

Hawai'i Air National Guard
154th Support Group
Part of the 154th Wing

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**December 2000**

**Training  
Bulletin**  
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Our Vision:
***Quality in Service
and Support***

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Lt Col Galen R. Yoshimoto
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Editor:

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**Secretary Cites
Growing ANG
Mission and
Challenges**

*By MSgt Mike Briggs
12th Flying Training Wing Public Affairs*

SAN ANTONIO, Texas (AFP) -- The Air National Guard is more involved in Air Force operations than ever before and the service must meet the challenges of maintaining its busy "citizen airmen" force, said the Air Force secretary November 8th in San Antonio.

F. Whitten Peters made his remarks while in the city as the keynote speaker for the Air National Guard Senior Leaders Conference at Municipal Auditorium.

In his remarks to the more than 1,400 members of the Guard assembled at the conference, the secretary detailed the growth of Guard involvement in the Total Force and explained what the Air Force is doing to meet the challenge of that involvement.

"As we take our first steps into the 21st Century, our Air National Guard is playing a greater role in our national defense than ever before, and we are better for it as a nation," Peters said. "... just as the regular component of America's Air Force is engaged more frequently in more places than ever before, so is our Air National Guard."

The secretary cited the contributions the Guard provides on a daily basis:

- ★ Nearly half of intra-theater airlift capability
- ★ Near half of air refueling capability
- ★ More than a third of fighter forces
- ★ More than a quarter of rescue capabilities
- ★ Nearly a fifth of strategic airlift capability
- ★ More than one in ten of the bomber force

"And that's just the flyers," he added. "In at least half a dozen critical support specialties, from combat communications to expeditionary air traffic control, more than half the Total Force capability resides in the Air National Guard."

In 1999, the Air National Guard used more than 3.5 million man-days -- some 500,000 more than the Air Force used in 1991, the year of Operation Desert Storm. More than 2.5 million of those man-days were in direct support of heater commanders-in-chief or Air Force requirements.

Along with the increased role the Guard is playing come the challenges

of meeting mission requirements, the secretary said.

"By tightly integrating the Guard into the Total Force, we've built a whole new set of challenges for ourselves -- challenges for our people, challenges for their families and challenges for their employers," he said.

Many of those challenges are the same ones faced by the regular Air Force, such as recruiting and retention.

"The fundamental problem of supply and demand will remain with us for at least a generation," Peters said. "The civil sector and the military are going to be competing for the same people to fly, fix, and direct aircraft and all of the people who provide support.

"Recruiting a high-quality force will continue to be a significant challenge for all of us. There are no regular recruiting challenges or Guard recruiting challenges. There are only Total Force recruiting challenges."

The Air Force has addressed some of the challenges of Guard duty in the same manner it has solved operations tempo problems in the regular force, by implementing the Expeditionary Aerospace Force, the secretary said. It doesn't reduce the amount of work that needs to be done, but it provides stability and predictability for the people involved.

The Guard also faces a tough situation in maintaining positive employer relations during this time of unprecedented operations tempo.

In the past, employers could hire Guardsmen with a reasonable degree of confidence that they would seldom deploy, Peters said. That's not the case today, where the average traditional Guardsman can expect to support an Air Expeditionary Force once every 30 months.

On face value, that may not seem like a significant deployment commitment, but the Air Force secretary said pre-deployment training and other matters require time away from civilian work.

"Deployment preparation means training longer and training harder, and it means spending a lot of time filling out paperwork, packing gear and cleaning up after a return," he said. "All of these things take time -- time that employers may not grant happily in a full-employment economy. And the fact that three out of every four Guardsmen have jobs other than the Air National Guard means that it will remain a challenge."

Peters said the Guard is meeting that challenge in 2001 by adopting programs such as the Year of the Employer.

