



ON FIVE

APRIL/MAY/JUNE 2010



Bulldogs,

Our conversion to Block 50's is a pivotal point in the history of the 148th. Why did this happen? What was the process? I would like to highlight three groups, or factors, that contributed to this momentous occasion:

1. State Leadership. For the past several years, our state leadership has focused on a strategic vision designed to secure a solid future for our unit. This focus directed energy through several channels including our legislative liaison, briefings, and education. A prime example of this success was last summer's celebration of the Raytheon Trophy. I sat with Sean Ryan, one of the Raytheon executives, as we watched both of our US Senators, our Congressman, the Governor, and our Mayor all profess the same message: "The 148th FW needs Block 50's". As the last of them spoke, Sean leaned over to me and said: "you guys have the best diplomatic support I've ever seen."

2. Elected Leadership and Community Support. There is no doubt that our local, state, and national leaders were instrumental in ensuring we received new jets. This inertia began locally with the Military Affairs Committee (MAC), Chambers of Commerce, community leaders, and others. These groups often took time and effort to brief ANG leaders such as General McKinley and Lt. General Wyatt. These efforts proved to the Generals and ANG leadership that we were a valued and needed entity for our region.



Col. Frank H. Stokes

3. Your Performance. When VIP's visit our base, we often do a little bragging about the Bulldog's performance. Your string of achievements since 2005 is spectacular. They include: two ORI's, a UCI, three deployments to Iraq, an HSI, three Alert Force Evaluations, three emergency ASA deployments, three COMSEC inspections, a Stan/Eval inspections, and more. There is no doubt that our performance in both ORI's made a huge difference – many leaders were watching to ensure we were

"worthy" of upgraded aircraft. We saved the Air Force's bacon with our trips to Shaw, Hawaii, and Alaska. You were the unanimous choice for the Raytheon Trophy. Some may have even forgotten extra efforts like loaning chase aircraft for the F-22 chase program, accomplishing an extra phase inspection for Lockheed Martin, the lists goes on and on.

The national spotlight is now on Duluth. How we proceed with this conversion will be closely monitored by military leadership. We must exercise solid risk management principles at every step. This effort will require ardent leadership, and keen supervision.

We are about to embark on an exciting trip. Conversions are sometimes painful & frustrating, but we need to remember that this conversion will position us for a very bright future. In the next couple years, there will be a "food fight" for aircraft. Fortunately, the Bulldogs will not be in that fight. We will be outside the ring, quietly learning to become the best Block 50 Wing in the US Air Force.



Left: F-16 Fighting Falcons from the 22nd Fighter Squadron, Spangdahlem Air Base, Germany line a ramp Nov. 20, 2009. Photo by Airman 1st Class Nathanael Callon.



Right: An F-16 from the 23rd Fighter Squadron, Spangdahlem AB, Germany flies over Iraq May 23, 2008. Photo by Tech. Sgt. Jeff Stoermer.

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Year 2009 Unit Training Assembly (UTA) and other training schedules for the 148th Fighter Wing and all subordinate units:

UTA	SUTA
10-11 Apr	24-25 Apr
01-02 May	08-09 May
12-13 Jun	05-06 Jun
None Jul	None Jul
07-08 Aug	28-29 Aug
11-12 Sep	25-26 Sep
02-03 Oct	23-24 Oct
20-21 Nov	None Nov
04-05 Dec	None Dec

ON THE COVER...Senior Master Sergeant Dennis Dieryck and Technical Sergeant Craig Norrel of the 148th Fighter Wing out of Duluth Minnesota, apply new decals to the tail of an F-16 while at Hickam Air Force Base on February 3, 2010. The 148th FW is partaking in Sentry Aloha while at Hickam AFB. Photo by Staff Sgt. Donald L. Acton, graphic illustration by Tech. Sgt. Julie M. Tomaska.

148TH FIGHTER WING WILL GET NEW FIGHTER JETS

BY MASTER SGT. JASON W. ROLFE



148th Fighter Wing F-16 conversion transfer team members (left to right): Tech. Sgt. Kurt Verville, Lt. Col. James Cleet, Lt. Col. Rob Roningen, Sr. Master Sgt. Brian Brown, Sr. Master Sgt. Ray Daigle, Master Sgt. Rick Goodell, Chief Master Sgt. Steve Adolfs, Lt. Col. Reed Bowman, Sr. Master Sgt. Pat Lustig and Sr. Master Sgt. Steve Samuelson travelled to Spangdahlem Air Base, Germany in late March to look at the Wing's new Block 50 F-16s.

The 148th Fighter Wing, Duluth, Minn. will receive Block 50 F-16 Fighting Falcon aircraft between mid-April to late-May 2010. The F-16s will be transferred to the 148th from Spangdahlem Air Base, Germany making the Duluth based fighter wing the first Air National Guard Wing to convert to the Block 50 aircraft from active duty Air Force.

The newer F-16s provide newer technologies that will provide ready capabilities beyond 2020. This aircraft also boasts an improved engine with more thrust as well as enhancements to the aircraft structure. It also includes a greater computer capacity for future upgrades and improvements. This conversion will take approximately 18 to 24 months after the Block 50 aircraft arrive in Duluth. Pilots, engine mechanics and other aircraft maintenance personnel will attend technical training. They will also require extensive on-the-job training to become proficient at flying and maintaining the new aircraft.

