

ONE FIVE

JULY/AUGUST/SEPTEMBER 2013





Bulldogs,

In the summer of 2009 I wrote an article for the On Five; the topic was the upcoming phase II Operational Readiness Inspection. For those that participated in that evaluation, you remember how well we performed. Although we did not earn the "Outstanding" grade that we did in 1998, I contend it was the best performance in front of an Inspector General team by the 148th since 1991. I have revived that article for the 2013 version: the August Readiness Inspection.

All wings have a reputation. That reputation is built on several items – they form the "report card" our national leaders use to evaluate units. One grade is readiness. It includes the Status of Resources & Training report (SORTs), Air Force Specialty Code (AFSC) qualification rates, and unit strength. The report card also grades support and performance for overseas contingencies. How prepared a wing is, how it flows into and out of the theater, and of course how it accomplishes the mission. Yet another grade is inspections. How a unit performs while the IG is watching sends a very strong message to our Air Force leadership.

The Duluth report card is straight A's. Over the last decade, we have earned nearly every significant Air Force, Air National Guard, and Air Force Association award to include the most coveted award in the U.S. Air Force fighter community: the Raytheon Trophy. Our Outstanding Unit Award ribbon has seven Oak Leaf Clusters! Our strength has remained 100% for 11 years, and our SORTs reports are stellar. Last fall, many of you put your arms around a less experienced active duty wing and guided them to war in Afghanistan. The report card for Duluth has landed us the most capable F-16 in the Air Force inventory and designated active duty Airmen to share our mission. Our success in this inspection will cement that reputation and influence future missions for Duluth.

In a few short weeks, approximately 70 members of the Air Combat Command IG team will step off a plane and begin their assessment of our ability to employ in a wartime environment. Make no mistake, the inspection will start the minute the inspectors shake our hands. They will form an impression of our culture and attitude immediately – that first impression will be key to the outcome of our RI.

The IG will evaluate our capabilities and reactions to very stressful scenarios. Although we have practiced every one we know of, somehow

the team seems to find a way to invent new stressors. They are experts at "maxing" us out, and each one of us will find ourselves operating at a high level. During those stressed periods, our success depends as much on our attitude as our ability to get the job done. The IG will watch that we employ effectively; but it's our pride and professionalism that will "win them over."



*Col. Frank H. Stokes
Wing Commander*

During each of our weekly RI meetings, we have reviewed the "keys to success" for the inspection. That list is a condensed version of a longer one entitled "ten ways to dazzle the IG." I ask that each of you read this list and adopt the recommendations. It was crafted in 2004 by Brig Gen Mark Zamzow, a former Inspector General for Air Mobility Command (AMC). Here it is:

1. Competence. Know your job inside and out and perform those duties to the best of your ability despite the scenario or the inspector's glare!
2. Responsiveness. Show that "sense of urgency" during every waking moment; lean forward and propel yourself into every activity.
3. Attitude. Display a positive attitude; recognize that enthusiasm is contagious.
4. Readiness. Ensure your processes are in order, checklists are perfect, and your training records are flawless!
5. Aggressiveness. React with authority to Ability to Survive and Operate (ATSO) scenarios and self-aid/buddy care. Treat exercises as the real thing.
6. Appearance. Look people in the eye, pop a sharp salute, uniforms & haircuts are perfect.
7. Safety. Approach duties with safety in mind; apply Operational Risk Management (ORM). We want no one hurt, and nothing will impact our rating more than a safety violation.
8. Leadership. Lead by words and actions.
9. Followership. Follow orders and directions quickly and without complaint.
10. Pride. Visibly exude pride in yourself and your unit. Look good, feel good, be a winner!

I ask that you review this often between now and the RI. The 148th has a sustained reputation of successful evaluations. Our attitude and interaction with the inspectors has much to do with that success. Of course we will continue our phase II practices and preparation – but we all need to "psych ourselves up" for the IG team. Be ready to show them how you do your job. Be confident and proud. Let's show the IG team that we are the best unit in the ANG!

