



# Kukā'ilimoku

War God of King Kamehameha I - 154 Wing

Vol. 43 No. 04

Hickam Air Force Base, Hawaii

April 5, 1997

## Extremist Activities

by Maj. Galen Yoshimoto, Executive Officer, 154th Support Group

This weekend, the Air National Guard Assessment Team for Extremist Groups will visit the Hawaii Air National Guard. This team will assess the ANG to determine the extent and impact of extremist activities on the human relations environment. The intent is to assess the ANG from a national, not local focus. LTG Edward Baca, Chief of the National Guard Bureau, directed this assessment.

The team defines extremist groups as organizations that:

- \* Espouse supremacist causes.
- \* Attempt to create illegal discrimination based on race, creed, color, sex, religion or national origin.
- \* Advocate the use of force or violence.
- \* Engage in efforts to deprive individuals of their rights.

The team's goal is reaching at least 10% of the population of the HIANG's Hickam AFB units. This includes the 154th Wing minus the three GCI units, the 201st Combat Communications Group, and the 293d Combat Communications Squadron. The team will not

visit any HIANG GSUs because of the time involved.

To insure we meet the specified number of participants, we will identify about 200+ personnel from these units. This assessment is a complete package which will take several avenues.

Through random selection, named personnel will participate in individual or group interviews or take a written survey. Specific information (names, locations, times, etc.) for interviews and surveys will come through command channels. However, any HIANG member who believes that they have information relevant to the team's objectives may submit written statements in letter format inside a sealed envelope to the team. Each written statement should include the author's name, grade, SSN, unit, duty phone, and location. The outside address of the envelope will be: "The Director, Air National Guard, Attention: ANG Assessment Team for Extremist Groups."

The team requires the installation commander designate and provide a central repository for these written statements with the appropriate confidentiality/security, and present all sealed envelopes to

the team chief upon the team's arrival. For the HIANG, send letters in messenger (puka) envelopes addressed to the 154th Wing mail room.

The team will review all written statements to determine which cases merit an individual interview or other follow-up action. There is no guarantee that written statements will generate interviews of other action by the team.

Letters received after the team's departure will be mailed to the National Guard Bureau Inspector General (NGB/IG).

## 154th Wing Exercise Schedule-

**IRRE/CERE:** April 28 - May 4, 1997 (5 mandatory active duty days)

**ORI:** August 7 - 13, 1997 (5 mandatory active duty days). (An Operational Readiness Exercise handout has been enclosed in this month's edition of the *Kuka'ilimoku* for your convenience).

154TH WING

HISTORY OFFICE

FILE # 2-98-398



## Commander's Corner

by Brig. Gen. Michael H. Tice



## Commander's Corner

We've rounded the final turn and started down the home stretch of our preparation for August's Headquarters PACAF Inspector General (IG) visit to the Wing for an Operational Readiness Inspection (ORI).

This article is the first in the final series that will take us into and through the inspection; and will detail some of the basics in regards to ORI's ... some definitions, grading criteria, inspection phases and core inspection areas. The purpose is to ensure we all understand the basic definitions and ground rules, which is necessary when it comes to understanding why we're doing some of the things we do by way of preparation.

Simply stated, an ORI is an evaluation of our ability to perform our wartime missions. In the case of the 154th Wing, while it will be the squadrons and flights within the Wing where the majority of the mission evaluation will take place, the score we receive will be a collective one for the Wing.

Graded areas include:

**Initial Response** ... the ability of a unit to transition from peacetime to wartime or contingency operations. It includes all actions that would normally occur before the outbreak of

hostilities.

**Employment** ... a unit's ability to conduct its wartime mission.

**Mission Support** ... a unit's ability to provide essential support functions that directly affect its ability to conduct wartime operations.

**Ability to Survive and Operate (ATSO)** ... a unit's ability to protect, sustain or restore its mission capability.

A five tiered grading system is used ... OUTSTANDING, EXCELLENT, SATISFACTORY, MARGINAL and UNSATISFACTORY. Grades are subjective with emphasis on results; and for the top scores, *exceeding* mission requirements must be demonstrated. In a future article, I'll more specifically define each of the grades. What's important for everyone to know now is that of the Air National Guard flying units inspected in FY '96, and thus far in FY '97, roughly 70% have achieved scores of either EXCELLENT or OUTSTANDING. The 154th Wing's objective is an OUTSTANDING. Commanders and the full-time supervisory force have signed up to that ... but we'll need everyone's commitment to do it ... whether officer or enlisted, full-time or traditional, supervisor or worker.

PACAF divides an ORI into two phases:

**Initial Response Readiness Inspection (IRRI)** ... the transition from peacetime to wartime or contingency operations. It may include elements of employment, mission support and ATSO.

**Combat Employment**

**Readiness Inspection (CERI)** ... a unit's ability to conduct its wartime mission. It will include mission support and ATSO evaluations as well.

**Common Core Criteria** are the general areas we can expect to be evaluated on. They include: Threat; Personnel; Safety; Civil Engineer; Security; Services; Training; Air Base Defense; Command and Control; Communications and Computers; Deployment Processing; Supply; Operations; Transportation; Maintenance; Medical; Intelligence; Legal; Life Support; Self-Aid/Buddy Care

Our Unit Training Assemblies (UTAs) and Annual Training (AT) periods, thus far, have taken an incremental approach to the inspection preparation. We've undertaken an Initial Response Exercise (IRE) in January and an employment exercise in March. The May UTA and AT days coupled with it will allow us to combine the two into what we expect to fairly closely approximate what we will encounter in August. More information on what to expect will be available in your unit sessions this weekend.

Future articles will build on the information contained in this one. We're about to send half a dozen folks from the Wing out to the Western Pacific with the IG to serve as inspection team members for an active force ORI. They'll return with some valuable insight on not only how the IG team goes about its business, but also on what it takes to satisfy the



COMMANDER, Continued from Page 2

criteria for EXCELLENT and OUTSTANDING scores in the various areas. In the meantime ... train hard ... and if you have questions or suggestions, get them into the right channel.

*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 Wing/CC or may be phoned to the Action Line recorder at 449-2741.*

## Interdenominational Worship Service

**-New Day and Time  
for UTA Worship Service-  
Interdenominational Christian  
Worship Service**

is now held  
every Saturday UTA  
11:15 a.m.

Personnel Training Room  
second floor  
154th Wing  
Support Facility

*(You can either worship before  
or after  
your lunch hour.)*

Please join us!  
Everyone is welcome!  
Hope to see you there!  
*-Bring a friend-*

## 150th AC&W Squadron Goodwill Ahi Tournament

Just a Reminder to all interested parties that time is getting short to inquire on the last 150 ACWS Goodwill Ahi Tournament upcoming in June. Despite the downsizing, Matsu and the rest of us are committed to continue this event for 1997 from wherever we are. So, don't forget to come, enjoy, relax, and join-in... "one last time".

