

# ON FIVE

January • February • March



# Commander's Column

## Don't forget about your employer

The first quarter of fiscal year 2015 is in the books. We have completed our alert requirements and are now forging ahead with the planning for three separate training exercises for the remainder of the year. Even though these training exercises are not long in duration, it's important to let your employer know the possibility of you going on orders. The reason I bring this up is because your employer needs to make accommodations for your absence.

Our leaders in Washington D.C. have changed their expectations of those who serve in the Guard, now and in the future. The Department of Defense's (DoD) growing reliance on the Guard this past decade and its hope of continuing that policy mean that private-sector employers of Guardsmen and self-employed Guardsmen may experience longer and more costly absences from the workplace. The mobilization of the Guard creates forced and unplanned absences for employers. Businesses are faced with making decisions about replacing a reservist, whether to hire a substitute, have other employees pick up the reservist's job duties, keep the position open and allow work to go undone, or, in the most extreme case, close the business.<sup>1</sup>

No matter how your employer chooses to deal with the vacancy, your exercise/mobilization may disrupt its normal business flow of work. With you being placed on orders and being away from work, your employer is faced with the dilemma of what to do when you are gone. They must decide whether it is in the company's best interest to hire a new employee, deal with the cost of having to recruit and interview that new employee, or do they

realign their organization and have other employee's pick up the extra workload. This not only adds additional costs to the company, but can have adverse effects on relations between the activated member and his or her peers upon return.

One of the most difficult issues facing the employer, other than losing one of their employees to activation, is the small window of warning from the time of notification to the time of deployment. In a 2003 DoD survey, reservists, who had been mobilized over the previous 24 months, were questioned as to the average time they had provided their employers notification of their upcoming activation. Results showed that on average, employers were given 13 days advanced notice of their upcoming activation. This survey also showed the upsetting statistic that almost 60 percent of the reservists gave their employers one week or less notice prior to going on active duty orders.<sup>2</sup> These short notice activations may lead to negative outcomes down the road for employers who may be considering hiring someone in the Reserve component.

You can minimize your employer's frustrations by taking a proactive approach and opening the lines of communication "early" on in the planning process. You can also assist your employer by being candid and up front when informing them of the requirements and obligations of being a Guardsman.

The 148th Fighter Wing has been blessed by having strong support from the "Northland" community and you need to ensure that support is maintained.



Col. Robin W. Skaar  
Maintenance Group Commander

1 Glenn Gotz, Strengthening Employer Support of the Guard and Reserve, Document D-2755 (Alexandria, Va.: Institute for Defense Analyses, January 2003); and Colin M. Doyle and others, Analysis of Employer Costs from Reserve Component.  
2 Department of Defense, Defense Manpower Data Center, May 2003 Status of Forces Survey of Reserve Component Members: Tabulations of Responses, DMDC Report No. 2003-10 (November 2003).

# ON FIVE

Official magazine of the 148th Fighter Wing, Duluth, Minnesota  
October-December 2014, Volume 60, Number 4

## Inaugural 148th Bulldog Combine Challenge

By Tech. Sgt. Brett R. Ewald, 148th Fighter Wing Public Affairs



148th Fighter Wing member Master Sgt. Jeff Pinger spots Master Sgt. Vance Okstad during the inaugural Bulldogs Combine Challenge, Jan. 10, 2015 in the base gym. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka)

Airmen from the 148th Fighter Wing participated in the inaugural Bulldogs Combine Challenge January 10, 2015 at the base gym. The event was sponsored by the 148th Fighter Wing Bulldog Enlisted Council (BEC).

A combine challenge is a series of weight lifting and other strength events, culminating in a winner in each of the three categories. The categories include max bench press, max bench reps, and pull-ups for both males and females. The following Airmen are the winners of the inaugural Bulldogs Combine Challenge, in each respective category.