"I'm excited about the conversion," stated Col. Frank Stokes, 148th Fighter Wing Commander. "Receiving these aircraft validates the hard work and dedication of our wing members and the continued support of our community leaders and elected officials. We are looking forward to continuing the Bulldog's 'Proud Tradition'."

148TH FIGHTER WING NAMES NEW COMMAND CHIEF

BY 2ND LT. JODI KIMINSKI



Newly appointed Command Chief Master Sgt. Michael Layman (left) accepts the 148th Fighter Wing's Command Chief plaque from retiring Command Chief Master Sgt. Jodi Stauber during a transfer of authority ceremony. Photo by Staff Sgt. Donald L. Acton

The 148th Fighter Wing said goodbye to its former command chief master sergeant and welcomed her replacement during a Transfer of Authority ceremony held at the Duluth Air National Guard Base today. Chief Master Sgt. Michael D. Layman assumed command of the unit's highest enlisted position from outgoing Command Chief Jodi L. Stauber, who will soon retire after more than 20 years of service.

Col. Frank Stokes, Commander, 148th Fighter Wing, recognized Stauber's accomplishments as command chief, calling attention to her dedication to making the Wing a better place. "Jodi's influence on this base has been exemplary," said Stokes. "She was often behind the scenes and had this ability to be everywhere at once, yet she always made time for her family."

Stauber, a native of Duluth, Minn., assumed the position of command chief in 2007 becoming the unit's first female senior enlisted advisor. She served in several supervisory positions within the 148th FW since beginning her military career in 1986 and was instrumental in numerous events and activities both on and off base.

During the ceremony, Stauber thanked the many mentors, coworkers, and supervisors she came into contact with throughout her military career. "When I look back to when I graduated from Denfeld High School, I never dreamed that I'd be where I am today," said Stauber. "I could have never done so much or gotten so far without the love and support of all the people around me. Bulldogs...I love you and I am going to dearly, dearly miss being your command chief."

Newly appointed Command Chief Master Sgt. Layman thanked Stauber for her guidance and for laying the foundation for him to follow. "Thank you Jodi for leading the way," said Layman. "And to all the previous command chiefs who have done so much for this wing. Thank you Col. Stokes for having the confidence in me to select me for such an important position."

Layman, a native of Aurora, Minn., began his military career in 1977, enlisting in the Air Force as an Aircraft Maintenance Specialist. He entered the Air National Guard in October of 1986 as a Phase Inspection Mechanic and currently serves as the Quality Assurance Superintendent.

As the command chief, Layman will assume the duties of being the senior enlisted member of the 148th FW. He will be the principle advisor to the wing commander on the enlisted force, as well as serve as a mentor and guide for the more than 1,000 Airmen in the unit.

THE HUMAN RESOURCE ADVISOR - WHAT DIVERSITY IS

BY STAFF SGT. GRETCHEN MERTZIG

As the population becomes more diverse, it certainly stands to reason that the demographic composition of the workforce will change proportionally. Why is diversity so important in the workplace? As recruiting efforts become more far reaching and diversity within the global population continues to increase, it certainly makes sense that the face of the modern workplace is changing in many ways. The world's increasing globalization requires more interaction among people from diverse cultures, beliefs, and backgrounds than ever before. Diversity issues are now considered important and are projected to become even more important in the future due to increasing differences in the U.S. population. A diverse workforce is a reflection of a changing world and marketplace, we want to reflect this diversifying change.

WHAT DIVERSITY IS

An organization's success and competitiveness depends upon its ability to embrace diversity and realize the benefits. When organizations actively assess their handling of workplace diversity issues, develop and implement diversity plans the result is success. Organizations employing a diverse workforce can supply a greater variety of solutions to problems in service, sourcing, and allocation of resources. Employees from diverse backgrounds bring individual talents and experience in suggesting ideas that are flexible in adapting to fluctuating markets and customer demands.

A diverse collection of skills and experience allows a company to provide service to customers on a global basis.

A diverse workplace that feels comfortable communicating varying points of view provides a larger pool of ideas and experiences. The organization can draw from that pool to meet business strategy needs and the needs of customers more effectively.

Companies that encourage diversity in the workplace inspire all of their employees to perform to their highest ability. Company-wide strategies can then be executed; resulting in higher productivity, profit, and return on investment.

CHALLENGES OF DIVERSITY IN THE WORKPLACE

Taking full advantage of the benefits of diversity in the workplace is not without its challenges. Some of those challenges are:

Communication – Perceptual, cultural and language barriers need to be overcome for diversity programs to succeed. Ineffective communication of key objectives results in confusion, lack of teamwork, and low morale.

Resistance to change – There are always individuals who will refuse to accept the fact that the social and cultural makeup of their workplace is changing. The "we've always done it this way" mentality silences new ideas and inhibits progress.

WHAT WE CAN DO AS AN ORGANIZATION

- Change resistance with inclusion – Involve every Airman in executing diversity initiatives in the organization.
- Promote diversity in leadership positions – This provides visibility and realizes the benefits of diversity in the workplace.
- Utilize diversity training – Use it as a tool to shape our diversity policy.