**What: 150th ACWS Goodwill Ahi Tournament**

**When: June 25, 26, 27, 1997**

**Where: Port Allen, Kauai**

**Cost: \$300 entry fee**

**Deadline: May 15, 1997**

**Honcho: Lester Matsushima (retired)-245-5159**

**What: Golf Activity for the "Land-Bound" Folks**

**When: June 27, 1997, 11:00 a.m.**

**Where: Kiahuna**

**Cost: \$23.00**

**What: Same Ting**

**When: June 28, 1997, 8:20 a.m.**

**Where: Kauai Lagoons**

**Cost: \$40.00**

**What: Get-together**

**Where: Port Allen Harbor**

**When: Afterward on Thursday**

**What: Banquet Get-Together**

**When: Saturday**

See Pua for headcount and moneys

**Deadline: ASAP—T-Times are limited**

**Honchos: Bill Tabe (retired)-338-1043**

Herb Takeya (retired)- 332-9462

**What: Awards Banquet—**everybody welcome to attend

**When: June 28, 1997**

**Where: Kauai Marriott Hotel, Nawiliwili**

**Cost: \$30.00 per head**

**Menu: Buffet**

**Bar: No Host**

**Honcho: Les Matsushima**

**What: Souvenir T-Shirt Sale, "Pau Hana Edition"**

**When: Soon as I get 'um**

**Color: High quality black shirts with colored graphics and lettering.**

The traditional tournament logo is printed on the front of both tees & tanks.

The graphic design on the back is described below.

**Tee: Underwater photo of two Ahi framed by the island of Kauai; a maile/mokihana lei drapes the island; a marine chart serves as a background for the entire graphics.**

**Tank: A separate graphic design of a breath-taking scenic view of Kalalau Valley from a bird's eye view atop the ohia trees.**

**Cost: T-shirt- \$10.00 each**

**Tank- \$8.00 each**

**Sizes: Medium, Large, X-Large, (limit on XX-Large T-shirts Only)**

**Honcho: Pua**

Place your orders via LAN or any other means. Leave your telephone number at your shop or whea-evas.

Call me at 623-5000, or page me at 549-1382, or LAN me at N

SUGAI@DO@169ACWS.

Thank you!



## BEE Line

By MSgt. Laura Masuda  
NCOIC, Bioenvironmental Eng. Svcs.

### First Aid in Confined Spaces

Confined spaces are the setting for many encounters where serious illness or injury can result if there is no treatment at the first aid level. Some of the most common conditions are bites from insects, chemical/thermal burns, minor bleeding, exposure to infectious materials, heat and cold stresses, dust or chemical particles sprayed in eyes, and toxic exposures from substances.

Considerations: Do workers routinely take a first aid kit into a confined space with them?

Are workers trained in first aid procedures?

Do workers wear protective equipment when rendering first aid?

Are first aid kits checked periodically for completeness and removal of expired items?

Common first aid items helpful in confined space situations are: Antiseptic spray or wipes; Assortment of bandages (including elastic bandages); Tourniquet materials; Portable eyewash supplies; Gloves; Insect bite kit; CPR pocket mask.

Removing injured workers: Immobilize the injured quickly; Special equipment; Protect head.

Plan for contingencies and prepare workers for the types and nature of injuries they may encounter.

## Health Matters

by Lt. Col. James K Iwamura,  
Executive Officer, 154th Wing

### Hickam has new Health & Wellness Center

Fitness and wellness are synonymous with readiness.

The grand opening of the new Hickam Health & Wellness Center (HAWC) was held on February 20, 1997. Major Frank Thornburg and his staff received the "Best in PACAF" citation from General John Lorber, COMPACAF.

An arrangement via the Host Tenant Support Agreement has made it possible for HIANG members to utilize the facility, its products and services.

The Center is located in Building #1113, across from the base gym. The hours are from 8:00 a.m. to 3:00 p.m., Monday through Friday (phone 448-6170). Unfortunately, they are not yet open on weekends.

Major Frank Thornburg (Health Promotion Manager) and his staff, Chief Master Sergeant William Williams (Diet Therapy Manager), and Ms. Diane McMillian (Installation Fitness Manager) are ready to assist interested HIANG members.

As a start, they are willing to assist any of the units with weight management problems, and all you need to do is initiate a referral to them through your unit fitness monitor. Additionally, they are willing to offer briefings and personal counseling on health and fitness issues, such as:

- (1) Health risk approval
- (2) Fitness assess-

ment.

(3) Cholesterol counseling

(4) Smoking cessation

(5) Body fat analysis

(6) Stress manage-

ment

They offer a wealth of health education material, healthy cooking classes, and much more in a friendly and stress-free environment ... go see for yourself!

Take advantage of this opportunity and discover what it feels like to enjoy a healthy lifestyle!

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## Promotions

The Commander of the 154th Wing, Brig. Michael H Tice, asks you to join him in congratulating the following members who were promoted to the ranks and in the units indicated after meeting the HQ HIANG SNCO and 154th Wing NCO Promotion Boards respectively during the March UTA and approved by Gen. Kealoha and Gen. Tice.

Authority: ANGI 36-3502

**SMSgt. Glenn Suguwara** 154th Logistics Squadron

**MSgt. Antone Gabriel** 154th Aircraft Generation Squadron

**MSgt. Naomi Merritt** 154th Operations Support Flight

**MSgt. Kris Tisdale** 203rd Air Refueling Squadron

**TSgt. Adrian Tanaka** 154th Aircraft Generation Squadron

**SSgt. Brian Branco** 154th Aircraft Generation Squadron



## Personnel News

by SSgt. Sandra Dubrett, Military Personnel Flight

New Dental Contractor for the TRICARE-Family Member Dental Plan (AGR Members)

1. Did you know that since 1 February 1996, there is a new contractor for the TRICARE-Family Member Dental Plan (FMDP)? The new contractor is **United Concordia Companies, Inc. (UCCI)**, a subsidiary of Blue Shield of Pennsylvania. UCCI took over from the DDP\*Delta (Dependents Dental Plan). The outgoing contractor is working with CHAMPUS to make this transition process as smooth as possible. The following information may be helpful to AGR sponsors and family members during this transition period.

2. For FMDP services provided by participating dentists through January 31, 1996, claims must be sent to the old contract (DDP\*Delta) as well as adjustment requests for services provided. Specific questions relating to claims processing should be directed to DDP\*Delta Customer Service at 1-800-337-9991. Please mail your FMDP claims to the new contractor at the following address:

UCCI  
PO Box #269023  
Sacramento, CA 95826-9023

3. During the contract transition period, sponsors who are currently enrolled in the FMDP with DDP\*Delta will automatically be enrolled with the new contractors (UCCI), effective 1 Feb. 96.

