

pūpūkahi

pūpūkahi: "harmoniously united"

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U.S. Army Master Sgt. Earl Ventura, a recruiting and retention section chief assigned to the Recruiting and Retention Battalion, Hawai'i Army National Guard, poses with the FY 23 Expert Seven Recruiting and Retention Section Chief for Strength Maintenance Advisory Group VII and FY 23 Recruiting and Retention Section Chief of the Year awards at Honolulu, Hawai'i, April 2, 2024. Ventura was awarded as the top Army National Guard Recruiting and Retention NCOIC from all 54 states and territories. (U.S. Army National Guard photo by Sgt. Lianne M. Hirano)

Leadership Defined, Hawai'i Army National Guard Wins Top Recruitment and Retention Honors

117th Mobile Public Affairs Detachment (Hawai'i) | Story by Sgt. Lianne Hirano | Wednesday, April 10, 2024

HONOLULU, Hawai'i -- Army National Guard Soldiers assigned to Recruiting and Retention Battalions from across the United States and U.S. Territories gathered for the annual Director's Strength Maintenance Awards Conference to determine the top recruiting and retention non-commissioned officer (NCO) and top recruiting and retention non-commissioned officer in charge (NCOIC) in Houston, Texas on March 14, 2024.

Hawai'i Army National Guard (HIARNG) Master Sgt. Earl Ventura, a recruiting and retention section chief assigned to the Recruiting and Retention Battalion, HIARNG, was

awarded as the top Army National Guard Recruiting and Retention NCOIC from all 54 states and territories.

"The Director's Strength Maintenance Awards Conference is where the director of the Army National Guard hosts all 54 states and territories, including their top recruiters, recruiting and retention section chiefs, as well as their recruit sustainment programs," said Command Sgt. Maj. Scott Stimpson, command sergeant major of the Recruiting and Retention Battalion (RRB), HIARNG. "This conference is to determine who is the best of the best."

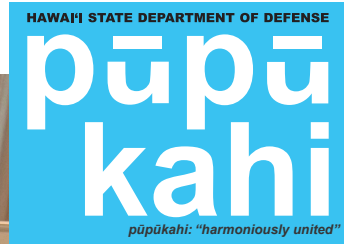
Hawai'i has seen success by sending honorees to compete at the national level of the Strength Maintenance advisory group previously.

"For the first time in history, Hawai'i has swept the Strength Maintenance Advisory Group (SMAG) 7 with this being the first time Hawai'i has had an expert honoree win it all," said Stimpson. "At this level, you're competing against all 54 states and territories, and Master Sgt. Ventura brought out the aloha spirit and leadership skills on a board and won

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HI-EMA Executed Successful Tsunami Exercise

HI-EMA | By Kiele Amundson | Thursday April 25, 2024



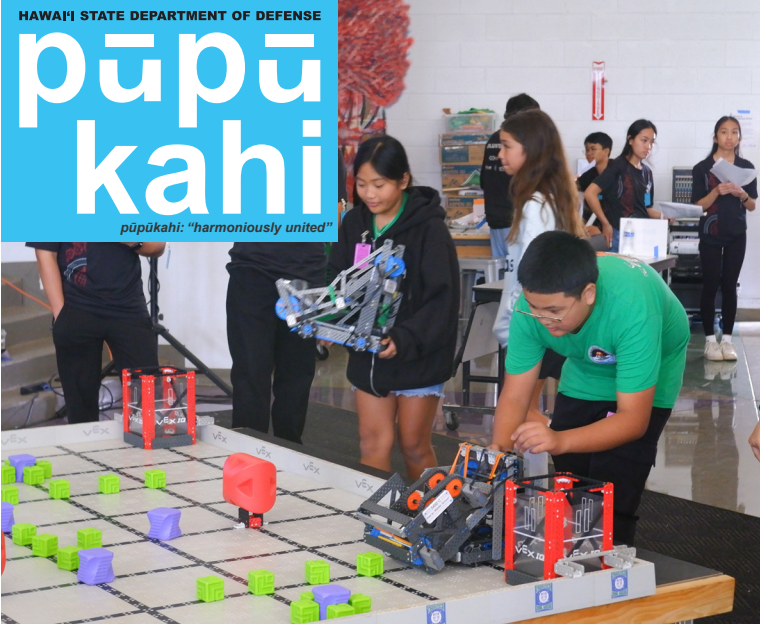
The successful execution of HI-EMA's recent tsunami exercise on Apr. 25, 2024 is a testament to the dedication, expertise, and hard work of its leadership and staff. The HI-EMA staff played a vital role ensuring the exercise ran smoothly and effectively. They were "activated" for the exercise, simulating what would happen if an actual tsunami threatened Hawaii. The Governor also participated in the exercise, demonstrating his commitment to preparedness and also rehearsing the steps that he and his cabinet members need take in the hours prior to landfall.

The planning and coordination of a tsunami exercise requires meticulous attention to detail, strategic thinking, and clear communication among team members. HI-EMA's Training Officers worked tirelessly behind the scenes to develop realistic scenarios, establishing response protocols, and simulated emergency situations to test the readiness and capabilities of all participating emergency managers and personnel.

During the exercise, staff members demonstrated their professionalism, quick thinking, and ability to adapt to dynamic and challenging circumstances. They worked together to implement emergency procedures, coordinate resources, and communicate crucial information to leaders and decision makers.

The dedication of HI-EMA's staff in executing a successful tsunami exercise reflect their unwavering commitment to preparedness, response, and recovery efforts. Their hard work and expertise are essential in building resilient communities and safeguarding lives in the face of natural disasters. It was an educational and practical exercise for all involved.





Hawai'i STARBASE program fields four teams at VEX state championship

The Hawai'i Island Science and Technology Academies Reinforcing Basic Aviation and Space Exploration (STARBASE) program fielded four teams at the state championship tournament on Presidents Day Feb. 15, 2024.

The four teams were part of a twelve team contingent from Hawai'i Island, a large sample out of the twenty seven teams who competed in the state level competition. The VEX Robotics Competition, presented by the Robotics Education & Competition Foundation, is the largest and fastest growing middle school and high school robotics program globally with more than 20,000 teams from 50 countries playing in over 1,700 competitions worldwide.

The competition consisted of two challenges: a skills test and a collaborative performance-based series of rounds on a 12 foot by 12 foot square field. The skills test measures the team's robot in its effectiveness on the field of play in the user driven and programmed phases. The

collaborative rounds paired teams together to test the performance of the robot and the team's problem-solving methods. Each team participated in over 20 one-minute rounds on identical fields of play. The teams were ranked by the points scored throughout the rounds.

VEX competition presents teams with a different field of play and scoring criteria each year. The challenge informed the teams robot design and strategy. This year's course necessitated a "gather and sort" capability with the ability to deposit three different colored and sized blocks into towers. There were also bonus points for other actions, like ending the 60 second round "parked" in a supply corner or dislodging the other blocks from their raised position.

Every team was also graded during an engineering review where their design process and strategy were scrutinized.

The field of robots in this year's challenge

resembled miniature farm harvesting equipment that could gather, sort, lift and, deposit payloads of blocks in a controlled manner.

