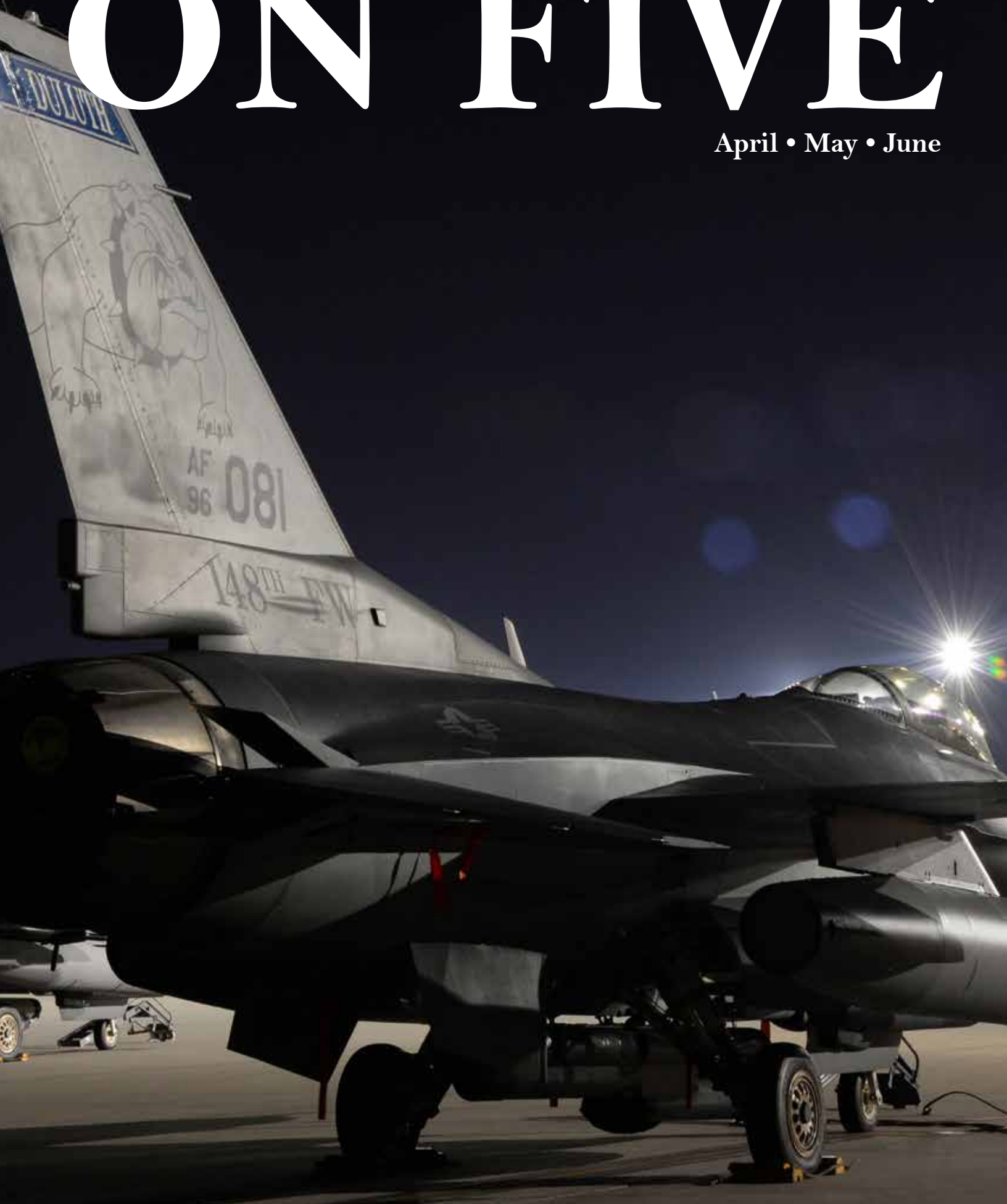


# ON FIVE

April • May • June



# Command Chief's Column

## Don't forget about your employer

As the Wing Command Chief, I have set four priorities that I think are important to our enlisted force. These priorities are Morale, Mentorship, Career Development, and Career Progression. I think they build upon each other to ultimately develop our future leaders. In this article I want to update you on what the wing is doing to develop our members.

