form.

Any questions, please call SMSgt. Kenneth H. Q. Young at 448-0610.

Vehicle Maintenance/AGE Facility Construction

USPFO is expected to issue the Notice To Proceed (NTP) to begin construction of our new Vehicle Maintenance/AGE Facility on July 15th. Within thirty days of the NTP, the contractor must begin construction. The construction site, simply defined by a line drawn mauka (north) to Mike Taxi way from the Waikiki (east) end of Battery Selfridge and extending east to the boundaries of Soma Field, must be cleared of HIANG equipment and supplies. The vehicle parking area east of Battery Selfridge will be closed.

Units, shops and individuals with items stored within the construction site must relocate them no later than July 15th. As we go through this process, properly dispose of those items we no longer need. Questions regarding the project may be addressed to Maj. Alvin Satogata at CES/BCE, telephone 449-8016.

(The above notice was sent to all units, with two maps attached, from the 154th Group Commander.)

Individual Equipment Unit

Hours of Operation

Monday: Closed (GSU servicing)

Tuesday-Friday: 9:00-11:15am and 12:15-2:00pm

Saturday/Sunday: Closed

UTAs (Sat/Sun - Drill Status Only): 8:30-11:45am and 12:30-3:00pm

THUNDER, From Page 1

so some of us should be prepared to leave with them. So far, this deployment is really shaping up. We have the HIANG F-15s, KC-135s, and now our C-130 involved in helping to make this deployment happen. Nothing like taking care of each other in the time of need. Mahalo to everyone.

Hopefully, as you all should be aware of, out processing for the full-timers will be done July 6th-9th. For all others, the following is the schedule: July 9th, 12:00 - 4:00pm, and July 10th, 8:00 - 10:00am. The location, according to the Ops Plan, has not been determined, yet, so, let's assume it will be at CBPO. There will be a mass brief at the Dining Hall at 2:30pm on July 10th, which is MANDATORY for all Cope Thunder participants. It should be about one hour.

Remember that billeting and messing has been billed to the Group, so there will be NO per diem. Also, everyone should prepare his/her own little survival kit. The most important item that it should include is mosquito repellent. The best brand I heard of is from Avon, called "Skin So Soft". Although, it was not meant to be a mosquito repellent, IT WORKS, and it'll leave your skin so soft. Also, bring some thick clothing; the mosquitoes, if they don't literally pick you up and carry you away, can easily go through denim jeans. This mosquito issue-please, don't take it lightly-they have (no kidding) killed a crippled moose and pilots that have ejected. Both weren't properly prepared with "Skin So Soft". If this scares you-GOOD-BE PREPARED!

In closing this article, KUDOS' go to all supervisors involved in planning for this deployment. They had to overcome all kinds of problems. Their professionalism and outstanding attitude has been duly noted.

If you have any questions/suggestions concerning the deployment, please don't hesitate to either contact the POC from your section or call me at 449-2862/ fax 449-7192. One last

thing, LET'S ALL HAVE A GOOD TIME IN ALASKA, AND LET'S ALL COME BACK SAFE AND SOUND. TAKE CARE OF EACH OTHER. REMEMBER, HIANG NO KA OI!

HIANG Oahu Basketball Tournament (Back In The Hoop)

by Capt. Jim Kawano

It's been around three years since we last held an Air Guard Tournament for some very good reasons, i.e., Desert Storm, ORI, but we are happy to announce that it's back!!! The tournament will be held on August 27th and 28th (Saturday and Sunday) at the Fort Ruger gym.

Teams participating are:

1. 154th CAMS "A"
 2. 154th CAMS "B"
 3. 154th CAMS "C"
 4. 154th CES
 5. 154th RMS
 6. 154th SPF
 7. 169th AC&W & WF "A"
 8. 169th AC&W & WF "B"
 9. 199th TFS/154th Group
 11. 201st/293rd/297th (?) - ORE
- scheduled
12. 203rd ARS
 12. Combo (154th MSS/Tac Hosp/HQ HIANG)

A meeting with the unit POCs will be held on August 21st, Sunday, at the dining hall at 9:00am. MSgt. Pahukula is in the process of building a tournament package which will contain the detailed rules and regulations, cost per team, roster form, etc. This package will be forwarded to each unit as soon as it's completed.

Any changes to the above information will be given to the unit POCs. If you have any questions or even wanting to volunteer your time, please contact MSgt. Jimmy Pahukula (chairman) at 449-1201 or Capt. Jim Kawano at 449-7176 (drill weekends only) or 586-4282 (work).

201CCGP (Oahu) Captures the 1994 Central Softball Championship

by CMSgt. Cornwall S. Matsusaka

The 201 CCGP (Oahu) softball team captured the 1994 HIANG Central Softball Championship with a perfect 4-0 record. The 3-day, double elimination tournament saw 13 HIANG Oahu-based teams scramble for the top four positions in an attempt to qualify for and to participate in the 1994 Army-Air HING State Softball Tournament.

In the championship game, the 201st Communicators outscored runner-up 154 COMBOs 11 to 3. Lance Watanabe (2-4), Dave Bonifacio (2-3), Floyd Zakabi (3-4) and Jon Divine (3-4) contributed to the 201 CCGP offensive punch while the entire team played a solid defensive game.

201 CCGP Team Members:

Ivan Uwaine (Mgr), Galen Nakahara (Coach), Lance Watanabe, Dave Bonifacio, Jon Divine, Ray Kaanga, Jeff Mitsuda, Ricky Torrijos, Ray Chang, Nahaku McFadden, Robin Tuaniga, Floyd Zakabi, Liz Sabog, Dave Sala, Wayne Iida, Shane Kayatani, Lee Sonomura, Ed Tote, Dewayne Sprinkel.