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"In My Opinion ..."

by Lt Col Galen R. Yoshimoto

galen.yoshimoto@hihick.ang.af.mil

I just got e-mail from an 154th Wing alumni, **Lt Garrick Yokoe**. Garrick spent his enlisted years in the **154th Mission Support Flight** before getting commissioned and serving with the **169th Aircraft Control and Warning Squadron**.

A change in civilian employment took Garrick and his family to Silicon Valley. He continues his ANG career as the commander of the **129th Communications Flight** at Moffett Field in the San Francisco area.

Garrick recently said goodbye to a fellow 154th Wing alumnus, and welcomed another. **MSgt Henry and SSgt Ellen Laguatan** recently PCS'd to Washington State. Ellen worked as a full-time technician in the 129 CF maintenance shop. Hank's now a Medical Recruiter with the Air Force Reserve, while Ellen transferred to the Washington ANG. Now a full-time Lucent Employee and a Traditional CA ANG Member, **SMSgt Kenneth "KC" Dunham** recently joined his unit as the Plans and Programs Superintendent.

It was nice hearing from Garrick and learning the whereabouts of the Laguatans and KC Dunham. *Aloha to all of them!*

I was saddened to learn of the passing of **Col Walter Foulke Judd, Retired**. He was one of the charter members of the Hawaii Air National Guard. He authored several books on Hawaiiana and was instrumental in the formation of our **Royal Guard** organization. *Aloha Pumehana to the Judd Ohana!*

With Col Judd's passing, I believe **CMSgt Robert Choi, Retired**, becomes the only living charter member of the HIANG. The Chief retired in 1979 but remains active. I see him on base every so often and we talk about earlier days whenever we get the chance. His son, **MSgt Glenn Choi**, worked with me in the old **154th Consolidated Maintenance Squadron** before he retired from the HIANG in 1988. *Seems like I'm playing the historian again!*

Last month, I reported on **Tamahani Nakamoto's** promotion to major. The other big thing in Tama's life last month was her wedding. Yes, she and long time boy friend **Michael Noh** finally got married on November 11th. Best Wishes and Congratulations to Tama and Mike. *By the way Tama, those F-15 flyovers that day were not for your wedding celebration!*

Another HIANG first! The HIANG now has the makings of its first brother-sister pilot members. **Lt Ryan Itoman, 199th Fighter Squadron**, was a FY98 UPT selection. He recently returned from undergraduate pilot training. Ryan's sister, **Blythe Jeanne Itoman** was selected for the FY 01 UPT Board. Upon completion of flying training, she will fly C-130s with the **204th Airlift Squadron**. *Congratulations to both Itomans!*



Now if you haven't figured it out, Blythe Jeanne is better known to Hawaii sports fans as "**BJ**" Itoman. BJ played for the University of Hawaii Wahine basketball team for four years. She was a starter from her sophomore year, and she had a reputation for hard and tenacious play. Her name is in the Wahine record books in several categories. *Our future three-on-three basketball tournaments could be a little different!*

BJ joins two other University of Hawaii athletes (that I know of) who are members of the HIANG. Both remain career leaders in various statistical categories in the UH record books.

- ★ **Maj David Dyas, 199th Fighter Squadron**, was a receiver for the UH football team (1983-1986). He name still appears in the top ten receivers all time.
- ★ **SMSgt Larry Arnold, 291st Combat Communications Squadron**, was the UH quarterback during the years 1967-1969. Larry's name appears numerous times in the current UH football press guide records section.

Glad to hear that our former Adjutant General, **Maj Gen Edward Richardson**, is out of the hospital and recovering from a recent operation. I understand there are some follow-on treatments, but he will do fine. *Hang in there General - the golf courses await your return!*

Among those promoted last month were three friends. *My personal congratulations to each of them.*

- ★ **TSgt Kimberly Shinsato, 154th Medical Squadron**. Kim did a lot to streamline our immunization program over the years.
- ★ **SSgt Clesson Paet, 154th Logistics Squadron**. Clesson has done a super job since coming on board full-time in the contracting section. He works hard to keep the IMPAC card holders and billing officials in line.