Disenrollment from the FMDP is not allowed unless the requirements are met (24 months for AGR members).

4. The following information is provided to help AGR members and their families during this contract transition period:

A. *Question:* Will there be changes in covered services for enrolled family members?

Answer: No. Eligibility requirements will remain the same.

B. *Question:* Will annual and lifetime orthodontic maximums change?

Answer: No. The annual maximum will remain \$1,000 per family member, and the lifetime orthodontic maximum is unchanged at \$1,200 per family member. The annual maximum will still be based on the contract year (Aug. 1 - Jul 31.). DDP\*Delta will provide the new contractor with the maximum amounts remaining for all enrolled family members for the current contract year.

C. *Question:* Will family members have to change dentists?

Answer: No. Family members can still go to any licensed dentist of their choice. However, if the chosen dentist does not want to participate with the new contractor, family members can submit claims to UCCI themselves, but will be responsible for any difference between UCCI's allowed charge and the dentist's usual charge. To prevent any confusion, we strongly recommend that AGR members and their families receive their dental treatment from dentists who

participate in the UCCI's provider network.

D. *Question:* What about family members with orthodontic treatment currently in progress when the contractor changed?

Answer: Orthodontic treatment already in progress as of January 31, 1996 will not be re-evaluated by the new contractor. UCCI is contacting and obtaining information from FMDP patients with orthodontic treatment in progress to continue monthly payments after Feb. 1, 1996. We advise everyone concerned to cooperate with UCCI and provide the information promptly for continuous monthly payments. Hence, a new claim for the remaining treatment will not be required.

5. The Military Personnel Flight (MPF) has an updated listing of participating dentists. You may view and inquire about this listing at the Customer Service Section of the MPF or call 449-7788.

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## Next UTA

### May 4 & 5

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## Deadline

The deadline for the May edition of the *Kua'ilimoku* is Friday, April 25th.



## Family Support Program

### Mobility—Something To Plan For

#### Family Care Plan Checklist

##### Guardianship

Do you have a short term guardian located close to your home who will assume care of your family members during extended work hours or recall?

Do you have a long term guardian who will take care of your family members during an extended TDY or periods of federal mobilization?

Do you have adequate Powers of Attorney for both long and short term caregivers?

Do you have alternate guardians assigned in case of accident, illness, unemployment, family crisis or other events which cause the primary guardian to be unable to fulfill their responsibilities?

Have you made arrangement for the guardians to access the Powers of Attorney when necessary?

Does your caregiver have access to necessary funds?

Have you arranged for necessary travel and escort to transfer family members to their guardian?

**Pre-Deployment Preparation**

Are your family members DEERS enrolled?

Do your family members have ID cards and commissary cards?

Is your DD93 up to date?

Is your will current?

Have you elected adequate SGLI coverage?

Have you arranged for housing, food, transportation and emergency needs for your family members? Does your caregiver know how these services can be obtained?

Have you informed your spouse and/or caregivers about your financial matters?

Have you arranged for child care, education and medical care? Does your caregiver know the procedures?

Does your caregiver or guardian know what behavioral changes to expect from family members during your absence?

Have you discussed your plan with your spouse, caregiver, guardian, older children and young children?

#### Point To Ponder

Is your plan current?

Will your plan work?

Does your unit have a copy of your AF Form 357 and the Powers of Attorney?

Do you feel more at ease now that you can say yes to all of this?

## Recruiters Round-up

by TSgt. Bridgett Komine, 154th Recruiting Office

**Recruiting Ribbon Is Approved** - Members of the Hawaii National Guard that make it their business to talk up the HING will soon be wearing the new Recruiting Ribbon! To be awarded, the Recruiting Ribbon, a HING member that

refers two individuals who are either enlisted or appointed in the HING within twelve months (or less) of each other, will be awarded an initial Recruiting Ribbon. A subsequent award of the Recruiting Ribbon will require two additional referrals that enlist or are appointed within a subsequent twelve-month period. Subsequent awards of the recruiting Ribbon will be signified by an award of a bronze kahili; a silver kahili is equivalent to five bronze kahilis. The Recruiting Ribbon will be managed by the Recruiting offices of the HIANG and HIARNG.

**Hawaii Air National Guard Referral Program** - Here's a terrific opportunity to earn your Recruiting Ribbon and be recognized with a one-of-a-kind Hawaii Air National Guard recruiting Team T-shirt as well! Referrals received between March 1 and May 30, 1997 that result in an enlistment no later than September 30, 1997 qualify for the campaign. All you need to do is provide information on the referral information form to the Recruiting office and they'll handle the rest for you. Referrals, as well as questions may be called into the Recruiting office at 449-5601 or 1-800-TO GO ANG.

**Hawaii ANG Recruiting and Retention Mission Statement:** "Promote awareness and community support to sustain the strength of the Hawaii Air National Guard."



# NCOAGA - Chapter 18 News

by TSgt. Craig Makiya

Congratulations go out to all the recent graduates of the NCO Academy. They are SSgt. Jason Koga (154AGS), SSgt. Michael Crail (154 MXS), SSgt. Francisco Santos (203 ARS), TSgt. Kenkichi Matsuoka (154 AGS), TSgt. Baldwin Ojerio (154 AGS), TSgt. Eric Correa (154 AGS), and MSgt. Lester Ho (154 LSF) who just graduated from the Senior NCO Academy.

March was a busy month for Chapter 18. First of all, thanks to all the volunteers who helped with the HUGS Easter party held on March 29th. They helped cook hamburgers and hot dogs, as well as run the games for children who are stricken with life-threatening diseases.

We welcome back our Chapter 18 escorts, who just returned from the Business and Industry day held at McGhee-Tyson AFB in Knoxville, Tennessee.

Escorts included: CMSgt. Richard Deveas, SMSgt. Anna Blair, MSgt. Takao Wada, and TSgt. Samuel Kekuna. According to TSgt. Samuel Kekuna, our civilian guests were "very impressed with the McGhee-Tyson Professional Military Education Center (PMEC), and the overall Guard experience". The civilians who attended the Business and Industry day were representatives from Outrigger Hotels, Kiahuna Plantation Resorts, Akyth, Inc., State Farm Insurance Co., First

Hawaiian Bank, and the Hawaii Building Contractors.

Lastly, Parents and Children Together (PACT), will be having their annual Kids day newspaper sales on Tuesday, the 20th of May. Chapter 18 will once again be selling the special \$1.00 edition of the Advertiser and Star Bulletin newspapers on the corner of Nimitz and Puuloa from the hours of 6:00 a.m.-6:00 p.m. Drive by and support your fellow Guardsmen as they support this worthy cause. Contact SMSgt. Gaylen Redoble or SMSgt. Irvin Yoshino via e-mail if you would like to volunteer, or if you have any questions about this fun project.

