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CONNECT WITH THE 110TH ONLINE!
WWW.110AW.ANG.AF.MIL

COMMANDER

By Colonel Ronald Wilson, 110Th Attack Wing Commander



Members of the 110th Attack Wing, welcome to May UTA.

I know for a fact that in each of your groups, in each of your squadrons—down to your individual shops—there is inevitably one simple mechanism or process that must be initiated before you are able to get any actual work

done. I'm talking about something as straightforward as properly logging onto your computer, making sure all of your airmen are accounted for, or reading updated AFIs before you step onto the floor—baby steps that you have to take before you lace up your shoes to run the marathon of a drill weekend. Vince Lombardi, renowned Green Bay Packers coach, was well known for beginning each season by standing in front of his team of both rookie and veteran players alike with a football in his hand extended out for all to see, and saying bluntly, "Gentlemen, this is a football." This single statement would be the kick off to days and weeks jam-packed with practice drills that focused on the fundamentals of the game; blocking and tackling and running the kinds of simple plays that any high school freshmen would dismiss as elementary. Vince Lombardi's intention was not to degrade or discount the talent that each player brought to the game. It was certainly understood that any player who had earned a spot on a professional football team had already proven they had what it takes to be a top performer. He began each year this same way because he knew beyond a doubt that it did not matter who you were or what you had done the year before, a successful season is unachievable unless you can prove that you have mastered the fundamentals. In our nearly 70 years of operations, from our A-10s to the AOG, the 110th has proven time

and again that we are the best at what we do. But I am concerned that we have lost sight of the fundamentals. So, men and women of the 110th Attack Wing, it's time for all of us to get back to the basics!

Last month the ACC/IG inspection team travelled to Battle Creek to conduct our mid-point site visit prior to the Unit Effectiveness Inspection in October. Unlike previous incarnations of the AF inspection system that focused around single-episode, performance-based measures buzzing with undertones of retribution for even a single failure, the current system is intended to provide commanders with a continuously rolling account of how well our units are managing resources, leading people, improving processes and executing the mission. The idea is simple: Encouraging airmen to identify and repair risks now will mitigate the chance of discovering that programs are broken in the midst of a real world event.

As expected, the ACC/IG identified a few locations around base where programs were not being overseen as well as they should. And frankly, they found a couple of problem areas that were downright distressing. But after the dust settled and the hustle and bustle of trying to sort out the good from the bad was complete, the one thing that stood out above everything else was that despite a handful of letdowns, the majority of areas that they looked at met or exceeded expectations. From Master Sgt. Luke Wimby of the Power Pro shop who detected and took aggressive action to mitigate what could have been a significant risk, to Tech. Sgt. Kathleen Lyons of Security Forces who was praised by the ACC/IG as an airman who models the kind of professionalism and self-directed initiative they'd like to see more of; the majority of our airmen demonstrated that the 110th is well-positioned to succeed in October. This is a direct reflection of your outstanding talent and drive to achieve great things. But what cannot be ignored is the fact that despite our successes, the primary reason for most of our missed opportunities was that we had completely lost sight of those basics steps that should define our day-to-day operations.

Something I have learned about the new inspection process is that addressing risks is like peeling an onion. When you identify a deficiency, it is the equivalent of pulling back that first, outer layer.

You have basically scratched the surface. In order to get down to the heart of the problem you have to continue to peel each successive layer until you reach the core. Only then can you step back and say with confidence that the risk has been mitigated. Every single problem that the ACC/IG found last month could have easily been avoided had we not stopped looking after the first couple of layers. This is unacceptable! Lt. Col. Shay's IG team has spent months stressing the importance of digging into your AFIs, completing your MICT self-assessments, and making sure that you are exposing risks so we can take the necessary steps to fix them. It is imperative that we know where our weaknesses lie. The bottom line is this: Changes are going to be made across our organization so that we never again blow an easy play because we got away from the fundamentals. What you will see in the coming weeks and months is a series of shifts in airmen's positions in order for us to shore up our roster before the inspection in the fall. If you've ever followed baseball, you know that to be eligible for the postseason a player has to be on the official roster by the end of August, so teams engage in a series of trades and acquisitions leading up to the August deadline so that they can get the right players in the best positions possible to win the World Series. This is exactly what our leadership team is going to do for the 110th; change up our roster to make sure we give ourselves the best shot at winning the UEI World Series.

To kick off this UEI season, I need you to complete a short online survey that is going to be used to ensure successful implementation of the new Air Force Inspection System, while creating a more collaborative relationship between the ACC/IG, the wing and you as individual airmen. The ACC/IG UEI Capstone survey is going to remain open until 23 August 2015, and will be an opportunity for you and your spouses to confidentially convey your opinions, beliefs, and concerns to the IG as a way to increase unit effectiveness and improve the overall quality of life of airmen and their families across the Air Force. Once completed, the ACC/IG is going to use the information gathered to help commanders better understand your concerns in regard to the four major graded areas. So before you leave on Sunday, make sure to log onto <https://www.research.net/r/110ATKW> and complete the survey.

As always, be safe and have a great drill weekend.

BULLETIN

DFAC MENU

Saturday (1100-1230)

Chicken Fajitas	Beef Enchiladas
Spanish Rice	Refried Beans
Calico Corn	Mexican Cornbread
Buttered Rolls	Mexican Coleslaw

Short Order

Hamburgers/Cheeseburgers
Herbed Brill Chicken Sandwich
Baja Fish Tacos Fries

Sunday (1100-1200)

Honey Glazed Cornish game Hen	
Herbed Spinach Bake	
Oven Roasted Potato Medley	
Orange Rice	Buttered Cauliflower
Seasoned Carrots	Buttered Rolls
Chicken Gravy	

Short Order

Hamburgers/Cheeseburgers
Herbed Brill Chicken Sandwich
Tacos Bar Fries

PROMOTIONS

1 May 2015

Master Sgt. Daniel VanNortwick (CF)
Master Sgt. Shawn Wheat (CES)
Tech. Sgt. Matthew DenBoer (CES)
Tech. Sgt. Brandon DeJong (AOG)
Staff Sgt. Amanda Bean (MDG)
Staff Sgt. Jennifer Dark (FSS)
Senior Airman Todd Cruz (FSS)
Senior Airman Bush McCarthy (CES)
Senior Airman John Mullens (SFS)

FITNESS ON BASE

Wing Fitness Center

Hours 0500-1900

(SFS can open outside these hours if you ask)

Services will be providing Practice fitness tests at the Track at 1530 Every Saturday of Drill. Our core target audience will be members who are currently enrolled in the Fitness Improvement Program. We will have fitness and Recreation Personnel available to assist in proper form for Pushups and Sit ups. The 1.5 mile run will also be timed. The classes are in Arcnet so that attendance can be tracked. Please schedule your members for the classes.

Please do not sign up for practice tests during fitness testing on Sundays. Saturdays will be for Practice testing.

We will not be providing Waist Measurements during these sessions.

We encourage all UFPMs and PTLs to attend to document members progress.

Thank you and we hope to see you out at the track!

BASE BOX

(affiliate name TBD)

Building 6900 (Large Hangar) WOD Day/Times
(Workout of the Day)

Sun of UTA 0630-0730

Tues-Fri 0630-0730

Tues-Fri 1600-1700

All Skill /Fitness Levels welcome and encouraged!!!!

WHAT WE DO AT THE BOX?

<https://www.youtube.com/user/CrossFitHQ>



AIRMAN OF THE MONTH



The 110th Attack Wing would like to recognize, Mr. Dave Marshall, Maj. Wendy Burris and Tech. Sgt. Troy Nault for their actions on January 19, 2015. Tech. Sgt. Nault identified and enabled Maj. Burris and Mr. Marshall to respond to a fellow Airmen in need of care and intervention. Mr. Marshall and Maj. Burris drove to the members residence and intervened in a potentially life threatening situation and ensured the member was supported and transferred safely to appropriate medical care to address life challenges that seemed insurmountable. The awareness and actions of these individuals embodies the Wingman principles and is a credit to themselves and the 110th Attack Wing.

MICHIGAN NATIONAL GUARD WEBSITE

www.minationalguard.com

Have you visited the Michigan National Guard's homepage yet? This in the MINGs public page and has links to useful information about federal and state jobs, family programs, and other resources such as the MING military organization structure and much more. The electronic Wolverine Guard magazine is also there, and soon you will be able to input your information in a form-fill template to create a hometown news release to tell your community that you were promoted, received an award, or other accomplishments. Visit www.minationalguard.com and check it out.

ATM Update

Your ATM fees have now paid for the cost of the machine in building 6930! From here on out all the ATM fees generated from the machine go directly to the base's MWR fund. The ATM has been generating an average of \$172 a month in fees which means we could see over \$2,000 in contributions to our MWR fund every year. I encourage you to use the ATM when you need to get cash – the more fees we generate the more money goes into your MWR program to support all the great programs on the base. You can either give that money to a bank by using an off-base machine or you can give it back to yourself by using our ATM!

Upcoming Road Closures

UPDATE: I-94 BL (Skyline) between Hill Brady Rd. and M-96 (Dickman Rd.) will be closed effective May 1st. This section of road is going to be permanently removed.

Ramp Closures are as follows:

Ramp A (EB Off Ramp) - May 16th through June 21st
Ramp B (EB On Ramp) - June 3rd through June 15th
Ramp C (WB Off Ramp) - May 17th through May 31st
Ramp D (WB On Ramp) - June 27th through July 30th
Bridge will be closed for replacement starting May 15th and continue until July 27th.

EARTH DAY

The turn-out of volunteers for Adopt-A-Highway during April drill was small, but those who showed were extremely dedicated! Much appreciation for these individuals who contributed to making our environment much more enjoyable:

Capt. James Stoner, Capt. Jennifer Bechtel, 1st Lt. Shawn Hatfield, Master Sgt. Scott Walker, Master Sgt. Joseph Korotko, Tech. Sgt. Rich Parker, Staff Sgt. Chris Liegeois, Staff Sgt. Derrick Gaddis, Senior Airman Zachary Chartier, Senior Airman Mary Pesce, Senior Airman Megan Serrano

Happy Earth Day to All!

Sincerely,
110 ATKW Environmental Management Office

Spring Cleaning

By Tech. Sgt. Kenneth Blakely, 110th Safety Office

With spring comes a feeling of renewal. Families everywhere begin cleaning out their basements and garages. Windows are opened, flowers bloom and the days grow longer. But before you run off to all the warm weather activities you've been longing for all winter, please take a moment and add the following activities to your Spring Cleaning.

1. Smoke Alarms

Three out of every five home fire deaths resulted from fires in homes with no smoke alarms, according to National Fire Protection Association.

Smoke alarms save lives – if they are powered by a fresh battery. You should test them every month to make sure they work and replace the battery at least once a year, according to the NFPA. If the alarm makes a “chirping” sound, replace it immediately.

Smoke alarms should be located in every bedroom and in the common areas on each floor of a home. Mount them at least 10 feet from the stove to reduce false alarms, less than 12 inches from the ceiling and away from windows, doors and ducts.

2. Carbon Monoxide Detectors

Carbon monoxide (CO) is an invisible, odorless gas, and it can kill you. Anything in the home that burns fuel can potentially become a source of carbon monoxide. CO alarms should be installed in a central location outside each bedroom and on every level of the home. The safety tips for CO detectors mirror those of smoke alarms: change the batteries, test them and interconnect them, if possible. Also, make sure vents for your gas appliances (fireplace, dryer, stove and furnace) are free and clear of snow or debris.

3. Family Emergency Plan

The National Safety Council recommends every family have an emergency plan in place in the event of a natural disaster or other catastrophic event. Spring is a great time to review that plan with family members to make sure they know what to do.

Have a home and car emergency kit. The Federal Emergency Management Agency says an emergency kit should include one gallon per day of water for each person, at least a three-day supply of food, flashlight and batteries, first aid kit, filter mask, plastic sheeting and duct tape, and medicines. Visit the FEMA website (www.fema.gov) for a complete list.

The emergency plan also should include:

– A communications plan to outline how your family members will contact one another if they are not in the same place and where you should meet if it's safe to go outside

– A shelter-in-place plan if outside air is contaminated; FEMA recommends sealing windows, doors and air vents with plastic sheeting

– A getaway plan including various routes and destinations in different directions

4. Clean Out the Medicine Cabinet

With cold and flu season in the rearview mirror, it may be time to take a look at any medication that's collecting dust in the medicine cabinet. This not only helps keep your family safe, but keeps pharmaceuticals out of the drinking water supply of your local community. The NSC recommends you take unwanted or expired medicines to a prescription drop box or take-back event. Check with your local law enforcement agency for drop box locations or your local pharmacist can advise you on proper disposal of medications. For more information, check out the NCPA sponsored website (disposemy meds.org).

These activities may add a few extra minutes to your Spring Cleaning, but the safety and health of the people they affect is well worth the investment. Now get out there and enjoy the sunshine and warm weather while it lasts.

Colleges in DFAC May UTA Summer Classes

Speech & English w/KCC: *Registration now open*

COMM 207 (Speech), Instructor: Laura Culver, *(same instructor as last time)*

Tuesday, 6:00-9:30pm, 5/19 - 8/4/15

ENGL 151 (English), Instructor: Daniel Toronto, Thursday, 6:00-9:30pm, 5/21 - 8/6/15

Contact: Colleen Wright at wrightc@kellogg.edu

Current KCC students can simply go to the registration website.

MTH 105: Intermediate Algebra, Tuesdays from 5:30pm-10pm, on the following dates: 6/16, 6/23, 6/30, 7/7, 7/14, 7/21, 7/28, 8/4.

If you are interested in enrolling in MTH 105, please submit an application at the following link: <https://apply.cmich.edu/> The deadline to apply for this course is May 15th. After application submission CMU will contact you to help with the process.

SUM I May 11-July 1

MDVL 1450 Heroes and Villains in the middle ages: 10 seats left
PSCI 200 National Gov't: 4 seats left
SOC 2000 Principles of Sociology: 5 seats left

SUM II July 6-August 21

ENGL1050 Reserved 5 seats for ANG Members
MDVL 1450 Heroes and Villains in the middle ages: 8 seats left
GEOS 1000: Earth Studies: open seats

Next Steps for New Students:

1) Complete the paper application form and WMU will waive the application fee. If they are only taking a couple classes to complete the CCAF requirements, then they can mark Non-Degree on the application but we will still need transcripts. If they are interested in the University Studies bachelor's degree, then they can put that on the application. The paper application is attached and we will also have them on hand at the drill weekend. Applications must be turned into Jessica Parker or Tammy Morgan for application fee waiver.

2) Have all official transcripts mailed to: WMU Office of Admissions, 1903. W Michigan Ave, Kalamazoo, MI 49008. This way we can assure the soldier that they are taking the correct class.

3) Complete attached 110th Tuition Remission form to receive 33% remission for any of the above listed courses and turn into Jessica Parker or Tammy Morgan and WMU staff will register student for classes.

4) Complete appropriate military benefit forms and connect with Billy Clayton for any assistance regarding WMU Military specific information

Central Michigan University would like to continue offering general education courses at the Battle Creek Air National Guard (BCANG) Base that are applicable to the Community College of the Air Force (CCAF) Associate's degree requirements.

Please complete a brief survey, so that we are aware of your interests. Please also forward the survey link, if there are others you believe may not have received this communication, but may also be interested.

Provided there are a minimum of 10 people interested in a specific course, we will actively consider offering the class(es) later this year or in early 2016; one evening per week or in a weekend format.

<https://www.surveymonkey.com/s/BCANG>

Enlisted Evaluation System (EES) For All Airmen

By Chief Master Sgt. Denine McFadden

The long awaited requirement for all airmen to receive an evaluation is right around the corner. This is the result of a Total Force initiative to build an evaluation system that meets the needs of all the components of the Air Force and reflects performance as the most important component in evaluating our members. On 1 July 2014, we implemented the new Airman Comprehensive Assessment (ACA) feedback forms, which should be completed on the static schedule that was provided to the Wing and can also be found on the 110 FSS Manpower and Personnel Share-point Documents; Evaluations Folder. In coordination with the ACA schedule, the below Figure 1 schedule reflects the ACA schedule in conjunction with the Static Close Out Date (SCOD) of the Enlisted Evaluations. This will align all evaluations by grade of the individual rather than by independent evaluation timeframes, ensuring all members in the same grade have the same evaluation period and will have an evaluation that closes out on the same day. Drill Status Guardsman (to include Dual Status Technician) will receive reports on a biennial basis (every two years) while Active Guard Reserve (AGR) and Statutory Tour members will begin implementation on the schedule in Figure 2. The first of the new Evaluations will closeout on 31 May 2015 for all CMSgt's (E-9) and will be due by 30 June 2015. AFPC will be conducting a batch update to MILPDS that will reflect all the new evaluation dates. The evaluation for CMSgt's will be completed on the new AF Form 912, awaiting guidance from National Guard Bureau (NGB). The new evaluation forms for airmen in the ranks of AB thru SMSgt are currently in development with an expected release and implementation mid-2015. The 110 FSS Manpower and Personnel section is the OPR for this program, but please go through your Unit CSS for questions; they are being briefed on the new program and process. Please be patient as we implement this new program and keep a positive outlook on the overall benefit this will provide your airmen.

Figure 1. Timeframe for ACA and Evaluation Periods for DSG and Technicians

Rank	Initial ACA Closeout	Midterm ACA Closeout	Evaluation Closeout
CMSgt (E-9)	N/A*	31 Jan 2015	31 May 2015
SMSgt (E-8)	31 Jul 2014**	31 Jul 2015	31 Jul 2016
MSgt (E-7)	N/A*	30 Sep 2014	30 Sep 2015
TSgt (E-6)	30 Nov 2014**	30 Nov 2015	30 Nov 2016
SSgt (E-5)	31 Jan 2015**	31 Jan 2016	31 Jan 2017
SrA (E-4)	N/A*	31 Mar 2015	31 Mar 2016

* Denotes an initial feedback provided prior to the implementation of ACA

** Denotes a date of initial evaluation rating period; feedback should be conducted within 60 days of initial rating period beginning.

Figure 2. AGR/Stat Tour Evaluation Migration Schedule

Rank	Last day for closing of non-SCOD/CRO reports	New SCOD Evaluation Closeout
CMSgt (E-9)	2 Feb 2015	31 May 2015
SMSgt (E-8)	3 Apr 2015	31 Jul 2015
MSgt (E-7)	3 Jun 2015	30 Sep 2015
TSgt (E-6)	15 Aug 2015	30 Nov 2015
SSgt (E-5)	4 Oct 2015	31 Jan 2016
SrA (E-4) and below	2 Dec 2015	31 Mar 2016

Wingman Down Day Dodgeball Winners!



Congratulations to the 217th Air Mobility Operations Squadron, they defeated the 110th Civil Engineering Squadron in their last game. Last year the 110th Security Forces Squadron swept the competition.

Where is your career going?

By Senior Master Sgt. Jenny Balabuch, 110th Attack Wing Human Resource Advisor

The vision for the 110 ATKW Battle Creek ANG is in part Force Development (FD). It's to create a wing that is responsive to local, State, and Air Force requirements while simultaneously expanding our pool of future leaders. We as members of this base must have credibility in Total Force forums which require experienced and educated guardsmen who are in equivalence with their active duty and reserve counterparts.

It is necessary to open dialogue between you as the member and your supervisor, or you as a supervisor to your member to allow individuals to achieve their full potential. This will build a pool of highly qualified individuals who can serve in key leadership positions at the highest levels in the wing, and beyond.

The goal for the 110 ATKW is to prepare airmen for both current and future challenges through a deliberate and individualized development process, encouraging to the Citizen Airman schedule and inclusive of civilian experience.

Have you looked at your Enlisted Scorecard lately? Do you know where you stand right now in your career, where do you want to be, and how you are going to get there?

TALONS OUT HONOR FLIGHT

Airman from the Battle Creek Air National Guard Base, Mich., show their support for Southwest Michigan's Talons Out Honor Flight mission, Saturday, April 25, 2015. Talons Out is a charity organization dedicated to flying World War II veterans to Washington DC to visit the memorial that was built in their honor. Battle Creek Airman, along with Army, Navy, Marines, community police and fire showed up at the Kalamazoo Airport to see the flight take off with the World War II Veterans.