First, I want to discuss mentorship. Mentorship is defined as a wise and trusted counselor or teacher. There are two types of mentorship; informal and formal. I think of informal mentorship as a trainee to supervisor relationship. In this process, the goal is to become technically proficient and knowledgeable in your Air Force Specialty Code (AFSC). While this informal mentorship relationship exists, we do not always think of it as mentorship. Also, there is no mentoring agreement, no specified duration of the relationship, and it is not evaluated along the way. The Minnesota National Guard started a formal mentorship program about three years ago. It was started with the goal of developing the whole person to strengthen improvement areas identified by the mentee. A mentoring coordinator matches mentees with compatible mentors. The relationships are formed for a one year period, and evaluated at the six month and one year marks. Since the start of the program, we have continued to expand the mentorship program. On

our wing there are over 30 mentor/mentee relationships. The wing held a Mentoring for Success training session for 30 members last year and will hold another session in April for an additional 30 members. From this group we will look to develop and expand the formal relationships. This program matches mentors and mentees from different groups outside of their chain of command. The formal mentorship program is open for Staff Sergeant to Chief Master Sergeant. There will be posters available soon with all the details on the formal program. We are not including the Airmen ranks in this formal program as they are focused on upgrade training and job proficiency. I do encourage everyone to seek out a mentor and assist in the development of our next generation of leaders.

The other area I would like to discuss is the development

## "First, what are your goals for your military career?"

opportunities that have been available to our members. The Senior NCO Leadership Course held annually at Camp Ripley, Minn. This is a combined effort by the 133rd Air Wing (AW) and the 148th Fighter Wing Chief's Councils. This three day event brings Senior Master Sgts. from both wings together to further develop their leadership skills and built teamwork. The Junior NCO Development Course is also held annually on-base.



Command Chief Master Sgt.  
Mark S. Rukavina

The First Sergeants Council sponsors this event. It is designed to assist our Staff Sgt. and Tech. Sgt. ranks transition from the technical expert to trainer and supervisor. That transition can be difficult for a lot of people and this course gives tools to assist our members to successfully transition. The Bulldog Enlisted Council has

sponsored numerous "It's your Career" events. The focus for the past year has been officer opportunities for enlisted members to become officers. They have had new officer panel discussions on package preparation, interviewing tips, and mock interviews. The Leadership Challenge Program has been offered at the 133rd AW over the past few years with slots given to our wing to attend. The Wing Human Resource Advisor manages this



# ON FIVE

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April-June 2015, Volume 61, Number 2

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## ABOUT THE ON FIVE

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## UTA SCHEDULE

UTA	SUTA
16-17 MAY	02-03 MAY
13-14 JUNE	06-07 JUNE
None JULY	18-19 JULY
01-02 AUGUST	15-16 AUGUST
19-20 SEPTEMBER	None SEPTEMBER
03-04 OCTOBER	17-18 OCTOBER
14-15 NOVEMBER	21-22 NOVEMBER
05-06 DECEMBER	None DECEMBER

## ON THE COVER



A Block 50, F-16 from the 148th Fighter Wing, Duluth, Minn. stands ready for the next mission during a Sentry Savannah 15-1 training exercise, Feb. 11, 2015, Savannah, Ga. Sentry Savannah 15-1 provides traditional Airman wartime readiness training in an unfamiliar environment in an economical, accelerated time frame. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka)



Senior Airman Rick Petcoff, Master Sgt. Rick Cornelison, Master Sgt. Wayne Gressman and Airman 1st Class Tanner Beckwith, 148th Fighter Wing, Duluth, Minn. work on a Block 50 F-16 during a Sentry Savannah training exercise, Feb. 10, 2015, Savannah, Ga. The Sentry Savannah training exercise allows fighter pilots to participate in war simulations that depict what they would face in a real world scenario. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka)

program. The Chief's Council is starting a leadership luncheon program. These will occur quarterly. The first one will be in April with Brig. Gen. Robert Cayton speaking on Servant Leadership. The most recent development event was led by Gen. Cayton at Camp Ripley in January. He brought over 200 officers and senior enlisted from the Minnesota Air National Guard together for a three day Leadership Development Seminar. The theme of the event was "Leadership for Our Future."

As you can see, there are several ways we are trying to develop our future leaders beyond our normal Professional Military Education and AFSC training courses. We need to start focusing on the mid-level ranks to determine where they

will be in the not so distant future. I want to leave you with a couple final questions to think about as you move through your career. First, what are your goals for your military career? Less than 10 percent actually identify goals for themselves. Do not limit yourself to one position. Be willing to try new jobs that give you that wing level exposure. Lastly, do you have a mentor that you have built an open trusting relationship with? We all need that one person to help get us moving in the right direction. There are many programs and resources out there to help us succeed. However, it starts with you to make choices and set your path.

