

ONE FIVE



OCTOBER/NOVEMBER/DECEMBER 2013

READINESS INSPECTION
EXCELLENT



Bulldogs,

As I write this article it has been just a few short weeks since the ACC Inspector General (IG) Team departed our base following a tailored Phase I/Phase II Readiness Inspection (RI). The results of the inspection are still sinking in as we digest phrases the team used like "Best seen to date," "Exceptional management," and "100% Mission effectiveness with zero losses." To be sure, you hit the ball out of the park! Your relentless preparation, keen technical ability and seasoned experience all came together at the right moment to create one of the best performances ever witnessed. That performance truly impressed the ACC/IG team. Many of the comments that didn't make it into the report were along the lines of "Senior NCO leadership was evident across the wing" and "the best wing we have ever inspected" from a senior inspector that has been associated with the team for over 20 years. Make no mistake, your performance wasn't just about nice compliments and kind words – it was a validation of your ability to employ in combat – and you proved, once again, that the Bulldogs are ready anytime, anywhere, anyplace. As Col. Stokes stated in his message to the wing, your performance has helped "cement" the 148th Fighter Wing's reputation nationally. Both Lt. Gen. Clarke, Director of the Air National Guard and Gen. Hostage, ACC Commander, reviewed the report and responded, in detail, to Col. Stokes. Our Air Force senior leaders are keenly interested in the capabilities and validation of their wings. In this time of shrinking resources, program cuts and major force structure re-alignment, our reputation for excellence is a highly prized commodity.

What you may or may not know is that our recent inspection may signal the end of an era. It is entirely possible that this RI was the last one of its kind in the Air Force. Just as the ACC/IG team was arriving at our base, the Secretary of the Air Force was rolling out a whole new concept of operations called the Air Force Inspection System (AFIS). AFIS is a game changer. Gone is the old way of doing business or "Inspection Prep" as we know it. In its place will be an internal Wing Inspection Team (WIT) and a Commander's Inspection Program (CCIP). Here are a few key tenets of the program:

- Inspire and promote improved performance, military discipline and management excellence up and down the chain of command, in units and staffs.
- Strengthen commanders' ability to focus on mission readiness, not inspection readiness, reducing the need and incentive to prepare for inspections.



*Col. Jon S. Safstrom
Vice Wing Commander*

- Deliver a methodology to effectively and efficiently provide commanders timely, relevant information to improve precision targeting of time and resources to improve unit effectiveness.
- Give commanders an agile system with flexibility to adjust inspection timing, scope and methods to help commanders at all levels detect and reverse early indications of a hollow force.
- Incentivize innovation while promoting smart compliance with relevant, clear guidance.
- Ensure the system captures and provides system-wide data to the entire chain of command and staff to inform decisions on guidance, training, resources, facilities, personnel and equipment.
- Strengthen Air Force compliance with 10 US Code § 8583, Exemplary Conduct Law.
- Be an increasingly integrated measurement system, assessing and verifying data from Commanders' Inspection Reports, Self-Assessment Programs, databases, exercises and deployments.

Bottom line; the new AFIS will take away the endless cycle of "Inspection Spinup" and replace it with a continuous process of internal self-assessment and improvement combined with "validation" visits every 48-60 months. These visits will be called Unit Effectiveness Inspections (UEI) and will consist of a much smaller inspection team, primarily because a majority of the information they need can be found electronically. Two major portions of the program include the Manager's Internal Control Toolset (MICT) and Self-Assessment Checklists (SAC). Functional Area Managers (FAM's) from each MAJCOM will be tasked with creating and maintaining standardized checklists to be utilized in MICT. The idea is that there will no longer be any "subjectivity" to inspection criteria and commanders and Higher Headquarters will have immediate visibility on any system shortfalls, through electronic review. The Wing Inspection Team (WIT) will include a Director of Inspections (IGI) and an Inspections Superintendent. These folks will direct the entire CCIP within the wing and coordinate all exercises and program reviews. Much like the old "EET," the WIT will also include highly experienced members from across the wing tasked with delving deeply into their areas of expertise.