### Combine Results:

#### Max Bench Press

##### Male

Staff Sgt. Nicholas Kenjalo (SFS)  
325 lbs

Senior Airman Anthony Peterson  
(CES) 325 lbs

##### Female

Staff Sgt. Whitney Olson (FSS) 105  
lbs

#### Max Bench Reps

##### Male at 155 lbs

Senior Airman Anthony Peterson  
(CES) 38 reps

##### Female at 65 lbs

Staff Sgt. Whitney Olson (FSS) 29  
reps

#### Pull-Ups

##### Male

Airman 1st Class David Cizar  
(MXM) 30

##### Female

Staff Sgt. Whitney Olson (FSS) 6

The BEC hopes to continue the Challenge next year and expand the number of participants. Stay tuned for information on the next Bulldog Combine Challenge.

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VICE COMMANDER  
PUBLIC AFFAIRS OFFICER  
PUBLIC AFFAIRS OFFICER  
WING EXECUTIVE STAFF OFFICER

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Col. Jon S. Safstrom  
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Capt. Jodi L. Kiminski

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## ABOUT THE ON FIVE

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## UTA SCHEDULE

UTA	SUTA
07-08 MARCH	14-15 MARCH
11-12 APRIL	25-26 APRIL
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



Master Sgt. Jeff Pinger spots Senior Airman Anthony Peterson during the inaugural Bulldogs Combine Challenge, Jan. 10, 2015. Peterson was able to perform 38 bench press repetitions of 155 lbs, making him the winner of that category. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka.)

# Small Efforts Result in Toys for Many

By Tech. Sgt. Brett R. Ewald, 148th Fighter Wing Public Affairs



148th Fighter Wing members Tech. Sgt. Wayne Jenderny, Staff Sgt. Joel Waters, Staff, Sgt. Nicholas South and Maj. T.J. Rendulich pose for a photo during training at the Minneapolis Fire Fighting Academy, July 2, 2014. (U.S. Air National Guard photo by Master Sgt. Ralph J. Kapustka)

"We put the word out about the toy drive in October. It begins to pick up around Thanksgiving weekend and right before Christmas is a really big time for collecting toys," stated Master Sgt. Ryan Gigliotti, friend and co-worker of the late Tech. Sgt. Ryan Ewald. Ewald and Gigliotti were the early originators of what would eventually become the Annual Ryan Ewald Memorial Toy Drive.

A few years ago Ewald, Gigliotti, and other 148th Fighter Wing F-16 Crew Chiefs began a bike drive to add to the efforts of a larger Duluth-area bike drive put on by a local radio station before Christmas. "It began as a bike drive. We saw that toys would reach more kids. It's all for the kids," noted Gigliotti. The next year they began to collect toys instead of bikes only. Recent years saw growth in the amount of

donated toys for the drive.

In late September 2013 Tech. Sgt. Ryan Ewald was killed in an ATV accident. This tragic event happened a few weeks prior to the traditional start of the toy drive which he had helped to begin. Since then Gigliotti and MSgt Willie Teachworth, another early member of the toy drive, and Senior Master Sgt. Randy Vine resolved not only to continue the toy drive efforts but to expand it wing-wide.

In late 2013 the Inaugural Ryan Ewald Memorial Toy Drive was created. The drive was named in honor and memory of their friend. He would have wanted the drive to continue and expand, just not bear his name! This years' efforts resulted in over \$4,000 worth of toys being collected. This is the

most of any year to date. Gigliotti remembered, "The collection tables for toys were two large picnic tables. I would walk by each day and there would be more and more toys, with a large spillover onto the floor when they filled up!" Once collected the toys are then donated to the Salvation Army in Duluth.

Word about the toy drive continues to grow. Duluth news stations covered the handing off of gifts to the Salvation Army. In 2014, 148th retirees offered support where and how they could. Local businesses, friends, and others made donations to the Salvation Army in the drives name. The thoughtful efforts of a few, furthered by the loss of a special friend, have continued to bring untold joy to many families in need around Duluth during the holiday season.

# Resilience Training:

## Teaching Life Skills in the Face of Stressors and Changing Demands

Senior Master Sgt. Tana Johnson, 148th Fighter Wing



U.S. Air Force graphic illustration/photo by Staff Sgt. Brandon Shapira

To help Airmen and their families withstand, recover and grow in the face of stressors and challenging demands, the Air Force established a resilience division focusing on teaching life skills in four key areas- physical, mental, social, and spiritual fitness. Resilience training is part of the Comprehensive Airman Fitness program which is comprised of a multitude of areas to enable Airmen to make sound choices.

