



Kūkaʻilimoku

War God of KING KAMEHAMEHA I

Don't
think
you're
a hero?

He does.



JOIN THE WALK THAT SAVES BABIES

March of Dimes is the leader in the nationwide effort to reduce birth defects, low birth-weight and infant mortality. Their campaign for healthier babies includes programs of research, community services, advocacy and education.

Each year in Hawaii 20,000 babies are born, of those 800 are born with a birth defect. Birth Defects are the number one cause of infant deaths killing an average of 18 babies a day in the United States. A higher percentage of babies die before their first birthday in the United States than in 23 other nations.

The 30th Annual March of Dimes Walk America Drive will take place April 8th at Kapiolani Park. The walk starts at 7 am and will cover six miles. Your help is needed. For more information contact one of the following POCs:

154th WING TSgt. Glenda Buis 448-7438
HQ 201 CCGP SSgt. Mark Crabbe 448-7628

HIANG Stars Shine at the Annual Awards Banquet

This year's HIANG Awards Banquet recognizing our outstanding people, teams and units for 1999 was held at the Tradewinds Enlisted Club on Saturday March 11th. This year's nominations included 5 units, 5 teams, and 36 individuals representing 20 HIANG units. The Lt. Governor, Mazie Hirono, and our Adjutant General, Major General Correa, were on hand to help us celebrate the occasion. This year we even added a live karaoke contest where singers from each Group competed for prizes and accolades.

The accomplishments of our nominees were outstanding and it is with great pride that we announce the winners. Our individual winners are:

Airman of the Year -

SrA Anthony T. Ramirez, 297th ATCS

Non-commissioned Officer of the Year -

TSgt. Neil M. Uehara, 297th ATCS

Senior Non-commissioned Officer of the Year -

SMSgt. Preston C. Nishie, 169th ACWS

Company Grade Officer of the Year -

Capt. Marcus B. Badley, 154th CF

Field Grade Officer of the Year -

Lt.Col. James A. Drake, 199th FS

Our Winning Teams are:

F-15 Fighter Data Link Maintenance Team

154th Logistics Squadron Service Team

AGS Morale, Welfare and Recreation Service Team

And our Outstanding Unit for 1999 was the

203 Air Refueling Squadron.

Congratulations to all our nominees and winners! As a result of their accomplishments and those of all our HIANG members, the HIANG's reputation for excellence is known throughout the National Guard and the Air Force.

Command News

By Col. Richard Hastings, Commander, 154th Support Group

You missed a good one...if you didn't attend the HIANG Awards Banquet last month. I'd like to extend another congratulatory "well done" to all the outstanding nominees and winners. I know the selection committee had a difficult time selecting the winners and the voting was very close.

It was noted that the outstanding NCOs, enlisted members and junior officer nominees represent the future of the HIANG and it's not surprising the Senior NCO nominees were the same folks nominated for the junior awards several years ago. If we look for a common trait that all might share, I think a good case could be made for leadership. Some think that leadership is only for senior members, but I think each of our award nominees, no matter what their level of responsibility, clearly demonstrated that it was their leadership in whatever task they were assigned that set them apart from their contemporaries. There are ample opportunities for leadership in this organization, and even though some opportunities are bigger than others we each can exercise leadership within our areas of influence. It is this acceptance of leadership by the people of this organization that made the HIANG outstanding in the past and will continue to do so in the future. Again, I salute the outstanding leaders we recognized last month and say Mahalo.



Brig. Gen. Tice presents SMSgt. Ivan Mineshima, 154 Logistics Squadron and SMSgt. Miles Moriyama, 154 Aircraft Generation Squadron the 1999 HIANG Winning Service Team Award.

photos by MSgt. Nevin "Apple" Harada

Singing with a lot of heart and soul, the winners from the first "HIANG Awards Banquet Karaoke Challenge":

- 1st Place: TSgt Teal Cross, 154th CF
"That's the Way of the World"
- 2nd Place: Lt. Col. Fred Fogel, HQ HIANG
"Wild Thing"
- 3rd Place: TSgt Darren Oganeku, 154th AGS
"Truly"
- 4th Place: SMSgt Steve Cid, 203rd ARS
"Da Hil Sayo"
- 5th Place: Lt. Col. Miles Tamura, HQ 201st
"Baby Blue"