"The teams decide how they are going to solve the problem and build their robot," said Mrs. Heather Leite, STARBASE Deputy Director. "We are here to guide and coach them, but the approach, process, and solution is unique each team."

The durability and robustness of each build was also tested during the competition. The competitive rounds are collaborative not combative. With teams working together to achieve a strategy agreed upon shortly before each match. However, with the number and frequency of rounds each team faced, robots did break down and the ability to quickly adjust and repair was a key to success.

The STARBASE teams finished in the top twenty of the state competition.



Col. Glen Hayase, 154th Mission Support Group deputy commander and 154th Force Support Squadron commander, presents the National Guard Bureau Force Support Reserve Component Company Grade Officer of the Year Award (Installation Level) to Captain Tina Kanatus March 2, 2024, at Joint Base Pearl Harbor- Hickam, Hawaii. Kanatus is the first known Guardsman to take home this national-level award for the second year running, demonstrating unparalleled leadership and adaptability for the years of 2022 and 2023. Beyond her exceptional performance in assignments within the Pacific Air Force's Inspector General Team and her instrumental role in the administration of Talisman Sabre, her ongoing management of accountability for Joint Task Force-Red Hill stands as a testament to her enduring impact and invaluable contributions to mission success. (U.S. Air National Guard photo by Tech. Sgt. John Linzmeier)

154th FSS Receives 2023 Major General Eugene L. Eubank Award, Among Other Distinguished Honors

154th Wing, Hawaii Air National Guard | Story by Tech. Sgt. John Linzmeier | Monday, March 25, 2024

The Hawai'i Air National Guard's 154th Force Support Squadron has taken home several National Guard Bureau-level awards for the year 2023, including the Major General Eugene L. Eubank Award.

This latter recognition is awarded to top-performing units that demonstrate exceptional support and service within the Air National Guard. It highlights the critical role of Force Support Squadrons in maintaining operational readiness and enhancing the capabilities of the ANG at both national and international levels.

Last year, the 154th FSS excelled at ensuring members were prepared for essential deployment tasks while ensuring the uninterrupted provision of base services. Their successful efforts enabled 444 Airmen to participate in six large force exercises. They mobilized hundreds of others to support real-world operations across six countries, significantly enhancing multi-national joint interoperability.

"The 154 FSS has successfully put in place the Multi-Capable Airman concept to mitigate manning shortfalls and increased mission sets," said Col. Amy Arfman, 154th Mission Support Group commander. "They truly are remarkable in the level of effort they put out on a continual basis to ensure the men and women of this wing

are supported. Their teamwork and 'all hands on deck' approach, regardless of Air Force Specialty Codes and duty titles, is a true mission enabler."

In the Summer of 2023, when the city of Lahaina was struck with one of the most devastating wildfires in U.S. recorded history, members of the 154th FSS played a critical role in helping the community recover. The squadron deployed a 13-member Fatality Search and Recovery Team along with several hundred thousand worth of supplemental equipment. Their rapid response within 24 hours facilitated the clearance of 382 facilities and 379 vehicles. This effort aided FEMA and local emergency services in mitigating toxic exposure risks to the community, resulting in 34 recoveries.

"The Airmen on this team were tested on a physical, mental, and emotional level that most of us never experience, said Arfman. "They are the unsung heroes of the Lahaina Wildfire response. The professionalism, grit, and wherewithal they displayed while supporting the people of this state is a true display of selflessness."

Among the Squadron's top achievements last year, lies their critical contribution to Exercise Talisman Sabre. 154th FSS participation resulted in improvements to deployment reception processes while implementing Agile Combat Employment

practices, supporting staff across a network of seven bases. Their efforts were instrumental in supporting 100 F-22 sorties, which fortified operational readiness among United States, Australia, and thirteen joint coalition partners.

Their commitment to service excellence extended to the culinary domain, providing 60,000 international meals to 35,000 participants during Talisman Sabre, while also ensuring the fitness and readiness of more than 2,300 Airmen.

The squadron's forward-thinking in leadership, innovation, and integration, particularly through initiatives like "Feed Our Airmen" and the development of a cutting-edge military education curriculum, underscores their pivotal role in enhancing Personnel and Services readiness.

Building on the remarkable achievements that led to their receipt of the Major General Eugene L. Eubank Award, members of the 154th FSS have been lauded for their outstanding contributions, earning several other top honors from the NGB. These accolades further underscore the unit's excellence and the exceptional caliber of its personnel:

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Youth Challenge Academy - O'ahu



Mock Interviews



Makapu'u Lighthouse Trail



Milestone #13: Makapu'u Hike! Cadets with good conduct were rewarded with a special mission to watch the sunrise



The Hawaii Army National Guard's statewide installation is small, but the challenges of natural resources conservation management in this tropical environment should not be underestimated. Through building strong partnerships, the national resources conservation program has accomplished several milestones.

The National Guard Bureau Installations Division presented the Environmental Stewardship Award to Hawaii CFMO for the Best Overall Environmental Program of 2023. In addition, the Hawaii Army National Guard was awarded 1st Place for the 2023 ARNG Environmental Security Award. The office was also nominated for the Department of Defense level award.

The DoD established the Secretary of Defense (SecDef) Environmental Awards to celebrate Military Service members and civilians for their exceptional commitment to protecting human health and the environment while advancing the military mission. Each year since 1962, the SecDef has honored installations, teams, and individuals for their outstanding accomplishments in innovative and cost-effective environmental management strategies that successfully support mission readiness.

Our office did not come away with the top prize this year, but that will not deter them in their mission. Congratulations to the HIARNG Environmental program.



**2023 ARNG
 Environmental Security Awards
 1st Place
 Natural Resource Conservation -
 Small Installation
 Presented to
 Hawai'i Army National Guard**



D.A.R.E. Keepin' it REAL - "Teaching students good decision-making skills to help them lead safe and healthy lives."