Air National Guard Command Chief Master Sgt. James W. Hotaling stressed the importance of resilience training and the four key components, in a video recording in May 2014. Resilience training will now begin at Basic Military Training and officer commissioning training and continue throughout an Airman's career, and include topics such as Counting Your Blessings, Accomplishing your Goals, Good Listening, Interpersonal Problem Solving, Checking your Playbook, and Balancing your Thinking.

Recently, eight wing members

completed a three day resilience life skills course becoming the wing's first Resilience Trainer Assistants (RTAs). Newly appointed RTAs include: Mr. Bill Maloney, Headquarters Group; Master Sgt. Nathan Sykes, Security Forces Squadron; Tech. Sgt. Jamie Walsh, Command Post; Tech. Sgt. Kathryn Pierce, Medical Group; Staff Sgt. Robby Frey, Force Support Squadron; Senior Airman Zachary Hall, Force Support Squadron; Senior Airman Rachel Lawrence, Operations Group; Airman 1st Class Katelyn Amundson, Logistics Squadron.

Why become a Resilience Trainer Assistant?

Airman Lawrence stated that she got involved in the program because "it's a program that I believe benefits all members ... teaches a key set of skills ... is useful in the professional setting, [and] in one's personal life."

When asked why Airman Hall got involved with the Resilience Skills Training, he stated, "resiliency

is not only something that can be used in the Minnesota Air National Guard, it's a life skill that can be carried anywhere."

According to Mr. Bill Maloney, 148th Fighter Wing Director of Public Health, the resilience skills are proven to be the best practices known available and are designed to provide day-to-day life skills. Maloney stated, "the beauty of the skills taught are that they work and not only do they work for addressing the BIG stressors in our life, but for the everyday stuff that we all have. The course is fun, interactive, and provides each participant with great information to be a difference maker for the 148th family and enhance the relationships with their own family."

If you are interested in becoming an RTA or for additional information, contact Senior Master Sgt. Tana Johnson at (218) 788-7241. The next Resilience Trainer Assistant training will be held March 24-26, 2015.

# Ebola Virus Outbreak - An Update

By Lt. Col. (retired) Kevin T. Stephan, 148th Fighter Wing Medical Squadron



Out of the infectious disease threats that have afflicted the human race, few have caused more fear or concern on a global scale than the most recent outbreak of Ebola ravaging several countries in West Africa. While there have been dozens of outbreaks of Ebola or similar viruses dating back to 1976, these outbreaks generally involved a single village, with a small number of cases, and would end rather quickly. The current epidemic is the largest in history and has been unique in its longevity, large number of cases, and spread across international borders. As of Jan. 6, 2015 the global total of Ebola virus cases is 20,690 (including 8,077 deaths) since January 2014. Most of the cases have occurred in Sierra Leone, Liberia, and Guinea.

Symptoms of Ebola can overlap those of other infections like influenza, and include fever, severe headache, muscle pain, weakness, fatigue, diarrhea, vomiting, stomach pain, and less often unexplained hemorrhage (bleeding or bruising). Symptoms may appear anywhere from two to 21 days after exposure with an average of eight to 10 days. Diagnosis is confirmed in patients with fever who are at high risk (travel to the epidemic countries and/or contact with known cases) with blood testing. There is

no FDA approved treatment, and experimental vaccines are under development but not yet ready for use. Patients with Ebola are managed with IV fluids, oxygen, and other treatments to stabilize their condition to increase their chance of survival.

Scientists believe that during an epidemic, the first patient becomes infected through contact with an infected animal, such as a fruit bat or primate (apes and monkeys). Person-to-person transmission follows and can lead to large numbers of affected people. Direct contact with the virus through infected blood or body fluids (e.g., urine, saliva, sweat, feces, vomit, breast milk, and semen) of a person who is sick with Ebola, or with objects such as needles and syringes that have been contaminated with the virus is the most common way of contracting the illness. Airborne spread doesn't occur, nor is the infection spread through water.