- ★ **TSgt Raquel Ramos, 154th Medical Squadron**. Raquel works with the full time medical squadron technicians to improve their customer service.

This is the last UTA weekend for a friend and former boss, **Col Richard Hastings**. I worked for him for seven years. During that time, I learned a lot about the operations of our Support Group and the HIANG in general. His decisions improved the infrastructure support within the Wing and the HIANG. Some like the new telephone switch our communications flight installed will save the Wing close to \$50,000 a year. He has done an outstanding job since his assignment as the Deputy Commander for Support in 1987.

I am especially grateful to Dick Hastings for his personal concern and supervisory support during my father's long decline with Alzheimer's Disease. *I thank him for his support!*

Starting December 26th, Mr. Dick Hastings will start at Morgan Stanley Dean Witter. Knowing Dick Hastings, he will probably improve a lot of people's financial portfolios along the way. *Have a happy working retirement and Happy Trails!*

And Finally: This has been a very trying year for the HIANG. Some people have still not adjusted to the rapid succession of changes. And there will be more coming down the road.

Many of our HIANG Ohana retired leaving others to step up and assume leadership positions. Several Ohana members passed away, some; older retirees like **Lt Col Harold Mattos**, while others were totally unexpected like **Lt Col Barry Castellano**, the **293rd Combat Communications Squadron** commander.

We experienced major leadership changes, starting at the top. **MG Edward Correa** became out new Adjutant General in January. In July, **Lt Col Skip Vincent** became our Support Group commander as **Col Richard Hastings** became the Wing Vice-Commander. In September, **Col Albert "Putt" Richards** became our Wing commander as **Brig Gen Michael Tice** left for a position at CINCPAC.

Colonel Richards has since instituted several changes in our Wing's operations. If you have talked to him, you know there will be other changes. Hang in there, improvements abound, and they will be for the betterment of the Wing.

Happy Holidays to all!

One Wing - Together **Ⓜ**

A THOUGHT

*“Those who can't laugh
at themselves
leave the job to others.*

-- Unknown

New MSF Business Hours

Effective 1 December 2000: The 154th Mission Support Flight's new business hours are as follows:

- ★ Closed on all Mondays
- ★ Tuesday - Friday 0730-1530 hours
- ★ UTA Saturdays 0730-1530 hours
- ★ UTA Sundays 0730-1200 hours

The MSF will be closed on the 5-4-9 work Mondays and half a day Sunday UTAs for in house training. However, we will service any emergency or previously made appointment.

December 2000 UTA Activities

Saturday & Sunday: Normal UTA training activities. The uniform of the day determined by unit commanders and/or section supervisors.

- ★ **154th Mission Support Flight** members will report in service dress uniforms on Sunday.
- ★ All members need to complete their **computer certification**. You review a PowerPoint presentation and take a written test.
- ★ All members need to complete the annual **ANG Diversity Survey**. Log on to the Wing Intranet site and take the survey - takes about 15 minutes max.

Upcoming Events:

The following is a calendar of upcoming events in the HIANG.

- ★ The **154th Support Group** will deploy to **Bellows AFS** for a four-day **bivouac** in April. The bivouac will complete deployment and field training for the Support Group units.
- ★ The Air Force Inspection Agency will conduct the **154th Medical Squadron's Health Services Inspection** (HSI) in **May 2001**.
- ★ The HQ PACAF Inspector General Team will return to conduct a **Unit**

Compliance Inspection (UCI) in **September 2001**.

Promotions

The following list is the HIANG members promoted during or after November 2000 UTA weekend. *Congratulations to each of them!*

TSgt Steven Oshiro	154 MXS
TSgt Raquel Ramos	154 MDS
TSgt Kimberly Shinsato	154 MDS
SSgt Nolan Alvarado	154 MDS
SSgt John Donald	154 AGS
SSgt Clesson Paet	154 LS
SSgt Robert Tada	154 AGS

Retirements

The following personnel filed their retirement paperwork with our Military Personnel Flight, and will retire prior to our next UTA in January.