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Year 2013 Unit Training Assembly (UTA) and other training schedules for the 148th Fighter Wing and all subordinate units:

2013

UTA	SUTA	2013 ORE/ORI
20-21 July	None July	16-19 July
24-25 Aug	None Aug	20-23 Aug
14-15 Sept	None Sept	
05-06 Oct	None Oct	
16-17 Nov	None Nov	
07-08 Dec	None Dec	



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FOUR BULLDOGS REACH THE TOP



History was made when four members of the 148th Fighter Wing were promoted to Chief Master Sergeant on the same day. Chief Master Sgts. Pat Lustig, Dwayne Wuestneck, Matt Koolmo, and Blye Chehock were promoted May 19, 2013 in front of family and friends in a packed Great Lakes Inn during Guard drill weekend. Chief Master Sergeant is the highest enlisted rank in the United States Air Force. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka/Released)



ON THE COVER...A member of the 148th Fighter Wing poses for a photo in full Mission-Oriented Protective Posture (MOPP) gear during a Readiness Exercise (RE) June 29, 2013. (U.S. Air National Guard photo and Illustration by Tech. Sgt. Scott G. Herrington.)

148TH FIGHTER WING RECEIVES NATIONAL AWARD

BY CAPT. JODI KIMINSKI,
148TH FIGHTER WING EXECUTIVE OFFICER

“Legacy of Excellence” is more than a motto when there’s hardware to back it up. The latest accolade came in May when the 148th Fighter Wing, Minnesota Air National Guard, Duluth, Minn., was awarded a 2013 National Guard Association of the United States (NGAUS) Distinguished Flying Unit Plaque. “Congratulations Bulldogs!” said Col. Jon Safstrom, 148th Vice-Commander. “The professionalism, devotion to duty and Legacy of Excellence at the 148th Fighter Wing continues to be recognized on a national level.”

Established in 1959 and first awarded in 1960, the Distinguished Flying Award plaques recognize the five highest-rated outstanding Air National Guard flying units. Winning units are selected by boards comprised of Army and Air Directorates of the National Guard Bureau. To be considered for this award, units are evaluated in the areas of exercises and deployments, human resources, accident rate history, accident prevention and significant accomplishments during the award period.

During 2012, the 148th Fighter Wing deployed to Kandahar Airfield, Afghanistan where they protected coalition ground forces, supported Aerospace Control Alert requirements to include 142 sorties, 10 air patrols, and four Felix Keynote exercises, and deployed personnel and jets to Nellis Air Force Base, Nev. where they led operations with 30 flying units. In addition, the wing safely flew 2,000 sorties and completed a major conversion while maintaining a 91.85% retention rate and a 104% end strength rate.



A Block 50 F-16 waits on a runway at Nellis Air Force Base, Nev. Feb. 7, 2013. (U.S. Air National Guard photo by Master Sgt. Stacie LaCoursiere/Released)

Lt. Gen. Stanley Clarke, Director, Air National Guard, stated that “each winner is commended for having been selected from an outstanding group of nominees.”

The 148th Fighter Wing previously won this award in 2008 and 2009. For its accomplishment, the unit will be presented the award in September at the NGAUS conference in Honolulu, Hawaii.

DEFENDING THE BLUE LINE

BY CAPT. JODI KIMINSKI,
148TH FIGHTER WING EXECUTIVE OFFICER

Future goalie all stars Deegan Kiminski (left) son of Capt. Jodi Kiminski and Milan Tomaska (center) son of Tech. Sgt. Julie Tomaska participated in the Carroll Goalie School June 12-23, 2003 in Richfield, Minn. as part of the Defending the Blue Line program. Defending the Blue Line is a non-profit organization created by Minnesota National Guard Soldiers with the spirit of keeping hockey alive for the children of military members. They provide free equipment for military kids, hockey camps, special events and financial assistance for registration fees and other costs associated with hockey.