Countries around the world, including the U.S., have invested significant time, energy and resources to fight the epidemic in West Africa as well as implementing plans to prevent the spread of Ebola. There have been four cases so far diagnosed in the United States (two travelers from West Africa where

the epidemic was occurring and two health care workers from the Dallas hospital who took care of the first case recognized in the U.S.); all but one case survived. No secondary cases have been diagnosed in the U.S. Small numbers of cases have also been seen in Nigeria, Spain, Senegal, Mali, and the United Kingdom, all related to individuals traveling to these countries after being infected in the primary countries where the epidemic has been described. Travelers from the countries where the epidemic is present are screened for symptoms before being allowed to travel. If asymptomatic, they are only allowed to enter the U.S. through one of five airports and are followed closely by health departments for 21 days to ensure they remain well.

The current Ebola epidemic serves as an important reminder that threats to human health, especially infectious threats, can emerge unexpectedly, spread rapidly, and lead to widespread fear and significant disruption of normal life. As global travelers, it is imperative that military members be aware of their own risks and what measures to take to ensure health and safety. It can literally be a matter of personal and national security.

# Chief's Corner: Mentorship

By Chief Master Sgt. Matthew Koolmo, 148th Fighter Wing



U.S. Air Force photo by Senior Airman Michelle Patten Air Force Public Affairs Agency

In this quarter's On Five, we will be touching on the mentorship program and its mission in today's Air Force. First, the definition of mentor: A wise and trusted counselor or teacher; An influential senior sponsor or supporter; Obligation; Commitment.

From the time you were born to now, mentorship has been a part of your life, whether you realize it or not. As a small child, someone taught us how to speak, walk and as we aged, someone taught us right from wrong. Unbeknownst to most of us that is mentorship in its purest sense.

The above is a form of informal mentorship. Another form is professional or career mentorship. In professional mentorship there needs to be structure. The 148th has started a formal mentoring program. The intent of the program is to provide a competent and ready force, which is one of the Adjutant General's key priorities.

In December, we will reach the 180 day milestone in the formal mentoring program process at the 148th Fighter Wing. Although the program is new, we are making great strides. We currently have over 30 matched pairs and have an action plan in place to continue growing. Mentees are looking for mentors to provide encouragement, guidance and support. Current mentors have helped mentees by giving them insight from their own education and experience. They can act as a sounding board giving honest feedback to the mentees. In addition, they are able to highlight some areas of opportunity that the mentee may not have seen on their own.

The relationship is driven by the mentee. They are the ones who schedule the meeting and decide what goals they will work on. For the process to work effectively, it is essential that the mentee communicate openly and honestly about the areas that they would

like to work on.

Both potential mentees and mentors are given the opportunity to attend a two day mentoring for success course to help them learn about the tools available to them. They then fill out surveys describing what they have to offer as well as what areas they would like to improve upon. A mentoring committee matches potential candidates and provides them with materials to help them in the mentoring process. The mentors/mentees meet monthly (or whatever works for them). Although it is voluntary and the relationship can be terminated by either individual at any time we look for a one year commitment to the program.

We are planning to do a Mentoring for Success class on April 9-10, 2015. If you are interested in attending this class, or would like more information on the mentoring program, please contact - Chief Master Sgt. Rukavina, Chief Master Sgt. Zinner, or Master Sgt. Wahl.

# The Best of the Best:

## Airman of the Year

SrA Rachel L. Lawrence

- . Deployed to Bulgaria and Estonia in support of NATO exercise THRACIAN STAR, and SABER STRIKE/BALTOPS exercises; supported 73 sorties, bolstered NATO relations
- . Provided direct OPERATIONS support for 20 pilots and supported 64 successful sorties
- . Volunteered time across numerous events with the Salvation Army, multiple Autism organizations, and Animal Allies
- . Honor Graduate of Concordia University; BA in Organizational Management and Leadership, pursuing MA Degree in Human Resource Management, Enrolled in CCAF; AA Intel Studies & Technology



