

2023 MARCH



ON
FIVE

TABLE OF CONTENTS



7

From the Command Chief Page 2
LRS Building Update Page 3
Modernizing the ANG Page 4 - 5
Arctic TrainingPage 6 - 8
Aces of the ASVAB Page 9 - 11
Around the Wing Page 12
Recruiter Resources Page 13
75th Military Ball Page 14



3



12



8

From the Command Chief



Feedback Matters, Chief Master Sgt. Jozef Miketin

One of the most important tools at a leaders' disposal is feedback. While some leaders dole out feedback on a regular basis and in an effective manner, others struggle to find a good method and timing. When Airmen start getting feedback, especially formally, they feel they are part of the organization. If done right, feedback can greatly improve engagement and productivity while boosting team spirit. Do it too sloppily, however, and the leader will end up doing more harm than good.

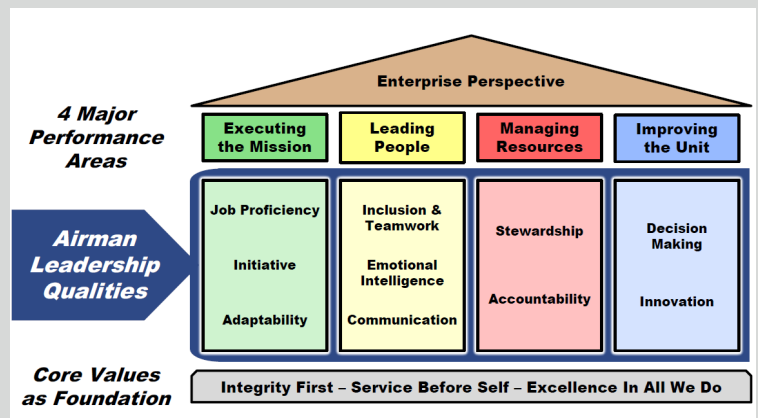
The tool most associated with formal feedback in the Air Force is the Enlisted Performance Report (EPR), or Officer Performance Report (OPR) for the commissioned in the crowd. In my experience, the EPR and its submission/tracking process has been

clumsy and at times more focused on task completion rather than meaningful feedback for Airmen. Time on drills has been largely consumed by work, training, appointments, and several other tasks, leaving very little time or desire to complete an EPR the way it should be. Additionally, truly understanding how to construct an EPR bullet is equivalent to solving a complex calculus problem. On top of all of that, throw in a half-baked tracking system that failed before we could even use it. But where there are problems, there are also opportunities! The Air Force has recognized these problems and has created a new evaluation system focusing on the philosophy that "The success of the Air Force resides in its people."

You may, or may not, have heard the term "Airman Leadership Qualities" (ALQs) recently associated with the new evaluation system. On the surface, the ALQs may appear to be something of a mystery, but I assure you they are not. The ALQs are straightforward and represent performance characteristics needed in order to better define, develop, incentivize, and measure our

148th FW Airmen. The aim is to increase the clarity and effectiveness of feedback, and to make conversations more organic and valued. Bullets have been replaced with plain-language sentences and confusing acronyms have been all but eliminated. The evaluation and subsequent discussion center on character and competence, along with successful outcomes and behaviors, providing a more accurate, holistic performance assessment. In short, it's about what we do and how we do it; competency-based assessment.

I am confident the new evaluation system will create value in the way we conduct business in terms of effective feedback and communication. But, just like any other system, it is only as good as what effort we decide to put into it. Without support from all involved, no system can truly ensure that Airmen are receiving the feedback they deserve. My challenge to Airmen at all levels is to embrace the impending change and honestly and diligently enact this new system to create the feedback environment we all want and the mission-focused Airmen we need.



Logistics Readiness Squadron, Building 222 Renovation

The newly renovated and expanded Logistics Readiness Squadron, building 222, is expected to be move-in ready soon. Sitting at roughly 34,000 square feet, five of the seven main LRS functions – Traffic Management, Ground Transportation, Material Management, Logistics Plans, and Operations Compliance and Readiness will now be housed and functioning together, under one roof. The new facility will be close in proximity to POL and Vehicle Maintenance, LRS' two other major functions.