SSgt Leslie M. Lunasco	169 ACWS
<i>- Effective 1 Dec 00</i>	
TSgt Gary M. Schleif	291 CBCS
<i>- Effective 10 Dec 00</i>	
Col Richard C. Hastings, Jr.	154 WG
<i>- Effective 16 Dec 00</i>	
TSgt Raymond T. Kaneshiro	154 AGS
<i>- Effective 19 Dec 00</i>	
MSgt Dennis Q.K. Dung	154 WG
<i>- Effective 24 Dec 00</i>	
SSgt Gregory Genenbacher	203 ARS
<i>- Effective 26 Dec 00</i>	
MSgt Lester N. Sasaki	154 LS
<i>- Effective 28 Dec 00</i>	
SMSgt Gordon T. Kireto	154 LS
<i>- Effective 31 Dec 00</i>	
SSgt Haeok Lagot	169 ACWS
<i>- Effective 1 Jan 01</i>	

Followers and Leaders Share Qualities

This article was taken from the newsletter of the 107th Air Refueling Wing, New York ANG

As a part-timer, I am constantly amazed at the mountains of correspondence jammed into my various mailboxes. When I can measure the amount in inches instead of feet, I thank my lucky stars. While sorting through this myriad of minutia, articles on the core competency of leadership always seem to catch my eye. An article in the January issue of The Inspector General took a slightly different approach to this topic by outlining the necessary qualities of a good follower.

This article had been written from the perspective of the boss. It highlighted thirteen separate attributes that every good subordinate should possess. It was obvious that the author had spent considerable time and energy studying subordinates and had condensed this wealth of knowledge into several bullet-packed pages. Pangs of guilt began to rise because I had spent my subordinate years researching the fine art of leadership. I felt "behind-the-power-curve" on the subject of followership.

Upon closer examination, however, I began to recognize key phrases and buzzwords that I had read before discovering this in-depth view of followership. Applying the KISS principle (keep it simple, stupid) to the contrasting topics of leadership and followership yielded some not-so-surprising conclusions. Supervisors demand loyalty from their subordinates, but guess what? Loyalty is a two-way street. Organizations or supervisors who are not loyal to their subordinates will never win the loyalty of their work force. The same can be said for trust, honesty or any other core-character trait. Those traits that are desirable for good followers are pretty much the same ones that true leaders need to exhibit.

Believing that brevity is the soul of genius, let me further distill the copious volumes of literature on the traits of leaders and subordinates into the following principles - Cider's corollaries.

Technical competency is a must. Whether you're leading the pack or pulling up the rear, each person must know their individual job and its associated responsibilities. You don't have to be the registered guru but you do have to be trained, qualified and capable of getting your particular task done. Subordinates who lack competency may lose their jobs. Leaders who lack competency will lose the confidence of those below them and thus become ineffective.

Respect for the individual. Take care of the troops and they will take care of the battle. It was true when Sun Tzu said it twenty five hundred years ago and it's just as true today. Remember this is a team effort. We have to pull together and sometimes compensate for each other's weakness. Take part in the process; be fair in your criticisms, impartial in your judgements and employ open communication. Bosses love workers that keep them informed and out of trouble. By contrast, the leader who fails to take care of his people is doomed to failure.

Babooze

Compiled by Lt Col Galen R. Yoshimoto

Is This an Untapped Energy Source? A soiled diaper in a plastic bag left in 100-degree sun for three days combusted, setting a fire on the walls of two apartments in Ennis, Texas, causing \$3,000 damage.

More evidence that drinking is one of the cornerstones of Babooze (one of the others being guns):

Reno - A retired police officer was arrested on suspicion of DUI after he pulled into a gas station and attempted to withdraw money from a gas pump, as if it were an ATM.