## NCO of the Year

Tech. Sgt. Melissa L. Griffith

- . Maintained database integrity during 148th Fighter Wing deployments; monitored over \$52M of equipment, expertly processed/monitored engine data contributing to 148th Fighter Wing success of 3295.3 flying hours for FY 14
- . Actively participating in the 148th Fighter Wing mentorship program; focusing on building relationships/improving Airmen
- . Volunteered with the DECC's Thanksgiving Buffet, and the Salvation Army's Red Kettle program
- . Completed B.S. in Business Management in Feb 14 (with honors); pursuing MBA degree program, and was awarded CCAF degree in Maintenance Management Production in 2014



# 2014 Airmen of the Year

## Senior NCO of the Year

### Master Sgt. Kirk W. Sounvieri Jr.

- . Managed over \$500k sensitive assets on foreign soil; zero security discrepancies; increased NATO cooperation
- . Managed over \$418k equip; supported over 2500 sorties, 32 pilots, 17 Operations Support Squadron pax; Unit combat mission ready
- . Operations Group security manager; oversees 70 security clearances; ensured all members remained in-scope
- . Student at Concordia University; enrolled BA in Organizational Management and Leadership; enrolled in CCAF; AA Communications Applications Technology



## First Sgt. of the Year

### Senior. Master Sgt. Jeremiah Graves

- . Key member of the Logistics Readiness Squadron's Leadership team; advises the commander on morale, discipline and other enlisted personnel issues
- . Integral team member for the Junior NCO Development Course, helping to develop future leaders
- . Compassionate leader and mentor; interfaced on at least six instances with Squadron members during personal crisis situations; got them help and alleviated stressors with no detriment to mission
- . Completed two Community College of the Air Force Degrees in Criminal Justice and Construction Technology



# STAFF SERGEANT KAI MITCHELL

## WHY I SERVE:

THE MILITARY IS A GREAT OPPORTUNITY TO GIVE BACK TO THE COMMUNITY. IT PROVIDED ME WITH A FOUNDATION OF VALUES AND SKILLS THAT I COULD TRANSFER TOWARDS MY CIVILIAN CAREER.