As with any major change, there will be growing pains. The new AFIS is heavily reliant on several milestones that need to occur by October 2014. Checklists will need to be standardized, personnel will need to be assigned and trained and an entire new internal inspection schedule will have to be organized. I ask that when the program directives and information hits your desk, you jump in with both feet to help make it a success. It will not be easy, but once the system is in place, we will be able to concentrate on our mission and not on preparing for an inspection. That's something we can all look forward to...

About the On Five

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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
05-06 Oct	None Oct
16-17 Nov	None Nov
07-08 Dec	None Dec



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ABOVE & BEYOND SERVICE

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



Members of the 148th Fighter Wing Security Forces Squadron present Larry Helstrom, owner of Murphy's Service and Auto Repair in Duluth, Minn. a picture of appreciation for years of work done to 148th Security Forces Vehicles. (U.S. Air National Guard photo by Capt. Jodi L. Kiminski.)

When it comes to customer service, Murphy's Service Center in Duluth, Minn. fits the mold of what it means to go above and beyond. Owner Larry Helstrom has been in the auto service business for 28 years, but it's the past 10 that has made his work even more rewarding.

"We pride ourselves on providing great customer service," said Helstrom. "When a customer wants their brakes fixed, we do it right. Customer satisfaction is our number one priority. We love to fix vehicles...but we really love to build vehicles."

For the past 10 years, Murphy's Service Center has focused a lot of their time and energy into building or equipping government vehicles with safety and security features.

"Larry and his crew take a basic vehicle, like our security truck, and adds all the required bells and whistles to make it a state-of-the-art machine," said Senior Master Sgt. James Picconatto, 148th Fighter Wing Security Forces. "They know all the rules and regulations when it comes to what's needed. But then they take it a step further and actually sit in the vehicle to get a feel for where everything should be placed and they always ask for our input. He makes the vehicle not only comfortable but extremely efficient."

Larry and crew have modified vehicles for the 148th Fighter Wing, the city of Duluth Police Department, Hermantown Police Department, as well as other government organizations. They install lights, sirens, electrical systems, radios, radar, gun racks, cages and computers.

When it comes to working on police squad cars, safety trucks and security vehicles, Larry and his crew go beyond what's required, and because of that, members of the 148th Security Forces Squadron presented Larry with a picture to say thanks for all the years of hard work and excellent service.

"The work they do is top notch," said Technical Sgt. Darren Dallum, 148th Fighter Wing Security Forces. "To be able to get into any of our vehicles and have the same tools and switches right where you want them to be not only makes it easier to adjust to the vehicle, but it's a safer vehicle. You know exactly where everything is."

"We invest a lot of time, a lot of heart and soul into these vehicles," said Helstrom. "We consider what they do, in the line of duty, to be just amazing. We want to do everything we can to give back to those who give so much."



ON THE COVER...The American flag is reflected on the canopy of a 148th Fighter Wing F-16. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka, Illustration by Tech. Sgt. Scott G. Herrington.)

THE 148TH SCORES HIGH

BY CAPT. JODI L. KIMINSKI, & TECH. SGT. SCOTT G. HERRINGTON
148TH FIGHTER WING

After months of practice, preparation, sweat and hard work, the 148th Fighter Wing earned an "Excellent" grade on their ability to perform wartime operations in a forward deployed environment during a Readiness Inspection (RI).

"You guys hit it out of the ballpark," said Col. Frank H. Stokes, 148th Fighter Wing Commander. "Brig. Gen. Sequin said to me 'the motivation, attitudes and ability to do their job that I see in every one of your Airmen is phenomenal. I pray that your performance lives up to that,' and it did."

The 148th Fighter Wing underwent an RI Aug. 22-24, 2013, which gave the Air Combat Command's Inspector General a hands-on chance to evaluate the Bulldogs' ability to operate in combat scenarios.

The IG team chief, Col. Craig Leavitt, made a point of mentioning "we gave you challenging scenarios and actually cranked it up a bit because we thought you could handle it and you did" in his out brief Aug. 27, 2013.