148TH PHOTOGRAPHER TAKES 1ST PLACE IN NATIONAL GUARD MEDIA CONTEST

BY 148TH FIGHTER WING PUBLIC AFFAIRS



A UH-60 Blackhawk helicopter, of the North Dakota Army National Guard, 2-285 Assault Battalion, of Bismarck, N.D., lifts off from a landing strip in LaMoure, N.D while continuing on a mission to alleviate the flow of water over an eroding emergency spillway at nearby Lake LaMoure on April 16, 2009. Photo by Tech. Sgt. Brett R. Ewald.

Tech. Sgt. Brett Ewald, 148th Public Affairs, was announced as the first place winner in the Air National Guard Media Contest photojournalism category. Ewald's work during the 2009 flood fighting efforts told the story of Minnesota National Guard members deployed to North Dakota to support local officials in battling the overwhelming flood waters. Category 7, photojournalism, in the media contest focuses on both written stories and supporting imagery.

"This is the first year the 148th has won in the media contest," said Master Sgt. Jason Rolfe. "This honor validates the outstanding work our Public Affairs professionals like Ewald continue to provide for our unit and our state." Judges waded through a record-setting number of entries in the National Guard's annual media contest this year, which included more than 700 print stories and 140 broadcast packages.

The entries ranged from stories about the Guard's efforts to empower women in Iraq to a haunted officer's club in Michigan and came from units located around the country. They were written and produced here and by deployed troops in Iraq, Afghanistan and Kosovo. Fifteen print judges sifted through 406 Army Guard entries and 290 Air Guard entries. Contest judges were picked for their experience in military and civilian journalism, public affairs and military history. "I was amazed by how much the Guard does all over our country, and by the contributions they make in ways big and small," said Jeri Robinson, a public affairs specialist at the Internal Revenue Service who was a new judge this year, via email. "It was a humbling, yet proud, experience." The National Guard Media Contest awards will be presented at the Public Affairs training conference in October.

MILITARY FAMILY LIFE CONSULTANTS (MFLCs) - APRIL DRILL WEEKEND

There will be two MFLCs available for counseling sessions on Saturday and Sunday of April drill. MFLCs support service members and their families and are confidential and private. All MFLCs have either Masters or Ph.D.s and can provide psycho-education to help military service members and their families understand the impact of stress, deployments, family reunions following deployments and the stresses of the military lifestyle. MFLCs address relationships, stress management, grief after loss, occupational and other individual, family issues and provide crisis intervention when needed. No appointment is necessary counseling sites yet to be determined. For more information please contact Jennifer Kuhlman, Airman and Family Readiness Program Director; at 218-788-7833.

MINNESOTA'S HOCKEY TRADITIONS CONTINUE

BY MAJOR AUDRA FLANAGAN

In honor of the Minnesota State High School Hockey Tournament, members of the Duluth-based 148th Fighter Wing and St. Paul-based 372nd Engineering Brigade, an Army Reserve unit also serving at Bagram Airfield, Afghanistan organized and played in a hockey tournament over the weekend (Sunday, March 7th, 2010). The tournament was held on a concrete basketball court, with nets made of lumber and bed sheets.

The round-robin style tournament consisted of three teams with each team playing two games of two 15-minute periods. 148th Civil Engineer, Master Sgt. Doug Ion acted as the tournament referee. The 148th fielded two teams named the "Bulls" and the "Dogs", while the 372nd had one team called the "Wolves". Tournament highlights include a hat trick by 148th player Chief Master Sgt. Mark Rukavina in Game 1, and a shut out in the second period of Game 3 by 372nd goal tender Specialist Malachi Kennedy. The "Dogs" ultimately won the tournament, but the memories of the camaraderie are what the players will remember most.



148th Fighter Wing Civil Engineering members deployed to the 455th Expeditionary Civil Engineering Squadron at Bagram Airfield, Afghanistan pose for a photo on Sunday, March 7th, 2010 during a floor hockey tournament held in honor of the 2010 Minnesota High School State Hockey Tournament. (Photo by MN National Guard)

2010 ANNUAL SPAGHETTI FEED

BY SENIOR MASTER SGT. LYNN N. BROPHY

The 2010 Annual Spaghetti Feed will be held on Saturday, 10 April in the Fuel Cell. Social Hour is at 4:30 p.m. and dinner is at 5:30 p.m. DJ Jason Allen will be providing the music for our listening and dancing pleasure. Music will start at 4:30 and continue until 10:00 p.m. The dance will start at 7:00 and continue until 10:00 p.m. Tickets will be \$6.00. Please call Master Sgt. Steve Gerads or Senior Master Sgt. Lynn Brophy for more information.

If you are having guests card attend the dinner that don't have a Military ID card and will be driving on base, vehicle passes are required and will be available from your BOG Representative. There is no silent auction this year, but we will be conducting a drawing for the 4 sites at Driftwood Estates. Cost for these sites is \$425.00. Spaghetti Feed Tickets will be sold during lunch on March and April UTA from 11 – 12 in the Great Lakes Inn or are available from your BOG Representative. Tickets will also be available at the door.