## HOMETOWN:

SUPERIOR, WISCONSIN

## AFSC:

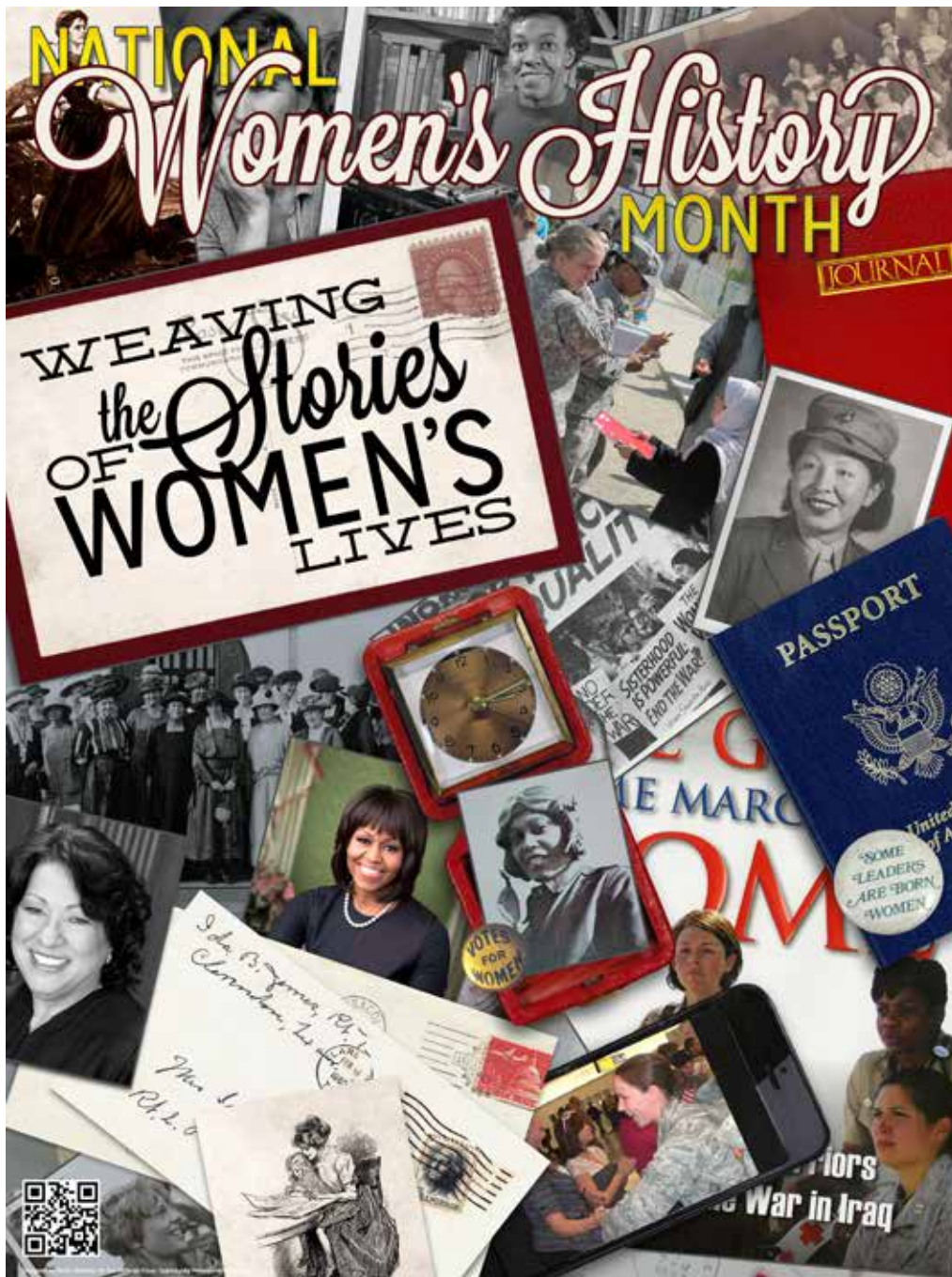
LOGISTICS PLANNER

## RECENT ACHIEVEMENT:

ACCEPTED FOR OCCUPATIONAL THERAPIST INTERNSHIP AT WALTER REED NATIONAL MILITARY MEDICAL CENTER, BETHESDA, MD.

# LOGISTICS PLANS

Photo by Tech. Sgt. Amie M. Muller  
Graphic Illustration by Tech. Sgt. Scott G. Herrington



## PROMOTIONS

### OCTOBER

Ruff, Dylan, CPTF, AMN  
 Lotzer, Brendan, MXS, SRA  
 Myre, Ian, MXS, SRA  
 Nelson, Brandon, CES, SRA  
 Mackey, Andrew, AMXS, SRA  
 Ansell, Erin, MXS, SSGT  
 Lind, Steven, MXS, SSGT  
 McEwen, Matthew, MXS, SSGT  
 O'Connor, Eric, AMXS, SSGT  
 Seeland, Derek, MXS, SSGT  
 Wolfe, Mark, MXS, SSGT  
 Frederick, Ashley, FSS, TSGT  
 Harstad, David, FSS, TSGT  
 Johnson, Kevin, AMXS, TSGT  
 Rechtfertig, Jennifer, FSS, TSGT

### NOVEMBER

Garvey, Hannah, STU FLT, AIC  
 Cavallin, Cody, FSS, SRA  
 Amborn, Jacob, AMXS, SSGT  
 Taber, Christian, AMXS, SSGT  
 Ault, Adam, MXS, TSGT  
 Graves, Anna, LRS, TSGT  
 Hartwick, Sterling, MXS, TSGT  
 Kuklenski, Jennifer, OSS, TSGT

### DECEMBER

Schmaedeke, Jessalyn, AMXS, SRA  
 Sherman, Timothy, AMXS, SRA  
 Solem, Maren, CF, SRA  
 Asperheim, Scott, AMXS, SSGT  
 Broome, Philip, AMXS, SSGT  
 Freeman, Elizabeth, AMXS, SSGT  
 Settergren, Thomas, CES, SSGT  
 Lundberg, Lauren, OSS, TSGT  
 Souders, Jeremy, AMXS, TSGT  
 Zika, Joshua, MSG, TSGT

## Chaplain's Corner: "Looking for a little dirt!"

By Chaplain (Lt. Col.) Thomas Foster, Wing Chaplain

It's that time of year that I and many others start looking for those patches of dirt where the snow has melted away. I have my eyes on one particular patch where I planted over a hundred tulip bulbs last fall. There's something inspiring about nature in the way life triumphs over the harshness. Maybe it's because of the long winters and lack of sun, but this is also a time of the year that as a chaplain I often experience people looking for patches of dirt; not necessarily the kind of dirt patches that will produce the beauty of blooming tulips.

