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**CONNECT WITH THE 110TH ONLINE!**  
[WWW.110AW.ANG.AF.MIL](http://WWW.110AW.ANG.AF.MIL)

## Teamwork

By Colonel Brian Teff, 110th Attack Wing Vice Commander

As some of you know, I was previously assigned to the 110th (Fighter Wing then Airlift Wing) for approximately 12 years. After slightly more than a 4 year absence, I've now been back at the 110th for just over two months. My initial impression is the same as when I left in late 2010. This is a tremendous Wing with a great future ahead of us. Currently, we have two of the three Air Force growth missions and if selected for a cyber-mission, we will have the complete trifecta. In my opinion, in order to succeed in these diverse mission-sets, our ability to partner across the Wing and build team excellence will be critical to our future success.

Some people are not comfortable in life if they are not part of something bigger – if they are not part of a team. The Air Force and Air National Guard provide that for our members, where people can come and be part of something special. Make no mistake – what we do is special – the missions we provide are critical to the security of the nation and each and every member of our unit has a unique role in their respective mission-set.

As members of the Air Force, regardless of rank or longevity, we all have at least one thing in common – we all went through basic training. A fundamental purpose of basic training (about 30 years ago for me) was to break down the notion of individuality and instill a sense of the importance of teamwork. Teamwork was driven into all of us during basic. When I look back at that experience, events come to mind such as taking the blame for what others did, or carrying someone's rifle along with your own when they couldn't continue any longer during a run.

Most people who have spent some time serving in the military would likely say they now have a better sense of the importance of teamwork. The simple fact of the matter is the nature of what we do in the military is too complicated for us to succeed alone. This is sometimes a difficult concept in today's society where individualism is often held above all else. In the military, we certainly don't have to sacrifice our individuality in order to form a good team. However, if we consider our core value of service above self, we should subordinate our sense of individuality to the greater goals of the team (eg. Squadron, Group, Wing).

A team is composed of individuals and thrives on the talents and abilities they bring. At some level, everyone brings value to the team. We should be comfortable with the fact that we must rely on others for our own success. The importance of teamwork in our profession is extremely important and we need to value our unit successes which typically far exceed our own individual contributions.

Every member of this Wing shares in the successes we have had in myriad of contingency operations, inspections and events over the past several years. It may be easier to conceive if you are working on the AOC floor, flying a combat line as a RPA crewmember or as a civil engineer deployed to Afghanistan. Regardless of your particular AFSC or skill-set, each member of our Wing can trace their respective role back to the security of our nation. Being part of this larger effort and military team as a whole is what makes our profession unique.

I am extremely honored and proud to be a member of the 110th ATKW. We have proven ourselves time and again and I look forward to being a part of the future development of our awesome team. It's fun to be part of a winning team and I look forward to sharing in many more accomplishments with all of you. My best to you and your family.

## Message from: Col. Ronald Wilson

The survey I am asking you to complete gives you the opportunity to provide opinions on where I should focus attention to improve the human relations climate of our organization. No attempt will be made to identify you, so please respond openly and frankly.

This voluntary survey is designed to assess the “shared perceptions” of respondents about formal or informal policies and practices. Your perceptions are valuable because they give me insight into the general attitudinal climate of our organization. For your answers to be useful, you must be honest. Do not tell me what you think I want to hear, or say what others might say; tell it as you see it.

I am requesting you complete a survey no later than 07/13/2015. The survey will ask you to provide demographic information such as your rank, race, and sex. Demographic information is used to ensure we have a proper representation

of participants. To begin the survey you must connect to the Internet. The survey can be found at URL:

<https://www.deocs.net/user4/login/login.cfm>

An ACCESS CODE is required to gain access to the survey. This case-sensitive code was randomly generated and is not associated with your name or any other personal identifying source. The code ensures anonymity and that each individual selected completes only one survey. Utilize the following survey access codes listed in the table:

Unit	Access Code
Wing Staff & CPTF	1569079NXmT8N
LRs	1569079FqMd9j
MSG & CF	15690799XymET
SFS	15690799XymET
FSS	1569079RZ6fgy
CES	1569079u4AwJ2

OG & 172nd AS	1569079GHVE9k
OSS	1569079GHVE9k
MDG	1569079N3P2vy
217TH AMS	1569079Qcuce7
217th AOG & AOS	1569079U43mF6
217th AIS	1569079wEZvY3
217th ACOMS	1569079RRmvLT
217th ACOS	1569079fmTypi

I appreciate your assistance and assure you the time you devote to the survey will not be wasted. I look forward to sharing the results of the assessment with the members of our organization in the near future.