# SENTRY SAVANNAH 15-1

By Master Sgt. Ralph J. Kapustka, 148th Fighter Wing Public Affairs

148th Fighter Wing personnel and jets participated in Exercise Sentry Savannah 15-1, Feb 9-20, 2015. The exercise was held at the Air Dominance Center (ADC), Savannah, Ga.

Sentry Savannah 15-1 gave 148FW pilots an opportunity to integrate with other platforms from around the military to include F-22's, F-35's, F-16's, F-18's, B-2's and T-38's. Besides the Dissimilar Aircraft Training 148FW pilots received by working with a variety of aircraft, they were also able to train against real surface to air threats and continue to train in their primary

Suppression of Enemy Air Defense (SEAD) mission.

"One of the biggest things we learned is how to integrate with fifth generation jets such as the F-22 and F-35," said Lt. Col. Curt Grayson, 148FW Deployed Commander.

"Our whole goal prior to going into this exercise was to get our people ready for our next real-world tasking," said Chief Master Sgt. Paul Poppenberg, 148FW Deployed Maintenance Non-Commissioned Officer In Charge (NCOIC). "Pilot mission requirements would often

change after meetings causing maintenance personnel to adjust aircraft configurations. This scenario provided a more realistic "wartime" feel as targets often change and you need to be able to adjust to it. The changing schedule and training requirements caused everyone to be a lot more flexible," said Chief Master Sgt. Dwayne Wuestneck, who also deployed as a maintenance NCOIC. "We lost some of our maintenance experts over the last few years to retirement, said Poppenberg. This was a great way to identify shortfalls due to that loss. This exercise allowed





A Block 50, F-16, 148th Fighter Wing, Duluth, Minn. stands ready for its next mission during a Sentry Savannah 15-1 training exercise, Feb. 11, 2015, Savannah, Ga. Sentry Savannah 15-1 provides traditional Airmen wartime readiness training in an unfamiliar environment in an economical, accelerated timeframe. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka)



us to identify those improvements without the cost being too high.

"We exercised the whole machine," said Poppenberg. We showed that we could do it with people in new positions."

Services personnel from the 148FW Force Support Squadron also played a key role. Their main role was to run a Charge of Quarters (CQ) where they handled room maintenance issues along with other billeting concerns. But, they also coordinated

trips and tours so personnel had an opportunity to enjoy the Savannah, Ga. area, picked up and delivered around 850 box lunches to Airmen who could not break away from their work responsibilities and served as the post office for deployed personnel. "We were a one stop shop for anyone that had a question, concern or a need," said Master Sgt., Melanie Kuklis, 148FW Deployed CQ Staff.

"The training objectives were met," said Grayson. I was impressed

with everyone involved from the first planning conference to the last C-130 landing back at the 148FW. I know a ton of work goes into deployments like this and I appreciate everyone stepping up."

The 148FW had over 110 training flights and over 200 hours of flight time during the two weeks they spent participating in Sentry Savannah 15-1. Approximately 180 148FW Airmen deployed in support of the exercise.

# MEETING THE CHALLENGE

By Master Sgt. Ralph Kapustka, 148th Fighter Wing Public Affairs



Staff Sgt. Steven Lind, 148th Fighter Wing Engine Shop inspects the compressor rotor on an F-16 engine, March 7, 2015, Duluth, Minn. These routine inspections are in place to catch problems when they are small and fix them before they blossom into much bigger problems. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka)

During a 200 hour bore scope inspection in late January 2015, 148th Fighter Wing Engine Shop personnel noticed damage to one of the fan rotor blades on an F-16 engine. The bore scope is a small camera that allows them to look around in "hard to get at places" without having to disassemble the engine.

This was the third time, in about a four month period, that they noticed this type of damage, raising a red flag that they had a much bigger problem and they notified the 148FW Safety Office. An investigation ensued and it was found that a sweeper being used to clear the tarmac at the Duluth International Airport was losing an excessive amount of fine-wire bristles. These

loose bristles had the potential to get ingested into the jet's engine and cause damage, especially during take-offs when more power from the engine is needed.

A decision was made by 148FW leadership to bring the entire fleet of F-16's in for a One Time Inspection (OTI), with the bore scope being part of that inspection. This massive inspection identified several additional engines that needed repair.