PROMOTIONS

LEE, DANIEL, HQ, AMN
DAVIDSON, SARAH, FSS, A1C
MATHEWS, DANIEL, CES, SRA
MORTON, JULIE, MOF, SRA
GOORHOUSE, KAYLA, FSS, SRA
FRITZ, NATHANIEL, OSF, SRA
JENNISSEN, MATHEW, MXS, SRA
BOORMAN, MATTHEW, MXS, SRA
JOHNSON, DALTON, OG, SRA
FREDERICK, ASHLEY, FSS, SRA
RONNING, ERIC, CF, SRA
MOORE, BEN, LRS, SSGT
WEDIN, KAYLEE, MOF, SSGT
SCHIEBER, KEVIN, CES, SSGT
LELAND, JONATHAN, MXS, SSGT
KUKLENSKI, JENNIFER, OSF, SSGT
KREGER, JOHN, AMXS, SSGT
NELSON, TYLER, AMXS, SSGT
WOOD, CHAD, AMXS, SSGT
BECKWITH, CYRUS, MXS, SSGT
ONIELL, ERIC, MDG, SSGT
JOSEPH, JAMIE, LRS, SSGT
GILBERTSON, JUSTIN, LRS, SSGT
SAGER, CORRINE, CES, SSGT
HARRIS, TERANI, 179FS, SSGT
PRICE, KENT, CES, SSGT
DUMANCAS, LEILANI, 179FS, SSGT
WIGG, EMILY, OSF, TSGT
KOLKIND, JOSHUA, MDG, TSGT
HIPPI, BRYAN, MXS, TSGT
NELSON, KELLY, MXG, TSGT
SIMONSON, CHRISTOPHER, FSS, TSGT
OHARA, ANGELA, FSS, TSGT

CONGRATULATIONS

37TH ANNUAL UNITED STATES-NORWEGIAN EXCHANGE - "PARTNERS FOR PEACE"

BY TECH. SGT. BRETT EWALD



The 37th annual Norwegian Exchange Program staff members including TSgt Brett Ewald, 148th Fighter Wing Public Affairs, (lower right) pose for a group photograph at the mountain summit after climbing over 700 meters over 7 kilometers on skis while deployed to Haltdalen, Norway on Feb. 17, 2010 for the 37th annual Norwegian Exchange Program.



148th Fighter Wing Staff Sgt. Donald Brown (left) and Senior Airman Anna Carlson (right) tend to a fire during winter survival training while deployed to Haltdalen, Norway on Feb. 16, 2010 for the 37th annual Norwegian Exchange Program.

On February 11, 2010, 103 Minnesota Army and Air National Guard troops landed at Camp Vaernes, Norway, and began the 37th annual United States-Norwegian Reciprocal Exchange, also known as NOREX. The two week exchange, titled "Partners for Peace", is intended to foster positive working relationships with our NATO ally Norway. Soldiers from Sweden, Denmark and Croatia also participated and instructed the American contingent. This year, 11 of the 103 Minnesota National Guard troops were Air National Guard Airmen from the 148th Fighter Wing in Duluth, Minn.

The American contingent spent 6 days in a field training exercise (FTX) near Haltdalen, Norway, learning Norwegian military winter survival skills and operations. The troops donned cross-country skis, ruck-sacks and multi-layered uniforms before ski-marching to their base camp in the foothills of the mountains. From here they learned advanced skiing techniques, tent and "gapahuk", or lean-to, construction, avalanche search and rescue and other essential skills needed in the harsh mountain regions. The final test of the FTX was a 700 meter vertical rise, 7 kilometer ski-march to a mountain summit. The troops dug 10 person snow caves into the near vertical side of the mountain top and spent the night there.

The second part of the exchange included a "buddy-weekend" where members stayed with a Norwegian family, cultural education and tours and Norwegian military weapons training. For the last night the Norwegians hosted a formal farewell dinner. All nations and military branches appeared in the dress blues for the occasion. There were toasts to all around to others' hospitality and gifts exchanged between nations. The American contingent, represent by Brig. General Kelly, received replica Viking helmet, shield and battle axe from Major General Lund, the Norwegian Home Guard commander. Numerous smaller gift exchanges, ranging from uniform items to local Norwegian and Minnesota specific items also took place from Generals to Privates and Airmen. The 37th annual "Partners for Peace" United States-Norwegian Reciprocal Exchange ended with exhausted, but smiling faces as the troops disembarked the aircraft in Minneapolis, Minn. on Feb. 25, 2010.

RETROACTIVE STOP LOSS SPECIAL PAY COMPENSATION

Reservists and Guardsmen involuntarily extended on active duty beyond an approved separation or retirement date as a result of Stop Loss between September 11, 2001 and September 30, 2009 may be eligible for Retroactive Stop Loss Special Pay compensation. The Air Force used stop loss during Operation Enduring Freedom in 2001-2002 and Operation Iraqi Freedom in 2003.

Eligible members will receive \$500 per month for each month or portion of month they were retained on active duty as a result of stop loss. The payment is also payable to legally designated beneficiaries of deceased or incapacitated

Airmen. Individuals have until October 21, 2010 to file their claim. ARPC officials will evaluate claims based upon historical records as well as any supporting documentation submitted by the applicant. Those eligible may download and submit a stop loss claim application from the Air Reserve Personnel Center's virtual Personnel Center - Guard and Reserve (vPC-GR) Web site at <https://arpc.afrc.af.mil/vPC-GR>, or call the Total Force Service Center at 800-525-0102 for assistance.

The Duluth Air Show wants you!