If you have questions concerning the assessment or the survey, my point of contact is Lt Hester-Holloman.

Thank you,  
 Col. Wilson

## DFAC MENU

### Saturday

Spiral Sliced Honey Glazed Ham  
 Country Fried Steak  
 Baby Baked Potatoes  
 Mashed Redskin Potatoes with Country Gravy  
 Sweet Peas  
 Green Beans  
*Meal includes Salad Bar, Dessert and Beverage*

### Sunday

Sweet BBQ and Bacon Chicken  
 Slow Roasted Pot Roast  
 Rice Pilaf  
 Potatoes Au-Gratin  
 Mixed Vegetables  
 Sweet Corn  
*Meal includes Salad Bar, Dessert and Beverage*

## PROMOTIONS

1 July 2015

Tech. Sgt. Michael Asomaning (MDG)  
 Staff Sgt. Kristen Farlin (FSS)  
 Senior Airman Kaitlyn Boonstra (OSS)  
 Senior Airman Jordan Eyler (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>

## Wine & Canvas Event!



Come paint with us! We will painting the shown picture, called A Touch of Whimsy. Instruction will be provided, no experience necessary.

Where: All Ranks Open Mess (Club)

When: Friday July 24th from 6-9pm

Cost: \$35 per person

How to register: Go to <https://www.wineandcanvas.com/private-events-calendar-kalamazoo-mi.html>  
 Click on July 24th , All Ranks Open Mess

Food and drinks will be available for purchase! We hope to see you there!

## CCAF Degree Completion made easy

- CCAF degree completion requires 5 classes that are only available from Civilian Colleges.
- To make access easier, three hybrid courses that meet Saturday of UTA and on-line in-between, have been created for the fall semester.
- Sign-up is open now, but will close in a couple weeks. Without 12 guardsmen, the class will not run.

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KCC, 2 hybrid classes:

- Principles of Economics
- Political Science

Colleen Wright, KCC Registrar  
 Wrightc@kellogg.edu  
 269.565.2623

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WMU, 1 hybrid class:

-Speech<<<-----Online/UTA weekend Speech class !!!!

Tammy Morgan, Regional Coordinator  
 Western Michigan University-Battle Creek  
 Office: 269-964-2793 Fax: 269-965-2306

## MICHIGAN NATIONAL GUARD WEBSITE

[www.minationalguard.com](http://www.minationalguard.com)

# Fireworks Safety Tips

By Master Sgt. Bradley Morgan, 110th Safety Office

The 110th Attack Wing Safety Office would like to wish everyone a happy and safe July 4th. Independence Day is filled with cookouts, family celebrations and fireworks. Unfortunately, many families who choose to light their own fireworks run the risk of burns and other bodily harm.

According to the National Center for Injury Prevention and Control (NCIPC), there are several factors contributing to the incidence of fireworks-related injuries. First is the type of fireworks used and their availability. "Fireworks-related injuries are most commonly associated with 'class C' fireworks, which are sold legally in many states. Firecrackers (25%), rockets (21%), and sparklers (11%) accounted for most of the injuries seen in emergency departments during 2001." For example, bottle rockets can fly into someone's face and sparklers can ignite clothing and hair (sparklers can heat up to 1,800 degrees Fahrenheit!). In fact, bottle rockets are the "single greatest cause of eye injuries requiring hospitalization,"

according to Prevent Blindness America (PBA). They state that bottle rockets are particularly dangerous because, "Their flight path is erratic, their fuses are non-standard and their explosive power is enough to turn a 'launch site' bottle or can into shrapnel."