With over half the jets unable to fly due to this condition, it was all hands on deck at the 148FW Engine Shop to get the jets back in the air. Not only were they working to get the jets ready for normal flying operations, they were up against a

time crunch to get enough of them ready so the wing could participate in a Sentry Savannah 15-1 training exercise. Sentry Savannah 15-1 is an exercise designed to give 148FW pilots dissimilar aircraft training and additional training in their primary mission of Suppression of Enemy Air Defense (SEAD).

"Once the issue was identified we started working two shifts right away and then went to three once we were able to work out the logistics, said Master Sgt. Josh Modin, 148FW Work Lead. Any number of qualifications are needed to do the job, so we had to make sure the right people were in the right places during the around-the-clock coverage."



"On a lot of the jets we were able to repair the damaged compressor blades instead of replacing them. If these repairs go unchecked you risk the chance of the blade fracturing and coming apart and this is a huge safety-of-flight concern," said Modin.

With a lot of hard work and sacrifice, engine shop personnel were able to get the jets ready in about a 10 day period and the wing was able to participate in the Sentry Savannah training exercise.

"We had guys that were just getting back from technical school coming in and working weird shifts and weekends, said Tech Sgt. Mike Panula, 148FW Jet Engine Mechanic. The amount of engines they turned in a short amount of time was impressive."

"Everybody across the base pitched in. The crew chiefs provided all the manpower for pulling the engines. Former engine shop personnel that were now in other positions came back and lent a hand. There was great support all across the wing," said Modin.

As a safety precaution the 148FW Airfield Management team and Safety Office have been doing daily magnet sweeps of the airfield since Jan. 27, 2015 to pick up any stray fine-wire bristles that might have been left behind by the sweeper. The brush attachment to the sweeper in question has been removed from service.

After all the repairs were made to the engines a decision was made to increase the frequency of bore scope inspections from the normal 200 hours to 50 hours of flying time to see if the problem still existed. This decision was made after consulting with the engine manufacturer.

At this time, approximately a quarter of the jets have now reached the 50 hour threshold and bore scope inspections haven't revealed any damage.



Senior Airman William Lacine and Staff Sgt. Matthew McEwen, 148th Fighter Wing Engine Shop blend second stage fan blades on an F-16 engine, March 7, 2015, Duluth, Minn. These routine inspections are in place to catch problems when they are small and fix them before they blossom into much bigger problems. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka)



# BROTHERS IN ARMS

By Master Sgt. Ralph J. Kapustka, 148th Fighter Wing Public Affairs



Airman 1st Class Nicholas Sirois, Staff Sgt. Michael Sirois and Airman 1st Class Patrick Sirois depart the flightline while participating in Sentry Savannah 15-1, Feb. 12, 2015, Savannah, Ga. Sentry Savannah 15-1 is the Air National Guard's largest Fighter Integration, Air-to-Air, training exercise encompassing 4th and 5th generation aircraft. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka)

In the Guard, it is not unusual to have family members in the same unit. It is unusual, however, to have three brothers doing the same job for the same unit.

Staff Sgt. Michael Sirois, Senior Airman Patrick Sirois and Airman 1st Class Nicholas Sirois are F-16 Fighting Falcon crew chiefs with the 148th Fighter Wing, Duluth, Minn. participated in the 2015 Sentry Savannah 15-1 training exercise which took place Feb. 7-20, 2015 in Savannah, Ga.

Nicholas just got back from Crew Chief Technical School in July 2014 and Sentry Savannah was the first deployment the brothers had an opportunity to go on together.

Michael was the first to join the 148th FW back in 2009.

"My grandpa was a crew chief at the 148th for over 30 years, Michael said. Growing up and listening to his stories on how the 148th Fighter Wing was a family and how everyone treated each other so well made me want to join. It was a great career field for my grandpa."

influences on Patrick and Nicholas joining the unit as well. Michael was able to tell his brothers the benefits of joining from first-hand experience. That guidance, along with their grandpa's input, made the decision easy for the younger brothers.

"When I came to the 148th Fighter Wing, I wanted to work with the jets, Patrick said. The recruiter said there was a crew chief opening and I said, 'yes.' I just wanted to be a crew chief."

When it came time for Nicholas to join he gave the fire department a quick look but ultimately decided he wanted to follow in his grandpa's and brother's footsteps and became a crew chief as well.