St. Pete Beach, Florida - A drawbridge operator was fired for drinking on the job after he opened the bridge without warning, forcing a car to leap the gap, James Bond - like.

Ottawa - And a 24-year old man leaped from a roof into a dumpster and landed, seat-first on a protruding, nail-studded piece of wood.

Birmingham, Alabama - A 25-year-old soldier died of injuries sustained from a 3-story fall, precipitated by his attempt to spit farther than his buddy. His plan was to hurl himself towards a metal guardrail while expectorating, in order to add momentum to his saliva. In a tragic miscalculation, his momentum carried him right over the railing, which he caught hold of for a few moments before his grip slipped, sending him plummeting 24 feet to the cement below. The military specialist had a blood alcohol content of 0.14%, impairing his judgment and paving the way for his opportunity to win a 1999 Darwin Award.

Speaking of Guns. During a workplace scuffle in Irvine, California, one man grabbed another in a headlock, pulled his gun, and shot him in the face, but the bullet passed through the target's cheek and into the shooter's own chest, killing him.

Speaking of Guns #2. A 24-year-old man accidentally shot himself to death in London, Ohio, while doing a scene with two friends in a rap music video.

Drinking & Knives. Moscow - A drunk security man asked a colleague at the Moscow bank they were guarding to stab his bulletproof vest to see if it would protect him against a knife attack. It didn't and the 25-year-old guard died of a heart wound.

More School Babooze. Sioux Falls, South Dakota - High school senior Oakly Haines, who had just won the gold medal in the 400-meter dash at the state track tournament, was

disqualified. Two volunteer officials overheard him cuss at himself ("damn it" and "son of a bitch") that he had failed to beat the record time of his older brother. Said one of the tattling officials, "When you have children, you want them to be exposed only to wonderful, good things."

Holding the Line. Catholic priest Charles Mentrup, 41, was stabbed by a parishioner during confession. He survived but refused to identify the man who did it because of his vow of confidentiality.

Maybe Because It's an Election and It's in Florida. A candidate for sheriff in MacClenny, Florida, left town mysteriously after having been caught spreading sugar on the ground (to draw ants) the day before his opponent's fund-raising picnic.

Real Babooze. Anti-child-abuse vigilantes vandalized a pediatrician's home in Newport, Wales, apparently confusing her occupation with the word pedophile."

The Bold and Stupid. A 26-year old man charged with driving a stolen Mercedes in Port Washington, Wisconsin asked the judge if he could use the car as collateral for bail.

Bad Cure. A 23-year old Ocean City, Maryland, man died from a friend's punch to the chest, delivered only after the man begged to be hit to relieve his hiccups.

Won't Happen in the USA. A court of Lusaka, Zambia, approved Dorothy Mapani's strategy to settle the dispute with her husband, Eddas Ondya, over which of the two is more responsible for the couple's lack of a sex life. Ondya said he is uninterested because he believes Mapani is infertile, and Mapani has accepted Ondya's challenge to get pregnant, with any man within 90 days. The \$300 bet, said the court's two justices, seemed a reasonable way to resolve the issue.

But Then Again. - LAS VEGAS (AP) -- A divorced couple couldn't agree on how to split their Beanie Baby collection, so a judge ordered them on Friday to divide up the babies one by one in a courtroom.

"It's ridiculous and embarrassing," said Frances Mountain, moments before squatting on the courtroom floor alongside her ex-husband to choose first from a pile of dozens of stuffed toys.

Maple the Bear was the first to go, as a few people in the gallery snickered. Frances and Harold Mountain divorced four months ago and, according to the divorce decree, were supposed to split their Beanie Baby collection, estimated to be worth between \$2,500 and

\$5,000.

But they failed to do so, and after Mountain filed a motion to get his share of the litter, the judge said he had had enough. "Because you folks can't solve it, it takes the services of a judge, a bailiff and a court reporter," Family Court Judge Gerald Hardcastle told the ex-couple.