People who stand too close to the fireworks also run a higher risk of being harmed. Parents should be especially careful concerning their children. The NCIPC states that a study found that children are 11 times more likely to be injured by fireworks if left unsupervised and younger children may not have the physical coordination necessary to safely handle fireworks, or their curiosity may put them in dangerous situations. We encourage every member to follow these safety tips to insure that all of you have a great holiday weekend.

- Never let children handle, play with, or light any fireworks without adult supervision.
- Store fireworks in a cool, dry place away from the reach of children.
- Use a clear, open area and keep the audience a safe distance from the shooting site.

- Do not attempt to make or alter any fireworks device.
- Only purchase and light 1.4G consumer fireworks. Examples include bottle rockets, roman candles and fire crackers.
- Only light one firework item at a time and never attempt to re-light or fix a "dud" firework. A good rule of thumb when dealing with a dud, is to let it sit 30 minutes, plus the burn time of its fuse, then soak it in water. Never put duds into a burn pit, and never forget that once fireworks dry out, they are dangerous again.
- Have a phone, fire extinguisher, water supply, hose, or bucket of water nearby.
- Use extreme caution when lighting fireworks in the wind. Keep spectators where the wind is blowing away from them.
- Never smoke or drink alcoholic beverages while handling fireworks.
- Never aim, point, or throw fireworks at another person.

For additional information please visit The American Pyrotechnics Association at <http://www.americanpyro.com>

I hope everyone has a Safe, and fun, Independence Day this year!

## WE WANT YOU!

Please join us for our first Speed Mentoring Session! We are actively recruiting mentors and mentees!!

What: Speed Mentoring is a series of short, focused conversations. You will meet a number of mentor/mentees for 10 minutes, and then move into a new conversation. Speed Mentoring isn't necessarily mentoring, but a better way to meet people and meet potential mentors for a longer term mentoring relationship.

Who: Any Rank can be a mentor or mentee

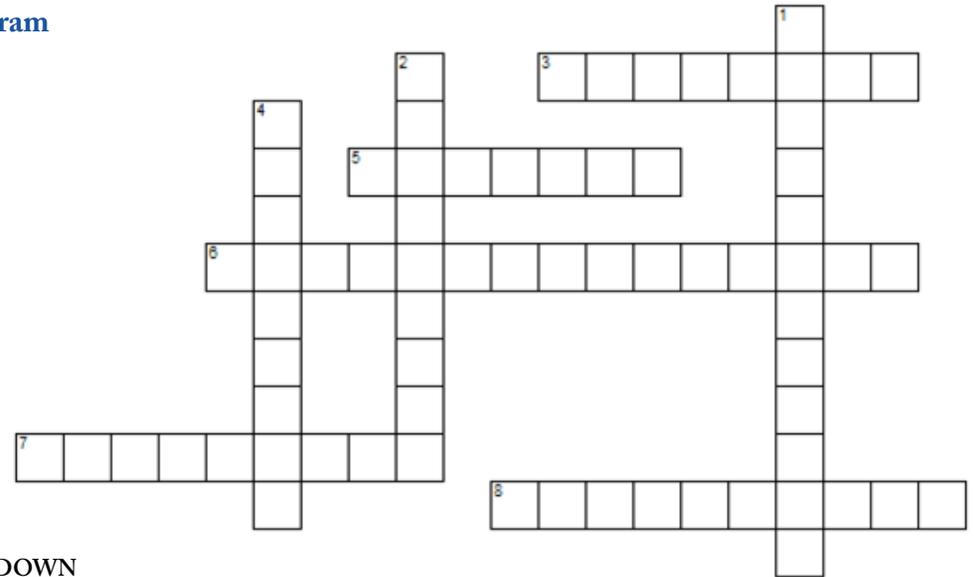
When: Saturday of July Drill, bldg. 6922, 1300-1500

Space will be somewhat limited so please RSVP a spot to [jenny.balabuch@dla.mil](mailto:jenny.balabuch@dla.mil) or [jenny.balabuch@ang.af.mil](mailto:jenny.balabuch@ang.af.mil)