Fred Fogel, aka "Wild Bill", performs Wild Thing



HIANG Mission
Provide America and Hawaii the Right Aerospace Teams for Service in Peace and War
HIANG Vision
Launa'ole – Beyond Comparison or Without Peer
HIANG Values
Integrity, Service, Excellence, Teamwork, Aloha

HAPPY EASTER



April 23, 2000

Next UTAs



May
6th and 7th

June
3rd and 4th

KUKA'ILIMOKU

This funded Air Force newspaper is an authorized publication for the members of the US military services. Contents of the KUKA'ILIMOKU 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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The KUKA'ILIMOKU can be seen on the 154th Wing intranet web page at <http://154web/>

The punctuation of the name of this publication was researched by the Indo-Pacific Language Dept. at the University of Hawaii.

COMMANDER

Brig. Gen. Michael H Tice

STAFF

PAO: Maj. Tracey J Saiki

Editor: SrA Debbie Weidner

Printed by: 154 CF

**SUBJECT:
Anthrax Vaccine**



A Message from the HITAG
Maj. Gen. Edward L. Correa

There have been several stories in the news recently questioning the safety of the anthrax vaccine. In response, I want to take this opportunity to set the record straight.

We know that at least ten countries have the capacity to use anthrax as a weapon. The threat is real, and the U.S. military is carrying out a program designed to protect our men and women in uniform.

So far, more than 400,000 personnel from the active component, National Guard, and Reserves have begun receiving the anthrax vaccine. Of those, only 620 individuals have submitted reports of adverse reactions; and, only 76 out of the 620 have been shown to have medically verifiable allergies. More than 800 men and women in the Hawaii National Guard have started taking the anthrax vaccine, and only one had a verifiable allergic reaction (hives).

Side effects from the anthrax vaccine are frequently less than those caused by other common vaccines such as DPT or tetanus. Although it is common to develop a lump or soreness in your arm after receiving the anthrax vaccine, that is also a common occurrence for other vaccines.

The anthrax vaccine is not new, nor is it experimental. It is fully licensed by the Food and Drug Administration (FDA) and has been in use since 1970. No vaccine, including the one for anthrax, is released without FDA approval for its safety, sterility, purity and potency.

If you still have any questions or concerns about the vaccine, get the facts from reliable sources – not from the rumor mill.

I care deeply about the health and safety of each and every soldier and airman in the Hawaii National Guard. I would not endorse the anthrax vaccine program if I did not believe that the vaccine is safe and effective.



203rd Air Refueling Squadron

Our Unit Emblems

by SSgt. Brian Takafuji
154th MXS/LGMG

Significance: Blue and yellow are the Air Force colors. Blue alludes to the sky, the primary theater of Air Force operations. Yellow refers to the sun and the excellence required of Air Force personnel. The Kuka'ilimoku, the favored deity of King Kamehameha, reflects the heritage of the unit and its location. The black background over the waves symbolizes the night sky indicating the long distances the unit must fly to carry out its mission. The seven stars reflect the number of populated islands where the unit is located and allude to the constellation used by Polynesian navigators when inhabiting the islands. The contrails of the stars reflect the unit's ability for aggressive airborne movement throughout the world.

This emblem was approved February 28, 1995.



Congratulations!

The following HIANG personnel were promoted to the grade indicated effective March '00

- | | |
|----------|----------------------------|
| 154 MXS | TSGT Hanaoka, Lance K.H. |
| 154 AGS | SSGT Flores, Kevin A. |
| 154 MXS | SSGT Morita, Brian K. |
| 293 CBCS | SSGT Chounramany, Danny I. |
| 297 ATCS | SSGT Luanglat, Steven S. |
| 297 ATCS | SSGT Ries, Joseph A. |
| 297 ATCS | SSGT Tejero, Dennis C. |

Send your submissions,
suggestions or questions
to us via e-mail!

Our address is
KUKA'ILIMOKU

Next *Deadline*
APRIL 24





Chaplain's Corner

by Maj. Robert K Nagamine, Chaplain, 154th Wing

During this time of the year, there will be an emphasis on the spiritual dimension of our lives. Palm Sunday and Easter, as well as other religious holidays, are occurring this month. This is good and healthy. In order to gain a balanced life, the spiritual dimension of our lives need attention, as well the social, physical, mental and emotional.