Just Babooze. 22-year-old man falls to his death after sliding backward down a banister at America West Arena during a Phoenix Suns basketball game.

Babooze Road Rage. A 30-year-old motorcyclist was crushed to death near Phoenix after an apparent road-rage incident in which he sped up quickly to overtake a pickup truck, swerved in front of it, and then deliberately slammed on the brakes.

Aircrew Rage. An America West pilot (who had flown the day before), riding as a passenger on an America West flight, went out of control, screaming, throwing things, and yelling "Get away from me," until he was restrained by the crew.

The New Art of War. The most creative example of Filipinos' new found national mania for sending text messages by cell phones is that of Muslim guerrillas at war with government troops in the southern islands. Ever since they uncovered documents with army troops' cell phone numbers, they have extended their hostilities by pecking out insults during lulls in combat.

Thanksgiving Babooze. Canadian fugitive Allen Charles Whitequill, 42, on the lam for two years on murder charges, was captured in Carrizozo, New Mexico during a burglary when he attempted to cook a frozen turkey in an office microwave oven. He badly undercooked it and became sick, and when he sought a restroom, he accidentally locked door behind him and could not get out before police arrived.

Thanksgiving Babooze #2. The Kirkwood, Missouri, home of Dennis and Bonnie Miller suffered extensive fire damage when the turkey they tried to deep fry on a grill for Thanksgiving burned a hole in the pot and ignited a propane cylinder.

The Babooze of the Month (and I ain't talking about the clerk). Blind newsstand clerk Mike Redina, 44, was fired because an underage boy illegally bought cigarettes from him in Hauppauge, New York.

Three Bases to Start Phase-in of New ID Card

WASHINGTON (AFPN) -- Three Air Force bases and an Air National Guard unit began testing the software used to produce a new Department of Defense common access card in November, Air Force officials said. The new card will eventually replace the standard military identification card.

Langley Air Force Base, Virginia; Osan Air Base, Korea; Ramstein AB, Germany; and the 203rd RED HORSE unit in Virginia Beach, Virginia; were selected to begin the initial phase in of the card that's been dubbed a "smart card" because of its embedded microchip, magnetic stripe and two bar codes.

In October, DOD began issuing the new multi-purpose card which will become the standard ID card for about 4 million active-duty members, selected reserve, civilian employees and eligible contractors.

More than just an identification card, it will eventually allow physical access to secure areas, permit entry into computer networks, and serve as the authentication token for the public key infrastructure.

The common access card uses cutting-edge technology to reform business processes, eliminate paper-based activities, ensure network security and enhance military readiness.

According to Col. William P. Nelson, Air Force director of architecture and interoperability, the new card can store up to 32 kilobytes of information, of which a portion is reserved for service applications.

"The Air Force will initially allocate its space by migrating existing smart card applications to the common access card," he said. Existing applications include the Falcon card issued to cadets at the Air Force Academy, Colorado; the Recruit card, issued to trainees at Lackland AFB, Texas; a Standard Asset Tracking System in use at 21 bases, but soon to be implemented Air Force-wide; and the Deployment Personnel Accountability Readiness Tool.

The common access card will be phased in over three stages. The first phase is the testing at Langley, Osan, Ramstein and the 203rd. The second phase, beginning in January, will add Hurlburt Field, Florida, and will test the SATS application. The third phase will involve issuing the new cards to about one-third of the Air Force target population in February 2001, with the remaining two-thirds getting their cards

by September 2002.

"The phase in will be accomplished base-by-base, probably through normal attrition, but the DOD is still working out details," Nelson said.

The new ID is based on "smart card" technology that stores and processes information on an integrated microprocessor chip. Embedded within the card, this chip is a small computer without a monitor or power supply. It has the capability to read, write and perform various operations on several thousand bytes of information. The common access card is about the size of an average credit card and will incorporate linear and two-dimensional bar codes and a magnetic stripe in order to enable the card to support other functions, either on a department-wide or individual command basis.