"I could not see myself doing anything else. It's a fun job to be able to work on the jets," said Nicholas.

The brothers are close outside of the Guard as well, racing cars in the Duluth, Minn. area. Michael drives, while the two younger brothers work on his pit crew. Unlike some brothers, these three get along well and enjoy spending as much time as they can together whether it be working on jets or racing cars.

The experiences of working with their grandpa and dad on cars while growing up coupled with their love for racing has helped them in performing their job as crew chiefs.

"I love working on the jets, said Patrick. We all grew up working on cars and four wheelers, we're all very mechanical. This job suits all three of us very well."

Their supervisor has nothing but good things to say about them. "It's unique, entertaining and creates a lot of good camaraderie, said Senior Master Sgt. David Ritsche, 148th Fighter Wing flightline flight supervisor. All three are go-getters and hard-chargers, they're wonderful people to work with and supervise."

All three brothers plan on re-enlisting and making a career out of the Guard. For now, they'll finish training together at Sentry Savannah while doing what they've grown to love - launching jets.

"When I send a pilot out and salute him ... it's just a good feeling knowing that I'm sending him up in a safe aircraft," said Nicholas.

Their grandpa and Michael were big



# THE BULLDOG ENLISTED COUNCIL

By Tech. Sgt. Melissa L. Griffith, BEC President



Members of the 148th Fighter Wing Bulldog Enlisted Council pose for a photo Oct. 5, 2014. (U.S. Air National Guard photo by Tech Sgt. Brett R. Ewald)

Greetings from the 148 Fighter Wing's Bulldog Enlisted Council! The Bulldog Enlisted Council (BEC) is a professional organization available to all 148th Fighter Wing enlisted members. The BEC's mission is to promote professionalism and the highest standards of conduct, instilling the Air Force Core Values through the actions and examples of its members. Key focus areas of the council include mentorship, professional development, and networking opportunities. The council includes all levels of the enlisted force, including student flight, junior enlisted, and senior enlisted members. The ultimate goal is to "build a better Airman to build a better chief."

The BEC constantly searches for ways to stay active within the wing. Ever wonder why the wing has a Meat Ball 5K every year? Or why the student flight members disappear for an hour or two during Unit Training Assemblies (UTAs)? Who coordinates the Military Ball? Well, the BEC is

the driving force behind all these activities, and with the assistance of five committees, the BEC remains active within the wing.

Let's jump back to the Meat Ball 5K. The BEC's Fitness Committee plans, coordinates, and hosts this event every year. Remember January's Bulldog Combine Competition held at the base gym? This was another event hosted by the Fitness Committee. This committee is dedicated to promoting fitness throughout the wing.

Where do our student flight members take off to at 1:00 p.m. on Saturday and Sunday of UTA? They meet with the BEC's Rookie Ranks Committee. This committee prepares members for Basic Military Training (BMT), including the physical fitness side of BMT.

You hear that base page every UTA about the BEC meeting time and location, right? Or have you 'Liked' the BEC's Facebook page? The Communications Committee is behind those topics. This

committee focuses on advertising the BEC and events within the council. Have you participated an interview prep, networking, or officer/pilot informational event at the wing? If so, chances are that you were participating in an event held by the It's Your Career Committee. This committee provides Airmen the tools necessary to take charge of their career.