## DoD Recognition and Retirement Awards Luncheon

Date: Friday, April 18, 1997  
Place: Hale Koa Hotel  
(Banyan Tree Showroom)  
Times: 11:30 - 11:55 No  
Host Cocktails  
12:00 - 12:45 Lunch  
12:45 - 13:45

### Program

- Menu
- Warriors Luncheon Buffet
- Hawaiian Sliced Steak
- Mahimahi
- Steamed Rice
- Roast Potatoes
- Vegetable Medley
- Cold Cuts
- Cheeses
- Relish Tray
- Salad Bar

### Deserts

Cost: \$19.00 (includes gratuity)  
Please make your check payable to "DoD Retirement & Service Awards Fund".

Validated parking is available at Fort DeRussy—carpools are encouraged.

Please respond to your division/staff rep. ASAP

- Hq HIANG: Ms. Sandra Murayama
- USPFO: Ms. Cori Lucas
- ASO: Ms. Jeanne Hamamura
- OVS: Ms. Jennifer Aina
- HQ HIARNG: Ms. Gaylene Garcia
- CD: Ms. Carmela Vigue
- ENGRO: Ms. Sharon Geiger
- 201 CCGp: TSgt. Jackie Jakahi
- 154 Wg: SSgt. Julia McDowell

## KUKAILIMOKU

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

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## Cardboard Can Now Be Recycled

by Capt. Erik Wong, Environmental Management Officer, 154th Wing

In case you didn't know it, cardboard can now be recycled, so please don't throw it in the trash, any more.

In accordance with 15 ABW policy, all HIANG units located on Hickam AFB are required to recycle paper, cardboard, aluminum, plastic, and glass.

We have set up a cardboard collection point in the gray plastic bin next to the roll-off dumpster between the Supply gate and the old TMO trailer (makai side of Bldg. #3415).

Please flatten your cardboard (bread down the boxes) before placing it in the bin. If the bin is full, neatly stack your cardboard next to it. The Base Recycling Center has scheduled daily pickups, so the bin shouldn't be full.

If your unit/office generates a large amount of cardboard that is impractical to transport to Bldg. #3415, call me at 449-5135 to discuss establishing a pickup point in your area. Cardboard boxes have always been the most common item found in our dumpsters. We must stop wasting this recoverable resource and reduce our solid waste disposal costs.

You may also have noticed the new blue plastic collection bins for paper. They are available to replace the cardboard collection boxes you have that are probably starting to fall apart. Call me at 449-5135 if you need some.

Also, in case you don't already know, the Base Recycling Center now accepts ALL types of paper for recycling. The most common is white bond paper, which we all should be recycling by now. The other types are newspaper, computer paper, and mixed paper. "Mixed Paper" includes colored paper, magazines, and even Post-It notes. Staples and paper clips *do not* have to be removed from the paper, but carbon paper and tape *do* have to be removed.

Each type of paper must be collected separately. "Computer paper" consists only of the tractor-fed paper with green lines or alternating green and white bands. If your tractor-fed computer paper is all white, it is considered "white paper".

The Base Recycling Center also accepts any metal items for scrap. Be sure to check with your unit's equipment custodian first, before deciding to scrap any furniture or equipment (it may be turned in to DRMO). Refrigerators and air conditioners must be purged of any refrigerant (Freon).

If you need help or bins to establish collection points for any recyclable material, or if you have any questions about recycling, call or e-mail me at EWONG@CC@154GP.

## Electronics Tent Sale

Don't miss the gigantic Electronics Tent Sale at the NEX Plaza, Pearl Harbor, April 17-20.

Featured will be home electronics from Kenwood, Panasonic, Sharp, Bose, Mobile Car Audio and many, many others. You'll also discover tremendous savings on diving equipment, baby furniture and domestics.

Hate fighting the traffic, parking and large crowds? Why not shop from the convenience of your own home? The new 1997 Exchange Mail Order Catalog has arrived. The catalog will sell for only \$5.00 and contains an \$8.00 coupon to be used on your first order of \$25.00 or more. NEXCARD, checks, money orders, Visa, Mastercard, Discover Card, and American Express are accepted for all purchases, catalog included.

Your NEX needs your help! Now through April 13th, the NEX will be conducting a survey entitled "How did your shopping go?" Customers are asked to complete and return the survey. The success of the survey relies solely on customer participation. The results are used to help improve customer shopping. Your participation is greatly appreciated!



## 154th LG Conducts First Covey Seven Habits Course

By Maj. Bill Petti, Commander,  
154LSF

The 154th Logistics Group conducted its first Stephen Covey Seven Habits course from the March 26th to 28th. The course represents a holistic, integrated approach to personal and interpersonal effectiveness. It was solely conducted by HIANG certified facilitators: Lt.Col. Mick Melich, Lt.Col. Bruce Minato, and Maj. Bill Petti. They were assisted by certified Covey First Things First Facilitator TSgt. Robert Joy.

Course participants included Maj. Ron Han (154LS), CMSgt. Harold DeMello (154MXS), SMSgt. Randy Lum (154AGS), SMSgt. Ronald Izutsu (154LS), SMSgt. Mel Ige (154LG Staff), SMSgt. Benet Costa (154AGS), SMSgt. Brian Oshiro (154MXS), MSgt. Stan Leong (154AGS), MSgt. Nevin Harada (154LS), MSgt. Lester Ho (154LSF), MSgt. Wescott Lee (154MXS), MSgt. Scott Yerxa (154AGS), MSgt. Bill Beck (154MXS), MSgt. Rodney Leong (154LG Staff), TSgt. James Chun (154AGS), and SSgt. Rafael Rodriguez (154LSF).

Nearly 30 LG members attended earlier courses when it was presented at the Sheraton Waikiki Hotel. With our own facilitators, HIANG members can now save up to 90% in costs by attending the

course. If you are not in the Logistics Group and are interested in attending, contact Capt. Tracey Saiki at 449-6840. The next Seven Habits course is scheduled for June 25 - 27, 1997. Others are scheduled for September 24 - 26 and December 17 - 19, 1997.

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## Royal Guard General Membership Meeting

This is to inform the members of the Royal Guard that there will be a General Membership meeting at 1600 hours on Sunday, April 6th, in Hangar #17 (204th Avionics Breakroom). Please plan to be there. Important topics will be discussed.

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## Recycle the Kukailimoku!

The staff of the *Kukailimoku* encourages its readers to recycle the *Kukailimoku*. We certainly hope you're enjoying reading our Wing newspaper, and 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 with your family. We want the widest circulation possible (if you're not receiving one, be sure to let us know), but we're trying to be careful with the number of copies we print to prevent waste and save paper (at least one tree). So, before you toss it out, please, pass it on!