"From the minute we arrived here we recognized the pride, sense of urgency and job knowledge you all have and it carried through the entire inspection," said Leavitt. "The 148th is ready to do anything and everything that the state and country asks them to do."

The inspection team evaluated the 148th Fighter Wing in positioning the force, employing the force, sustaining the force and the ability to survive and operate.

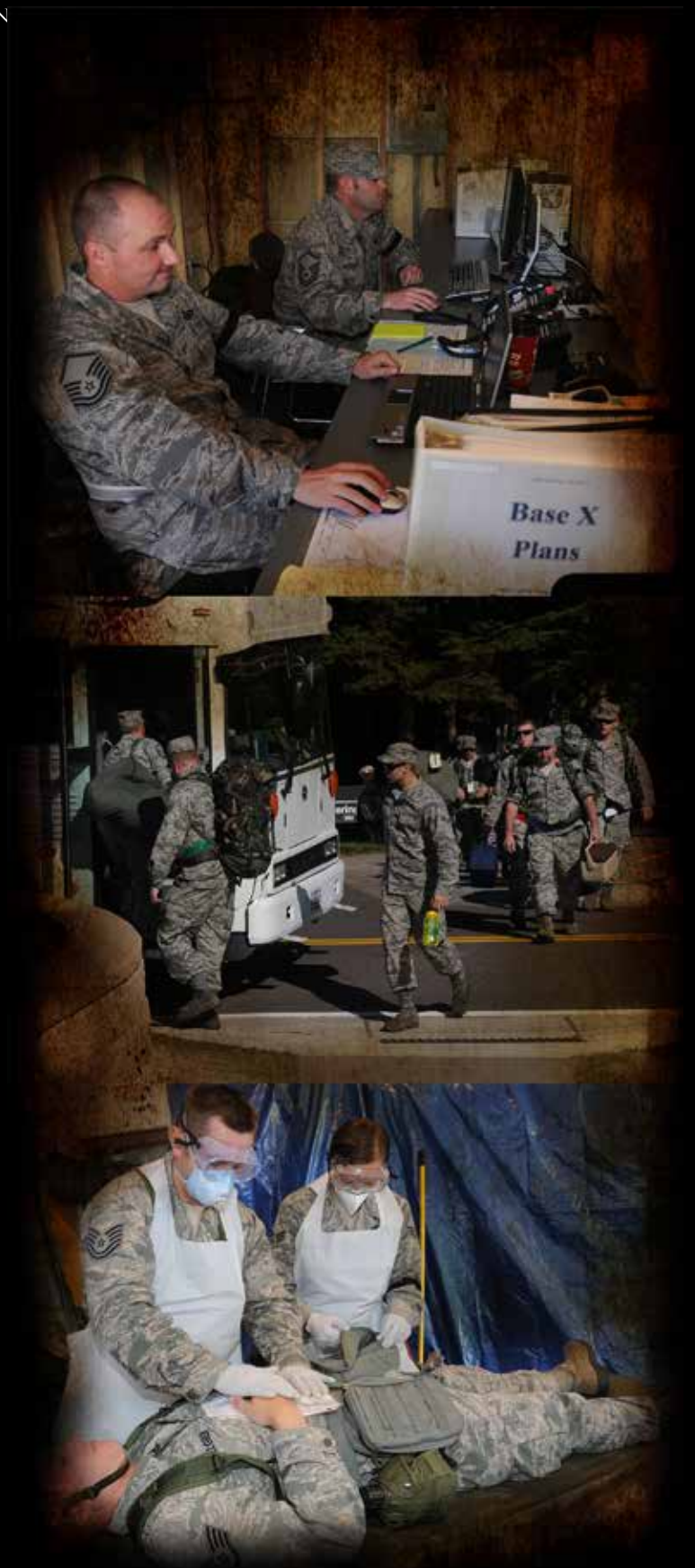
Throughout the RI, the Bulldogs generated 10 aircraft, flew 58 sorties and overcame numerous scenarios, ranging from chemical and conventional attacks, to navigating and utilizing simulated contaminated equipment, and coping with casualties among their Wingmen.

Inspection grades range from Unsatisfactory to Outstanding; a grade of Satisfactory is what is required to ensure a unit is combat-ready.