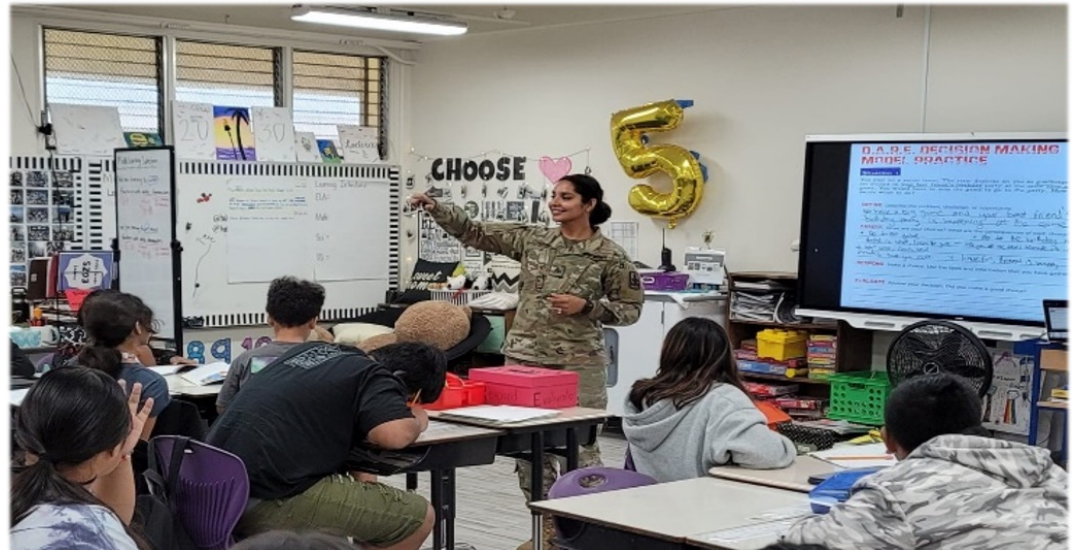


HING CD Analysts In Classroom

On FEB 6, 2024, D.A.R.E. certified HING analysts, SGT Chambers and SPC Weight, took on the role of educators as 'D.A.R.E. Officers' at Kauluwela Elementary School. The servicemembers taught Lesson 1 which comprised of Introduction to D.A.R.E.'s Keepin' it REAL Program. Prior to Lesson 1 being taught, the students took the digitized form of the pre-test that was created with the support of DDRO in an effort to help Honolulu Police Department streamline their processes.

Evidence-Based Teaching

For the next 10 weeks every Monday both SGT Chambers and SPC Weight will be teaching the D.A.R.E. curriculum covering topics such as: Drug Information for Responsible Decision Making, Risks and Consequences, Peer Pressure, Dealing with Stressful Situations, Basics of Communication, Nonverbal Communication and Listening, Bullying, Helping Others, and Getting Help from Others. The objective is to combat youth substance abuse through increased awareness, education, and the cultivation of resilience against substance misuse.

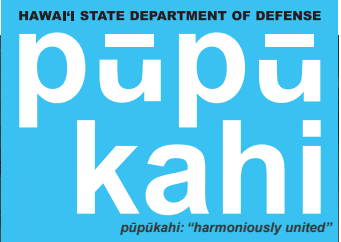


D.A.R.E. in Classroom

The HING CDTF has played a pivotal role in aiding law enforcement agencies in detecting, interdicting, disrupting, and curtailing drug trafficking activities. With a renewed emphasis in prevention, HING CDTF is expanding its efforts. On NOV 9, 2023, SGT Chambers delivered a lesson at Barber's point Elementary school from the D.A.R.E Curriculum. The objective of the mission is to combat youth substance abuse through increased awareness, education and the cultivation of resilience against substance misuse.

Youth Challenge Academy - Hilo

Brudda Kuz Youth Jam



So grateful for an awesome day of connection with local resources and leaders that gathered to enrich our youths lives. A big mahalo to Men of PAA for inviting the Youth Challenge Academy Hilo cadets to be engaged in learning, serving, helping, and sharing so that they feel the strength and spirit of being a part of our community. So blessed!





U.S. Soldiers assigned to the 50th Quartermaster Detachment (50 QM), 103rd Troop Command, Hawai'i Army National Guard, participate in a unit activation ceremony for the 50 QM at Waiawa Armory, Pearl City, Hawai'i, Feb. 3, 2024. The mission of the 50 QM is to provide field feeding support for up to 700 personnel at the Echelons Above Brigade level as well as provide National Guard Civil Support throughout Hawaii. (U.S. Army National Guard photo by Sgt. Lianne M. Hirano)

Hawai'i Army National Guard Activates 50th Quartermaster Detachment (Field Feeding Team)

117th Mobile Public Affairs Detachment (Hawai'i) | Story by Spc. Casandra Ancheta and Spc. Sean Walker | Saturday, February 3, 2024

PEARL CITY, Hawai'i - U.S. Army Soldiers assigned to the 50th Quartermaster Detachment (50 QM), 103rd Troop Command (103 TC), Hawai'i Army National Guard (HIARNG), participated in a unit activation ceremony on Feb. 3, 2024.

The activation of a new Quartermaster Detachment in Hawai'i is part of a nationwide Army transition effort to adapt to new challenges on the current battlefield.

"In a strategic move to bolster the nation's defense capabilities and address emerging security challenges, the Hawai'i Army National Guard officially activates 50th Quartermaster Detachment, Field Feeding Team, today," said U.S. Army Col. Barbara P. Tucker, commander of the 103 TC, HIARNG.

The new 50th Quartermaster Detachment will be able to provide rapid field feeding support to a large number of Soldiers in a more rapid method.

"The activation comes

amid a rapidly changing threat landscape, marked by technological advancements and requiring a more agile and adaptable response," said Tucker.

U.S. Army Capt. Cliff Yim, the commander of the 50 QM mentioned that the new unit Soldiers originated from both the Theater Aviation Support Maintenance Group (TASMG) and Battalion Support Battalion, HIARNG. The mission for these Soldiers will be providing field feeding support for Hawai'i Army National Guard Soldiers as well as providing civil support throughout Hawaii.

"There are 15 of you, but you support up to 700 people," said Yim. "That is a 45-times return, so keep your heads held high because you are the 50th Quartermaster."

The newly activated 50 QM has prestigious roots stemming from the Field Feeding Section of Company B, 1109th TASMG, and is the second new unit HIARNG has stood up within



U.S. Army Spc. Shalin Sylvester, a culinary specialist assigned to the 50th Quartermaster Detachment (50 QM), 103rd Troop Command, Hawai'i Army National Guard, serves lunch at Waiawa Armory, Pearl City, Hawai'i, Feb. 3, 2024. The mission of the 50 QM is to provide field feeding support for up to 700 personnel at the Echelons Above Brigade level as well as provide National Guard Civil Support throughout Hawaii. (U.S. Army National Guard photo by Sgt. Lianne M. Hirano)

the last two years.

"You guys pave the way for the future of culinary within the National Guard and especially within Hawai'i," said Tucker during an award ceremony. "We have a lot of good talents here, good job."

Within the last two years, the 50

QM is the second new unit the HIARNG to stand up.

"This activation ceremony is also significant because it marks yet another milestone in the growth of the Hawai'i National Guard's domestic operations capability," said Tucker.



A Hawai'i Air National Guard F-22 Raptor, U.S. Navy F/A-18E/F Super Hornet and EA-18G Growler from VX-9 China Lake, U.S. Navy F-35 Lightning II from VX-9 Det Edwards, and the Royal Australian Air Force's E-7A Wedgetail from the No. 2 Squadron fly in formation during Sentry Aloha 24-01 Jan. 30, 2024, Pacific Ocean, Hawaii. Sentry Aloha is an ongoing series of exercises hosted by the HIANG's 154th Wing enabling tailored, cost effective and realistic combat training for Air National Guard, U.S. Air Force, and other Department of Defense services to provide U.S. warfighters with the skill sets necessary to perform homeland defense and overseas combat missions. (U.S. Navy Courtesy Photo)

HIANG's Sentry Aloha 24-01 Empowers Warfighters for Success

154th Wing, Hawai'i Air National Guard | Story by Master Sgt. Mysti Bicoy | Thursday, February 1, 2024

After a two-year hiatus, the Hawai'i Air National Guard's first large-scale exercise of the year, Sentry Aloha 24-01, concludes on Jan. 31.