For more information on upcoming events and camps, visit <http://www.defendingtheblueline.org>



Photo courtesy of Carroll Goalie School

CHIEF'S CORNER

BY CHIEF MASTER SGT. BARRY REINARTZ

During my 30 year Air Force career (active duty, Reserves and Air National Guard) and 14 years at Lockheed Martin, I'm fortunate enough to have been on a multitude of hiring and recognition boards. While communications systems and the resources we use to prepare have dramatically changed, interviewing skills have remained virtually the same. Below are some tips to help you during this process.

First, where to look. After networking with people you know, the next best place to go is the Internet. Below are some helpful military, government and civilian websites to assist you in finding that right position.

ANG (Title 10, ADOS and MPA positions):

<http://www.ang.af.mil/careers/index.asp>

National Guard (AGR and technician positions):

<http://www.fulltimeguard.com/>

Federal government (civilian positions): <https://www.usajobs.gov>

Veterans Affairs- www.va.gov/jobs

Career search engines: CareerBuilder, Craigslist, Monster, Yahoo, Indeed and SimplyHired.

Dept. of Veterans Affairs Toolkit:

<http://www.va.gov/vetsinworkplace/veteranresources.asp>

Second, applying for the position. Just as the Internet allows you to search for positions, it also allows companies to search and filter candidates. This is often done by utilizing key words found in your resume/application. Make sure you know and use these words when applying online. Another useful tip is the use of the Transition GPS (Goals, Plans, and Success) website at <https://www.dmdc.osd.mil/tgps/>, formerly the Verification of Military Experience and Training (VMET) that provides eligible service members a DD Form 2586 on demand. This document includes your military experience and education, and is matched to time-appropriate narrative descriptions. This information is helpful when interpreting military terminology for inclusion on your resume/application.

Finally, preparing for the interview. The most common interviews are subjective (particular to you) versus objective (uninfluenced by personal prejudice) questions. Performing a job and a job interview requires a combination of subject knowledge, work skills and the right attitude. Before hiring employees, organizations need to assess candidates on all three fronts to evaluate their suitability. Your answer should explain the situation encountered, actions taken, results achieved, and skills applied.

Example interview questions:

1. Provide a specific example of a success you've had to a difficult problem.
2. Tell me about your military and/or civilian experience. This could include short and long term goals. What are your interests outside your current job/organization? At this time address previous positions and responsibilities. Highlight past experiences that relate directly to the responsibilities in the position description (job announcement) you're interviewing for.
3. In your new position you sometimes may have to deal with difficult people/situations or people under a lot of stress. Tell



Representatives from Duluth Workforce Development gave members of the 148th Fighter Wing resume reviews during a career fair June 19, 2013. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka/Released)



Representatives of the Employer Support for the Guard and Reserve met with members of the 148th Fighter Wing during a career fair June 13, 2013. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka/Released)

me about a time when you've dealt with this type of situation and how you dealt with it? Have an example in mind prior to going into the interview.

Interview tips:

1. Pay attention to the details of the question. Take a moment to formulate your answer (the situation encountered, actions taken, results achieved, and skills applied). They want to see your ability to "think on your feet."
2. Consider nonverbal signals and body language; Make good eye contact; sit up-right and don't fidget in the chair.
3. Emphasize your leadership roles. These don't have to be supervisory positions.
4. Ask a question(s) at the end of the interview. It shows your sincere interest.

These are just a few ideas to prepare for a new position or career change. The 148th Fighter Wing Force Support Squadron occasionally has resume writing assistance workshops. Take advantage of this resource and Good Luck!