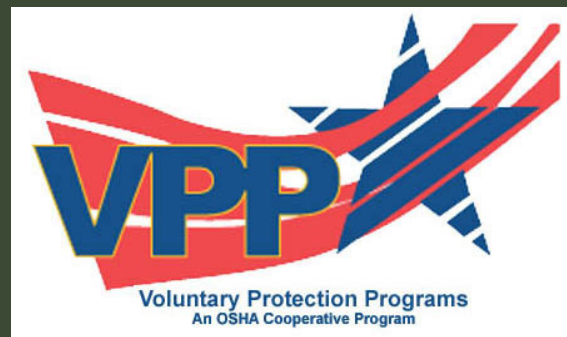


The modern, centralized facility will streamline cargo and personnel deployment functions, provide better storage for assets and provide additional conference room space for the 148th Fighter Wing.



148th Recertifies OSHA VPP Star Status

After a one year conditional participation status with the Voluntary Protection Program, OSHA has restored the VPP Star status. VPP Star status was initially achieved in April 2008. The 148th Fighter Wing was the first in the U.S. Air Force, U.S. Air National Guard and the Air Force Reserves to earn the achievement. This status is given to organizations who exceed the standards in safety.



ASQ-236 Modernizes Air National Guard and 148th Fighter Wing F-16 capabilities

By Audra Flanagan



Subject matter experts from Air Combat Command, Air Force Material Command, the Air National Guard, Air Force Life Cycle Management Center, Air Force Reserve Test Center (AATC) and 148th Fighter Wing gathered at the Duluth-based Air National Guard flying unit to exercise the end-to-end employment of the recently fielded AN/ASQ-236 Radar pod and create a plan how the Air National Guard will operationalize the ASQ-236 radar pod for all ANG F-16 fighter aircraft, January 24-26, 2023. This exercise was a culmination of many months of software and hardware modifications to the aircraft, software and support equipment. The 148th Fighter Wing was first to accomplish all of the requirements for the F16 operational fleet.

The AN/ASQ-236 pod is an externally mounted Active Electronically Scanned Array (AESA) pod that provides detailed maps for surveillance, coordinate generation and bomb impact assessment purposes. The pod provides Combat Air Forces with the ability to geo-locate points of interest day or night, in adverse weather conditions and compliments the recent fielding of the APG-83 AESA Fire Control Radar (FCR) by the 148th Maintenance Group.

After Operation Desert Storm, the U.S. Air Force recognized the need for an all-weather precision geo-location and reconnaissance system with the reliability inherent in active electronically scanned array (AESA) radars. The U.S. Air Force and Northrop Grumman designed, fabricated and tested the system now known as the AN/ASQ-236. The pod is already operational on the F-15E Strike Eagle.

The 148th Fighter Wing, which flies the Block 50 F-16CM, has been designated as the Air National Guard's Center for Excellence for the AN/ASQ-236. "As the Center of Excellence, the 148th will retain expertise in the loading, distribution, training and employment of the AN/ASQ-236 and the capabilities it brings to the warfighter," said 148th Fighter Wing commander, Col. Nathan Aysta.

Continued on the next page

Modernizes ANG Cont.

The team of cross-organizational experts from both Operations and Maintenance had a clear set of objectives for the week-long team visit. Those goals included installing the ASQ-236 and validating flight operations on Post-Block F-16s using unique software programs.

“Pilots were trained by AATC subject matter experts on the pod’s software and aircraft systems integration, including troubleshooting and emergency procedures management,” said Maj. Michael “Ox” Kuzmuk, Chief of Wing Weapons for the 148th Fighter Wing. “Additionally, we trained to and refined best practices for mission planning and post flight analysis, which included post mission intelligence distribution,” added Kuzmuk.



Aircraft Armament Systems specialists, alongside ASQ-236 program managers, installed the pylons for the pod while Fighter Aircraft Integrated Avionics specialists installed the ASQ-236 with the intent to fly the pod.

The objectives were met, and the team saw Kuzmuk fly the first Post-Block F-16 with the ASQ-236 on January 26, 2023. “This effort has been ongoing for many years,” said Annette Becker, F-16 Program Manager assigned to the Air Force Life Cycle Management Center, Hill Air Force Base, Utah. “The continued partnerships, successful execution and effective cross-talk have established courses of action for the Air National Guard to operationalize the AN/ASQ-236,” added Becker.

The 148th Fighter Wing is a multi-purposed Suppression/Destruction of Enemy Air Defense (SEAD/DEAD) and NORAD Aerospace Control Alert-trained (ACA) Air National Guard flying unit located in Duluth, Minnesota.