The Duluth Air and Aviation Expo is scheduled for July 17-18, 2010 at the Duluth International Airport and the need for volunteers is even greater than before. People are needed for a variety of positions, but security and parking are particularly critical for such a large event. 148th Fighter Wing Bulldogs already have the FAA-required clearances to work at the event. This is a great opportunity to help out in a community event and see a world-class air show that benefits dozens of non-profit organizations throughout the region.

This year's air show will feature the United States Air Force Thunderbirds, the Tora Tora Tora re-enactment squadron and a variety of aerial performances and static displays. Since 2001 it has been the largest air show in Minnesota.

For more information on the air show and for volunteering opportunities contact the Duluth Airshow Office at 218-628-9996 or volunteer coordinator Jeff Anderson at 218-590-5970 or by email: jeff@duluthairshow.com

1ST AIR FORCE SELECTS 148TH FIGHTER WING MEMBER AS ITS FIRST SERGEANT OF THE YEAR

BY TECHNICAL SGT. MARGARET R. ENGBRETSON



Master Sgt. Michael Hawkinson, of the 148th Fighter Wing, Duluth, Minn., was announced as the 1st Air Force First Sergeant of the Year for 2009. Every year, this prestigious award is conferred on individuals selected from a pool of candidates from throughout the Air Force who have already been selected as First Sergeant of the Year for their respective local command and state command.

Hawkinson has served three years as a first sergeant and would like to serve three additional years because he finds satisfaction in helping Airmen through the sometimes demanding task of balancing civilian and military responsibilities. "Counseling Airmen, for me, is more about helping people go in a positive direction rather than just pointing out what they should have done and leading them around by the nose," said Hawkinson.

Perhaps one of the reasons why Hawkinson is effective as a "first shirt" is because he too strives to find the correct balance between his role in the Air National Guard and his role as a small business owner. At times, this balance has been challenging due to his numerous involvements at the 148FW and his responsibility to his business and his employees. Hawkinson will be honored, along with the other 1st Air Force recipients, at Tyndall Air Force Base, Fla. in March 2010.

HELP!

BY BRIG. GEN. MARK R. JOHNSON

A child was having difficulty lifting a heavy stone. The parent came along just then.

Noting the child's failure, the parent asked, "Are you using all your strength?" - "Yes, I am," the child said impatiently.

"No, you are not," the parent answered. "I am right here just waiting, and you haven't asked me to help you." - Author Unknown

At some point in our lives, probably countless times in our lives, we all need help. You cannot survive in this world without the help, attention, love, and devotion of family and friends. On numerous occasions, I have asked for your help, and you and your families have never failed me. But there have been just as many times that I needed help and was afraid, was embarrassed, or was too proud to ask. I implore you now; do not let that be you. That is why I feel it is so important to discuss with you the latest update on the Minnesota Air National Guard Reintegration Assessment.

First, many thanks to those individuals and families that have participated in the assessments; your participation is key to identifying potential areas that members of the Wing may need help with and are unwilling to ask for help. Since 2007, when the first assessments were completed, 140 individual members from the 148th have participated in some capacity. Senior leadership has been very happy with the support and participation that has occurred to date. We need your input in order to accurately track the health and well being of Wing members and their families. Both you and your families are the most important resource we have and we want to make sure we do everything we can to help you carry the many burdens of everyday life.

Second, we are currently completing the 1-year milestone mark with the 2008 cohort, and will be moving on to the 2009 cohort which will encompass both the Civil Engineer and Security Forces Squadrons. From the first initial cycles, we noted feedback among parents about coping and adjustment issues with their children and/or significant others. These concerns led to the Family Adaptation and Child Behavior Study, which is currently underway with the families of deployed Civil Engineer Squadron members. As parents, please help us with the completion of this study; our children are the future and we need to do everything we can to help them through the ups and downs of current and future deployments.

The major concern that senior leadership has identified is in the area of "Anger related behaviors and coping mechanisms." As part of the survey, Wing members were given a scale in order to rate any possible anger related behaviors and coping mechanisms that may have manifested since their return. It is human nature for individuals to under-report certain behaviors that may be deemed socially unacceptable. That being said – members that answered in the range of very frequently to very rarely are still noting a positive answer (yes) to the question. Taking this range of positive answers into consideration, the actual percentages are as follows:

I have experienced a loss or disruption of sleep: Yes 62% / No 38%

I store up anger until I am about to explode: Yes 44% / No 56%

When I am angry I do or say things I later regret: Yes 44% / No 56%

My anger frightens me or frightens others: Yes 22% / No 78%

I have tried to control my anger and failed: Yes 16% / No 84%

I use alcohol to try to cover up my feelings: Yes 22% / No 78%

Therefore, based on the percentages of anger related issues, senior leadership feels compelled to take a proactive approach to address the issue. When almost half of participating Wing members are storing up anger and feel like they are going to explode, we would be remiss if we did not take action to help them deal with these feelings. As a result, in the near future, we will be sponsoring appropriate anger management awareness training. We see this as a direct benefit to both mission and family readiness. If we can prevent just "ONE" spousal, child, or work place anger related incident, it will be worth the investment. I am asking for your help in addressing this issue and improving the well-being of all 148th members and their families.