Psalm 139 in the Scriptures provides spiritual food. You may want to meditate on the words in this psalm:

"O Lord, you have searched me and you know me. You know when I sit and when I rise; you perceive my thoughts from afar. You discern my going out and my lying down; you are familiar with all my ways. Before a word is on my tongue you know it completely, O Lord. You hem me in - behind and before; you have laid your hand upon me. Such knowledge is too wonderful for me, too lofty for me to attain.

Where can I go from your Spirit? Where can I flee from your presence? If I go up to the heavens, you are there; if I make my bed in the depths, you are there. If I rise on the wings of the dawn, if I settle on the far side of the sea, even there your hand will guide me, your right hand will hold me fast.

If I say, 'Surely the darkness will hide me and the light become night around me,' even the darkness will not be dark to you; the night will shine like the day, for darkness is as light to you."

The message of this psalm is that the Lord is all-knowing, all-present and all-powerful. Hope this gives you spiritual strength in times of need.

May the Lord's blessings be upon your spiritual journey.

Diversity Dialogue

Strength Through Diversity

by MSgt Carswell J. Ross, Jr., 154WG Human Resource Advisor

The population of the United States is the most diverse population on the planet. It is only fitting that our military should reflect this diversity. However, according to the Director of the Air National Guard, Maj. Gen. Paul A. Weaver Jr., that is not the case. National statistics show that about 81% of National Guard members are Caucasian, while only 9% are African-Americans, 5% are Hispanic and 5% are Other (including Asian and Pacific Islander). Needless to say these national statistics do not reflect the rich diversity of Hawaii or that of the Hawaii Air National Guard.

Maj. Gen. Weaver wants continued, and increasing diversity in the Guard because it gets results. As he explains:

"The Diversity program should not be mistaken for Equal Opportunity or Affirmative Action. Equal Opportunity is the right of all persons to participate in, and benefit from programs and activities for which they are qualified. These programs and activities shall be free from social, personal or institutional barriers that prevent people from rising to the highest level of responsibility possible. Persons shall be evaluated on individual merit, fitness and capability regardless of race, color, sex, national origin or religion.

Affirmative Action is methods used to achieve the objectives of Equal Opportunity. These methods are designed to prevent, identify and eliminate unlawful discriminatory treatment as it affects the recruitment, training, assignment, utilization, promotion and retention of military personnel.

Diversity is multicultural and multifaceted; it involves appreciating the individual for who they are and for what they have to offer. Not looking at their differences, but focusing on the similarities. It is about creating a culture and an environment where everyone can work in sync toward mission accomplishment."

So, to put it simply, our military diversity should be in step with the communities we serve. There is strength in numbers, but there is an even greater strength in diversity.

Worship Services

All are Welcomed To Attend



Protestant Service

Sunday UTAs

8:15-8:45

154th Logistics Group

Conference Room

(Building #3416)

Catholic Services

(across base)

Daily 11:30

Saturdays

17:00 Nelles Chapel

Sundays

7:15 Nelles Chapel

10:15 Chapel Center

Jewish Service

(Pearl Harbor)

Fridays

19:30 Pearl Harbor Aloha

Chapel

(Makalapa Road)



Wing Safety Announcements



by SMSgt Gaylen T. Redoble, Occupational Safety and Health Manager, 154 WG/SE

Ground Safety Orientation Course: 4 - 7 and 11 - 14 April 2000

Commander's Safety Orientation Briefing: 10 April 2000, 0900-1100

Seating arrangements are being coordinated. Your RSVP by 2 Apr 00 is appreciated.

PACAF Safety Staff Assistance Visit: 18-19 April 2000

199 FS, 203 ARS, 204 AS, Weapons and Munitions Shops will be visited

Ground Safety Incidents

On 8 Mar 00, approximately 0815 an Avionics Technician bumped his head on a leading edge flap and received a 1-1/2 inch cut on his forehead. This incident occurred while troubleshooting a flap discrepancy. The injured technician was transported to 15th Medical Clinic. The technician was treated and released.

On 13 Mar 00, approximately 1000, a 169 ACWS vehicle collided into a FAA vehicle while traveling on Mt. Kaala access road. The collision caused a dent on the side door of the FAA vehicle. There were minor scratches on the left front bumper. No one was injured.