### 5. 36-2643 Air Force Mentoring Program

#### ACROSS

3. Mentoring is an \_\_\_\_\_ responsibility of leadership.
5. Mentoring promotes a climate of inclusion that can help foster and develop the \_\_\_\_\_ strengths, perspectives, and capabilities of all Airmen. Air Force capabilities and warfighting competencies are enhanced by diversity among its personnel.
6. Mentoring is an essential ingredient in developing well-rounded, professional, and competent future leaders. The overall goal of mentoring is to help Airmen (civilian, enlisted, and officer) reach their full potential, thereby enhancing the \_\_\_\_\_ of the Air Force.
7. A key to the mentoring process is the direct involvement of commanders, directors, and supervisors in the professional development of their people. They must continually \_\_\_\_\_ them to improve.
8. One of the mentoring program's \_\_\_\_\_ is to provide a catalyst for leaders and subordinates to leverage tactical, operational, and strategic knowledge.



#### DOWN

1. Mentorship is a \_\_\_\_\_ in which a person with greater experience and wisdom guides another person to develop both personally and professionally. This relationship will help achieve mission success and motivate Airmen to achieve their career objectives.
2. One Mentee \_\_\_\_\_ is to be actively involved in their personal education and development. They are to develop a mentoring plan that clearly identifies their educational and professional goals and objectives.
4. Mentoring helps Airmen prepare for \_\_\_\_\_ responsibilities, but it is not a promotion enhancement program.

# Finding a Niche: A Conversation with Senior Master Sgt. Phil Groll

By Senior Master Sergeant Phil Groll, 110 Civil Engineering Squadron Facility Manager, as told to Staff Sergeant Andrew Layton, 110 Security Forces Squadron

*This article is the first installment in a five-part series profiling the five longest-serving (current) members of our 110th Attack Wing family. It's a project that will hopefully provide a venue for candid conversation, career advice, and of course, some highly entertaining tales that celebrate our Air National Guard heritage. Coincidentally, Senior Master Sgt. Phil Groll, our first interviewee, brings his full-time career of thirty-seven years to a close this month. He sat down on June 10, 2015 to reflect on his ANG experience.*

AL: Sergeant Groll, is it right that you enlisted on Active Duty in February of 1979? How did you end up at Battle Creek ANGB?

PG: Well, yes, I was active duty for four years. I was stationed at Keesler AFB, Mississippi but probably spent only nine months to a year there; the rest of that time was deployed. One of our trips was for Operation Eagle Claw, which was the Iranian rescue mission. It was our squadron's C-130 that the helicopter crashed into and that was a bad time for a lot of us. At Kessler, we also had the "Hurricane Hunters" from the Reserves and they were taking people from Active Duty into the Air Reserve Technician (ART) Program where you could work on C-130s in blue jeans, t-shirts and stuff. I thought that was pretty cool, so I did that for six months before I got out of the service. I ended up going to NAS New Orleans where I put in about a year of Civil Service time. But back while I was at Keesler, I had run into Sherry Logan (now Sherry Madill) at the Airman's Club, who was a friend of mine that I had grown up with. We saw each other and it was like, "Wow!" I said, "What are you doing here?" and she said, "Well, I'm stationed in Battle Creek." I said, "Battle Creek?" I mean, I knew we had something there, but it had never really dawned on me that I could work on airplanes in my own hometown. Anyway, we kept in contact. So when I was at New Orleans, she called me up and said, "Hey, Phil, aren't you a Fuels guy?" which I was. She said, "I just wanted to let you know that one of our guys left and there's a vacancy in the Fuels Shop." Well, I applied for the

From Wikipedia:  
**OPERATION EAGLE CLAW** (or **OPERATION EVENING LIGHT** or **OPERATION RICE BOWL**) was a United States Armed Forces operation ordered by US President Jimmy Carter to attempt to end the Iran hostage crisis by rescuing 52 diplomats held captive at the embassy of the United States, Tehran on 24 April 1980.