Among the possible activities being considered on a department-wide basis are processing food services charges in military mess halls and updating manifest and deployment data. Also being evaluated are placing individual medical and dental information on the card, as well as student status, armory and property accountability, training, and firing range performance.

"I applaud the fact this card gives our people a key technological tool to improve performance while protecting individual privacy," said Under Secretary of Defense for Personnel and Readiness Bernard Rostker, whose office assisted in the development of the card.

To protect privacy, the card is designed with minimum information to support its identification, access and management features. It complies with the Geneva Convention for the Uniformed Services. While the card will not include a personal handwritten signature, it will store certificates to enable cardholders to digitally sign documents such as e-mail, encrypt information, and establish secure Web sessions to access and update information via the Internet. These provisions are intended to enhance individual privacy in the department as computerized systems replace paper-based systems.

Each card is expected to cost about \$6 to \$8. Costs are expected to decrease as larger quantities are purchased and technology and competition improves.

Development of the common access card culminates almost a decade of DOD interest in smart card applications. Initially, it was seen as a means of conveniently transporting small amounts of information, but

advances in technology allow increased storage as well as the capability to conduct secure data transfer and on-line transactions.

"In November 1999, the DOD leadership charged us to innovate by exploiting smart card applications throughout the department," said Paul Brubaker, deputy chief information officer of the Department of Defense, whose office oversaw the technological development of the card. "The common access card answers the mail by allowing us to realize the potential that technology offers."

Additional information on the common access card, include is available at:
www.dmdc.osd.mil/smartcard

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Secretary Cites Growing ANG Mission and Challenges

Program goals include increasing recognition for employers of Guard members and strengthening processes and relationships that reach out to employers.

Activities set for the coming year include a strong public information effort, meeting with employers, arranging employer visits to Guard missions, expanding employer awards and educating Guard members and employers about their responsibilities to each other.

The Year of the Employer is one of many themes the Guard has established since 1998 to emphasize significant aspects of service. It follows the 2000 theme of Year of the Family. The Year of Diversity will follow in 2002.

The \$309.9 billion fiscal 2001 National Defense Authorization Act that President Clinton signed into law Oct. 30 offers help in retaining and modernizing the Guard force.

Guard members get a 3.7-percent increase in drill and annual training pay January 1st.

Authorization Act measures also authorize \$668.8 million for National Guard and Reserve military construction, an increase of \$446.8 million above the president's budget. This increase pays for 61 new construction projects for Guard and Reserve facilities.

In procurement highlights, the Air National Guard received authorization for one EC-130J aircraft, and funding for F-15 countermeasures dispensers, F-16 block 42 engine retrofit and KC-135 re-engining kits.

ANG Set for the Year of the Employer

The Air National Guard recently announced its 2001 theme "Year of the Employers" to recognize those employers who support Guard members across the nation. It also includes opportunities for employers and communities to get "reconnected" to their Guard units nationwide.

"On behalf of the National Guard -- 457,000 strong -- I declare the year 2001 to be the Year of the Employer," said Lt Gen Russell C. Davis, Chief, National Guard Bureau, to more than 1,500 Air Guard officers, noncommissioned officers and state adjutants general gathered at the ANG Senior Leadership Conference in San Antonio.

Joining Davis as he initiated the program was Charles L. Cragin, principal deputy assistant secretary of Defense for Reserve Affairs; Brian Sharratt, executive director, National Committee for Employer Support of the Guard and Reserve; Maj Gen Paul Weaver, ANG director and Command Chief Master Sergeant Gary Broadbent, ANG senior enlisted advisor.

Program goals include increasing recognition for employers of Guard members, and to include assistance and active partnership with the National Committee for Employer Support of the Guard and Reserve to strengthen processes and relationships that reach out to employers. Davis also made the Army National Guard a full partner in the celebration which supports Secretary of Defense William S. Cohen's initiative to reconnect America with its military.