The 148th has exceeded every challenge it has been given, please do so again. The safety and well-being of both you and your families are foremost on the minds of our senior leadership. Let us help you lift that rock, we are standing by your side, waiting to help; all you have to do is ask. In closing, Barbra Streisand put it best, "People, who need people, are the luckiest people in the world." In my opinion, the family, friends, and members of the 148th are the luckiest people in the world. Senior leadership needs you, 148th members need each other to get the mission accomplished, and we all need our families. Please help each other!

AIR GUARD FIREFIGHTERS ORGANIZE DAMIANO CENTER DEEP FREEZE

BY GERALD HUBERTY

A wonderful problem to have during these trying times is a freezer full of food. In 2008, the Duluth Damiano Center Soup Kitchen served 91,593 meals. The Damiano Center provides three meals a day breakfast, lunch, and dinner. In December 2009 just before Christmas, a few members of the 148th Fire Department helped serve a dinner meal at the Damiano Center. Prior to serving the dinner meal, the food had to be prepared, and that meant getting food out of the deep freeze.

The military is driven by organization and planning, which in turn, makes operations run smooth. Running a Soup Kitchen that serves up to 400 people per meal also takes organization and planning, especially when 98% of the work force is made of volunteers. When opened, The Damiano Center deep freeze looked like a bomb went off. Hundreds of boxes stacked from floor to the ceiling filled with chicken, beef, pork, and many other types of meats. When planning meals for 400 people three times a day, planning and organizing work areas sometimes gets put on the back burner when the focus is the mission at hand.

On February 10, 2010, six members of the 148th Fire Department converged on the Damiano Center deep freeze. Firefighters worked in conjunction with Upper Lakes Foods of Cloquet and Lake Superior College Building Construction students to organize the Damiano Center deep freeze. Firefighters provided the labor to remove all items from the freezer, organize by meat type, clean the cooler, then replace all meat and other assorted items in an organized manner making it easy to identify and find when planning and preparing the next meal. Upper Lakes Food donated three freezer carts and the LSC College of Building Construction donated labor and materials to build the removable walls on the freezer carts.

The Damiano Center's mission is "Building and Stronger Community, Serving People in Need". The members of the Damiano Center Soup Kitchen were in need, and the 148th stepped in to assist. 148th Fire Department members who helped were Assistant Chief Wade Boyat, Captain Robert (RJ) Kotter, and Firefighters Senior Airman Luka Sanda, Staff Sgt. Steve Johnson, Staff Sgt. Wayne Jenderny, and Jerry Huberty).

REDUCED RETIREMENT AGE

Reduced Retirement Age:

Reduces eligibility age for receipt of retired pay by three months for each cumulative period of 90 days served on active duty in a fiscal year. Age cannot be reduced below age 50.

Qualifying service:

- Involuntary mobilization (Call or order to active duty under Title 10, U.S.C., Sections 688, 12301(a), 12302, 12304, 12305, 12406, or any other provision of law during a war or national emergency declared by the President or Congress).
- Voluntary active duty (Call or order to active duty under Title 10, U.S.C., Section 12301(d)).
- Includes MPA or RPA provided such active duty is performed under 12301(d).
- Full-time National Guard duty under a call to active service authorized by the President or Secretary of Defense under Title 32, U.S.C., Section 502(f) for purposed of responding to a national emergency declared by the President or supported by Federal funds.

Non-Qualifying Service:

- Active Guard Reserve (AGR).
- Annual Tour (Title 10, U.S.C., Section 12301(b)).
- Captive status (Title 10, U.S.C., Section 12301(g)).
- Medical treatment/medical evaluation for disability purposes or medical study (Title 10, U.S.C., Section 12301(h)).
- Under active duty agreements (Title 10, U.S.C., Section 12311).
- Disciplinary/courts martial (Title 10, U.S.C., Section 12315).
- Muster duty (Title 10, U.S.C., Section 12319).

How to Apply:

Compile all source documents and send to ARPC 6 months prior to retirement date *plus* total of proposed qualifying service time.

POC: www.arpce.arfc.af.mil or 1-800-525-0102 or DSN 926-6528

**6th Annual Retirees Breakfast - June 10, 2010
Great Lakes Inn (Dining Hall)**

8:00 Coffee & Social

9:00 Breakfast & Current Affairs Brief

Cost: \$5.00

RSVP

Larry Burda (218) 343-0980

-or-

Tom Sinnott (218) 729-9239

Congratulations to our winner!



Maja Anderson
Daughter of TSgt Michael Anderson



BULLDOG ENLISTED COUNCIL

BY SENIOR AIRMAN KAYLA GOORHOUSE

It's hard to believe that a year has gone by since the BEC originated last March. CCM Stauber led the BEC as the advisor and soundboard for all of the new ideas. Her idea of an action council was quickly coming to life as the council decided on four main committees: The Fitness Club, Rookie Ranks, the Military Ball, and the "It's Your Career - Brief" committee. Over the past year the rookie ranks have gone to several tours and demos. The career committee has held several briefs and is holding another brief in May on how to become an officer/pilot at the 148th. The fitness club will be holding a meatball run in April and the military ball will be held during March drill of 2011. Throughout the year the BEC members have been actively working in their committees, even though the 148th went through an ORI during the BEC's beginning stages.