PRACTICE MAKES P

PHOTOS BY TECH. SGT. SCOTT G. HERRINGTON
PUBLIC AFFAIRS



PERFECT

A READINESS EXERCISE MONTAGE



SHORT SHOTS



Senior Master Sgt. Steve Samuelson, Tech. Sgt. Ryan Ewald, Staff. Sgt. Amy Ewald, and Staff Sgt. Dustin Bartlett spend time with Minnesota Viking players and coaches during military day at Viking training camp in Mankato, Minn. on June 18, 2013. The members were treated to lunch, a tour of the training facility, one on one time with players and had a front row view during practice. The members were selected to participate based on outstanding performance at the 148th. (U.S. Air National Guard photos by Staff Sgt. Paul Santikko/Released)



More than 100 retired members of the 148th Fighter Wing attended a breakfast briefing held in the Great Lakes Inn June 20, 2013. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka/Released)



Members of the 148th Fighter Wing participate in the Meatball Run 5K May 19, 2013. (U.S. Air National Guard photo by Staff Sgt. Don L. Acton/Released)

FETAL PROTECTION AWARENESS: SO YOU ARE THINKING ABOUT HAVING KIDS?

BY LT. COL. CLARICE KONSHOK,
148TH FIGHTER WING MEDICAL SQUADRON

Having children is an 18-80 year commitment. Hopefully, some of you plan for this decision. Women are often counseled during visits about steps they can take to ensure a healthy baby: taking prenatal vitamins, minimizing caffeine, alcohol and tobacco, avoiding chemical or radiation exposure at work or at home. If you are male, have you considered that there are steps you can take to improve the health of your future unborn children?

You should know in advance any potentially hazardous exposures in your workplace so that these can be avoided early in the pregnancy. Some examples would be lead exposure, radiation, plastic production, noise > 85 decibels, and welding. Effects on females can include infertility, miscarriage and stillbirths, birth defects, low birth weight, premature births, developmental disorders and childhood cancer. Reproductive effects on males can affect sperm production and quality. Damage to the sperm could ultimately lead to miscarriage and/or health problems in the baby.

Infectious disease can also cause prenatal problems. Toxoplasmosis is particularly harmful. This is most likely to be transmitted by indoor/outdoor cats. Pregnant women and young children should not change the family cat's litter box. Sandboxes should also be covered when not in use. Uncooked or undercooked meat can also be a source of disease (more commonly pork or lamb). For example uncooked chicken can be a source of Salmonella, a diarrheal illness.

Chemicals can cause birth defects, slow growth and miscarriage. They can also get into breast milk. Chances of effects on the baby are increased by longer exposure time and greater amounts. Military personnel can bring home clothes contaminated with chemicals. Leave these in the laundry room and have pregnant women avoid contact with them. Or better yet, change before coming home.

Other environmental exposures to avoid are prolonged noise exposure of > 85 decibels (85 decibels is city traffic from inside a car), and high temps from hot tubs, saunas etc. All medications should be cleared before taking while women are pregnant and breastfeeding. Some medications can also affect male and female fertility.

Help Public Health take care of your unborn child. Women should notify Public Health as soon as they are aware they are pregnant as the first three to 10 weeks of pregnancy are critical in junior's development.



A 148th Fighter Wing pilot reviews poses with his family prior to a deployment Aug. 7, 2012. (U.S. Air National Guard photo by Tech. Sgt. Scott G. Herrington/Released)

All organs and limbs are formed and functional by the end of this time frame. Because of the organ development, they are most sensitive to chemicals and radiation during this time. Our Public Health technicians can assess your work place and make recommendations to avoid solvents, lead, radiation, fuels and other potential hazards. Please contact your flight surgeon if you have any concerns or questions. Your baby's future depends on you!



Women's Equality Day

Celebrating Women's Right to Vote

August 26th

Family Day 2013

A Day at the Circus

Sept. 14, 2013

1:00 p.m.-4:00 p.m.