Mahalo!

## Hawaii National Guard Youth Challenge Program

**Needs Volunteer Mentors  
A Small Sacrifice to Make  
Help the Youth of Hawaii be  
Successful Citizens  
You Can Make a Difference  
Be Involved in Your Community**

For more information, call WOC  
Antoinette McClain at 684-9350/  
5790

Mahalo!

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## Goodwill Fishing Tournament

The 154th Wing is hosting a Goodwill Fishing Tournament at Hickam Harbor on May 17, 1997, from 6:00 a.m. to 4:00 p.m.; weigh-in by 6:00 p.m. Entry Fee is \$225 per boat (includes luncheon fee).

For entry blanks or more details, contact:  
Iris Kabazawa, 154 SPTG, 449-8647  
Pam Goya, 154 LG, 449-7913  
Sandy Hogan, 154 OG, 449-7715  
Jackie Jakahi, 201 CCG, 449-3812



## What's for lunch? Hickam Youth

154th Wing Dining Room

-MENU-

**Saturday**

**\*Main Line\***

Polish Sausage  
Fried Rice  
Buttered Corn  
Chicken Long Rice Soup  
Salad Bar  
Vanilla Cake  
Coffee, Chocolate/White Milk,  
Punch, Lemonade  
**+Snack Line+**  
Chili Dog w/cheese  
Cole Slaw  
Fruit Cocktail

**Sunday**

**\*Main Line\***

Beef Stew  
Steamed Rice  
Succotash  
Egg Drop Soup  
Salad Bar  
Chocolate Cake  
Coffee, Chocolate/White Milk,  
Punch, Lemonade  
**+Snack Line+**  
Bologna & Swiss Cheese  
on Wheat/Rye Bread  
Assorted Chips

All personnel will present a military ID card in order to eat in the dining room. Traditional Guardsmen will sign in on the AF Form 1339. Officers and AGRs will sign in on the AF Form 79 and pay \$2.75 for the meal.

**Dining Room Hours**

10:30 - 12:30

**Bon Appetite!**

## Festival

This year's Hickam Youth Festival is this weekend! It started last night and runs through Sunday. (I think they knew we had drill—hmpf!—us big kids can't have *any* fun—but that's ok, nighttime is more romantic, anyway...)

Rides! Food! Entertainment! Fun! (Not necessarily in that order.)

-EVENTS-

**Entertainment - Main Stage**

Friday

6:00- 7:30 Kapena  
8:00- 8:30 Door Prize Drawing  
8:30-10:00 Swinging Johnsons

Saturday

6:00- 8:00 Beat Poets  
8:30- 9:30 TSB  
9:30-10:30 Tenderoni

Sunday

4:00- 6:00 Warren Johnson  
& the Gator Creek

**Band**

6:30- 7:30 Forte'  
8:30-10:00 Alisa Randolph &  
Indigo

**Kiddieland**

Friday

6:00 Elmo  
7:00 101 Dalmatians  
8:00 Space Jam  
9:00 Darth Vader

Saturday

Noon Elmo  
1:00 Space Jam  
2:00 Gymnastics Demo.  
3:00 101 Dalmatians  
4:00 Darth Vader  
5:00 Elmo  
6:00 Hula Dancers

7:00 Blast from the Past Dancers

8:00 Fabulous 50's and

Rock & Roll 60's Dancers

9:00 Cast of Characters

Sunday

Noon Elmo

1:00 Karate Demo.

2:00 Space Jam

3:00 Darth Vader

4:00 101 Dalmatians

5:00 Disney Characters

5:30 Tribute to Broadway Dancers

6:00 Hula Dancers

7:15 Fabulous 50's and

Rock & Roll 60's Dancers

8:30 Cast of Characters

Also: In-line skating and demonstrations by island professionals in the Skateboard Hangar.

**Visit the Petting Zoo!**

Only \$1.50 per child

If you bought scrip in advance, you're not only helping Hickam's Youth Programs, but you had an opportunity to win a fabulous door prize! Let the *Kuka'ilimoku* know if you won one!

Scrip must be purchased to buy food, ride coupons and play games. Each scrip ticket costs 50¢. Ride coupons will be sold at Ride Coupon Booths. Each ride coupon costs 50¢ (or 1 scrip ticket). Rides are 2, 3, 4 and 5 ride coupons. Discount ride coupon sheets are \$10.00 each (25 coupons at 40¢ each).

**Sunday is Discount Day** - many rides are discounted!

Thank you for supporting Hickam Youth Programs!



## ESGR Golf Tournament

by SMSgt. Carl Simmons

The Hawaii Committee for Employer Support of the Guard and Reserve (ESGR) and the Governor of the State of Hawaii are proudly hosting the 11th Annual Jack Baker ESGR Golf Tournament honoring the Guard, the Reserve and their Employers at Leilehua Golf Course. The event is scheduled for May 23, 1997; 12:30 Shotgun Start.

The purpose of this annual golf tournament is to promote support of the employers of National Guardsmen and Reservists from all reserve forces. The objective is to have those in Guard and Reserve units to be able to invite their employers for an afternoon of golf at an affordable cost, and have the opportunity to thank their employers for their continued help and support. It is events such as the ESGR Boss Lifts and golf tournaments which have helped us build better relationships with employers, and in some cases, turn non-supporters into advocates.

If a HIANG member doesn't play golf or is unable to play, but their employer would like to participate, we can arrange to have another HIANG member play with him.

Should you require further information, contact SMSgt. Simmons at 733-4228.

## Sports

### Calendar of Events

#### 154 Wing Goodwill Fishing Tournament

Date: May 17, 1997  
Place: Hickam Harbor  
Time: 6:00am - 4:00pm  
Chairperson: SMSgt. Iris Kabazawa, 449-8647

#### HIANG Ahi Fishing Tournament

Date: June 25 - 27, 1997  
Place: Kauai  
Chairperson: MSgt. Napua Sugai, 655-7756

#### HIANG Softball Tournament

Date: September 12 - 14, 1997  
Place: Earhart Field, Hickam AFB  
Chairpersons: TSgt. Robyn Montera, 154 LS, 449-3846  
SMSgt. Larry Kauleinamoku, 154 LG, 449-2513

Questions regarding any HING athletic tournaments may be directed to Lt. Col. Casey at 448-1556.

## H-3 Run

Everyone is encouraged to come out and support the once in a lifetime event, the "H-3 Run" on May 11, 1997.

Volunteers are needed to help cheer on those who will participate in this historic Walk/Run, and serve as Litter Bearers and Parking Marshals. Family members and friends may help out as well.