Communications Participates in Winter Training at the Beargrease



On Jan. 30, 2023 the Minnesota National Guard, 148th Fighter Wing and 133rd Airlift Wing established a northern base camp to include tents and communications equipment in subzero temperatures for the 2023 John Beargrease Sled Dog Marathon. This exercise was vital for the officials and participants of the marathon. Airmen and the soldiers were able to successfully troubleshoot equipment in adverse weather condi-



Bulldogs Participate in 50th Norwegian Exchange

In early February members from the Minnesota National Guard, including the 148th Fighter Wing, spent two weeks participating in the 50th anniversary of the Norwegian Reciprocal Troop Exchange in Trondheim, Norway.

During their time in Norway troops witnessed the historic signing of the state partnership between the Norwegian Home Guard, Heimevernet, and the Minnesota National Guard as well as participated in arctic survival training led by instructors from Heimevernet.

“It’s amazing to be able to push yourself to the limits,” Senior Master Sgt. Sterling Hartwick During an interview with WDIO, “and do that as a team, and support each other long the way.”

Arctic Survival training included ski marches up and down the mountain, building different kinds of emergency bivouacs, skijouring and a polar plunge involving participants to request permission before using their ski poles to get themselves out of the freezing water.

Through the five-day field exercise and the two-week stay in Norway, members of both militaries created life long friendships and partnerships that will continue to be forged and expanded during the years to come after the official signing of the state partnership.



Security Forces All Guard Arctic Training

By A1C Tylin Rust

In Early January the 148th Fighter Wing Security Forces Squadron sent five airmen to Fort McCoy, Wisconsin to participate in an all U.S. Air National Guard Cold- Weather Operations Course (CWOC).

Security Forces personnel participated in classroom training followed by a medical retrieval-survival exercise Fort McCoy. Airmen worked in five teams of 10, with 70 pound rucks and pulling a 350 pound ahkio sled. SFS used their land navigation skills to get through and around 45 miles of difficult terrain covered in dirt, ice and snow.

The CWOC participants learned how to build thermal shelters out of pines and tarp, arctic first aid, tactical defensive positions, risk management and to trust their clothing provided to them.

“Being exposed to the elements with very minimal clothing on, and being able to just go take a walk, and warm up, I think that was one of the neatest things.” said U.S. ANG Master Sgt. Heath Parks, “putting a little faith behind your clothing.”

At the end of the training they all faced one last challenge, 60-second cold water immersion. Security Forces airmen had performed a rescue scenario of one of their own falling into ice. The teams work together to get their wingman out, wrap them in blankets, and build a shelter to battle hypothermia and frostbite.

“It’s a whole different mindset than what I’ve been used to, because it’s always been like a desert environment that we’ve always trained for, but here it’s totally different and a different train of thought,” said Parks, one of the participants of CWOC. “The comradery that you get when you are all thrown into a bad situation and have to work together to “get home” is pretty awesome to be a part of.”



Above Staff Sgt. Nicholas Himley jumps into the frigid water during the CWOC training after accepting his new AGR Position.



Meet the 148th Fighter Wing's Aces of the ASVAB

By Audra Flanagan

The perfect score. What does that mean? What does it look like? I recently became aware of an Airman who scored a perfect 99 on Armed Services Vocational Aptitude Battery, or ASVAB test. I was intrigued. When discussing this topic with a colleague, I learned there was another Airman with a perfect 99. An inquiry with the Force Development Office shows the 148th Fighter Wing is privileged to have seven Airmen, from diverse educational backgrounds, who've aced the ASVAB. We'll meet those Airmen, but first, let's review some data.

The U.S. Military has used aptitude tests since World War I to screen people for military service. Initially the Army used Alpha and Beta tests to provide military commanders measurable data on the abilities of personnel. In 1950, the Services turned to a single test called the Armed Forces Qualification Test (AFQT). This test measured examinees' ability to absorb the rigors military training and was used until 1972.

The U.S. Air Force began using the Armed Services Vocational Aptitude Battery, or ASVAB, in 1973. All other Service branches followed suit by 1976. The ASVAB has modified content multiple times over the years and is primarily used to determine enlistment eligibility, assign applicants to military career fields and aid students in career exploration.

ASVAB examinees are given scores that have a fixed mean and standard deviation within a population of examinees. U.S. Air Force examinees receive scores in four service classification composites or subcategories. These subcategories are Mechanical, Administrative, General and Electrical.

Lastly, examinees receive a score on what's called the Armed Forces Qualification Test (AFQT) which represents the percentage of examinees who scored at or below a certain score within a reference group. More simply put, an examinee who received an AFQT score of 90 has actually scored as well or better than 90% of the national sample of youth aged 18-23 during a specific period of time.

According to www.officialasvab.com, less than 1% of examinees earn a 99 AFQT score. Let's meet the seven 148th Fighter Wing 'Aces of the ASVAB'.