CHIEF'S CORNER

BY CHIEF MASTER SGT. MARK S. RUKAVINA

Greetings from Bagram Airfield, Afghanistan. We are assigned to the 455th Expeditionary Civil Engineer Squadron on a six month deployment. We are here as the Senior Airfield Authority (SAA) in charge of maintaining airfield operations in support of Operation Enduring Freedom. What that means is we ensure all airfield surfaces and facilities associated with the flying operations are maintained and repaired as needed. This includes both operations and maintenance, and new construction. We also assist with some maintenance and repair outside the SAA as needed to make the conditions better for the Airmen assigned here.

Here's an overview of some of the major projects we have done so far. Housing is always in demand here as the troop levels increase. We constructed a tent city with twenty Alaskan Shelters, two field latrine and shower units. This will hold 200 personnel with capacity to increase to 400 if needed. Another housing project is five tents that have been converted for the aircrews. This involved installing wooden partitions, completely new electrical service, and heating and air conditioning. Our operation is currently moving to the East side of the airfield. The structures shop was built out of the constructed work areas and teardown of existing buildings. Also, we relocated eight California Shelters. Our current location is in the footprint of the new Passenger Terminal, to include the coordinating the clearing of the site for that project. The pavement and equipment shop has poured approximately 920 cubic yards of concrete for various projects. Staff Sgt. Corrine Sager has purchased \$935,000 worth of supplies and materials to keep the projects going. The electrical and power production sections are responsible for the airfield lighting and aircraft arresting systems. Power production is also responsible for 52 portable generators and 14 light carts.

There are a number of military construction projects that our Engineers are managing. Ongoing projects include three ramp expansions adding 101 acres of ramp space and two hangers for a total cost of \$160 million. Some future projects on schedule are a cargo handling yard, passenger terminal, and cargo terminal. The engineers are also planning and designing follow-on projects.

In the short time we have been here, we have assisted Afghans injured in an avalanche, had a 5.7 earthquake approximately 110 miles north northeast of us, and an aircraft accident where a cargo plane had a main landing gear collapse and slid off the runway. It has been a fast paced deployment thus far. We appreciate all the support we received preparing for this deployment. We look forward to completing this mission and returning home safely.



[Left] 148th Fighter Wing Civil Engineers (left to right) Jeff Graves, Dave Rink, Paul Sinnott, Lynn Solem, and Jim Foster, attached to the 455th Expeditionary Civil Engineer Squadron, complete a piping project for latrine and shower units at Bagram Airfield, Afghanistan this March 2010. [Right] 148th Fighter Wing Civil Engineers Airman 1st Class Jason Erikson (left) and Senior Airman Joshua Niemi, attached to the 455th Expeditionary Civil Engineer Squadron, put the finishing touches on concrete slabs at Bagram Airfield, Afghanistan this March 2010.

RETIREES MINUTES - DECEMBER 6, 2009

BY LARRY BURDA

President Al Eastman called the meeting to order in the Mess Hall at 1:00 with 21 retirees attending.

Col. Frank Stokes, 148th Commander, welcomed us and briefed us on the following:

- 148th won the United States Air Force Outstanding Unit Award and the Raytheon Trophy which is presented to the best Air Defense unit in the country
- Since 2005, the 148th has deployed four times, had two Operation Readiness Inspections, three alert evaluations, 11 exercises, and numerous other evaluations in the Clinic and Operations
- New Base Facilities include an Arm/Dearm pad on the 148th side, a fuel cell and a Storage Building. In the works are a fuel storage facility on the 148th side, weapon training facility, new consolidated supply and a large central parking lot
- The Service Club will relocate to Building 240, the old Motor Pool. This involves no government money, so we all need to support the "BUY a Brick" fundraiser
- Security is deployed to Southwest Asia and Civil Engineering will soon deploy to Southwest Asia.
- The 148th will deploy to Hawaii in February
- Brig. Gen. Mark Johnson is now a special assistant to the Director, Air National Guard
- The 148th is working hard for newer F-16 aircraft
- Retention is 91% and manning has reduced from 110% to 107%
- Security on base is very tight, so don't wander on the flight line or into secure buildings without an escort
- Personnel changes include Col. Spencer to Vice Commander and Col. Wabrowetz to Maintenance Group Commander

The meeting continued as follows:

- Wes Berntson suggested reestablishing a viewing area as a public relations and recruiting tool. Col. Stokes liked the idea.
- There was a moment of silence for unit members who died in 2009: George W. Anderson, Russell D. Mertes, Jose Andres Alberio, John F. O'Neil, James Krysiak, and Thomas Sirois.
- Jerry Blazevek promoted Pearl Harbor day on December 7, 2009 at the DECC.
- The VFW Honor Guard is recruiting.
- Ralph Andres reminded us of Veterans' displays at the Depot and Bong Museum.
- Command Chief Jodi Stauber gave us a moving account of her Iraq experience.
- Dave Udd passed out "Buy a Brick" donation forms.
- Wes Berntson suggested improvement of retiree information by the establishment of a web site. A mailing was also suggested.
- **June 10, 2010 was set for the Retirees Breakfast which will be our next meeting and election of officers.**

RETIRED PAY POINT OF CONTACT

Who do I contact with Retired and/or Annuitant Pay questions?