With your support, the HING Family Support Group, the HNGA and HNGEA will

benefit from the organizational funds that will be donated to our associations.

"H-3 Run" Volunteer Forms have been sent to your unit and should be available in your Administrative section. Please take one, fill it out, and return it to the following Points of Contact by April 15th:

HING Family Support Group  
- Maj. Marty St. Louis at 732-1823

HNGA - 1Lt. Jeff Kawakami at 737-9450 or Maj. Marty Moerschell at 449-9756

HNGEA - CSM Leighton Siu at 733-4212 or SSgt. Allison Bruce-Maldonado at 733-4229



## Dining Facility Update

by MSgt. Jeffrey Camara, NCOIC,  
154th Wing Dining Room

From November, 1996, the Wing has been undergoing major moving and reconfiguring the way we do business with the long awaited Support Facility. However, change brings about new challenges of expectation and reality. Many people, agencies and resources have been expended getting to this point, and the work still continues.

The dining room is larger creating a larger demand on contacting services which is still not amended pending the operation of dishwashing machine and patio services. We are very thankful for many of you being extremely patient as we work the kinks out. How we are operating during these past months is not our intention nor the plan for the future. Some large pieces of equipment have not arrived, yet and crude improvising had been made. Some HIANG members are very disturbed that the facility is not operating up to their expectation or the level that we should, yet and we apologize for those inconveniences. Budget and planning are tantamount to operating in the arena comparable with the partners at the 15th Services Hale Aina Dining Facility. A dining facility operating one weekend a month is only going to get that small amount of attention and portion of the big pot, but every effort from your feedback is considered and

weighed as potential action. Periodically, we will update you to new services and equipment affecting your food service experience.

Guard wellness and compliance with the United States Department of Agriculture (USDA) Healthy Heart program is ultimately our goal. Efforts of working with Troop Issue and Commissary will open doors to various options available through DoD Food Distribution Systems allowing alternate means of acquiring rations versus a take it or leave type of system offered previously. The Air National Guard is the only ARC with their very own wellness program called Check It Out. Locally, we tried to sample some of these menu ideas and ingredients of lowering the amounts of fat and sodium diet plans with some success, and many others very unfamiliar with the taste changes and higher price to eat right. Seems strange, but it truly costs more to diet right and consume lower fat items versus eating what the major part of Americans enjoy most like meats, lots of salt, sugar, plenty of shoyu and poor diet patterns. We will work with the NGB and the trend of plant-based diet plans to offer many of your requests for alternatives in diets.

I encourage you to continue submitting your evaluation forms with constructive criticism in mind. Slamming is a turn off, and e-mail is not effective as personal contact. Concerns that are genuine and constructive foster good ideas and a wide section of objective

comments worth considering.

After the dust settles and we get to implement a plan of action to fulfill the diet demands of the Guard member, I am confident that Services will truly be able to provide customer satisfaction along with customer service.

An apology for those patrons of our service who were treated to poor food preparation and maybe even poor service. The problems you brought to our attention have been given a great deal of attention to eliminate further incidents. Again, the situation could be stopped at a low level, alleviating further problems, if you take time to seek our food staff and validate your concern. We strive for excellence, but sometimes we fall short. Hopefully, with your input, we can get there.

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**Income Tax  
Deadline  
Federal: April  
15th  
State: April 20th**



# Quality News

by Capt Tracey J. Saiki  
Quality Advisor, 154th Wing

## Keeping You On "Q"

### "Survival Skills for the Future"

(video -22 min.- Jennifer James, Ph.D.)

Our Wing continues to face new challenges. Change is happening at an ever-increasing pace - from the outside (competition, trade, technology) and from within (new forms of management, new organizational structures, budgetary issues or downsizing). This video helps to understand the factors that affect us. The skills that Dr. Jennifer James outlines in this video are designed to help us at all levels better understand the future.

One of the greatest challenges we currently face is understanding our rapidly changing world. As quality guru W. Edward Deming says, we need four things to bring about quality: *a willingness to do what's necessary; data and resources to know what we're actually doing; action to move ahead; and a belief system that will allow us to change.*

Changing our belief systems is the most difficult, yet most important skill we need for the future. We are ruled by belief systems, by what feels right or wrong. In order to survive, we need to be willing to adapt our belief systems to the new realities of our changing world.

We need to let go of the beliefs and forms of the past that hold us captive. We often get caught by form - by the way things are, and this blocks our ability to see into the future.

You have to be willing to see the other possibilities that are all around you in order to succeed. Learn to question what you think is your job or your business. You need to think on and beyond the edge.

The people who are in trouble in this time of transition are those who are rigid, those who say "this is the way it is... take it or leave it", or the people who want to go back to the past. Being unsure means that you are open to change, that you are flexible. You need to be able to use the new technology, information retrieval and other developing skills to help you cross the abyss of change.

If you would like to view this informative (and entertaining) video with your coworkers, please contact me at 449-6840 or e-mail me. I'd be more than happy to reserve the video for you. Dr. Jennifer James is a cultural anthropologist and a specialist in belief systems. She encourages us to envision how a problem, issue or system can be *transformed*, rather than simply fixed or improved. She presents new opportunities for future possibilities, cautions patience with transition, and lays the groundwork for our commitment to the future. In October, 1996, I had the honor and pleasure of meeting her and hearing her lecture at the Air Force Quality Symposium. She will leave a lasting impression of the "survival skills for our future".

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### We Will Get There From Here!

On March 24, Mr. James Belasco, author of the national bestseller, *"Flight of the Buffalo"* captivated HIANG commanders, senior NCOs, key staff and curious minds (like mine) from 0900-1200 in the 203d ARS auditorium. Mr. Belasco is a personal and professional friend of General Shepperd's, and gladly accepted General Kealoha's invitation to be the guest speaker for the HIANG Commander's Conference in July. This pre-visit was short-notice, but an important objective for Mr. Belasco - *to know his customer - the HIANG*. The group dialogue was dynamic, and stimulated our minds towards "leading the journey" - transforming buffalo into geese.

Leading the journey involves every individual in our wing. Four tasks are required of us: 1) determine focus and direction; 2) remove the obstacles; 3) develop ownership; and 4) stimulate self-directed action. All journeys begin by defining the destination. Begin by deciding what it is that you really want to create. What do you really want to have? This is your end state. You need to know where you are going! Unfortunately, the truth is that most people spend their whole life waiting for their ship to come in and wonder why it never shows up.

Look at where you are now in terms of the obstacles that prevent great performance. Then you start removing the biggest ones. There are two kinds of obstacles: those that are found in the systems, structures, and practices, and those that are found in the mind-sets of the people.

The third leadership activity is to develop ownership, by the people, of the obstacles to great performance. You may be the one who can remove an obstacle! Empowerment, performance, accountability, and visibility validate ownership. Each one of us must own the responsibility for his/her performance, not the supervisor.