Tech. Sgt. Charles Burns enlisted as an Aerospace Propulsion craftsman, also known as jet engine mechanic, in 2014. The 2012 Proctor High School graduate, who initially joined for the educational benefits, earned an Associate of Arts Degree from Lake Superior College. Since enlisting, Burns has deployed to Osan Air Base, South Korea in 2016, the Spangdahlem Air Base, Germany Central Repair Facility (CERF) in 2018 and Prince Sultan Air Base, Saudi Arabia in 2022.

Burns' favorite memories of serving include traveling Europe while deployed to Germany in 2018 and a long weekend touring Tokyo during his deployment to South Korea in 2016.

Capt. Andrew Busam enlisted at the 148th Fighter Wing in 2008 as a Cyber Security Specialist. The class of 2000 graduate of Marshall School in Duluth, Minn., went on to earn a Bachelor of Arts degree in Theatre Arts from St. Mary's University in Winona, Minn. In 2004 and a Master of Science degree in Information Technology from the St. Mary's University Twin Cities campus in 2015.



Continued on the next page

Busam was working as an actor prior to joining the Air National Guard. “I had a couple small movie credits, voice overs, industrials, print ads and stage work. That was fine while I was single, but once I got married and started a family, the pay wasn’t scaling with my needs,” said Busam. “I needed reliable health insurance,” added Busam.

Busam’s father had been a member of the 148th so the Air National Guard was on his radar as possible pay and insurance solutions. “Computers have always been my hobby,” said Busam, “so I joined the Communications Flight.” Busam currently serves as the full-time Director for the 148th Fighter Wing’s Communications Flight.

Staff Sgt. Matt Florestano enlisted as an Airfield Management Operations specialist in 2018. The 2009 graduate of Duluth East High School earned a Bachelor of Science degree in Secondary Math Education from the University of Wisconsin – Superior in 2014.

Florestano said he joined because he “had heard good things about the 148th from current and former Bulldogs and was looking for new career opportunities.”

Some of Florestano’s career highlights include a 2019 training deployment to New Orleans and a NORAD homeland defense mission at the Savannah Air Dominance Center, Georgia in 2020.



Airman 1st Class Joey Gigliotti enlisted at the 148th Fighter Wing in 2021 as a Fighter Aircraft Integrated Avionics specialist. The 2021 graduate of Hermantown High School in Hermantown, Minn., is currently attending the University of Minnesota, Twin Cities campus where he is studying civil engineering with an emphasis on structures.

Gigliotti took a gap year to complete Basic Military Training, technical school and deploy to the 378th Air Expeditionary Wing, Prince Sultan Air Base, Saudi Arabia in support of Operations Inherent Resolve and Spartan Shield.

“My parents are both enlisted at the 148th, so I’ve been around this community my entire life,” said Gigliotti. “Seeing the life-long friendships and family that comes with being part of the Air National Guard made me want to be a part of it,” Gigliotti added. “I’d always hear of my parents’ adventures and wanted to create my own. This, on top of the tuition benefits, is the reason I joined,”

Airman 1st Class Cressa Looft enlisted at the 148th Fighter Wing in August 2021 as an Aircraft Armament Systems specialist, or weapons loader. The 2019 graduate of Dassel-Cokato High School, Cokato, Minn., joined because she needed motivation and funds to pay for college. Looft attends the University of Minnesota Duluth where she studies chemical engineering.

Looft’s fondest memory of serving thus far is meeting new friends at technical training located at Sheppard Air Force Base, Texas.



Continued on the next page



Airman 1st Class Ayden Schueler enlisted at the 148th Fighter Wing in 2021 as a Tactical Aircraft Maintenance specialist, also known as crew chief. Schueler’s educational path may be viewed as non-traditional. Schueler was home-schooled grades 5-10. Schueler attended Ridgewater Community College in Willmar, Minn., to earn an Associate of Arts degree in Liberal Arts and Sciences through the Postsecondary Enrollment Options (PSEO) program which allows Minnesota students to earn college credits for free while attending high school. Schueler graduated high school and college in the spring of 2021.

The primary reason Schueler joined the Air National Guard was to gain technical skills and earn enough money to support his wife and future family. “Through the training pipeline, I’ve earned enough money to get married and furnish a household while gaining technical skills that translate to a well-paying job within the military or civilian sector,” said Schueler.

Schueler current serves as a full time Phase Dock Inspector where he performs periodic 400-hour inspections on the wing’s F-16 fighter aircraft.