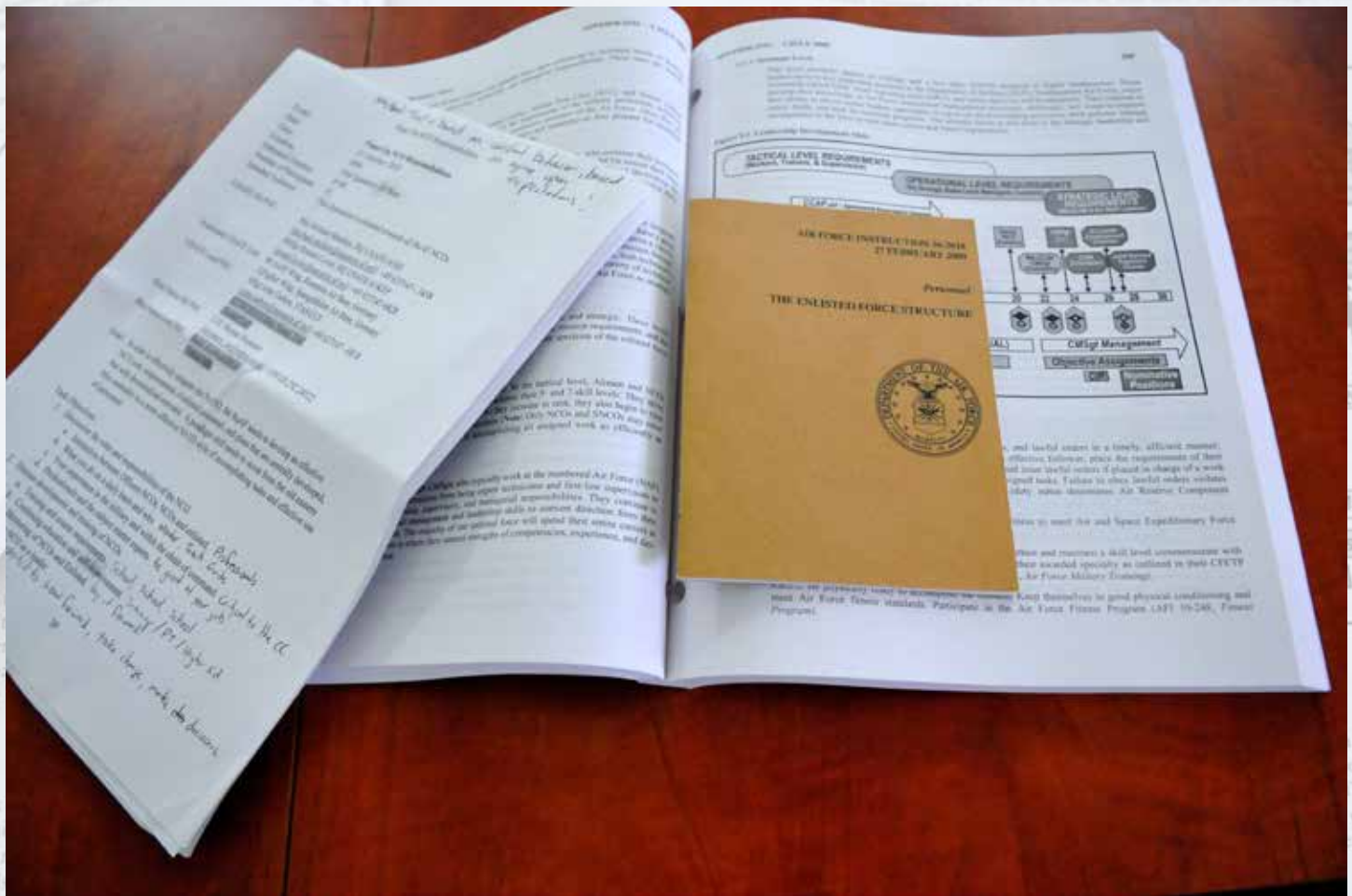
Have you attended the Military Ball? If not, maybe you remember seeing flyers and registration forms. The BEC is responsible for making this event a success. The BEC's Military Ball Committee plans and coordinates all aspects of the Military Ball when the ball is held in Duluth.

Every enlisted member at the 148th Fighter Wing is a member of the BEC. The BEC meets every UTA. Please check the Weekend News for meeting times and locations and join us at our next meeting!



# CHIEF'S CORNER: "THE LITTLE BROWN BOOK"

By Chief Master Sgt. Dwayne L. Wuestneck, 148th Fighter Wing Weapons Manager



Do you know where to go to find the definition of your position requirements, professional expectations, or performance standards? In the civilian world it's called an employee handbook; in sports it's called a playbook. For those of us in the Air Force it's officially called Air Force Instruction (AFI) 36-2618, The Enlisted Force Structure, but you can call it "The Little Brown Book."

So, what exactly is the Little Brown Book? It's small enough to fit in your pocket or sit on your desk, is comprised of only 23 pages; seven short chapters and three attachments, some as little as a page and a half, and looks more like a pamphlet than an Air Force Regulation. But make no mistake, it is an official regulation that applies to all 400,000 enlisted members of the Air Force; active duty, Guard and Reserve. According to the foreword, it defines the enlisted

force structure, and establishes leadership and development levels, responsibilities, and official terms of address for enlisted Airmen. It also defines special senior noncommissioned (SNCO) officer positions and standardizes enlisted duty titles. Simply put, it sets the standards for each and every enlisted Airman, from E-1 to E-9 so that everyone understands what is expected of them and how they fit into the big picture.