"The performance we saw here was nothing short of outstanding," said Col. Steven Wabrowetz, 148th Fighter Wing Maintenance Commander. "These results are thanks to a tremendous effort from the 1,000-plus people in this unit. A huge thanks goes out to each and every one of you."

The 148th Airmen completed four Readiness Exercises in preparation for the RI and continued to show their dedication by working 12-14 hour days to ensure tasks were completed quickly and accurately.

Twenty-two teams and 30 Airmen were recognized as superior performers in the inspection, nine inspector general team coins were awarded and one Air Combat Command Inspector General coin was awarded.



"An excellent is something we are going to brag about," said Stokes. "Congratulations to you all, you have cemented our outstanding reputation. I couldn't be more proud."

IN READINESS INSPECTION



**"THE 148TH IS READY TO DO ANYTHING AND
EVERYTHING THAT THE STATE AND
COUNTRY ASKS THEM TO DO."**

-COL. LEAVITT



CHAPLAIN'S CHAT

BY CHAPLAIN MARTENSON

As those close to me know, I am not good with goodbyes, so I do apologize to those who feel offended that I have left having written only this letter, without personally shaking their hand and exchanging best wishes.

I have so many people to thank for their support and dedication that it is impossible to personally get to see you all with the short time that was available.

I truly am humbled to have worked with such a great wing of "get in and get it happening people" and I am so proud of the achievements that you have accomplished.

To those of you that I had the opportunity to council and or set goals for, I commend each of you for your achievements and hope that you continue to succeed through life journeys.

I could go on listing people and groups but in the end, the message would still be: I have truly enjoyed my time here and have been well supported with the work and outcomes we have achieved.

I leave this place with great confidence in the people here, knowing that they are capable of overcoming any hurdles that will come up, singularly, and more importantly, together. We have managed to assemble a very competent and practical group that provide excellent support to wing. This provides me with a sense of pride and gratitude that is indescribable.

I am heading to Joint Force Headquarters at the state to take on a managerial role starting next month. This will keep me off the streets for a while and provide plenty of challenges that I need. I can be contacted, if required, on my mobile.

I wish you all a Healthy, Safe and Prosperous Year.

Thanks, regards and best wishes,
Chaplain Martenson



FAREWELL

CHIEF'S CORNER

BY CHIEF MASTER SGT. TONY BEATREZ

How many of you are stressed out over something either here, at the base, or in your personal life? If not now, how many of you were stressed this past year with a deployment overseas, loss of an alert position, furloughs, Inspections, college? Its o.k., you can admit it, there is no shame! I know over the past 12 months I experienced stress with my teenage son's accident while I was in Afghanistan; my friends and fellow Wingmen losing their jobs after alert; loss in wages/paying bills; THE IG, writing a thesis!

If reading this opening paragraph produced a level of stress, I apologize. That was not my intent. As Airmen and warriors, it is important to understand how stress affects us and our fellow Wingmen and how to cope with life's trouble spots. Stress is a double edge sword; it is both healthy and dangerous. You are probably thinking right now that stress has caused me to snap; stress, healthy? Yes, in small to moderate amounts. I'm not a doctor and I will not bore you with the details, but bursts of stress work different chemical responses in your body that help boost one's awareness e.g. fight or flight, amp up the immune system, increased senses etc. all good things!