Strong Bonds

Couples Enrichment weekend

Laugh your way to a better marriage



Sept. 27-29, 2013

To register, or if you have questions, contact Jennifer Kuhlman at Jennifer.kuhlman@ang.af.mil or (218) 788-7833.

PROMOTIONS

APRIL

DEROSIER, MASON, CES, A1C
LOTT, BREANNA, FSS, A1C
BERGMAN, JESSE, FSS, SRA
CERYES, ZACHARY, MXS, SRA
JUSULA, DANE, MXS, SRA
OLSON, JUSTIN, 179TH, SRA
PETCOFF, ERIC, MXS, SRA
DWYER, STEPHANIE, MXS, SSGT
GLAVAN, DARIN, MDG, SSGT
SKOG, STEVEN, AMXS, SSGT
BUCK, BRYAN, MXS, TSGT
JURAKOVICH, MARK, CES, TSGT
LAYMAN, CARL, MXS, TSGT
JOHNSON, JOEL, AMXS, MSGT
LANTHIER, STEVEN, AMXS, MSGT
VANGUILDER, ALAN, CES, SMSGT

MAY

DEGEBERG, LAUREN, SFS, AMN
PENDER, MICHAEL, STU FLT, A1C
ESSON, TREVOR, MSG, SRA
POPPENBERG, ANDREW, MXS, SSGT
HOUDE, AMY, MXS, TSGT
RIES, JONATHON, CES, TSGT
BERGL, THOMAS, FSS, MSGT
ENGEN, MICHAEL, LRS, MSGT
FISHER, CHRISTOPHER, MSG, MSGT
HANSON, BRYCE, AMXS, MSGT
VANROSSEM, MARK, AMXS, MSGT
GARSON, TODD, LRS, SMSGT
PATTERSON, KATRINA, SMSGT
CHEHOCK, BLYE, MXS, CMSGT
KOOLMO, MATTHEW, MXS, CMSGT
LUSTIG, PATRICK, MXS, CMSGT
WUESTNECK, DWAYNE, MXG, CMSGT

JUNE

DAVIS, ALEXANDER, CES, A1C
JOHNSON, BRYAN, STU FLT, A1C
JOHNSON, KATIE, STU FLT, A1C
KONIETZKO, KRISTIANNA, STU FLT, A1C
RICHIE, DANIEL, STU FLT, A1C
HANSON, TAYLOR, MXS, SRA
HEBERT, BRYCE, MXS, SRA
LARSON, TROY, FSS, SRA
TOLAND, REBECCA, STU FLT, SRA
FEEHAN, NOAH, AMXS, TSGT
MCCUSKEY, JASON, CES, TSGT
NEPHEW, ALICE, FSS, TSGT
GIGLIOTTI, RYAN, MOF, MSGT

ARE YOU READY?

BY CHAPLAIN DARRELL KYLE,
148TH FIGHTER WING CHAPLAINS' OFFICE

Are you ready? Of course when we read those words in the *On Five* this month our minds leap immediately to the upcoming inspection. But the truth is that the simple question: "Are you ready?" applies to many different areas of our lives.

When I was in Middle School, I played football for the Olson Junior High Cardinals. If the truth be told, we were not a good football team. We went so far as to have a perfect season. 0-8 was our record. We were the Detroit Lions of the Northwest Suburban Football Conference. After our second game, I must confess that we were ready to lose. And lose we did. Our mindset became that we were not a very good team as the season wore on and we were prepared week in and week out to lose that next game. We lost not because the teams that we played were better than we were, some were and some were not. We lost because we were ready to lose. I am convinced even years later that our preparation mentally was focused in the wrong direction.

I recently read a wonderful biography of President Calvin Coolidge. The hallmark of his life was that Coolidge was ready to meet the challenges that came to him and more importantly he was ready to succeed. Coolidge spent his life meeting and exceeding not the expectations of those around him but rather his own expectations for himself.

We can take a powerful lesson from each of the above examples. What we are ready to do will be done. Are you ready?