*The operation encountered many obstacles and was eventually aborted. Eight helicopters were sent to the first staging area, Desert One, but only five arrived in operational condition. As the U.S. force prepared to leave, one of the helicopters crashed into a transport aircraft which contained both servicemen and jet fuel. The resulting fire destroyed both aircraft and killed eight servicemen.*

*The operation's failure, and the humiliating public debacle that ensued, damaged US prestige worldwide.*

job and they hired me. So I went from Active Duty, to the Air Reserves, and now to the Air National Guard. I got here in late 1983, and I've been here ever since.

AL: What have you enjoyed most about being here at Battle Creek?

PG: I'd have to say it's the camaraderie. I got here when the base was really fun. We used to have great softball tournaments where Security Forces would play Maintenance; Services would play Communications and so forth. You ended up knowing everybody. When I got here I was in Fuels and after twenty years in maintenance, I actually went into Communications for about a year. Then I was in Security Forces as the 1st Sergeant right after 9/11. At that time, I was a drill-status guardsman working at the Federal Center during the week. I guess I'm one of the few people who worked at the Federal Center and then came back to the Air National Guard full-time. (Usually, it's the other way around!) It was at that point that I became the CE Facility Manager, and I've been doing that gig for fifteen years now. But the VAs calling me, so I'm going to go work for them next.



AL: Obviously, the Air National Guard was a different culture in those days. Do you have a favorite story from that time?

PG: Hmm, my best Air National Guard Story? Well, I have

several of them, but there's one that's just too cool not to tell. It was back in the days when we flew the A-37 Dragonfly and General Art Tesner was our state Adjutant General. He was probably one of the best Adjutant Generals because he was a super cool, super nice guy and he never tried to hide anything. When he got his point across, you always knew exactly where he was coming from. As a matter of fact, we used to call him "Uncle Art." He would go into the bar and have a few drinks with everybody and he loved that. We did, too. So the 110th was at Snowbird [a winter training program] in Tucson, Arizona, sometime in the mid-1980's. I don't know if you've ever been to Tucson, but there's a road that runs through where our maintenance station is and across the street there's a fence, kind of like a restricted area. So you had to cross the street and go through a gate to get to the ramp where our A-37s were. Well, there was this really, really uptight Colonel that was roaming the base. It seemed like all he did was drive around in his car with his bird on it, and if you didn't stop and salute him, he brought his car to a screeching halt. He'd get out and start chewing you up and down: "Didn't you see that bird on my car?, You salute me!," and all that. He was doing it to all of us. Well, one day we got word that General Tesner was flying in to visit the maintenance people and we all gathered in a big crowd to watch him land and taxi. He parks his plane, and he's shaking hands with all the crew chiefs as he's walking up to the fence. Well, he gets up to the sidewalk and all of a sudden that Colonel drives up, screeches his breaks, gets out and goes right up to General Tesner. He says, "Don't you know who I am?" Now, General Tesner at this point still has his parachute

**Brigadier General Arthur P. Tesner:** Born in Detroit, Michigan in 1930, General Tesner graduated from Henry Ford Trade School in Dearborn and began a career at Ford Motor Company in 1947. He joined the Michigan Air National Guard in 1949. General Tesner was an enlisted crew chief during the Korean War era before receiving his commission as a pilot in 1954. During his career, he flew the F-86, T-33, C-45, B-25, F-89 and F-84, RB-57, F-101, A-37 and C-54 aircraft. In 1983, Tesner retired from Ford and became assistant Adjutant General for the Michigan Air National Guard, Department of Military Affairs with the rank of Brigadier General. General Tesner passed away in October of 1999 and was inducted into the Michigan Aviation Hall of Fame in 2001.

harness on. He takes the strap and moves it off to the side of his shoulder so the Colonel can see his star. The General says, "I don't think I salute Colonels. As a matter of fact, I think you salute me." Oh man! The Colonel started back peddling... 'Oh, I apologize, sir, I didn't mean anything, sir.' Meanwhile, we're all over there laughing our asses off! As the Colonel was apologizing, there was nothing but a standing applause from all of the maintenance people. To be there was just one of those really neat moments because we all felt this camaraderie with the General.