Congratulations to team members and coaches of the following *top four* who have earned the right to represent the Air Guard in the annual Army-Air Hawaii National Guard State Tournament:

1st Place	201 CCGP (Oahu)	Ivan Uwaine
2nd Place	154 COMBOs (B)	Neal Gima
3rd Place	154 CAMS (A)	Bobby Furtado
4th Place	203 AREFS (A)	Gerald Gono

Maj. Gen. Edward V. Richardson presented the above teams each with a trophy.

MAHALO to TSgt. Antone Gabriel (Tournament Chairman), SMSgt. Larry Kauleinamoku

(Coordinator) and committee members for a well organized, enjoyable and successful softball tournament. A special thank you to the some 225 participants, supporters, and the following food committee members for an excellent dinner meal.....Gerald Gono, Craig Handa, Elwin Kaneshiro, Dave Leong, Owen Uehara, and Bill Beck.

Again, congratulations to the 1994 Central Champions 201st *Paio Imua* team. Best of luck to the top four Central finalists in the HING State Softball Tournament.

1994 HING State Softball Tournament

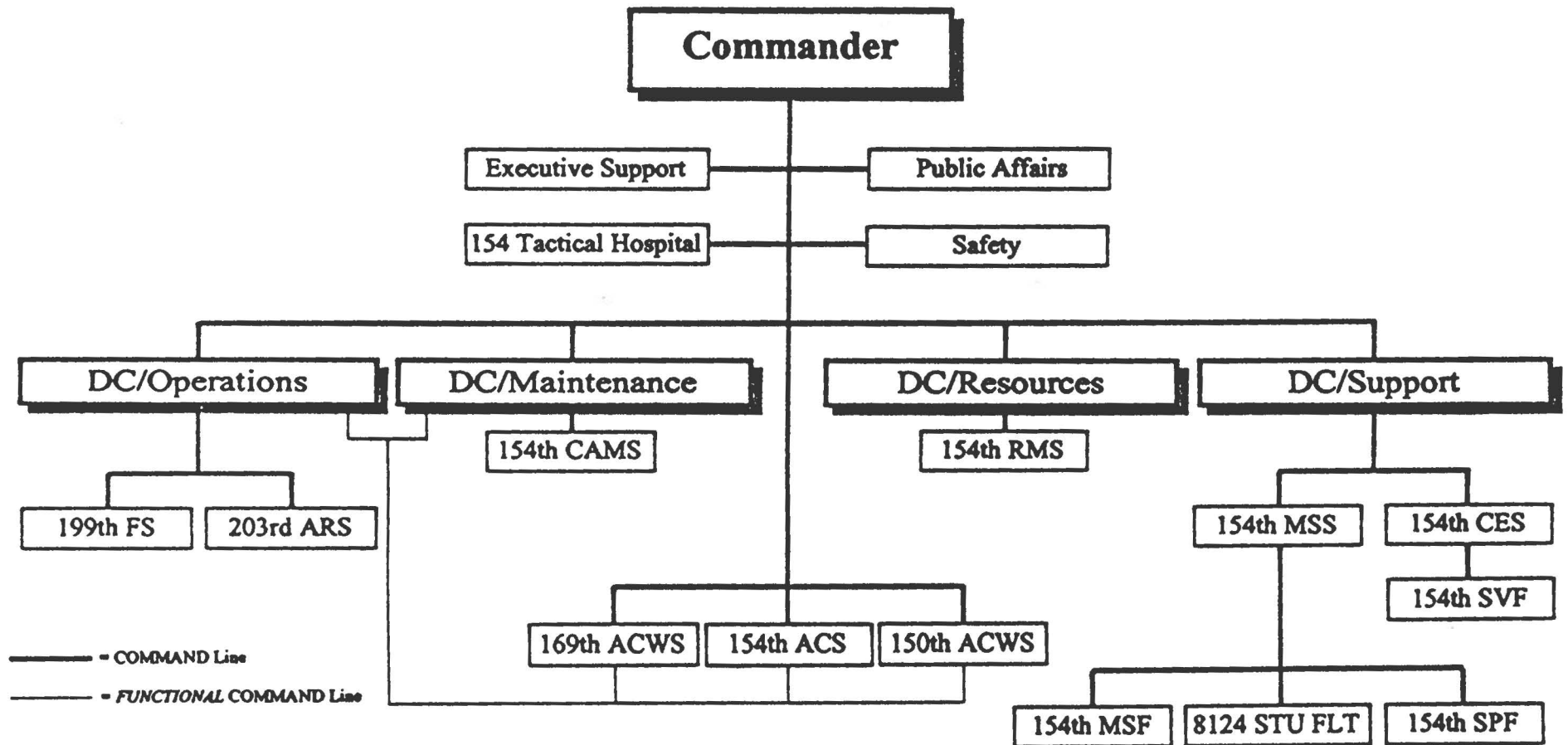
The HING tournament is scheduled during September 16th-18th at the Kapiolani, Crane, and Kapolono fields. The tournament chairman is Sgt. Reagan Nishimura, 29 Supt Bn, HIARNG. Army and Air coordinators are Sgt. Motofuji and CMSgt. Matsusaka respectively.

This year's HING State tournament format will consist of an *Open, Seniors (40+)* and, for the first time, an all *Women's Division*. The Air Guard is allocated two *Makule* teams and a *girls* team. We are looking for two Makule managers and a Girls manager. If interested, please call CMSgt. Matsusaka at 449-6102.

Unit integrity is not a factor in the Seniors and Women Divisions. Girls interested in playing on the "Air Guard's All-Girls Team" contact Gina Kuriyama, Hq 154 Group, at 449-7732 no later than **July 10th**. More information to follow as it becomes available.



ORGANIZATION





RESTRUCTURE