Sentry Aloha, hosted biannually by the 154th Wing, aims to provide the Air National Guard, Air Force, and Department of Defense (DOD) counterparts with multi-faceted, joint venue, fighter integration training that incorporates current and realistic training to equip the warfighter with the skillsets necessary to fly, fight, and win.

The unique location of Hawai'i, as stated by Maj. Michael Oliver, Sentry Aloha exercise director, offers an ideal setting for military training in the Pacific area of responsibility.

"The state offers great airspace and weather to maximize training such as Agile Combat Employment and distributed operations," said Oliver. "Oahu is home to U.S. Indo-Pacific Command and Pacific Fleet, creating joint training opportunities with the U.S. Navy and Marine Corps."

This iteration of Sentry Aloha involved over 700 personnel and over 40 aircraft across the DOD. Visiting units included U.S. Navy F/A-18E/F Super Hornets and EA-18G Growlers from VX-9 China Lake, F-35 Lightning II's from VX-9 Det Edwards, the U.S. Navy's premier Operational Test unit, and the Royal Australian Air Force's E-7A Wedgetail from the No. 2 Squadron.

"The integration with 5th gen aircraft and RAAF E-7's was valuable for test objectives and tactical proficiency, according to Lt. Mitch "MoonBoots" Mathis, VX-9 officer in charge. "We don't often get to fly with these assets, so having these opportunities is great."

Throughout the two-week exercise, the 154th Wing seized the opportunity to develop and refine tactics, techniques, and procedures in conjunction with Joint and Allied partners, reinforcing joint warfighting capabilities. This endeavor fostered not only joint training but also facilitated vital cross-communication among maintenance, logistics, and support personnel from various nations and services.

"In one instance, 154th Wing maintainers played a vital role in expediting the repair of an F/A-18E from VX-9, a situation that would have otherwise resulted in prolonged downtime, awaiting parts and personnel for several days," explained Oliver.

Air refueling units played a pivotal role in achieving swift "turnarounds" between morning and afternoon missions, providing refueling services to fighters, tankers, airlift, and airborne surveillance aircraft.

"This demonstrated the 203rd Air Refueling Squadron's proficiency in delivering both drogue and boom refueling to various aircraft while also ensuring the availability of essential

reliability fuel to preempt any potential emergency fuel situations," Oliver added.

With 380 sorties flown, the exercise resulted in the certification of two Instructor Pilots, one Four-Ship Flight Lead, and three Mission Commanders within the Hawaiian Raptors.

As Sentry Aloha continues to evolve and expand in future iterations, it remains an indispensable cornerstone in bolstering the readiness of military units operating within the Indo-Pacific region.

"This dynamic exercise not only leverages strategic advantages but also nurtures seamless collaboration among joint forces," said Oliver. "Sentry Aloha undeniably stands as a remarkable and unparalleled training opportunity for military units across the DOD."

As the exercise drew to a close on its final day, Brig. Gen. Phillip Mallory, 154th Wing commander, conveyed his deep pride and aloha to all the participants.

"I am extremely proud of the Airmen and Sailors who participated in Sentry Aloha 24-01," said Mallory. "The Joint and Coalition Force came together and honed the skills we need to be successful in the Great Power Competition and ensure a free and open Indo-Pacific."



2-641st Pre-Deployment Yellow Ribbon Program/Strong Bonds
117th Mobile Public Affairs Detachment (Hawai'i) Story by Spc. Bethany Cravalho and Cpl. Mariah-Alexsandra Manandic-Kapu | Sunday, February 4, 2024

U.S. Army Soldiers assigned to Detachment 3 (DET 3), Company C, 2nd Battalion, 641st Aviation Regiment (2-641 AVN REG), 103rd Troop Command (103 TC), Hawai'i Army National Guard (HIARNG), conducted a Yellow Ribbon Program/ Strong Bond event as they prepare to deploy to Kuwait in support of Operation Spartan Shield, Feb. 3, 2024.

Soldiers assigned to "DET 3" will be providing flight transport operations within the Persian Gulf and surrounding critical areas.

"We're covering the whole Persian Gulf, anywhere from Iraq and Syria all the way down to the United Arab Emirates," said U.S. Army Chief Warrant Officer 4 Dean S. Kozel, commander of Charlie Company, 2-641 AVN REG. "We'll fly in places like Dubai and Abu Dhabi, but at the same time, we also get the opportunity to fly into some areas that are a little bit more critical when Soldiers truly need us."

The Yellow Ribbon Program is a Department of Defense-wide effort to promote the well-being of National Guard members, their families and communities by connecting them with resources throughout the deployment cycle.

"This deployment will help me with my parents who live on the Big Island," said U.S. Army Sgt. Ronnel John Ray Pascua, an aviation operations specialist assigned to the 2-641 AVN REG, 103 TC, HIARNG. "There's a lot of things that they've given to support me living in this very expensive area. They financially supported me, and I'd like for them to live comfortably, with me providing for them."

The Soldiers attending were given resources

and guidance on benefits such as education, resilience training, medical and family services.

"I'm going to be covering an administrative operations slot but I'm also a combat engineer," says Spc. Gabriela Oritz, a Human Resource Specialist assigned to the 2-641 AVN REG, 103 TC, HIARNG. "Personally for me, it's going to be a very good growing experience within my military career."

Deployments for the Soldiers give them the opportunity to represent their individual skill sets and award them with many fulfilling experiences.

"In terms of learning, deployment will be a more tactical based environment," says Pascua. "It'll be a bit more out of my comfort zone as opposed to my daily IDT (Inactive Duty Training) status."

The deployment is for a period of five to 10 months, depending on assignments.

"I've never deployed until now but I'm fairly experienced with airplanes and have primarily trained around Hawai'i for the Army," said U.S. Army Chief Warrant Officer 2 Christopher K. Smoot, a fixed-wing pilot assigned to the 2-641 AVN REG, 103 TC, HIARNG. "I just came out of the training pipeline for the C-12 and look forward to adding to the mission overseas. I'm excited to use my skill set in the real world."

Each Soldier deploying wears their Special Flight Detachment unit patch on their left shoulder, signifying who they are and representing their motto, "Move it or lose it".

"If they call us and need to go somewhere, we'll make it happen. They call, we'll haul," said Smoot.