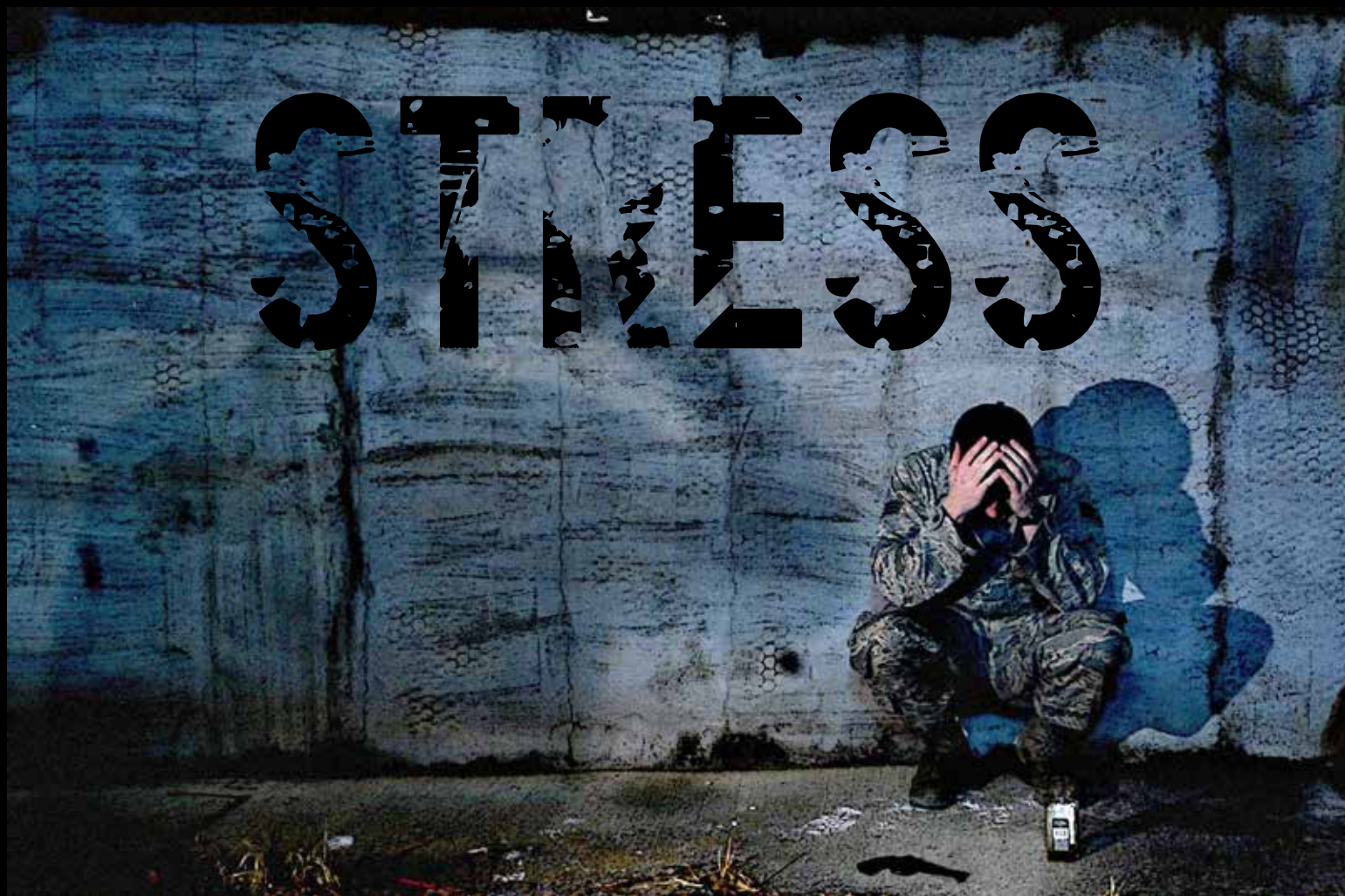
The unhealthy side of stress, i.e. too much stress, is what can disrupt our lifestyles and may lead to a shorten life span. Stress's negative results seem to outnumber the positives in many ways to include alcohol/drug abuse, sleeping difficulties, headaches, increase for heart attack, suicide, just to name a few (Nordqvist 2009). Some individuals may experience one or a "grab bag" of

symptoms. These symptoms can lead to other unhealthy lifestyle choices such as over eating or strained relationships.

As leaders, peers, friends, and Wingmen it is important to understand and identify stress indicators in both us and those around us. Those dealing with stress may show some or all of these indicators: easily agitated; frustrated or moody; overwhelmed; difficulty relaxing; low self-esteem; avoiding others; low energy; headaches; insomnia; changes in appetite; continually becoming sick.....these are just a sample from a very lengthy list.