On 13 Mar 00, approximately 1345, an F-15 Propulsion Technician bruised left eye area while removing nuts and bolts on a jet engine rear fan duct containment section. The injured technician was examined by 15th Medical Clinic physician and released to normal duty.

On 15 Mar 00, approximately 1500, an F-15 Crew Chief bumped his head on the right main landing gear (MLG) door. This incident occurred during clean up in hangar 3400, spot #6. The injured Crew Chief was treated by 15th Medical Clinic and released to normal duty.

Could these incidents have been avoided? Constant attention to the job being performed, and awareness can prevent incidents from occurring. Apply **Job Safety Analysis (JSA)** or **Operation Risk Management (ORM)** processes.

HAVE SAFETY UTA WEEKEND!!



Photo by SrA Kristen Higgins, 154 CF/SCV

Col. Richard Hastings, Commander 154th Support Group, representing Brig. Gen. Tice, officiates over the reenlistment of all the 154th Wing personnel.

Hawaii Air National Guard Mass Reenlistment



Over sixty Hawaii Air National Guard enlisted members took part in the first ever mass reenlistment at Saturday morning UTA on March 5th, 2000. It took place in the 154th Wing Dining Facility.

This proactive effort by the 154th Mission Support Flight effectively incorporated two months worth of reenlistments, which will lessen the time spent monthly on individual reenlistments. This format also added a more ceremonial tone by including Guard members' friends and family.

Kuka'ilimoku on the 154th Web

Be sure to check-out the Kuka'ilimoku *in color* on the intranet! Start at the 154th Web homepage, from there select HQ 154th WING UNITS and then Public Affairs (Kuka'ilimoku). All the most recent issues are there – all the 1999 issues, too! Have any questions or comments about the newsletter? E-mail them directly to [KUKA'ILIMOKU](#).

Recruiter's Round-up

by TSgt. Vickie Padello, Recruiter

Aloha from your Recruiting Team! When you see these people around the organization be sure to give them a great big welcome into our "OHANA"! They are the newest members of the Hawaii Air National Guard! You remember what it was like to be the new kid on the block! Let's make 'em feel at home! They are:

JOSEPH L. M. AKITA
 JOSHUA A. M. CARVALHO
 JOSE A. CRUZ
 RONALD S. CUIZON
 FA'ATOESE P. ACOSTA
 BEVERLY A. SHIBATA
 NOAH K. KEAULII
 DAVID L. G. NOVIDA

Speaker's Bureau ~ Mahalo to those of you who turned out for the bureau's first informative meeting since its approval! Capt Anthony presented a standard briefing that will be available to all of the Speaker's Bureau members. The briefing included a power point presentation and script. These are just a couple of the tools that will be made available to our members. We will also have talking papers on specific topics for discussion. All of these tools will be added to the Intranet under 154 Wing Public Affairs section. We are still actively recruiting speakers as well as opportunities for the Speaker's Bureau. If you are interested in helping us out please call TSgt Padello at 448-7578 for more information.

Basic Training Info ~ If you know of someone that will be attending BMT soon, please make sure that they get this piece of information. Times have surely changed. Cash is a thing of the past at basic training. Trainees are issued a debit card with \$250.00 on it and this will usually be gone by about the fourth week of training. It is imperative that each member have access to a checking account, so that they can cash a check or at least have in their possession an ATM card. Also, keep in mind some savings accounts do not have ATM access. Please help us spread the word.

Referral Program ~ "In order to make end strength, the Air National Guard (nation wide) has set an accession goal of 11,534 (10,080 enlisted/1,454 officer) or the equivalent of 961 accessions per month and an attrition rate goal of ten percent. In order to meet this goal, each ANG Recruiter must average 3.5 accessions per month; current average (at time article was written) is 2.1 accessions per month." (per Dec

99 Newsletter, ANG/DPPR)

This sounds like a pretty lofty goal. However, we can do it as a TEAM! We all know that the referral program is the best way to achieve an actual enlistment. But, best of all, if your referral results in an enlistment, you are eligible to receive a one of a kind "Recruiting Team" t-shirt. Just ask your recruiter about the referral program for more information or call 448-7447.