U.S. Army Soldiers assigned to Detachment 3, Company C, 2nd Battalion, 641st Aviation Regiment, 103rd Troop Command, Hawai'i Army National Guard, participates in the Yellow Ribbon Reintegration Program (YRRP) and Strongbond event at Mililani, Hawai'i, Feb. 3, 2024. The YRRP is a Department of Defense-wide effort to promote the well-being of National Guard and Reserve members, their families and communities, by connecting them with resources before, during, and after deployments. (U.S. Army National Guard photo by Cpl. Mariah-Alexsandra K. Manandic-Kapu)



U.S. Army Sgt. Ronnel John Ray Pascua, a flight operations specialist, assigned to Detachment 3, Company C, 2nd Battalion, 641st Aviation Regiment, 103rd Troop Command, Hawai'i Army National Guard, participates in the Yellow Ribbon Reintegration Program (YRRP) and Strongbond event at Mililani, Hawai'i, Feb. 3, 2024. The YRRP is a Department of Defense-wide effort to promote the well-being of National Guard and Reserve members, their families and communities, by connecting them with resources before, during, and after deployments. (U.S. Army National Guard photo by Spc. Tonia Ciancanelli)



Mutual Defense Board (MDB) and Security Engagement Board (SEB) Standing Committee members complete the first of several meetings on March 7, 2024, Camp Aguinaldo, Quezon City, Philippines. The MDB was established in 1958 and the SEB was established in 2006. The two boards together form the annual MDB-SEB, which coordinates a framework for defense and security cooperation between the U.S. and Philippine militaries. (U.S. Air National Guard photo by Mysti Bicoy)



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Hawai'i Guardsmen Join Philippine partners for annual Mutual Defense and Security Engagement

154th Wing, Hawai'i Air National Guard | Story by Master Sgt. Mysti Bicoy | Friday, March 8, 2024

CAMP AGUINALDO, Quezon City - The Hawai'i National Guard and Armed Forces of the Philippines made significant progress in strengthening their partnership during the 2025 Mutual Defense Board and Security Engagement Board (MDB-SEB) standing committee meeting held at Camp Aguinaldo, Quezon City on March 6-7.

This bilateral gathering, steered by high-level military strategists from both nations, kicked off a year-long agenda brimming with over 500 joint planning and training initiatives, symbolizing a united effort towards shared security goals.

Hawai'i and the Philippines share a unique bond through their association with the State Partnership Program, an initiative that fosters long-term security relationships and enhances international cooperation by

connecting National Guard units with foreign militaries.

Through SPP, each geographic combatant command within 100 nations currently partners with the 50 states, three territories, and Washington, D.C. Additionally, seven new partner nations will soon be paired with states in the coming months, pending approval from relevant authorities.

Demonstrating their special relationship, HING Guardsmen significantly contributed by planning and coordinating transportation logistics, while the Philippines enhanced the collaboration by hosting the exchange, both ensuring the event's seamless execution and success.

"As a supporting effort from the SPP, the U.S. and the Philippines have been able to collaborate on a wide range of initiatives, including

disaster response, humanitarian assistance, and peacekeeping operations," said U.S. Army Col. John Udani, director of military support, Hawai'i National Guard. "By working together, we are able to address common challenges more effectively, promote regional stability, and contribute to the advancement of shared security objectives in the Asia-Pacific region."

Members from both the Philippines and the U.S. expressed their eagerness to continue tight-knit cooperation in critical areas vital to our national security interests. These encompass counterterrorism, maritime security, cyber security, humanitarian assistance and disaster relief, and numerous other strategic domains.

"The Philippines is the oldest treaty ally of the U.S. in the Indo-Pacific Command," said U.S. Air

Force Maj. Stephen Brightman, Bilateral Affairs Officer for the U.S. Embassy, Manila. "The Hawai'i and Guam National Guard continues to play a vital role as a partner to build capacity and enhance partnerships to ensure a Free and Open Indo-Pacific."

In 2023, Guardsmen from Hawai'i and Guam participated in more than 30 engagements, while Guardsmen worldwide completed nearly 1,500 engagements. This program's success underscores its relevance to our ongoing partnerships and collective achievements.

The MDB was established in 1958 and the SEB was established in 2006. The two boards together form the annual MDB-SEB, which coordinates a framework for defense and security cooperation between the U.S. and Philippine militaries.



The Hawai'i Army National Guard Achieves 2023 Force Structure Allowance

117th Mobile Public Affairs Detachment (Hawai'i) | Story by Sgt. Lianne Hirano and Cpl. Mariah-Alexsandra Manandic-Kapu | Thursday, February 8, 2024

The Army National Guard is a vital part of the U.S. military, serving communities at the state and national levels by responding to domestic emergencies and overseas missions. It regularly undergoes evaluations for readiness, stationing, force structure allowance (FSA) and assigned modernization levels (AMOD) efforts directed by the Department of Defense (DOD), Headquarters Department of the Army (HQDA) and National Guard Bureau (NGB).

The FSA designates or adjusts AMOD for Army National Guard units, desired equipment allocations, resources, and force structure.

"Meeting the Force Structure Allowance for the fiscal year of 2023 for the Hawai'i Army National Guard (HIARNG) was significant because it means that we have full formations within the National Guard to be able to complete our state and federal missions," said Lt. Col. Allen Tudela, commander of the Recruiting and Retention Battalion, HIARNG. "A prime example was the Maui wildfire and its impacts. With the many Soldiers that were called up to do that, we fulfilled the requirements to support the local community within Maui."

At the beginning of each fiscal year, the National Guard Bureau issues target numbers to the states and territories to meet for combat

effectiveness and disaster response readiness.

"We have to meet the FSA in order to be able to fight the nation's war; at that level of war, it's way beyond us meeting just our numbers," said Col. Barbara P. Tucker, the HIARNG military personnel officer. "We need to do our part within our state to meet that level in order to have a bigger picture at the national level to keep Hawai'i ready for whatever we may be called on to serve and whenever we are needed."

The U.S. military is constantly preparing for conflict in any theater worldwide and relies on each state to meet specific capabilities in times of war and conflict.

"It's important for the Hawai'i Army National Guard to meet the FSA because that brings force structure into the state, which equates to money coming into the state as well as bringing jobs into the state," said Tucker. "The more units we have and the more Soldiers we have, the more resources we get from the national level."

The Hawai'i Army National Guard exceeded the FSA's expectations for the fiscal year 2023.

"Our mission letter had us at 3,056 Soldiers for the State of Hawai'i," said Tudela. "Through all the efforts for that year, we ended up at 3,067. Recruiting

and retention successes were key to meeting our force structure allowance."

Cohesive and coordinated programs strengthen recruitment and retention initiatives within the Hawai'i Army National Guard.

"The Hawai'i Army National Guard Recruiting and Retention Battalion directly impacted the FSA through the means of gaining enlisted, officers, warrants, folks coming from active duty, and interstate transfers coming into the state," said Tudela. "Our marketing campaigns, visibility on local media, interactions with high schools and local centers were all able to contribute immensely to meeting the FSA."

Tucker believes that at the other end of recruiting is retention, and a strong connection with Soldiers is a crucial factor in maintaining their commitment to the HIARNG.

"As part of our retention campaign, it comes down to taking care of our Soldiers," said Tucker. "When they feel taken care of, they want to continue to serve, so retention rate was high, which helped the recruiting portion, and the two components complimented each other to grow."

The National Guard occupies a dual state-federal mission and can rapidly mobilize as a combat fighting force overseas or locally to support disasters and state

emergencies.

"Hawai'i is doing its part," said Tudela. "We're fully manned and have the capability of expanding, getting more resources, and that's what we're trying to do here."