If someone around you is showing some of these signs, communicate with them and see if there is anything that can be done to help alleviate their worries or stress. Most of the time, sharing the stressful situation with someone is all it takes. Another self-help alternative to stress is a steady workout routine or cardio class. If these options do not help, there are numerous resources on base that are available to each Airman and their families to include: The Airman and Family Readiness Center; Mr. Bill Maloney; Chaplin's Service. In addition, there are numerous national programs available to help: Military OneSource; Vets Linkage Line; Life Matters.

We all have control over how we handle stress in our lives; there are many avenues to assist. You can live with stress, the choice is yours, but living without it is much more productive and less life threatening.



FITNESS TEST

Photos by Master Sgt. Ralph J. Kapustka

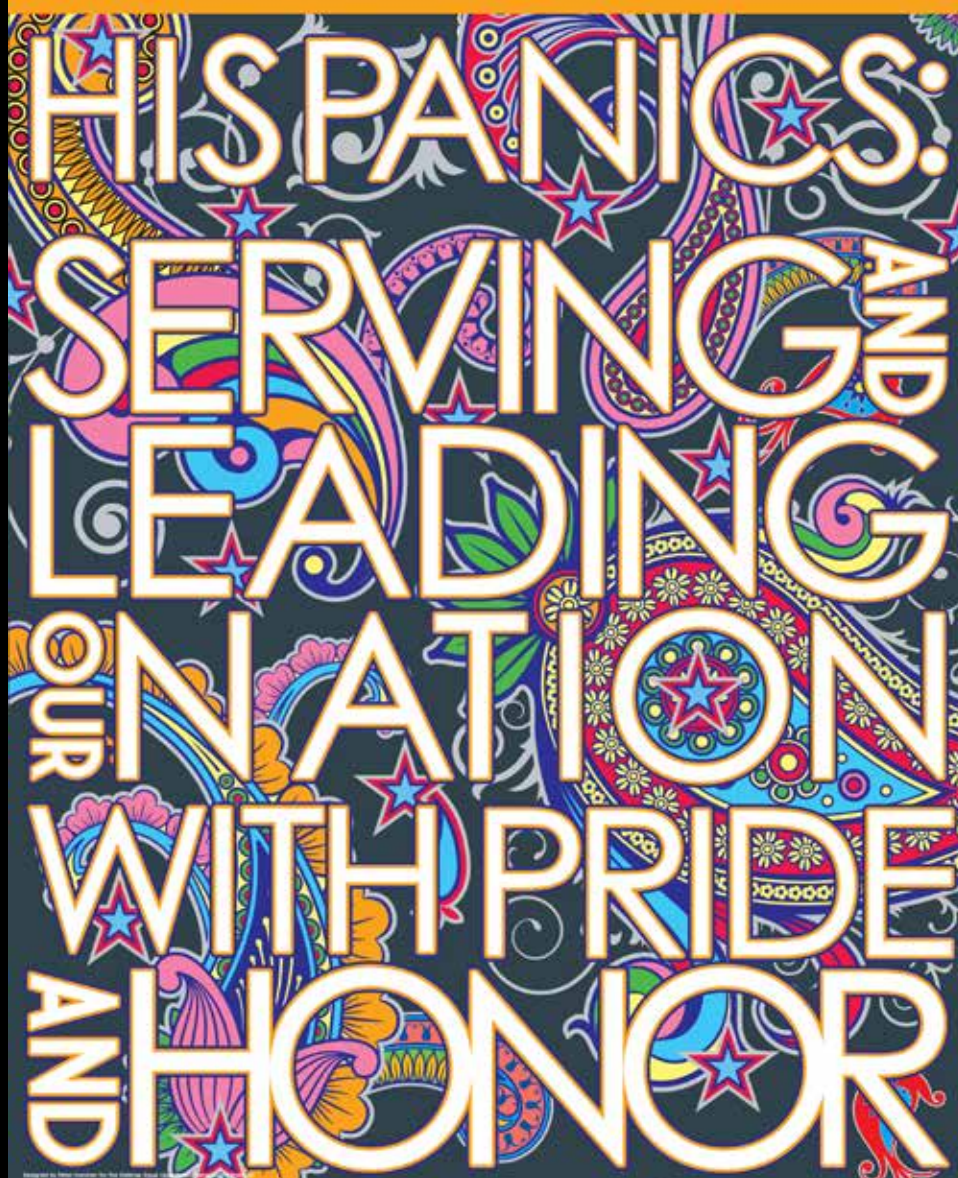


FAMILY DAY

Photos by Staff Sgt. Donald L. Acton



HISPANIC HERITAGE MONTH



SEPTEMBER 15 - OCTOBER 15 HAS BEEN DESIGNATED TO CELEBRATE THE RICH HERITAGE AND CULTURAL DIVERSITY THAT HISPANIC AMERICANS HAVE CONTRIBUTED TO OUR COUNTRY. ACCORDING TO THE NATIONAL COUNCIL OF HISPANIC EMPLOYMENT PROGRAM MANAGERS, THIS YEAR'S THEME IS "HISPANICS: SERVING AND LEADING OUR NATION WITH PRIDE AND HONOR."

PROMOTIONS

JULY

HESS, HANNAH, STU FLT, A1C
THIBODEAU, JACK, STU FLT, A1C
BUNDY, JHESYE, CPFT, SSGT
FOLLIS, CLIFFORD, SFS, SSGT
TUOMI, DERRICK, CF, SSGT
MCINTOSH, DOUGLAS, AMXS, MSGT
SUONVIERI JR, KIRK, OSF, MSGT

AUGUST

COMSTOCK, ALEXANDER, STU FLT, A1C
GILBERTSON, DUSTIN, STU FLT, A1C