You might be thinking how does this "Little Brown Book" really affect me and my military career? You may be surprised at how much. Recently, the Air Force revised the Enlisted Evaluation System where every Airman will now receive an official assessment. In section VI of the Airman Comprehensive Assessment (ACA) Worksheet (AF Form 931 and 932) it states "Using AFI 36-2618, The Enlisted Force Structure, as the standard of expected

performance commensurate with the Airman's rank, to what degree did the Airman comply with performance expectations." The standards in which all enlisted Airmen will be assessed, for something so small it sure carries a lot of weight.

So the next time you're wondering what the expectations are for an Airman, NCO, or SNCO or what it takes to get that next stripe or something as simple as what the official term to call a senior master sergeant is, by the way it's not "senior," go to AFI 36-2618 more affectionately known as "The Little Brown Book."

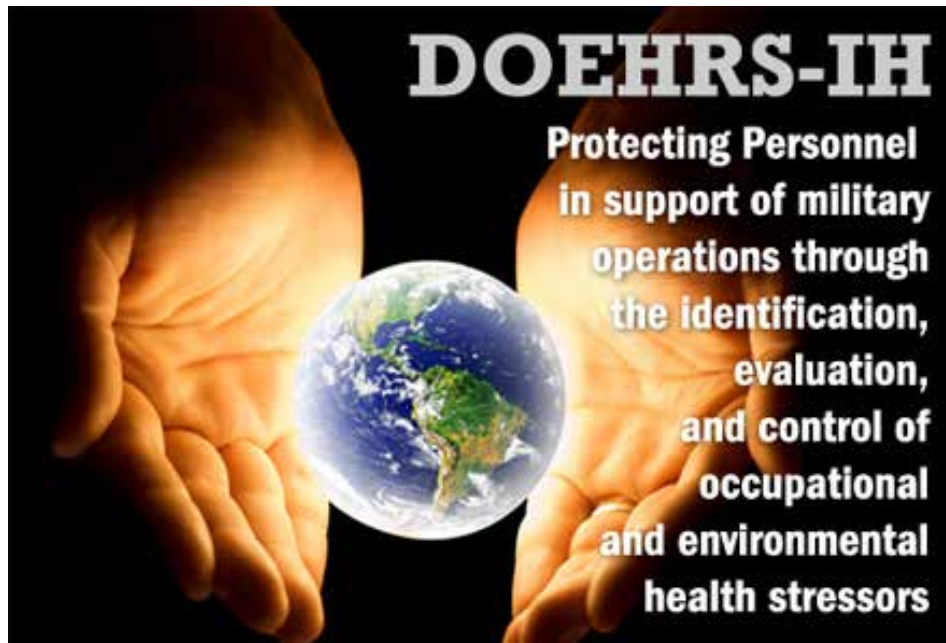
The "Little Brown Book" is available as a PDF through the Air Force Publications site: <http://www.e-publishing.af.mil> by entering 36-2618 in the search bar. Hard copies can be obtained through your first sergeant or your orderly room.



# DOEHRS-IH

## DEFENSE OCCUPATIONAL AND ENVIRONMENTAL HEALTH READINESS SYSTEM – INDUSTRIAL HYGIENE

By Capt. Ryan M. Blazevec, 148th Medical Group



Most may take a look at the title of this program and wonder what is that, and what does it have to do with me? This may be one of the least talked about Air Force database systems, but it could have a profound effect on most of our Air Force personnel. To really understand things here we have to role the clock back to 1997. Several years after the first Gulf War, many service members were reporting to Veterans Administration (VA) Medical Centers with numerous occupational health ailments. At that time President Clinton created a directive for the VA and DoD to work together on a joint system that would document and track Occupational and Environmental Health data for all service personnel. In the technical terms they hoped to create a "Longitudinal Exposure Record" for all service members. This is a "Cradle to Grave" snapshot of your Environmental and Occupation exposures throughout your entire military career.

Most of us are unaware that this data is even being collected. Yes, a few lucky members get direct visits from the Bio-environmental office. Those even luckier may spend a shift or two wearing an air sampling pump or noise dosimetry. All this collected data is being fed into DOEHRS-IH, which intern is tied to Industrial processes and activities. Personnel are assigned to similar units and then tied together into exposure groups. This allows exposure data to be shared with these groups and tied to your exposure record. This exposure record is growing every year, with data from home station activities, deployments, exercises, etc... Once this information is compiled it becomes a chronological history of what military personnel are exposed to over their careers. The final phase of this program is that the VA will have access to this information to help with medical diagnosis and to assist with claims justifications.