Master Sgt. Paul Pedersen reviews his Airman's Manual during a Readiness Exercise (RE) May 18, 2013. (U.S. Air National Guard photo and illustration by Tech. Sgt. Scott G. Herrington/Released)

TWIN PORTS RETIREMENT APPRECIATION DAYS (RAD)

LAKE SUPERIOR CHAPTER 119 OF THE RETIRED ENLISTED ASSOCIATION WILL BE HAVING THEIR ANNUAL "RETIREMENT APPRECIATION DAYS," (RAD) ON FRIDAY, SEPT. 13, 2013 AT THE BLACK BEAR CASINO CONVENTION CENTER. REGISTRATION BEGINS AT 7:30 A.M. AND THE RAD BEGINS AT 8:30 A.M. THE RAD IS FOR RETIREES FROM MICHIGAN, MINNESOTA AND WISCONSIN. THERE WILL BE A PRESENTATION WITH A QUESTION AND ANSWER PERIOD. PRE-REGISTRATION MAY BE DONE BY CALLING BUTCH LIEBAERT AT (715) 398-3152 OR BY COMPLETING AND MAILING THE FORM BELOW TO BUTCH LIEBAERT, 4221 E. 2ND ST., SUPERIOR, WI 54880.

REGISTRATION FORM

NAME _____ GUEST NAME _____

RANK/RATE _____ SERVICE _____ TOTAL NUMBER ATTENDING _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____

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BulldogBits

By Col. Penny J. Dieryck

It's a beautiful June morning. The sun is shining, the winds are calm and the summer solstice is upon us. I'm headed to Hinckley, Minn. for the quarterly SEAR/SOAR II board. This is the first step in the process for our Airman to be considered for senior master sergeant, chief master sergeant, major and above. The process consists of the group commanders, command chief master sergeants, chief of staff-Air, and military personnel officers for the Minnesota Air National Guard. It is an exceptional method of reviewing the candidates and sending those recommendations to the SEAR/SOAR I board (comprised of the wing commanders, MN ANG general officers, and chief of staff-Air). This board formulates the leadership plan for the MN ANG and presents them to Maj. Gen. Nash, the Adjutant General, who has the final approval authority.

On this awesome June day, the wing was visited by Lt. Gen. Alain J. Parent, Deputy Commander of North American Aerospace Defense Command (NORAD) and Commander Canadian NORAD Staff. He stopped in to thank the wing for its commitment and success in the alert mission and gave his "general" coin to four members of the wing. I know we have been on alert since the early 1960's, except for the short time the wing had the Reconnaissance mission, providing hundreds of thousands of hours in the air intercepting aircraft from Russia, flying combat air patrols to protect the president, finding wayward small aircraft cruising through no fly zones, looking for a sinking Coast Guard ship, brothers to the rescue, etc. It was a great mission for our wing, and we hope to continue performing Aerospace Combat Alert (ACA) a long time into the future.

As we said farewell to the retirees, Lt. Gen. Parent, and ended the duty day, I thought about the Soldiers, Sailors, Airmen, Marines, and Coast Guards members who are deployed across the globe to continue to protect Americans. A wonderful young Airman from our 148th Services Section had asked how to get the word to the wing members about a web site where people can obtain mailing information on deployed military members to send them small packages or letters. The web site should be accessed from off-base. It is entitled: AnySoldier.com. If you would like to send a package to an Air Force Wingman through official means, contact Ms. Jennifer Kuhlman at (218) 788-7833. Additional information for other United States Armed Service branches is available at AnySoldier.com.

Staff Sgt. Tyler Stodola shelters in a simulated bunker during a Readiness Exercise (RE) attack scenario June 28, 2013. (U.S. Air National Guard photo and Illustration by Tech. Sgt. Scott G. Herrington/Released)

To connect to the 148th Fighter Wing website, scan this tag with your smart phone or visit www.148fw.ang.af.mil