AL: Obviously, General Tesner's leadership style struck a chord with you, and many others. As long as we're on the topic of leadership, do you have any observations or words of wisdom that you'd like to pass on to younger members of the unit?



PG: Yes I do. You know, I've been very disappointed because I didn't make Chief Master Sergeant. I don't like the fact that I didn't make Chief, but that deal passed me by a couple of years ago and I think I've been able to keep going with my head held high. My whole point with this is that even though I didn't get what I wanted, I was still able to do my job at 100% because I love it. You know, we probably have the best-looking base in the Air National Guard. People like Lt Col Brian Clark designed the entire look of these buildings, got a good thing started and have kept it going. I've very proud to have been a small part of that. In fact, when I was on the Chief's board they asked me if I had any regrets about my career. I told them that I wish I had started in Civil Engineering from the very beginning because I really believe I've found what I was meant to do. Some people get into the wrong career field and they never find their niche. When something doesn't go your way, it's a lot easier to keep going when you really believe in your work. If you're a good, hard worker, just keep that up because good things do happen to those that are good. So yes, my advice would be to find that niche for yourself, whatever it is – and run with it.

## AF revolutionizes study material delivery for FY16

By Secretary of the Air Force Public Affairs, / Published July 09, 2015

WASHINGTON (AFNS) -- Airmen studying for career development and promotion opportunities will begin to receive study materials solely online by Oct. 1, 2017.

Electronic delivery of Career Development Course volumes and Weighted Airman Promotion System study references have been in place for several years with a majority of the materials accessible on Air Education and Training Command websites.

"Air Education and Training Command's e-WORLD websites provide Airmen the opportunity to download study materials for use globally with the click of a mouse," said Chief Master Sgt. Scott Lumpkin, the Chief of Air Force Enlisted Force Development. "The electronic format also gives courseware developers the ability to add interactive content, making learning material more interesting, with the goal of increasing student comprehension."

The Electronic WAPS Online Reference Library Database (e-WORLD) is currently available to .mil users only at <http://cdc.aetc.af.mil>. Once downloaded to their military desktop, Airmen can e-mail the WAPS materials or burn them to a CD in order to transfer them to a personal electronic device. The complete Enlisted Promotions References and Requirements Catalog is also available online at <https://www.omsq.af.mil/TE/EPRRC.pdf>, along with the Professional Development Guide at <http://pdg.af.mil>.

A phased approach will be used to ensure every Air Force Specialty Code is prepared for electronic delivery of its study material. The three phased approach focuses on the target of complete electronic delivery of unclassified CDCs by Oct. 1, 2017. The process for electronic delivery of classified CDCs will remain unchanged. Career Field Managers for those AFSCs transitioning over the next several months will execute specific plans as the printing and shipping processes are phased out.

Since February 2012, the primary WAPS study material – the PDG – has been available online in a variety of electronic formats through the Advanced Distributed Learning Service and AETC Airman Advancement Division websites. The Airman Advancement Division will no longer print or distribute the PDG beyond fiscal year 15.

In fall 2015, the PDG will be published electronically as Air Force Handbook 1, Airman. The handbook will support the enlisted promotion system with the publication of individual study guides from each enlisted promotion testing grades (staff sergeant to chief master sergeant). These study guides will be available along with other tools to support all mobile devices this fall.

"The transition to electronic study materials is a step forward we need to take to ensure a fiscally-responsible approach," said Chief Master Sgt. of the Air Force James A. Cody. "The online libraries and easy-to-use formats will give Airmen the flexibility they need to study when and where they want to, while still delivering the education and information they need to succeed in their Air Force careers."

The transition to electronic delivery of materials will save the Air Force approximately \$5.9 million annually. Unit commanders (through their unit WAPS monitor) will have the option to authorize printing of eCDCs and eWAPS on a case-by-case basis to support study effectiveness or mission requirements. Print options from non-common access card enabled devices will be available for those Airmen interested in using personal resources to obtain hard copy study materials.

For more information on the transition to eDelivery, Airmen can visit the myPers website at <https://mypers.af.mil>.