### PROMOTIONS

#### JANUARY

FLAHERTY, KEEGAN, MXS, SRA  
MACKERETH, ROBERT, MXS, SRA  
SKADSBERG, MARK, MXS, SRA  
OSTOFF, SHERIA, MOF, SSGT  
BERNSDORF, RYAN, LRS, SSGT  
BREHOLDT, JACOB, STU FLT, SSGT  
HAND, JEREMIAH, LRS, SSGT  
HARRIS, TRENT, MXS, SSGT  
MONCEL, AARON, MXS, SSGT  
NELSON, GARRET, MXS, SSGT  
ROCHWITE, CHAD, MXS, SSGT  
BURMEISTER JR., RODNEY, SFS, TSgt  
CARLSON JR., PHILLIP, CF, TSgt  
PATTON, KOTA, SFS, TSgt  
QUICK, RICHARD, SFS, TSgt  
MODIN, JOSHUA, MXS, MSGT

#### FEBRUARY

GRAMS, OLIVIA, FSS, SRA  
LAHUD, ELIJAH, AMXS, SRA  
PROUTY, SEAN, MOG, SRA  
SCHUMACHER, BRENT, AMXS, SRA  
SIROIS, PATRICK, AMXS, SRA  
SWEEP, JUSTIN, OSS, SRA  
CRAWFORD, SCOTT, AMXS, SSGT  
HENRICH, MARKOUS, LRS, SSGT  
HUBERTY, KATELYN, MOG, SSGT  
NELSON, ANDRIA, FSS, SSGT  
REED, BRANDON, AMXS, SSGT  
COUGHLIN, TIMOTHY, AMXS, SMSGT

#### MARCH

SOBCZAK, LOGAN, FSS, SRA  
GOORHOUSE, KATELYN, MXS, SSGT  
RISDALL, KYLE, MXS, TSgt  
STODOLA, JARED, LRS, TSgt  
BEAUDRY, ANDRE, MXS, MSGT  
NORRELL, CRAIG, MXS, MSGT  
O'HARA, ANGELA, FSS, MSGT  
ROTH, DANIEL, AMXS, MSGT  
SUONVIERI, GEORGE, AMXS, MSGT  
LONG, JENNIFER, HQ, SMSGT

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## BulldogBits



By Col. Penny J. Dieryck

Sunday, March 8, 2015. We are in the Sexual Assault Prevention and Response (SAPR) training called "Respect the Redline" being held in the Operations Conference Room. The room is filled wall to wall with personnel from across the wing. The large group class is utilized to provide education and awareness to our members about acceptable behavior on and off the job.

The training included videos, music, and discussion about some of the key factors to increase our awareness of sexual assault or how to prevent assault from taking place.

The information presented provided great insight to how few people actually report the fact that they had been assaulted. However, the SAPR training is working. Airmen are beginning to report through proper channels that they have been personally affected by sexual actions. The information on the number of reports in the U. S. Air Force and Air National Guard over the past four years openly shows the data that the number of assaults is going down. The other interesting factor is that men are not immune from sexual assault. Males account for over 40 percent of the sexual assaults that occurred in the U. S. Air Force throughout 2014. This data shows that no one is immune to this crime.

The words and gestures we use may lead to inappropriate behaviors. This could include jokes, pictures, cartoons, etc. Every Airman needs to be aware that their behavior is constantly being watched on and off the job. We live in a fish bowl. Our vigilance to stop the behavior as soon as we see it taking place is vital. We all must be willing to tell the offender to S-T-O-P, stop, immediately, if we can. A great idea being taught and raised is to ensure we are acting on behalf of our fellow Airmen by being a GREAT WINGMAN. This will better the culture of the wing and each one of us as individuals.

Our attention to the culture of the armed forces may seem to be different than what is happening in society, however, it is not. In fact, local colleges and our community are addressing the issue as well and many have established sexual assault prevention courses and training.

This tie not only is one that brings us together, it also will continue to increase our awareness, teach us to respect one another, and live by the U.S. Air Force Core Values of "Integrity," "Service Before Self," and "Excellence in All We Do!"

# ASIAN AMERICAN PACIFIC ISLANDER HERITAGE MONTH



"MANY CULTURES,  
ONE VOICE:  
PROMOTE EQUALITY  
AND INCLUSION"



MAY 2015



(U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka)