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COMMANDER

110TH AIRLIFT WING COMMANDER

By Colonel Ronald W. Wilson

Members of the 110th Airlift Wing, welcome to the July drill.

It has been a wonderfully patriotic month here in Battle Creek. Between the Thunderbirds electrifying performances at the Field of Flight Air & Balloon Show, our members and families having a front row seat to an outstanding Fourth of July fireworks display, and Atlas Sales awarding of a Folds of Honor, \$5000 academic scholarship to one of our own, the city of Battle Creek went above and beyond to show their appreciation for those who have and are currently serving in the military. I hope that each of you were able to take advantage of the festivities, to set aside some time with friends and family and cherish the freedoms that we have committed our lives to protecting while commemorating the great history and traditions of the United States. In the spirit of American ideals, it only seems fitting that those of us serving in the Michigan Air National Guard were also able to celebrate another milestone, the official reimplementation of the tuition assistance program.

Earlier this month, Governor Snyder signed into law the Michigan State Tuition Assistance Act, which set aside \$4.7 million of the FY15 budget for the newly revitalized National Guard tuition reimbursement program. What this means for you is that you now have an opportunity to access up to \$4500 per academic year to help offset the ever-increasing costs of obtaining an advanced certificate or degree. Now we all know that there is no shortage of information out there touting the benefits of attending college, ranging from long-term financial success to the expansion of social, intellectual, and experiential

encounters that are unique to higher education. And we've seen first-hand that the further along technology has moved, the harder it is becoming to keep pace with a high school diploma alone, both militarily and in your civilian careers. The tuition assistance program was created to make it a little easier to enjoy the kind of personal and profession opportunities that come with a certificate, Associates, Bachelors, Masters or professional degree, giving you one less excuse to let academic achievement pass you by. But like anything else in life, this program is not without obligations. So to bring you up to speed on the do's and don'ts of tuition assistance, an e-mail was sent out last week that highlighted key points of the policy, as well had an attachment of the full Michigan State Tuition Assistance Program (MI-STAP) handbook. I would encourage everyone to take a look at this, even if college is not in your immediate plans, because in a couple of weeks the State is going to begin taking applications for FY15 funds that can be used as soon as this fall. Hopefully, this incentive may be just enough to push the undecided in the category of enrolled. And if this is you, then you will want to come to UTA prepared, because there is going to be a push for education this weekend. Realizing that convenience is often a deciding factor in a person's choice to go to school, we have been collaborating with local and national, military-friendly universities over the last couple of month with the intent of someday being able to offer classes right here on base. At the moment, we are in talks with several schools that are interested in setting up shop inside our current facilities. To demonstrate our belief in the value of higher education, we have invited six of the universities to come on base this weekend, not just to talk about their programs, but to actually enroll people for the upcoming semesters. That means that if you are interested in going to school, by the end this drill weekend you can be signed up for college classes. Couple the convenience of on-site university representation with the implantation of the tuition assistance program, and I believe that folks are going to be hard-pressed

to find a good enough excuse not to engage in higher learning. As you know, in addition to education I am a strong supporter of the National Guard Association of the United States (NGAUS), understanding the power and influence of their voice on Capital Hill. As an advocate organization whose sole mission is to lobby for the men and women serving in the National Guard, NGAUS has played a critical role in moving local issues and concerns up to the national stage. Next month, NGAUS will be bringing their 136th General Conference & Exhibition next door, to Chicago. If you haven't been able to attend in the past due to the logistical constraints, you will want to take advantage of the close proximity of this conference. It is your chance to garner a surplus of useful information and resources, as well as learn more about NGAUS's legislative priorities that will inevitable impact anyone serving in the Guard. Additionally, there will be a number of fun events taking place through the weekend, including a fun run, mixers, and a golf tournament. If nothing else, attendance at the NGAUS conference will be a great chance to meet your counterparts from around the country, connect with national leaders, and let your voice be heard.

And finally, I want to express my utmost appreciation for those who participated in and contributed to raising funds for Master Sgt. Cressell and his family. I am happy to report that the donations collected during our last UTA topped \$2000, which we delivered to the Cressell's on your behalf. Thank you!

Be safe and have a great weekend.

BULLETIN

CHIEF'S GOLF OUTING 2014!

The 20th Annual Chiefs' golf outing will be 27 September, 2014. As in years past, the location is Marywood Golf Course here in Battle Creek. In recognition of the outstanding support we have received over the past 20 years, the cost of this event will remain the same as last year. The event is limited to the first 36 teams that register so move quickly to get your team in the game. Registration forms/flyers are available via any CMSgt and will be posted on the Chiefs' Council share point.

Golf with a Hero- SUNDAY, JULY 20, 2014, 1000 SHOTGUN START at CEDAR FARMS GOLF CLUB-Sign up a 3-person Team with a 4th person to be a wounded warrior. Entry Fee is \$60/person or \$180/Team. All funds raised will support Wounded Warrior Project.

UTA CHILDCARE

Attention 110 AW military members:

Need childcare during UTA? 12 Slots available for childcare on Saturday & Sunday of UTA 0600-1800.

Requirements: Must be attending UTA; Officer or Enlisted children can participate.

Children's age must be between 6 weeks-12 years. Child must be immunized according to American Academy of Pediatrics.

Currently, completely free. Call MSgt Tammy Zerafa with questions. 269-969-3565

DFAC MENU

Saturday

Chicken Stir Fry	Meatballs w/Gravy
Brown Gravy	Pork Fried Rice
Steamed Rice	Calico Corn
Green Beans	Hot Dog/Burgers
French Fries	Onion Rings
Pork Fritter Sandwich	

Sunday

Herbed Baked Chicken	Spaghetti
Chicken/Turkey Gravy	Mashed Potatoes
Mixed Vegetables	Peas & Carrots

Nacho Bar

BATTLE CREEK AIR NATIONAL GUARD HOSTING UNIVERSITIES

Battle Creek Air National Guard Base on W.K. Kellogg Airport is working with several Universities to host courses on base any day after 5:00 pm. This could include weekends and concentrated options on UTA weekends. The Universities have shown very strong interest. With so many military members continuing education after work, additional options that provide access on-base would be beneficial. This is mutually beneficial, since military members gain access and Universities are provided additional classroom-space after-hours. In order to have enough students for classes to be held; spouses, dependents and civilians are being offered this opportunity as well. Students, from outside the military, who could come on base to attend class, will be provided the rules regarding coming onto a military installation ahead of time. Our facilities are in exceptional condition and are well-located. Course offerings are currently unknown.

NEW! SATURDAY & SUNDAY, 1100-1400, DFAC

Universities will be providing personnel for Admissions, Class-advice, Financial-assistance & grant options.

Participation is expected from: Davenport University, Central Michigan University, Siena Heights University, and University of Phoenix

Additionally, a representative from the following may be present: Grand Valley University, Western Michigan University, Kellogg Community College, Kalamazoo Community College

DAVENPORT UNIVERSITY

Davenport University offers a wide-variety of degree programs in Business, Health, and Technology. Additionally, their VBSN degree is a special Nursing program designed to transfer-in the maximum amount of military credit for those who have served (or are serving) in certain medical AFSC positions. For more information, please visit davenport.edu/military, or contact Jonathan.Highman@davenport.edu or by phone at (616) 742-2075.

SIENA HEIGHTS

Siena Heights University was the first private college in Michigan to offer degree completion programs specifically designed for adult students through the College for Professional Studies. A leader in non-traditional education, and fully accredited, Siena Heights has over 30 years of experience providing bachelor's and master's degrees for working adults. Siena Heights University is recognized as one of the Best Online Program for Veterans by U.S. News & World Report. Our accelerated eight-week sessions allow for flexibility in scheduling and enrollment. Siena Heights University At Kellogg Community College: 1-800-203-1560 and <http://www.facebook.com/sienabattlecreek>

CENTRAL MICHIGAN UNIVERSITY

U.S. News and World Report ranks Central Michigan University Online Programs as:

- #1 in the nation for online Bachelor's Programs for Veterans
- #1 in the nation for online Grad Education Programs for Veterans
- #6 in the nation for online Grad Business for Veterans

Central Michigan University believes that those who serve deserve the very best. Check out available programs, transfer credit options, our application fee waiver and tuition discounts at: <http://global.cmich.edu/military/>. Complete the Show of Interest Survey distributed by the 110th Airlift Wing to help us determine what face-to-face, online or hybrid programs to bring on-site!

UNIVERSITY OF PHOENIX

University of Phoenix National Defense relations team. We are a conduit for all military entities and individuals to realize their full potential through online degree certificates and single course programs. Established a new career services website to assist you in focusing on degree programs which match the skills set required by Fortune 500 companies who are in partnership with the University of Phoenix.

www.phoenix.edu/careerservices Point of contact is Tony Bell at: tony.bell@phoenix.edu

Classes to be offered on base after 1700 is under development. Your input on what should be offered would be appreciated: https://www.surveymonkey.com/s/110AW_Classes

AIRMAN OF THE MONTH

The Honor Guard Team Members of the 110th Airlift Wing



This month Col. Ronald Wilson, 110th Airlift Wing Installation Commander honored all the members of the Battle Creek Honor Guard Team with the Wing Coin for their dedication and duty to the Battle Creek Honor Guard Team. The Honor Guard Team at times carries a tremendous and tedious schedule. When an event is requested, once approved and available, they volunteer for duty, sometimes committing themselves to more than 20 events in a month. The Honor Guard team supports weddings, funerals for Air Force as well as Army Air Corps, Military Honors, parades, Posting and Retireeing of the Colors for various events and retirement ceremonies.



HONOR GUARD Brig. General Leonard Isabelle, Chief of Staff, Joint Forces Headquarters, Michigan Air National Guard personally thanks the Battle Creek Honor Guard Team for their generous efforts and continued support to the Battle Creek Air National Guard, Honor Guard Team, Sunday, June 22, 2014, Battle Creek Air National Guard Base, Mich.

BULLETIN

3RD ANNUAL MILITARY APPRECIATION DAY CHARITY GOLF OUTING

SATURDAY, AUGUST 16TH, 2014,

9:30 SHOTGUN START

BEDFORD VALLEY GOLF CLUB

23161 Waubascon Rd., Battle Creek, Mi 49017

CALL 269.965.3385 TO SIGN UP

\$75/PERSON: 18 hole green fee w/cart, lunch cookout, chance to win prizes, \$60/Foursome will be donated to The Folds of Honor Foundation & VA Hospital in Battle Creek, Mich.

PROMOTIONS

Senior Master Sgt. Charles Cressel (AW)

Tech. Sgt. Stephen Adair (CES)

Tech. Sgt. Jonathan M. Johnson (AOG)

Staff Sgt. Chad W. Ferguson (OSS)

Staff Sgt. James P. Vandenberg (MDG)

Senior Airman Matthew Hobbs (OSS)

Senior Airman Matthew T. Jones (AOG)

Senior Airman Braelen Schneider (FSS)

RETIREMENTS

Lt. Col. Estrella Rodgers (LRS)

Master Sgt. William Dauterman (AOG)

Master Sgt. Walter Smith (OSS)

Sunday, July 20, 2014, Ops Auditorium, 1400

MSgt David Moessinger (FSS)

Saturday, July 19, 2014, DFAC, 1600

Tech. Sgt. Steven Roman (FSS)

JOB OPPORTUNITIES

The 172nd Attack Squadron, 110th Operations Group, will be accepting applications for the 2014 Undergraduate Remote Pilot Training (URT) Board. This board will select applicants to enter training to become pilots of the MQ-9 "Reaper" RPA (Remotely Piloted Aircraft). These are for part-time/traditional positions.

- Applications are due by Sept 19th, 2014.
- The interviews will be held Oct 18-19, 2014.
- Must be no older than 28 years old at the time of interview.
- Must enter into URT prior to turning 30.

If interested please contact Capt. Lucas Freudenburg or Capt. Andre Sprauve at DSN 580-3281/ COMM 269-969-3281, or lucas.freudenburg@ang.af.mil, andre.sprauve@ang.af.mil for an application packet.



WWW.SALUTETOLIFE.ORG

1-800-MARROW-3

110th Airlift Wing, August 16 & 17, 1030-1330, Building 6930, Medical Group Waiting Room

2Lt. Shawn Hatfield @ (269) 969-3498 shawn.hatfield@ang.af.mil

The drive is open to all DoD personnel and their dependents to facilitate marrow and stem cell donations.

Each year, more than 12,000 people are diagnosed with diseases that require an infusion of stem cells; more than 70% are unable to find an appropriate match within their own family and will require an unrelated donor (NMDP, 2013).

Its easy to register, you will just need to fill out a consent form and submit a swab of your cheek. Your swab sample will be analyzed by a lab and your data will be input into the National Marrow Donor Registry.

Only takes 5 minutes, stop over and register today!

Dependents are also welcome to register, we have kits available that you can take home.



Creek, Mich. The Folds of Honor Foundation program honors children of wounded and fallen troops. Sgt. Nicholas Avery struggles with Traumatic Brain Injury (TBI), he spent 24 years in the corps and toured overseas during OPERATION DESSERT STORM, and OPERATION IRAQI FREEDOM. Atlas Sales, Inc. and Anheuser-Busch have partnered with the Folds of Honor Foundation for the past three years. Pictured from left to right, Marine 1st Sgt. Adam Moreno, Atlas Sales President Greg Dunn, Suzannah Avery, Frakie Fagan, Col. Ronald Wilson, (back) Atlas Sales Vice President Bud Dunn, Avery's stepfather Ron DeMoss, and mother Stacey DeMoss. (U.S. Air National Guard Photo by Master Sgt. Sonia Pawloski/ Released)

DOD BONE MARROW DRIVE



CYBER THREAT BULLETIN

Millions of LinkedIn Users Vulnerable to Man-in-the-Middle Attack

LinkedIn, the popular professional social network has left hundreds of millions of users exposed to a Man-in-the-Middle (MITM) attack via the sites Secure Sockets Layer (SSL) encryption.

LinkedIn uses HTTPS for its user login pages, but their network is not utilizing HTTP Strict Transport Security (HSTS), which prevents communications from being sent over HTTP. HTTPS/SSL allows a hacker to intercept a user's communication by replacing the "HTTPS" requests with its non-encrypted form, "HTTP", this is known as an "SSL stripping" attack.

This attack allows hackers to impersonate the user to use any account feature. In a demonstration of the MITM attack, every single user tested was vulnerable to this attack.

LinkedIn has begun a transition of their website to default HTTPS primarily for U.S. and European users. However, because of slow implementation of default SSL the disclosure of this vulnerability was released publicly.

In 2012, LinkedIn spent an estimated \$1 million on cyber forensic analysis of their network after millions of users' accounts were compromised. LinkedIn did offer its users an option to change their security settings to full HTTPS manually, but many users might not have known about it. You can enable this setting by going into accessing your LinkedIn settings, Open "account" tab and click "manage security settings" to select Full HTTPS.

1ST SERGEANTS PERSPECTIVE

Leading With Humility

110TH MISSION SUPPORT GROUP FIRST SERGANT Master Sgt. Daniel Salazar

In today's Air Force things are ever changing and problems are increasingly complex, no one person will ever have all the answers. This is why humility is a trait many of us needs to be looking for within ourselves. The goal in the face of change should be, what can we do together to problem-solve. It's not just humility in creating space for others to contribute, its intellectual humility as well. Without humility, you are unable to learn.

Humility is one of four critical leadership factors for creating an environment where individuals from different demographic backgrounds feel included. When individuals observed altruistic or selfless behavior in their leadership, a style can be characterized by 1) acts of humility, such as learning from criticism and admitting mistakes; 2) empowering followers to learn and develop; 3) acts of courage, such as taking personal risks for the greater good; and 4) holding individuals responsible for results they were more likely to report feeling included in their work teams.

Individuals who perceive selfless behavior from leadership also report being more innovative; suggesting new ideas and ways of doing work better. Moreover, they are more likely to engage in team citizenship behavior, going beyond the call of duty, picking up the slack for an absent member and feeling more included in their workgroups.

Some underlying sentiments that make individuals feel included are uniqueness and belongingness. Individuals feel unique when they are recognized for the distinct talents and skills they bring to their teams; they feel they belong when they share important commonalities with co-workers.

Sometimes it's tough for leadership to get this balance right, and emphasizing uniqueness too much can diminish an individuals' sense of belonging. However, selflessness is one of the key attributes of leadership who can coax this balance out of their individuals.

To promote inclusion and reap its rewards, leaders should embrace a selfless leadership style. Some helpful items to use, is to share your mistakes as teachable moments. When leaders showcase their own personal growth, they legitimize the growth and learning of others; by admitting to their own imperfections,

they make it okay for others to be fallible, too. We also tend to connect with people who share their imperfections; they appear more human, more like us. Humility may help to remind group members of their common humanity and shared objectives.

Engage in dialogue, not debates. Another way to practice humility is to truly engage with different points of view. Too often those of us as leaders are focused on swaying others and winning arguments. When people debate in this way, they become so focused on proving the validity of their own views that they miss out on the opportunity to learn about other points of view. Inclusive leaders are humble enough to suspend their own agendas and beliefs, in so doing, they not only enhance their own learning but they validate followers' unique perspectives.

Embrace change and uncertainty. Change and uncertainty are par for the course in today's military environment. So why not embrace them? When leaders humbly admit that they don't have all the answers they create space for others to step forward and offer solutions. They also engender a sense of interdependence. Followers understand that the best bet is to rely on each other to work through complex, ill-defined problems.

Inclusive leaders empower others to lead. By reversing roles, leaders not only facilitate individual's development but they model the act of taking a different perspective, something that is so critical to working effectively in diverse teams.

As leaders we can routinely demonstrate humility by admitting to our members that we don't have all the answers and by sharing our own personal journeys of growth and development, which can encourage others to contribute.

A selfless leader should not be mistaken for a weak one. It takes tremendous courage to practice humility. This sort of courage should be rewarded in all organizations.

CHIEFS PERSPECTIVE

Borrowed Ideas

110TH AIR OPERATIONS GROUP Chief Master Sgt. Robert Shankleton

Some of you might be that guy or gal, the one who knows everything. People working with you see it..., they often refer to you as "know it all." As for me, I cannot make that claim. Truth be told, 90% of my good ideas came from others before me. My dad, grandfather, first shop chief, a jet engine mechanic, and Col. Seidel, just to name a few, have all played a role in my leadership development and practices. The following are a few

of the countless lessons in leadership I've borrowed from the many individuals that influenced my development.

If you don't know where you are going, how will you know when you get there?! As explained to me, every leader must have a well-defined and articulate idea of what their unit will look like in 3-5 years. It's not enough to say "we want to be the best", you also have to fill in the blanks..., the "you'll know we are the best because we are #1 in, X, Y, Z." Too often, senior leaders pontificate from their podium about where the unit should go without ever giving the particulars needed for the subordinate units to act upon. They are then amazed when the herd wonders off in different directions, all trying to achieve "the best" without really knowing where they are headed.

Find people who are smarter and more capable in their respective areas than you are, and make them your friend. I have lived by this one. There is no way I'll ever be as smart at anything as the SME (subject matter expert) in that career field. Smart leaders rely on each other to get the work done; they don't try to be smart in everything. You would think this is a no brainer, but some leaders won't admit they need others help and instead try to get "all SME'd up". This time could have been better utilized actually moving the mission forward. If this is you, get over yourself and your ego. Our profession deserves better.

People will never value you or your leadership unless you value them first. This is for the Col.'s and Chief's. You can think you are the greatest leader in the world, but if you turn around and look only to find no one is willingly following you..., you are just a Wanna-Be. It starts at the top. Leaders first must value their people if they hope to be valued by their people. And, this value needs to be reflected in your actions, not just limited to words. Too many times we see the Wanna-Be leader call people in, solicit inputs, and then just do what they wanted anyway. The resulting reaction by the unit members takes about two seconds to occur, everyone realizes their input isn't valued and there's no point in trying to work with this guy. Worse, once you've lost them, it's incredibly hard to get them back. Leaders need their people to have their backs, cover the dropped taskers, and keep them out of jail. Lose your people, and well.....you get the point.

Who do you learn from? If you aren't learning from proven leaders who actually have a large following, you might be headed down the wrong road. As someone once told me, "*keep your mind open, your mouth shut, and you just might hear all the good advice that's out there.*"

BC Fire Dept. holds training exercise at W.K. Kellogg Airport

BATTLE CREEK, Mich. (NEWSCHANNEL 3) - Battle Creek Firefighters are learning how to deal with an emergency they've never seen before.

A mock airplane crash took place on an unused landing strip at WK Kellogg Airport.

24 firefighters are in training right now, because the Air National Guard will no longer receive federal funding to handle their own fire department.

The BCFD officially takes over October 1.

The drill included a sound track of screaming "victims."

"That's to add distractions try to stress the firefighters out a bit," said Chief Dave Schmaltz, Battle Creek Fire Department. Lieutenant Michele Hughey is working to save passengers, as the attack team and exposure team fights the flames.

"We assessed the child first which was breathing we assessed the second victim which is in full arrest and then we let our training take over and go into full CPR," said Lt. Michele Hughey, Battle Creek Fire.

Chief Schmaltz says two dozen firefighters have been going through intense class work required by the FAA, where you have to learn everything all over again, including what to say over the radio.

"Certain words we use on the fire ground are a big no no for the tower," said Chief Schmaltz.

He says it's difficult to hear, some firefighters on the Air National Guard base may soon lose their jobs, because the base no longer has a flight mission and federal funding stops at the end of September.

"It's horrible, but I have to do what I have to do to get our department ready to maintain the airport security," said Schmaltz.

City Commission endorses missile mission at Fort Custer

THETIMESHERALD.COM by Jennifer Bowman, July 15, 2014 - The Battle Creek City Commission formally put its support behind Fort Custer's bid for a new missile defense mission.

The commission on Tuesday unanimously approved a resolution that urges the U.S. Department of Defense Missile Defense Agency to select the Fort Custer Training Center as the location for a new ground-based interceptor ballistic missile-defense mission.

"I'm very much in support of this resolution," Commissioner Susan Baldwin said during the meeting. "I'm very proud of the military history we have in our community, and one more step we can have to support our operations out there and to support the defense of this country, I think it would be a minimum we could do."

Fort Custer is one of four sites being considered to house a ballistic missile defense site as the Defense Department considers creating an East Coast site for protection against missile attacks from Iran or other threats. Camp Ravenna in Ohio, Fort Drum in New York and Portsmouth Survival, Evasion, Resistance and Escape Training Area in Maine are also in the running.

Currently, there are two sites in the U.S. — Fort Greeley, Alaska, and Vandenberg Air Force Base in California — for ground-based interceptors.

A decision won't be made until environmental-impact studies are completed, which is at least 18 months away. And it isn't guaranteed that the Defense Department will pick any site, as a decision on whether a site is necessary on the East Coast is still up in the air.

But Battle Creek officials are already lobbying hard for the mission. They support the Michigan Department of Transportation's plans to close a portion of Skyline Drive, which could boost Fort Custer's chances because it creates a joint base for the U.S. Army, Air National Guard and Navy.

Lt. Col. Gus Gorzynski, commander of the fort's training center, said federal and state leaders will be given an official notice of intent to begin an environmental impact study on Wednesday.

If Battle Creek wins the mission chosen, some 250 new jobs could be created and the base could be the home of up to 60

missiles. They would be launched to defend against missiles detected by ocean- and space-based sensors, Gorzynski said, and would sit ready to fire in partially buried concrete structures.

"It is specifically an atmospheric engagement system," he said. "We are hitting a bullet with a bullet. There is not a warhead capability that will exist at Fort Custer or the other three proposed locations. It's truly a kinetic engagement in outer space."