Staff Sgt. Paul Shol enlisted at the 148th Fighter Wing as a Tactical Aircraft Maintenance specialist, or crew chief, in 2017. The 2005 graduate of Fergus Falls High School went on to earn a degree in Math Education from Concordia College in Moorhead, Minn., in 2009.



“I’ve always had a love for planes, especially fighter jets. That’s why I chose the 148th Fighter Wing and became a crew chief; so I could work on and be close to the jets,” said Shol. “I also felt a calling to serve, like my grandfather and other family and community members. I believe in giving back to our country.”

Shol’s fondest memory of serving thus far is deploying to the 378th Air Expeditionary Wing, Prince Sultan Air Base, Saudi Arabia in 2022 in support of Operations Inherent Resolve and Spartan Shield.

While acing the ASVAB is exceptional, it’s not a requirement to join the Air National Guard. Currently the Air Force requires a minimum ASVAB AFQT score of 31 and several career fields have stricter requirements.

SAVE THE DATE
2023
Month of the Military Child Open House



April 14, 2023
12pm-6pm @
Mall of America®

Activities for Military Families with Children of all Ages

- Music by DJ Howie
- Air Brush Tattoos
- Photo Booth
- Face Painting
- Character Appearances
- Give-A-Ways
- Coloring Station
- And More..

Information on Nickelodeon ride wristbands and Build-a-Bear Registration will be released at a later date

Event Space Located on Level 3 of Mall of America, Culinary on North between the old Thai Express and The Offices at MOA entrance.

Air Force Outstanding Unit Award



1 January 2020 - 31 March 2021




Around the Wing



Awards and Retirement Ceremony 2023



Hockey Day January 2023



Mass re-enlistment



**April is Sexual Assault
Awareness & Prevention
Month**



Recruiter's Resource

148th Fighter Wing Openings

Avionics (Bonus)
 Command Post
 Munitions Systems(Bonus)
 Security Forces
 Fire Protectoin
 Watter & Fuel Systems Maintenance (Bonus)
 Financial Management(Bonus)
 Administration
 Aerospace Ground Equipment(Bonus)
 Aircraft Armament Systems (Bonus)
 AC Electric Environmental Systems (Bonus)
 Airfield Management
 Cyber Security
 Fuels(Bonus)
 Material Managment

Personnel
 Tactical Aircraft Maintenance (Bonus)
 Vehicle Ops (Bonus)
 Public Affairs
 Services/ Facility Search and Recovery
 Knowledge Operations Management
 Weather Apprentice (Bonus)
 Aircraft Fuel Systems (Bonus)
 Aircraft Propulsion (Bonus)
 Aircrew Egress Systems(Bonus)
 Structural Apprentice
 Aircraft Structures
 Maintenance Management Production (Bonus)
 Religious Affairs (Bonus)

Questions and referrals can be sent to the Recruiting Office: 218-788-7818



A clipping from the early version of the On Five called "179 ANG News" from May 1956. In this article the publishers offered a contest to name the magazine. They decided on the name "Starfire News". "Starfire News" was a name created by Tech Sgt. Gill Sidney and he won a \$10.00 gift certificate for the Base Exchange. In 1960 the "On Five" officially got it's name.



148th Fighter Wing
Generations of Excellence

75TH ANNIVERSARY
MILITARY BALL

Save The Date



FRIDAY, SEPTEMBER 15TH, 2023
DULUTH ENTERTAINMENT CONVENTION CENTER
HARBOR SIDE BALLROOM
DULUTH, MINNESOTA

ON FIVE

OFFICIAL MAGAZINE OF THE 148TH FIGHTER WING
DULUTH, MINNESOTA

COMMANDER - COL NATHAN P. AYSTA

VICE COMMANDER - COL BABETTE S. VAN HEES

STAFF

Editor-In-Chief	Audra Flanagan
PA Officer	1LT Crystal Kirchner
PA Superintendent	SMSgt Jason Rolfe
Layout and Design	A1C Tylin Rust
Chief of Community Engagement	MSgt Megan Shaner
Chief of Media Operations	MSgt Lynette Hoke
NCOIC of Command Information	TSgt Danielle Tharaldson
PA Apprentice	A1C Tylin Rust
Cover Photo	Scott Sturkol, Fort Mccooy

ABOUT

Contents of the On Five are not necessarily the official views of, or endorsed by, The Department of Defense, The Department of the Air Force or the National Guard Bureau. The editorial content is edited, prepared and provided by the Public Affairs Office of the 148th Fighter Wing, Duluth International Airport, MN 55811.

CONNECT



@148_fw



148fw.ang.af.mil



@148FW



@148thFighterWing