GILBERTSON, NICHOLAS, STU FLT, A1C
MALVICK, BRITTANY, LRS, A1C
SMART, JESSICA, FSS, A1C
WASBOTTEN, CHRISTIAN, STU FLT, A1C
HEWITT, JOSIAH, MXS, SRA
MITCHELL, KAI, LRS, SSGT
OLSON, JACOB, CES, SSGT
GILBERTSON, JUSTIN, LRS, TSGT
KIRCHNER, CRYSTAL, HQ, TSGT
SANTIKKO, PAUL, FSS, TSGT
ENGEBRETSON, MARGARET, HQ, MSGT
FISH, JOSHUA, CES, MSGT
GAJESKI, JASON, LRS, MSGT
HANSEN, ELIZABETH, MXS, MSGT
MCMILLAN, KEVIN, MXG, SMSGT
PANULA, JAMI, FSS, SMSGT
SHOCKLEY, BRIAN, CPFT, SMSGT
SIBIK, JOHN, MXS, SMSGT
TEACHWORTH, DAWN, MOF, SMSGT
TWINING, SCOTT, HQ, SMSGT
WATCZAK, MARK, CES, SMSGT
ZOBITZ, CHARLES, MXS, SMSGT

SEPTEMBER

BROMAN, JACOB, CF, SRA
KOHNE, MATTHEW, MXS, SRA
LARSON, ALEX, LRS, SRA
VISGER, RICHARD, CES, SRA
CHRISTENSON, MATTHEW, SFS, SSGT
HAGGLUND, JESSE, MXS, TSGT
SHANER, MEGAN, HQ, TSGT
GIST, JON, MXG, MSGT



How \$19.99 Saved My Life

By Master Sgt. Daniel Donnelly, 51st Logistics Readiness Squadron

(U.S. Air Force photo by Airman 1st Class Maurice A. Hodges)

What's your life worth? One-million dollars? Maybe a few hundred thousand? What if I told you something that cost me \$19.99 saved my life?

Two years ago, I paid \$19.99 for a bicycle helmet and recently its value has surpassed its cost.

I was doing what a lot of us at Osan Air Base do -- riding my bike. I went to work, to the gym and then rode home to my off-base residence.

On this day, at about 2 p.m., the sun was shining brightly as I came across a busy downtown intersection. The green cross light was counting down and I had about five seconds to cross the street. I made it across safely, but was going so fast that I lost control of my bicycle.