The Hawai'i National Guard's mission is to provide trained, ready and resilient joint forces for multi-domain operations locally within the state and local communities and the global theater of operations.

"From just us being out there in the communities, knowing what opportunities we can provide, and what the benefits those individuals get to serve," said Tudela. "People know who we are, what we are, what our capabilities are, and it allows us to do our mission as a fully capable combat fighting force or in the state emergency response."

The commitment to serve in uniform within their communities is a critical component of why Soldiers of the Hawai'i National Guard choose to serve.

"I feel that the majority of the National Guard joined the Guard to serve the communities," said Tucker. "Yes, we wear that uniform of the federal mission, but it feels good to be able to help the people in the community, a sense of belonging and a sense of service, and I think that is a key to recruitment and retention within the Hawai'i Army National Guard."



U.S. Army recruits with the Recruit Sustainment Program (RSP), Recruiting and Retention Battalion, Hawai'i Army National Guard (HIARNG), conduct physical readiness training during RSP training at the Regional Training Institute, Waimanalo, Hawai'i, March 2, 2024. The HIARNG RSP training primarily focuses on ensuring the RSP warrior is mentally prepared, administratively correct and physically ready to ship and complete basic training. (U.S. Army National Guard photo by Sgt. Lianne M. Hirano)

Hawaii's Future Soldiers Take Flight in Hawai'i Army National Guard Recruit and Sustainment Program

117th Mobile Public Affairs Detachment (Hawai'i) | Story by Sgt. Lianne Hirano | Wednesday, March 13, 2024

WAIMANALO, Hawai'i - U.S. Army recruits with the Recruit Sustainment Program (RSP), Recruiting and Retention Battalion (RRB), Hawai'i Army National Guard (HIARNG), conducted RSP training, including a familiarization ride on a CH-47 Chinook operated by Company B, 2nd Battalion, 211th Aviation Regiment at the Regional Training Institute, Waimanalo, Hawai'i, Jan. 6-7, 2024.

RSP is led by drill sergeants and cadre, who cultivate camaraderie and team-building skills, fostering a sense of belonging and purpose among Soldiers, essential for their military success.

"The Recruit Sustainment Program is a National Guard program that is critical to preparing our Soldiers for the rigors of Basic Combat Training (BCT) and Advanced Individual Training," said 1st Sgt. Gary Cabacognan, first sergeant of RRB, HIARNG. "It's designed to ensure that our Warriors are physically and mentally fit and administratively prepared for the intense training that lies ahead."

Drill sergeants are essential for laying the foundation as they prepare trainees for the transition from civilian to Soldier before attending BCT.

"Drill sergeants are important to the program because we know what the standard will be when Warriors go into training, so we enforce it here so they are successful at Basic Combat Training," said Sgt. 1st Class Kaleo Lucas, a drill sergeant assigned to RRB, HIARNG. "My role of a drill sergeant at RSP is to uphold military bearing courtesies consistent with the highest traditions of the Army and also uphold all cadre to a high level of professionalism."

RSP drill sergeants and cadre are recruits' first influence and are responsible for coaching, counseling and mentor-ship as they transition from civilian to Soldier.

"My cadre are some of the most influential

people I've met," said Pvt. Jondrina Cambra, a recruit Warrior with the RSP, RRB. "I always learn something from them each drill."

Recruits are afforded opportunities to participate in training generally not afforded to civilians, such as riding a CH-47 Chinook.

"I've never rode in a helicopter before," said Cambra. "So getting the opportunity to fly in a CH-47 Chinook was such an unforgettable experience that I participated in."

While learning the base skills of the military, recruits also experience unique training opportunities like these before transitioning to BCT.

"It leaves a lasting memory for these warriors, and it supplements the love they have for the guard," said Lucas. "In return, that love of the guard radiates to friends and family and possibly influences them to join our organization."

Historically, the National Guard has the lowest attrition rates within Initial Military Training due to RSP programs across the country.

"The program's success is highly attributed to the full-time personnel responsible for ensuring that all training development and plans are thoughtfully prepared and executed," said Cabacognan. "This enables the program to provide comprehensive training that effectively prepares recruits for the rigors of military service."

RSP not only prepares recruits for the rigors of BCT but also introduces the sense of community and fellowship unique to the National Guard.

"The program places a significant emphasis on the concept of Ohana, which means family, which reflects the local recruits' commitment to their families," said Cabacognan. "The recruits from the local community are not just looking to improve their own lives; they are driven to

positively impact their family members."

The Hawai'i National Guard RSP has many commonalities but also offers unique experiences from other national guard states.

"One way that Hawai'i's RSP is unique from other states is largely due to the overall culture within the Hawai'i Army National Guard," said Capt. Andrea Mailo, commander of RSP, RRB, HIARNG. "We have a highly motivated team at the Hawai'i RSP including the RSP staff, cadre, and drill sergeants that help to lead and train our Warriors."

The Hawai'i RSP is designed to prepare the future generation of National Guard Soldiers for service to their community and country.

"This unique aspect of the program is a testament to the deep-rooted cultural values central to Hawaiian society," said Cabacognan. "The RSP's approach fosters a sense of belonging and a supportive network that extends beyond the individual recruit, with the program's ultimate goal being to prepare recruits for military service while instilling a sense of responsibility and commitment to their families and communities."

Hawai'i's culture and the Hawai'i Army National Guard service present Soldiers with unique challenges and experiences in their service to the community, the State of Hawai'i and the United States.

"There is a great sense of pride and tradition in the Hawai'i RSP that is instilled in the Warriors," said Mailo. "They want to succeed in training and are very proud to represent our state, their family and the Hawai'i Army National Guard."

- Force Support Reserve Component Company Grade Officer of the Year (Installation Level): Capt. Tina T. Kanatus is the first known Guardsman to take home this national-level award for the second year running, demonstrating unparalleled leadership and adaptability. Beyond her exceptional performance in assignments within the Pacific Air Force's Inspector General Team and her instrumental role in the administration of Talisman Sabre, her ongoing management of accountability for Joint Task Force-Red Hill stands as a testament to her enduring impact and invaluable contributions to mission success.

- Force Support Reserve Component Senior Non-Commissioned Officer (SNCO) of the Year (Installation Level): Senior Master Sergeant Hyurn Chu and his strategic leadership have been a cornerstone in elevating the HIANG's combat readiness, notably through his pivotal roles in Exercise Talisman Sabre, operations Spartan Shield and Enduring Sentinel. His direct involvement in training and leading Airmen not only showcased logistic prowess but also significantly bolstered international defense collaboration and combat efficacy, marking a definitive impact on global security dynamics.

- A1 Special Recognition Team (Installation Level): The 154th FSS Fatality Search and Recovery Team's rapid deployment and successful operation in the wake of the State of Hawaii's deadliest wildfire exemplify their exceptional readiness and efficiency, conducted through the most challenging of circumstances. Covering an expansive area and delivering crucial closures to affected families, their actions highlight an unmatched level of preparedness and commitment to helping those in need.

"All the members of the 154th FSS team are worthy of awards, particularly over the past few years," said Arfinan. "We've gained additional F-22s, stood up an Air Defense Group, and took on two new weapon systems in the space arena, all while not gaining any additional manpower in the support units. They are the definition of doing more with less. Capt. Kanatus and Senior Master Sgt. Chu are at the forefront of their success."

Eubank Award - continued



Capt. Tina T. Kanatus is applauded for being selected as the National Guard Bureau Force Support Reserve Component Company Grade Officer of the Year (Installation Level) March 2, 2024, at Joint Base Pearl Harbor- Hickam, Hawaii. Kanatus is believed the first Guardsman to take home this national level award for the second year running, demonstrating unparalleled leadership and adaptability for the years of 2022 and 2023. Beyond her exceptional performance in assignments within the Pacific Air Force's Inspector General Team and her instrumental role in the administration of Talisman Sabre, her ongoing management of accountability for Joint Task Force-Red Hill stands as a testament to her enduring impact and invaluable contributions to mission success. (U.S. Air National Guard photo by Tech. Sgt. John Linzmeier)



Members of the 154th Force Support Squadron Fatality Search and Recovery Team as they are announced to be the National Guard Bureau A1 Special Recognition Team (Installation Level) March 2, 2024, at Joint Base Pearl Harbor- Hickam, Hawaii. The FSRT's rapid deployment and successful operation in the wake of the State of Hawaii's deadliest wildfire exemplify their exceptional readiness and efficiency, conducted through the most challenging of circumstances. Covering an expansive area and delivering crucial closures to affected families, their actions highlight an unmatched level of preparedness and commitment to helping those in need. (U.S. Air National Guard photo by Tech. Sgt. John Linzmeier)



U.S. Army Master Sgt. Earl Ventura, second from left, from the Hawai'i Army National Guard, receives the Best Recruiting and Retention Non-Commissioned Officer in Charge award from Lt. Gen. Jon Jensen, far left, Director of the Army National Guard at the Director's Strength Maintenance Awards Conference in Houston, TX, Mar. 14, 2024. The Director's Strength Maintenance Awards Conference offered recruiting and retention Soldiers the opportunity to network, exchange best practices, and honor the Army National Guard's best recruiters. (Courtesy photo by U.S. Army National Guard Command Sgt. Maj. Scott Stimpson)

against all of his peers."

To win at the national level brings individual and organizational recognition.

"With the success of Master Sgt. Ventura, it gives validity to what we're doing here, that we have experts in Hawai'i that beat out all 54 states and territories," said Lt. Col. Allen Tudela, commander of the RRB, HIARNG. "The way Master Sgt. Ventura won by being that example of the aloha spirit, how we culturally interact with one another and our sense of community, also shares our culture with the rest of the nation."

Master Sgt. Ventura's leadership is also reflected in the support and cohesion of his team.

"Working for Master Sgt. Ventura is one of the most rewarding things I've been able to do while serving in the HIARNG," said Sgt. 1st Class Christian Staszko, one of two second-in-command (2IC) for Ventura, RRB, HIARNG. "As a leader, he allows his Soldiers to be themselves, with trust to make the right decisions to accomplish the mission utilizing their strengths, supports creativity and I'm truly blessed to have him as a leader, a mentor and a brother."

Leadership is constantly evolving, with different approaches producing differing results.

"When you initially become a section chief, coming in thinking you know everything with all the experience you had as a recruiter," said Master Sgt. Earl Ventura, RRB Section Chief, RRB, HIARNG. "You implement programs, strategies, and plans of how to do things and envision how things should go, and it doesn't necessarily work out very well."

As Army leaders, they are confronted with

varying degrees of challenges and obstacles.

"When things aren't going well as a leader, it can really humble you and make you learn about yourself," said Ventura. "It makes you self-reflect and emphasize learning your Soldiers within your team, their differing characteristics and personalities, and develop their weaknesses while enhancing their strengths."

Leadership styles and implementation can have a meaningful impact on the success of a unit or organization.

"Master Sgt. Ventura has found the perfect balance of accountability and taking care of the Soldiers under his leadership," said Stimpson. "Every Soldier on his team knows that he loves them, encourages them, and supports them to achieve their success while maintaining the professional standards and evaluations to ensure each of his team member's success."

Good leaders approach challenges with standards but allow for adjustment and learn from less successful practices.

"It wasn't until within the last few years that I readjusted my leadership thinking and approach," said Ventura. "I told myself to do what I felt was right and utilize everyone's strengths and weaknesses, let my Soldiers be themselves to be creative, passionate, invested in themselves and focus on talent management."

For Soldiers who served under Ventura, inspiration and support strongly impacted their careers.

"I started off recruiting under Master Sgt. Ventura and I wasn't very confident in myself at the time," said Sgt. Kalani Woodward, a recruiter with RRB, HIARNG, and HIARNG RRB Rookie of the Year for 2023. "He saw

something in me, and under his mentorship and encouragement he instilled in me a confidence and I've found a measure of success that I initially thought I wouldn't achieve, and I owe it all to him."

Beliefs, principles, and convictions are the cornerstone of any leader in any organization.

"At the core, I believe in allowing the Soldiers on my team to utilize their strengths," said Ventura. "Most important is the art of taking care of those Soldiers I'm in charge of, not trying to be in charge."

Cultivating a community environment within his team has proven a successful leadership style for Ventura.

"Leadership is not about fixing things, or trying to change people," said Ventura. "It's about being a guide, a mentor, a teacher, someone who shows by example and being the best well-rounded person you can be so that you can be that example both professionally and personally."

Ventura represented the Hawai'i Army National Guard and the community of Hawai'i with pride and aloha spirit, which exemplifies his leadership excellence and sets the standard for future leaders.

"Hawai'i always strives to represent everything that they do with a lot of pride and represent the state of Hawai'i," said Tudela. "With Master Sgt. Ventura's success, it highlights that even as a small state, Hawai'i can do it, and they will look up to Hawai'i and Master Sgt. Ventura and see that example of how to do things the right way, how we recruit, manage, and supervise the correct and most efficient way."

Federal HRO - New Hires & Transfers

NAME_LAST	NAME_FIRST	TO_POSITION_TITLE	TO_POSITION_ORG_LINE
SILVA	ROBLYNN	AVIATION RESOURCE MANAGEMENT SPECIALIST	204 AIRLIFT SQ
SUGUITAN	BRANDON	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	154 MAI SQ
CORREA	KAULANAKAI	PRODUCTION CONTROLLER (AIRCRAFT)	154 MXO FT
FELICITAS	FEILANIE	AIRCRAFT MECHANIC	154 AMX SQ
TUNDAYAG	KRISTOFFER	IT SPECIALIST (CUSTSPT)	292 CCS SQ
LOMBOY	CHRISTOPHER LEE	PROGRAM ANALYST	
ARCEO	NATHAN	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	154 AMX SQ
WONG	RAIDEN	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	154 AMX SQ
ENRIQUEZ	RICKY	TRAFFIC MANAGEMENT SPECIALIST	154 LGR SQ
CRUZ	JERICHO	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	154 AMX SQ
CACHUELA	CHELSEI	ELECTRONIC INTEGRATED SYSTEMS MECHANIC	154 AMX SQ
HONDA	COLETTE	ATTORNEY-ADVISER (GENERAL)	HIARNG ELEMENT - JF HQ
SLOTNICK	KEVIN	AIRCRAFT ENGINE MECHANIC	154 AMX SQ
NATUA	KAMAKA	PAINTER	JOINT FORCE HQ - HI
HOSE	TIANA	COMPUTER ASSISTANT	JOINT FORCE HQ - HI
ORPILLA	JENIFER	FINANCIAL TECHNICIAN	HIARNG ELEMENT - JF HQ