The fourth leadership activity is to stimulate self-directed actions to achieve great performance. Leadership is not about what you know. It's about what you *do* with what you know. The emphasis is on action. Leadership, in this intellectual capitalism age, is all about engaging people's minds, hearts, and hands in such leadership activities.

I truly believe we will be successful in "leading the journey". Mr. Belasco's visit coincided with the Wing's two-day Strategic Planning session. The Organizational Excellence council (formerly Quality Council) met off-site for two days to envision where we are going in the future and how we are going to get there. For the "first time" we all tied our legs together to take that important "first step" as a Wing. In the upcoming months, you will see and know the action plans (flight plans) of this strategic planning. Each and every one of us is connected to each other - unit, group, wing, HIANG, NGB, Air Force, neighborhood, community, State of Hawaii.....



# The Hawaii National Guard State Tuition Assistance Program

--SrA Jim Humble--

## Background Information



The State TA Program is a non-contributory educational benefit that pays for a determined percentage of undergraduate tuition. This means that you do not have to pay any money into the program before you can use it. In addition, it pays for a certain amount of your tuition at a participating University of Hawaii System

School. This benefit currently covers tuition for the pursuit of an Associate's or a Bachelor's degree. You may use this benefit in conjunction with the Active Duty or Reserve Montgomery GI Bill, as well as most other educational assistance programs.

## Criteria for Eligibility

To be eligible to use the State Tuition Assistance Program offered by the Hawaii National Guard, the member must meet the following criteria:

- A** The person must be a member of the Hawaii Air or Army National Guard.
- B** The member must be in good standing. In other words, the member must be actively participating in the HIANG.
- C** The member must be of the rank of Captain (O3) or below.
- D** If the member is enlisted, his current term of

service cannot expire prior to the end of the semester for which the tuition assistance is being requested.

- E** The member must be enrolled at a campus of the University of Hawaii School System as a *CLASSIFIED* Student. This would mean that the student is enrolled in a degree-producing program of study.
- F** The program is only in effect for the Fall or Spring semesters.
- G** The member must be a Bona-Fide Resident of the State of Hawaii, as determined by the University of Hawaii. The Hawaii National Guard does not have the authorization to make a determination of residency for the purposes of tuition rates.

## Participating Campuses

### Four Year Institutions

University of Hawaii at Manoa  
University of Hawaii at Hilo  
University of Hawaii at West Oahu

(Currently 50% Funded By State Tuition Assistance)

### Two Year Institutions

Hawaii Community College  
Honolulu Community College  
Kapiolani Community College  
Kauai Community College  
Leeward Community College  
Maui Community College  
Windward Community College

(Currently 100% Funded By State Tuition Assistance)

## Additional Information

---See your unit commander, unit career advisor, or information manager for TA request forms (HING Forms 1-R & 2-R). The deadline for submitting the forms to your unit is **May 8, 1997**. The TA forms are also available at the Customer Service Desk of the 154 MPF.

---If the member does not use a portion of an approved TA form or determines he needs more than he was approved for, he should **notify** the Retention Office @ 449 - 2574.

---If the approved TA form is not used, then it should be **returned** to the Retention Office @ 154 MSF/DPMH.

---Disapproved TA forms may not be used at this time, but should be retained by the member in case funds become available in the future.



### November UTA

**GAMEPLAN:** [OG & LG] (1) FULL-UP C-5150 DEMONSTRATION AND (2) C-5027 AIRCRAFT GENERATION, [SPTG] 5027 OR DEMONSTRATE DOC IF NOT TASKED UNDER 5027.

**EET EVALUATION ITEMS:** [OPS & LG] ALL ASPECTS OF C-5150 & 5027 (ACFT GEN ONLY)

[WG & SPTG] SELECTIVE 5027, BATTLE STAFF, WORK CENTERS & DOCS  
SEE NOV EET CRITERION

**BOTTOM LINE:** COMBAT FOCUS 75% TRAINING & 25% TASK ACCOMPLISHMENT.

### January UTA

**GAMEPLAN:** [OG & LG] 5027 IRRE DEMONSTRATION

[OTHERS]: 5027 OR DEMONSTRATE DOC IF NOT TASKED UNDER 5027.

**EET EVALUATION ITEMS:** [OPS & LG] IRRE ASPECTS OF 5027

[WG & OTHERS] SELECTIVE 5027 & DOCS...SEE JAN 97 EET CRITERION. STRESS PREPARATION & DEPLOYMENT PROCESSING!!

**BOTTOM LINE:** COMBAT FOCUS 50% TRAINING & 50% TASK ACCOMPLISHMENT

### March UTA

**GAMEPLAN:** [OG & LG] 5027 GENERATION & EMPLOYMENT DEMONSTRATION

[OTHERS] 5027 OR DEMONSTRATE DOC IF NOT 5027 TASKED.

**EET EVALUATION ITEMS:** [OPS & LG] ALL ASPECTS OF 5027

[OTHERS] SELECTIVE 5027 & DOCS...SEE MAR 97 EET CRITERION

**BOTTOM LINE:** COMBAT FOCUS 25% TRAINING & 75% TASKS ACCOMPLISHMENT.

### May UTA

**GAMEPLAN:** [OG & LG] FULL UP 5027 GENERATION, DEPLOYMENT & EMPLOYMENT DEMONSTRATION [OTHERS] 5027 OR DEMONSTRATE DOC IF NOT 5027 TASKED.

**EET EVALUATION ITEMS:** [OPS & LG] ALL ASPECTS OF 5027

[OTHERS] 5027 & DOCS...EET SIMULATES PACAF/IG TEAM.

**BOTTOM LINE:** COMBAT FOCUS 100% ON SAFETY & TASK ACCOMPLISHMENT.  
THIS IS OUR FULL-UP ORI DRESS REHEARSAL!!

### August UTA

**GAMEPLAN:** [OG & LG] FULL UP 5027 GENERATION, DEPLOYMENT & EMPLOYMENT DEMONSTRATION [OTHERS] 5027 OR DEMONSTRATE DOC IF NOT 5027 TASKED.

**IRRI/CERI (IG) EVALUATION ITEMS:** [OPS & LG] ALL ASPECTS OF C-5150 & 5027.

[OTHERS] 5027 & DOCS. 154 WG BATTLE STAFF AS COMMAND & CONTROL.

**BOTTOM LINE:** COMBAT FOCUS 100% ON SAFETY & TASK ACCOMPLISHMENT.  
THIS IS OUR ORI!! MAY 1997 UTA & LESSONS LEARNED = SUCCESS!!