Activities set for the coming year include a strong public information effort, meeting with employers, arranging employer visits to Guard missions, expanding employer awards and educating Guard members and employers about their responsibilities to each other, said Davis.

The Year of the Employer is one of many themes that the ANG has established since 1998 to emphasize significant aspects of National Guard service. This follows the 2000 theme of recognizing military families. The Year of Diversity will follow in 2002.

For more information about the National Guard, please call Kathleen Gereski (703) 607-2549 or visit the National Guard website at

<http://www.ngb.dtic.mil>

Medal of Honor Recipient John Levitow Passes Away

WASHINGTON (AFPN) -- Air Force Sergeant John L. Levitow, one of only 16 airmen awarded the Medal of Honor for exceptional heroism during wartime died November 8th at his home in Connecticut after a lengthy battle with cancer. He was 55.

John Levitow, the lowest ranking airman to earn the medal, received the honor as a result of an incident on February 24, 1969. At that time, the airman first class served as loadmaster aboard a severely damaged AC-47 gunship flying a mission over Long Binh, South Vietnam.

Suffering from more than 40 shrapnel wounds in his back and legs caused by a mortar blast, he saw a smoking magnesium flare amid a jumble of spilled ammunition canisters. Despite loss of blood and partial loss of feeling in his right leg, the 23-year-old threw himself on the flare, hugged it close, dragged himself toward an open cargo door and hurled the flare out. Almost simultaneously, the flare ignited harmlessly outside the door and away from the munitions.

President Richard M. Nixon presented the Medal of Honor to Levitow on Armed Forces Day, May 14, 1970, at the White House.

After Levitow left the Air Force, he worked in the field of veteran's affairs for more than 22 years. His most recent work was for Connecticut developing and designing veteran programs.

John Levitow received a hero's service at Arlington National Cemetery in Washington

ANG News Shorts

By Col Marilyn Lythgoe, Special Assistant to the Director, Air National Guard

"ANG Plays Key Role In AEF 10": says Delta Squadron CC of his Total Force counterparts: to include the West Virginia ANG, which sent about 30 people and one C-130H; & about 40 people of the Alaska ANG, which also sent one C-130H; and about 20 people from the Hawaii ANG. "The Air National Guard has played a key role for us in AEF 10," said the commander. "They've flown about one-fourth of the missions Delta Squadron has been tasked with." "It gives us worldwide experience," said Col. Gene Ramsay, vice commander of the Alaska ANG's 176th Airlift Wing. The

colonel said this deployment was the unit's first under the AEF, but it's not the first time its members have been here. "We were here two years ago doing this, but it wasn't called the AEF then," Ramsay said.

<http://airguard.ang.af.mil/cf/es/ang.doc>

New Recruiter Ribbon: the SECAF has established an AF Recruiter Ribbon to recognize those who perform the challenging duty of recruiting to recognize past, present, and future AF recruiters who display extraordinary commitment & dedication; criteria: <http://airguard.ang.af.mil/cf/es/ribbon.doc>

Questions to Expect

Taken from the Honolulu Advertiser

Emboldened by today's tight labor market, college graduates are demanding more than just good pay and benefits from prospective employers. They're demanding a life, too. In an informal survey of 13 large employers by *Wall Street Journal* columnist Sue Shellenbarger, 11 reported that campus recruits are asking more quality-of-life questions in job interviews. "Students today don't hesitate to ask questions [such as]: 'How long do you typically work in a day? How long do you work in a week?'" says Mike Foster, Intel's college recruiting director. Other questions you might hear:

- ★ **"How do people** here work together?"
- ★ **"How are people** treated here?"
- ★ **"How much pressure** do you face to complete your projects?"
- ★ **"How much freedom** is there to extend deadlines?"
- ★ **"How does the** organization view work/life balance?"

In fact, in a Price-Waterhouse-Coopers survey of 2,500 college students in 11 countries, 57% named "attaining a balance between personal life and career" as their top career goal. That's up from 45% in 1997.