Retention Update

by MSgt. Rose Vendiola
 Retention Office Manager, 154 MSF / DPMH

YOFAM 2000 ESSAY CONTEST

In the spirit of the National Guard Year of the Family 2000, there will be an Essay Contest that will focus on the importance of the Guard Family. Please start thinking about why the Guard family is important, and then tell us in 500 words or less "Why Guard Families Matter to America".

Guidelines for submissions are as follows:

1. You must be a member or family member of the Air National Guard.
2. All entries must be under 500 words. It is recommended that all entries be printed or typed and double-spaced. Your name, address and phone number must be printed on the cover page.
3. All writing must be original
4. Unit winners will be submitted to the State Level for further competition. State Level winners will be submitted for National Level Competition.
5. All entries to the National Level must be submitted to the National Guard Bureau Family Programs Office (NGB-FP) by close of business, 1 July 2000. All entrees will be submitted through the State Family Program Coordinator to be eligible for National Level Competition.
6. Contest prizes will be determined at the Unit and State Level. National winners will win a \$500.00 U.S. Savings Bond.
7. National Winners will be printed in the Fall Air National Guard Family Guard Matters Newsletter as well as posted on the YOFAM 2000 Website.

Please send all entrees to MSgt Rose Vendiola, ROM, 154 MSF/DPMH, **NLT 9 May 2000**. For additional information, please contact 448-7445.

USING YOUR MGIB BENEFITS

The MGIB can be used for a wide range of programs and courses. Members eligible for MGIB Chapters 1606 and 30 may use benefits for the following:

Vocational Technical Training
 Cooperative and Correspondence Courses

On-The-Job Apprenticeship Training
Independent Study Programs
Refresher, Remedial & Deficiency Training
Flight Training
Other Undergraduate Studies (Even after receiving a Baccalaureate Degree)
Post Graduate Studies (This includes Masters Degrees and Doctoral/ Professional Degrees)

WHAT IS ON-THE-JOB TRAINING (OJT)?

OJT is training you receive while actually performing a job and earning wages. Approvable OJT programs must be at least six months and up to two years in length. Some examples of OJT programs are Welder, Painter, Cook, Production Equipment Mechanic, Auto Mechanic, Corrections Officer, Police Officer, and Parts Buyer.

WHAT IS APPRENTICESHIP TRAINING?

Apprenticeship training is on-the-job training coupled with 144 hours (minimum) per year of related technical instruction. You can receive your GI Bill benefit while working full-time and earning wages. Apprenticeships are normally from two to five years in length. Registration with the Bureau of Apprenticeship and Training is not mandatory for veteran benefits, however, it is recommended in order for the member to receive journeyman's papers upon successful completion. Some examples of apprenticeship training programs are Electrician, Ironworker, Roofer, Plumber and Sheet Metal Worker.

For additional information, contact MSgt Rose Vendiola, of the Retention Office at 448-7249

WHAT'S UP IN EDUCATION & TRAINING?

by SMSgt. Carol Keanini
154 MSF/Base Education and Training Office

PME UPDATES

Just a few quick reminders about the PME Correspondence program.

a. Extensions are extremely difficult to get and are only approved on a case by case basis for extenuating circumstances. Extension requests must be requested in writing with an endorsement from the Commander elaborating on the 'extenuating circumstances'. We will then FAX the request to ECI (and keep our fingers crossed).

b. If the extension request is approved, it would probably only be for 30 days, so be prepared.

c. TDY is not a justifiable reason to require an extension if you are enrolled in the 'paper versions' (Crs 6D/E, or Crs 8D/E), because the paper versions are portable and you can take them with you.

d. If you are disenrolled for course failure or for non-participation, you must wait 6 months before you can enroll again, or before you can request PME in residence.

e. After 1 Jan 99, members are only authorized 2 enrollments in SRNCOA (Crs 8D/E or Crs 5). After the

second unsuccessful enrollment, the only way to be promoted to E-8 would be to attend Senior NCO Academy IN RESIDENCE. For those of you who have been enrolled many times over the years, all enrollments prior to 1 Jan 99 count as 1. That means you get only 1 more chance.

f. Members promoted to E-7 (MSgt) after 1 Jan 99 must be enrolled in SNCOA. Units will need to track this.

g. You have probably already heard that Crs 8D/E is going away. ECI will continue to enroll us as long as supplies last or until the end of the fiscal, whichever comes first.

h. DEADLINE FOR SNCOA IN RESIDENCE APPLICATIONS TO US IS MAY UTA. DO NOT WAIT UNTIL THE LAST MINUTE. See your UETM for information on procedures and requirements.

i. IF YOU ARE A MEMBER OF THE ANG, ENROLLMENT IN CORRESPONDENCE PME BASED ON TECHNICIAN GRADES IS NOT AN OPTION AND IS NOT AUTHORIZED.