## 154th Wing Operational Readiness Exercise Handout



May UTA  
28 April - 4 May 1997



## Operational Readiness Exercise

25 April Friday

Execution Order  
No Fly, Start Aircraft Generation

26 April Saturday (Mandatory AT)

Execution Order  
Start Packout of selected UTCs

29 April Friday (Mandatory AT)

Intel Update  
Continue packout of selected UTCs

30 April Wednesday (Mandatory AT)

Intel Update  
Continue packout of selected UTCs  
Deployment ATO Received by Battle Staff  
Mission Planning Cell Activated

01 May Thursday (Mandatory AT)

Establish Base X  
Friday's ATO received  
ATSO

02 May Friday (Mandatory AT)

Flying Operations Continue  
Saturday's ATO  
ATSO

03 May Saturday

Flying Operations Continue  
ENDEX

04 May Sunday

Reconstitute  
Lessons Learned

## CERE Objectives

1. **Deployment** - Successfully process all personnel and cargo. Minimize "no-shows" and documentation errors.
2. **Employment** - Scenario based on OPLAN 5027. Hickam AFB will be Base X.
3. **Demonstrate DOC statements and UTCs** - Flying units will be tasked to demonstrate DOC sortie rates and durations. All other units will be tasked based on UTCs and DOCs.
4. **Exercise Wing Battlestaff (WBS)** - Battlestaff activate throughout the exercise. One Battlestaff, One Wing throughout exercise.
5. **Utilize Exercise Evaluation Teams (EET)** - EETs will consist of members from HQ HIANG, 201 CCG and 15 ABW, and will provide exercise inputs on behalf of 154 WG/CV.
6. **Comply with 5027 Rules of Engagement (ROE)**. Comply with OPLAN 5027 standard ROEs. Simulations will be minimized. See "PACAF STANDARD SIMULATIONS."
7. **OPSEC/COMSEC** - Demonstrate OPSEC/COMSEC capabilities to include STU III, Secure FAXs, Have Quick, Secure Voice, EMCOM, etc...
8. **ATSO** - Demonstrate graduated MOPP Levels, Activate Survival Recovery Center and process all individuals. Expect other scenarios (i.e. bomb threats, battle damage, SABC, RRR, etc....)
9. **Plans/Exercise Working Group** - Exercise the Wing Exercise Working Group. Develop ATOs and scenario inputs.
10. **Mission Planning Cell** - Utilized the Wing Mission Planning Cell to break the ITO and to coordinate Wing operations during Phase II, employment.

### Exercise Schedule:

1. 9-12 January - IRRE, (2 mandatory active duty days)
2. 6-9 March - CERE, (2 mandatory active duty days)
3. 28 Apr - 4 May - IRRE/CERE (5 mandatory active duty days)
4. 7-13 Aug - ORI, (5 mandatory active duty days)

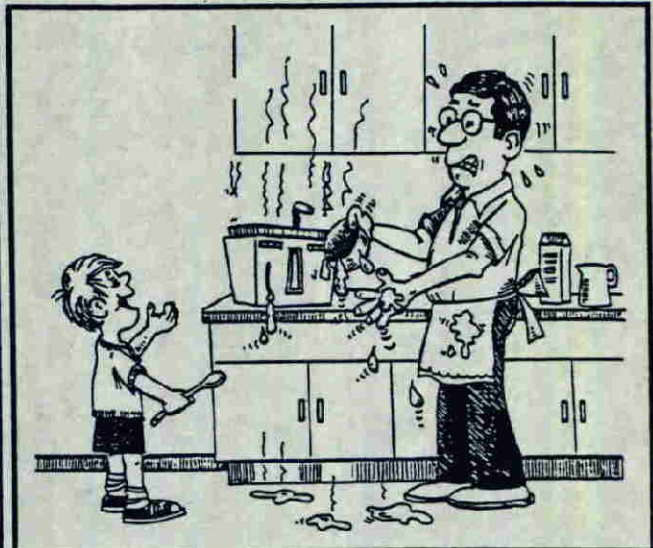
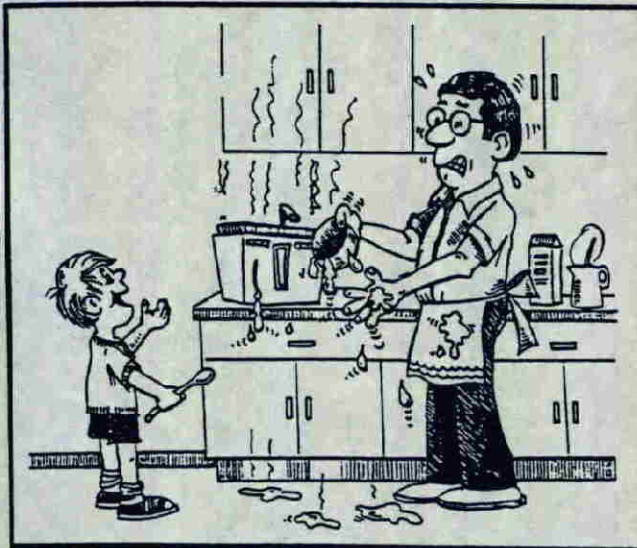


# TRUST YOUR EYES... GET SAFETY WISE!



By Eugene M. Mazzocchi  
Editor

There are at least 11 differences in the two pictures below. Can you find them? "Trust Your Eyes ... Get Safety Wise" is a regular feature in the AIR SCOOP in hopes that it will allow you a "Pause for Safety's Sake" -- that you can take a break from your task at hand, read about safety, and test your visual acuity. P.S. How long did it take you to come up with all 11 items? Enjoy!



*In order to develop culinary skills we have to dig into the cook books and practice, practice and practice. Nothing beats practical experience. In our picture above, one vital ingredient was left out ... common sense. Dad didn't know a couple things: First, when he noticed the deep fryer was low on cooking oil, he should have added a similar type shortening (fat) as was already in the fryer. He didn't. He added the wrong shortening which caused the "fat" to boil over. The denser structure of shortening causes it to have a much higher boiling point than does a liquid cooking oil. Bottom line: the temperature of the fat already in the fryer was far greater than the new oil could handle, thus the thermodynamic reaction -- eruption! And second, our genius tried scooping out the overflowing, bubbling oil with a glass bowl. What do you think happened? Let's say HOT was never so HOT!!! In fact, the temperature of the oil was so hot that when the bowl came into contact with the oil it burned his hand. This caused him to drop it ... throwing oil onto his other hand. Folks, let us be "Safety Wise" ... and set an example for our children. By the way, my hands healed nicely after several weeks. ...*

**The eleven differences from last month's picture puzzle:**

- 1) Extended Curtain; 2) Larger Sun; 3) Nike Logo; 4) Suitcase; 5) Music Note; 6) Clock; 7) Shoe; 8) Waaaa;  
9-10) Chair (x2); 11) Shirt