Everything happened so fast. I swerved left to miss a person. Then, I went to the right around a bus bench, but despite every effort to avoid all the hazards, my left handle bar clipped a light pole. Striking the pole caused me to fly over my handle bars and land on the ground where I hit my right temple.

I hit the ground so hard I blacked out. When I woke up I started checking my limbs and looking for blood. I had road rash here

and there from the fall, but I didn't feel I had any broken bones.

Then, I took off my helmet and found it broken in two, right near my temple.

This is the point where I realized just how important safety gear is, and how much it's worth.

Some people think it's a waste to spend money on safety gear and I have to be honest, I was one of them. This experience taught me that spending a few dollars now could save a lot of pain and suffering later.

Applying some operational risk management to the situation made me realize I would still be wearing that helmet, but I would have waited for the next green light rather than hurrying across the street. Looking at the same traffic light now, I realize there was a lot going on and there were a lot of potential hazards.

On the day of my accident, had I scanned the area a little better and taken a little extra time thinking of what could happen, I would have made a different choice.

Still, \$19.99 saved my life.

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Bulldog Bits



By Col. Penny J. Dieryck

Retirees tell me, "When I get my On-Five, the first thing I do is turn it over to read the "Bulldog Bits" column. This month I'll have to disappoint the retirees somewhat because I need to focus the first part of this column to the new, young Airmen of the wing for their future planning. As these young, energetic, new leaders of the 148th are enlisted into their military careers, two major programs are briefed to them. One is the Servicemember's Group Life Insurance and the other is the Thrift Savings Plan, along with the other awesome benefits based on their commitment to the state and nation as members of our Armed Forces.

The Servicemember's Group Life Insurance is a life insurance policy that a member of the Armed Services may enroll in. For the small fee of \$27.00 per month, the Airman can have \$400,000 worth of life insurance. Another benefit to this program is Traumatic Servicemember's Group Life Insurance. If the Airman is hurt causing the loss of a limb or catastrophic damage to a body part, becomes gravely ill or is diagnosed with a terminal disease, they can apply for TSGLI and obtain funds to help reduce medical bills or have money for living expenses. The problem is, if the member declines SGLI, they are not eligible for TSGLI. When we are young, we don't think we'll need life insurance or feel that we cannot afford the \$27.00 (which is taken right from the military paycheck, so you don't even miss it because it was never money in our hands). If you are not sure you have SGLI, please stop down at the front counter of the Force Support Squadron office and have them check for you.

The Thrift Saving Plan (TSP) is the saving/mutual fund account set up by the federal government for the federal civil servants and military members to invest in their retirements, i.e., a 401K program. The TSP is a deferred compensation program where the taxes are paid when the money is used in the future. At the time, it is taken from the member's paycheck, the individual's taxable income is lowered. For new Airmen, the investment from their military paycheck is about \$15 per month. An Airman can elect to put more into the account up to the Internal Revenue Service maximum of \$17,000 per year. Also, the government has a Roth TSP account where the taxes are paid now and then the "Cha-Ching" is tax free in the future. An example of how great this program's potential can be is my son. He has put approximately \$20,000 in his TSP (He's 25 years old) and that money will be worth over \$150,000 or more when he turns 60. WOW!

A final benefit to all Airmen is the Tricare Reserve Select medical insurance. By being a member of the Minnesota Air National Guard, you may obtain health care coverage for your family and/or yourself. This health care coverage is similar to the Tricare insurance provided to active duty and retired members of the Armed Forces. Under the current health care insurance laws, parents may cover their children to age 26, then the child has to find their own health care insurance. Tricare Reserve Select is a small cost to those who need health care. The coverage is better than most private or health care plans provided by employers. Another example of this I can provide is many of the health care professionals we have in the 148th Medical Group pay for the Tricare Reserve Select coverage because it is a better plan at a cheaper price than they are offered by the hospitals and clinics they are employed with on full time basis.

Well, I need to draw my column to a close. I hope many of you will read this column and heed these minor words of wisdom. They may come in handy one day when you can say, "I sure am glad I read the "Bulldog Bits" article about benefits and I ensured I double checked on these programs. My enrolling in them, I saved myself XXX dollars or I know I'll be set for my future retirement!"

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