ARPC or DFAS Contact ARPC using the Total Force Toll Free number: 1-800-525-0102

You may also contact DFAS Retired Pay for all branches of service at: 1-800-321-1080

Another option is to submit your Retired Pay inquiry through the web. Use the following address to access the customer inquiry form: <https://ca.dtic.mil/dfas/s-retired/ret-pay.htm>

Visit the DFAS Retired and Annuitant Home Page at: <http://www.dfas.mil/retiredpay.html> for more information.

148TH FIRE DEPARTMENT RECIEVES NEW P-30 RESCUE FIRE TRUCK

BY GERALD HUBERTY

Fire rescue response situations can range from very simple, to very complex and life threatening. Having the proper equipment at an emergency scene is paramount when working to mitigate any emergency situation.

The 148th Fire Department recently received a new P-30 Fire Rescue vehicle that will be a great asset to the 148th Fighter Wing, the Duluth International Airport (DIAP), and the surrounding communities. The P-30 is replacing the 1987 P-10 Rescue vehicle. The P-10 gave the 148th Fire Department 20 good years of dedicated service.

The P-30 is a larger vehicle then the old P-10, with many more compartments for storing rescue equipment. The P-30 is equipped with a new jaws of life hydraulic rescue tool, hydraulic cutting tools, a new rescue jack stabilization kit, confined space rescue equipment, rope rescue equipment, emergency lighting,

rescue ladders, self contained breathing apparatus, hazardous materials monitors, a thermal imaging camera, small hand tools, medical supplies, and many more items to assist with providing rescue care.



SENIOR AIRMAN Ashley Fredrick

WHY I SERVE:

"I joined for the school benefits,
but have come to love being
a part of the military."

HOMETOWN:
Redwing, MN

AFSC:
Services Specialist

ADDITIONAL DUTY:
Fatality Search and Rescue
Team (FSRT)

DEPLOYMENTS:
2010 - Kyrgyzstan



FORCE SUPPORT SQUADRON

Photos by Airman 1st Class Sarah Hayes
Graphic Illustration by Tech. Sgt. Julie M. Tomaska

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BulldogBits

By Col. Penny J. Dieryck

It's 7:15 a.m. on Thursday March 4th and I'm sitting in the Grand Ballroom of the St. Paul Hotel. The start of the Duluth/St. Louis County Days breakfast is underway. There are numerous Mayors, State Legislators, Chamber of Commerce Directors and business people from Duluth to Ely present and each have been working diligently the past few days on local northern Minnesota issues. One item addressed was our conversion to the F-16, Block 50 aircraft. You heard correctly, I said conversion to the Block 50's. Only four and a half years ago, our Wing was set to be closed through the Base Realignment and Closure process. Now the phoenix at the 148th has risen and our vision was answered by the hard work, dedication, and belief all the people had in the Bulldogs. Our hats go off to them!

As I sent word of the conversion announcement to our deployed Security Forces and Civil Engineering personnel, I heard them shout from the bases in Southeast Asia. They were excited to learn the new airplane would be on the ramp when they get home. As we were exchanging emails, our CES folks also sent me the pictures of what they were dealing with that day in Afghanistan. An A300 cargo aircraft had slid off the runway and the Civil Engineers were busy jacking the aircraft up with airbags to get a skateboard under the aircraft and move it off the runway. The Emergency Management Staff put on their hazardous materials protective suits to clean up the fuel that had spilled from the aircraft's belly and wings. As usual, the Bulldog's were called in for the rescue, reacted immediately to the situation, took charge of the incident, and kept the runway open for the cargo and fighter aircraft continuing their missions over the skies of Afghanistan.

Now back to our mission at the 148th. As you receive this edition of the On-Five, the F-16 Block 50's should be landing in Duluth. The aircraft are coming from Germany, so they'll miss this year's Oktoberfest overseas. However, after our maintainers, support personnel, and operators have a chance to go through these

aircraft throughout the summer, they should be flying the great blue skies of northern Minnesota in time for the 148th Services Club annual Oktoberfest. We'll be able to take beautiful photos of the F-16 Bulldog tail with the splendid fall colors in the background. It will be an awesome picture for our present and our future.

There's one last tale to tell of the F-16 tail. With the help and hard work of the Duluth Chamber of Commerce Military Affairs Committee, The 148th is in the process of putting an aircraft on a stick. Yes, you can get hundreds of new items at the Minnesota State Fair to eat on a stick, and we're going to follow that theme with an F-16 on a "stick" just outside our new base road, Bulldog Boulevard. The aircraft is being sanded, painted, prepped, and propped to be placed on a pole by October 1st. For our friends within the City of Duluth, the Duluth Airport Authority, local businesses to include Minnesota Power, LHB Architects, Krause Anderson, and many more, we offer our gratitude. I will strive to give out F-16's on a stick at this year's Family Day in September to our children so they can have a "Great 148th Get Together!" and to recognize our conversion and the airplane on a stick project. Thanks to our communities for their support and recognition for our awesome future potential. Our Proud Tradition Continues!

148TH FIGHTER WING GOES TO HAWAII



Pictured above: Members of the 148th Fighter Wing from Duluth Minnesota prepare for a day of flying while at Hickam Air Force Base in Oahu on February 3, 2010. The 148th FW is partaking in Sentry Aloha while at Hickam AFB. Photo by Staff Sgt. Donald L. Acton.

Visit our webpage
www.148fw.ang.af.mil
for more on this story

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