LEAVE EN ROUTE

Prior service members, if you are scheduled for a formal school and you are thinking about taking leave en route, LET US KNOW ASAP (especially before we get started on your orders, so we don't have to amend your orders). We must have your HIANG Form 102, (Request and Authorization for En Route Leave), approved and signed by your Supervisor and Commander so that we can include the statement on your orders. The form is available through Form Flow.

OUT PROCESSING FOR SCHOOL

Another reminder for Prior Service folks leaving for formal school:

a. Orders packages are forwarded to your Unit Education and Training Manager the UTA prior to the month of your departure, so you should have plenty of time to complete out processing.

b. Your package will include your orders, and the out processing checklist. We are your last stop. Don't forget to out process with us. (Special instructions and phone numbers for SATO and billeting are sent to you prior to this and are attached to your training RIP).

INPROCESSING FROM SCHOOL

Don't forget to check in with us when you return. And - don't forget to give us a copy of your Certificate of Completion so we can close-up that part of your training process.

HAVE A SUPER UTA!!



*Please Kokua
by Recycling*



Dining Facility FAQ's:
by MSgt. Kathy Fritz, 154 SVF

- Q. What process is taken if my unit has a requirement for Ground or Flight Support Meals?
- A: **Step #1:** Notify 154 SVF at least two weeks before UTA or deployment. Send E-mail to kathleen.fritz@hihick.ang.af.mil, with the date, time of pick-up, and a POC.
Step #2: Prepare an AF Form 2039, Ground Support Meal Request, for those individuals needing meals and fax this form to 448-7514, 154 SVF. Note: Please complete a separate Form 2039, for paying and non-paying members.
Step #3: Show up with an authorization letter prepared by 154 SVF, and the original Form(s) 2039, to Base Flight Kitchen. They will collect any funds due and bill the 154 SVF for the non-paying member's meal.
- Q. How many meals are authorized per person on a UTA weekend?
- A: One meal per person for every 8 hours of duty.
- Q. Who pays at the Dining Facility on UTA weekends?
- A: If you are on active duty orders; if you are on an MPA tour; if you are on a counter-drug tour; if you are an AGR member or if you are an Officer you pay.
- Q. What form do I fill out if I'm picking-up take out meals?
- A: An AF Form 2039, Ground Support Meal Request

For additional questions/answers please fill out a customer feedback form provided at the dining facility on UTA weekends.



photos by SrA Kristen Higgins, 154 CF/SCV



SSgt. Mike Sumile, a Hydraulics Specialist with the 154th MXS, fills out reenlistment forms.

MENU

Saturday Lunch/Dinner

Smorgasbord
Steamed Rice
Fried Okra
Minestrone Soup
Pies & Jello

Sunday Brunch

Smorgasbord
Steamed Rice
Buttered Zucchini
Egg Drop Soup
Banana Bread & Bread Pudding

Snack line

Chili Dogs • Loco Moco
Fried Rice • Taco Salad

Patrons must have a Military I.D and will pay the meal rate if they are an officer, AGR, or a member on active duty orders.

The meal costs are:
Lunch/Dinner \$3.00 and Brunch \$3.40
(Traditional guard members will just sign for their free meal.)

Saturday Lunch 1030-1250 hrs

Saturday Dinner 1630-1750 hrs

Sunday Brunch 1000-1220 hrs

The UTA Menu is also on the W drive under
154wg/sptg/svf/menu



Remember, You Count!
Be sure to complete the Census 2000!



All in the Family – Father, TSgt William Akiona, 154th AGS C-130 AMU and son, SSgt Ikaika Akiona, 199th FS Life Support are joined by their family at the Hawaii Air National Guard's Mass Reenlistment held March 5th at the Wing Dining Hall.



MSgt. Scott Chapman of the 154 MSF gives step-by-step instructions to all the reenlisting airmen.

photo by SrA Kristen Higgins, 154 CF/SCV