State HRO - New Hires & Transfers

Employee	Hire Date	Position Title	Program
Champman, Eric	2/12/2024	Veterans Services Counselor II	OVS / Oahu
Ilustre, Lawrence	2/12/2024	Office Assistant III	OVS / Oahu
Bateman, Jacob	2/16/2024	Operations Specialist Deputy Chief (Wildfires)	HIEMA
Canizzaro, Julien	2/16/2024	Emergency Management Specialist (RES) (Severe Storms)	HIEMA
Chun, Aaron	2/16/2024	EOC Warning Officer	HIEMA
Garalde, Garret	2/16/2024	Purchasing Specialist (Wildfires)	HIEMA
Gutierrez, Jose	2/16/2024	Siren Program Assistant (Wildfires)	HIEMA
Hatch, Marychol	2/16/2024	Accountant (Wildfires)	HIEMA
Paulos, Courtney	2/16/2024	General Laborer I (RTI)	ENG / RTI
Antonio, Thurston	3/1/2024	Building Maintenance Worker I	HIARNG / FMO
Broxson, Wendy	3/1/2024	Office Assistant IV	HIARNG
Hanawahine-Holi, Kaipo	3/1/2024	Executive Assistant (MIL) --SMR9	OAG
Jansen, Jesse	3/1/2024	Grants Specialist (EMPG)	HIEMA
Kaiawe, Jensen	3/1/2024	Shift Leader	YCA / Kalaeloa
Kok, Christine	3/1/2024	Fiscal Officer I	ASO
Masoe, Carrie	3/1/2024	Task Force Specialist (Wildfires)	HIEMA
Okada, Deborah	3/1/2024	Secretary	YCA / Kalaeloa
Oki, Ethann	3/1/2024	Special Project Specialist (Wildfires)	HIEMA
Tasaka, Harlen	3/1/2024	Janitor III	ENG / Maint
Tatum, Alton	3/1/2024	Assistant Commandant	YCA / Kalaeloa
Ugalde, Jonette	3/1/2024	Lead Instructor	YCA / Hilo
Barringer, Andrea	3/12/2024	Human Services Professional I	OVS / Oahu
Brown, Shaun	3/18/2024	Distribution Worker Supervisor (Wildfires)	HIEMA
Canizzaro, Julien	3/18/2024	Volunteer Agency Liaison (Wildfires)	HIEMA
Duldulao, Randall	3/18/2024	Land Manager	ENG
Floyd, Latosha	3/18/2024	HR Specialist (Wildfires)	HIEMA
Hatori, Rose	3/18/2024	Instructor	YCA / Hilo
Li, Wing On Danny	3/18/2024	Account Clerk V	ASO
Matthews, Darius	3/18/2024	Operations Specialist Chief (Wildfires)	HIEMA
Garrett, Wendy	3/25/2024	Accountant (Wildfires)	HIEMA
Barbour, James	4/1/2024	Engineer V	HIARNG / FMO
Hawks, Patricia	4/1/2024	Admissions Outreach - Hilo	YCA / Hilo
Jaquist, Leon	4/1/2024	Veterans Services Counselor II	OVS / Oahu
Kepaa, Sabrina	4/1/2024	Veterans Services Counselor IV	OVS / Oahu
Pate, Gordon	4/1/2024	Operations Planner (Wildfires)	HIEMA
Polota, Sayan	4/1/2024	Assistant Mentor Coordinator - Hilo	YCA / Kalaeloa
Regan, Sean	4/1/2024	Pandemic Planner (COVID19)	HIEMA
Cabanilla, Brandon	4/16/2024	General Laborer II	HIARNG / FMO
Kobayashi, Evelyn	4/16/2024	Administrative Specialist III	HIARNG / ENV
Largo, Richard	4/16/2024	Community Outreach Planner (Wildfires)	HIEMA
Wada, Noriko	4/16/2024	Operations Specialist (COVID19)	HIEMA

HIDOD Energy

Conservation Measures

Your active participation in the HIDOD's Energy Conservation Measures is crucial. Let's incorporate these low or no-cost energy-saving methods into our daily activities, you are directly contributing to the reduction of our energy consumption.

"Turn um off!!"



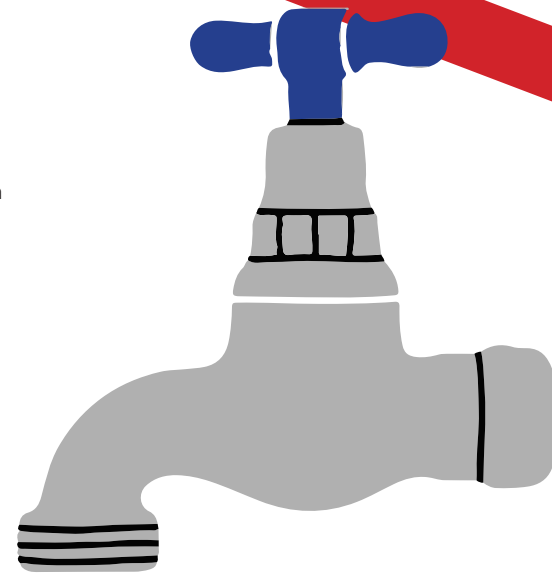
Whenever possible, turn off your lights where no light source is required for a period of ten minutes or longer. Other key times are during breaks, out of office meetings and at the end of the day.

"Shmall kine pukas"

Building envelope failures, if detected, should be sealed to prevent drafts from entering facilities. Areas to be reviewed include the heads, jambs, and sills of exterior personnel doors and windows, joints between panels of overhead doors, holes or openings in walls or roofs, etc. Weather-stripping, door sweeps, caulking between frames and exterior finish materials and closing up of openings are necessary to accomplish this.



"I going leak you"



Leak surveys, including running toilets, dripping faucets or shower heads, shall be made periodically to ensure the water distribution systems are efficient. Personnel discovering leaks shall report them immediately to their facility manager.

"You special, but not that kine special"



Mini-Refrigerators, microwaves, coffee makers, pizza ovens, hot plates, and other appliances are only authorized in designated break areas, kitchenettes, or kitchens. Designated areas are defined as space authorized in NG PAM 415-12 and NGB DG 415-5. Personal or individual appliances for the sole use of one person are not authorized.

"If you no can hando da heat..."



Portable heaters are not authorized and prohibited for use in any office where a working heating system exists. Portable heaters are high energy consuming products (normally using electricity). Coordination can be made with the facility manager to evaluate the conditions of the working space to ensure existing systems are working properly.