I don't think there is anything wrong with looking for patches of dirt (errors, mistakes, shortcomings, sins, etc.) in the lives of others. It's what we do with the dirt patch.

Recently, a person confessed they had become judgmental. They wanted to change and not be judgmental anymore, but being judgmental of others had become so much of a habit in their life they feared it impossible to change. I shocked them by telling them they should give thanks they were given a critical eye and were able to see the shortcomings of others; now all

they had to do was put some heart into their assessment and make the judgment complete. When we identify the patches of dirt in the lives of others (and ourselves) we are also being called to do some growing or to help someone to grow in goodness.

Go ahead and look for those patches of dirt in life, but with a mature heart help turn that patch into a sign of good growth and beauty. The 148th Chaplain Section is here to help you transform those patches of dirt in your life. Enjoy life!

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## BulldogBits

By Col. Penny J. Dieryck



It's February 2015 and we're in the heart of the sub-zero temperature season. This past week, the weather in Duluth has been bitter and the wind chill hovered around -30 degrees. The best part about this is the fact we haven't seen this 72 days in a row and Lake Superior has not frozen over like the Great Winter of '14.

We were watching a video on Dr. Martin Luther King Jr.'s "I Have a Dream" speech held in Washington D.C. in 1963. As I looked at the film and the eyes of Dr. King, a place in my heart was once again stirred. The message to our nation for equality at the Lincoln Memorial respectfully presented under the statue of the president who led our nation through its darkest hours and gave freedom to all people. Dr. King's words resounded off the walls of the memorial driving home the message that All People Are Created Equal. Now, it's our turn to expand and expound on those dreams to continue to build the force of the 148th Fighter Wing and increase its diverse population.

Dr. King's birthday was Jan. 15 and is shared by a few of our members, current and retired. It brought to mind our retirees and the loss of four of our retired full-time employees since December. They were Chief Master Sgt. John Konietzko, Senior Master Sgt. Alvin Grady, Master Sgt. Jake Higgins, and Master Sgt. Kermit Larson. I remember each and every one of these fine men and their families. These men laid the ground work of how to get the most from their peers and subordinates gently and quietly. Their knowledge and perseverance were key ingredients to mixing the sections of the base into solid, rock hard performing organizations. Their demeanor and experience were components of the 148th Fighter Wing's ability to instill the work ethic which directly led to inspections by Air Combat Command with stellar results, a wing end strength of over 100 percent for over 10 years, and people who enlist and stay in the unit for over 20+ years. They have had a profound impact on hundreds of careers and how to treat our fellow Guard members with dignity, respect and friendship.

Well, from January to February, we moved from the Great White North to the Deep South. The jets, equipment and personnel will get a 14 day working vacation (from shoveling) to relocate at the Savannah Combat Readiness Training Center, Georgia. The pilots had an opportunity to fly against F-15's, F-22's, and even some United States Navy aircraft. The maintenance and support personnel were able to join forces to execute the mission with great enthusiasm and pride. I hope everyone enjoyed this trip and hopefully spring comes soon!



The Minnesota National Guard Enlisted Association (MNGEA) Chapter 48 would be pleased if you were to join us at the 2015 General Membership Conference April 24-25 2015 in Rochester, MN. Cost is \$45 for registration and approximately \$89/night for a room at the Kahler Grand Hotel. This is a fun and informative event that allows the member (you) to have your voice heard in person during the general sessions! Evening entertainment includes: A social event on the 24th and a formal banquet on the 25th. Please go to [www.mngea.com](http://www.mngea.com) to register.

If you are not yet a member of the MNGEA, please go to [www.mngea.com](http://www.mngea.com) and sign up! Cost is \$30/year.

For more information on this and any other MNGEA concerns, please e-mail [MNGeaCh48@gmail.com](mailto:MNGeaCh48@gmail.com) or see your Chapter Director Tana Johnson.

