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COMMANDER

By Colonel Ronald Wilson, 110th Attack Wing Commander



Members of the 110th Attack Wing, welcome to September drill.

So here we are, a mere six weeks from our ACC IG Unit Effectiveness Inspection (UEI), and even though you may not feel the same way, I can't tell you how excited I am to get on with it. We have been anticipating and preparing for this experience for

more than a year, working closely with Lt. Col. Shay and the IG team to understand and then implement the new Air Force Inspection System (AFIS) and UEI processes. And although intimidating at times, from where I sit this program has thus far proven to be an extremely effective approach to ensuring that we as a wing are in compliance with all of the rules and regulations that we must adhere to if we are to efficiently and effectively meet mission demands. That is not to say that the journey has been entirely smooth. We have hit both small and large pockets of turbulence as we peeled away the layers of requisite duties that on a few occasions were admittedly a bit ugly; necessitating course corrections and short-term disruptions in daily operations. As with the implementation of any new process, this was to be expected. No pain, no gain! I can honestly say that the growing pains of risk-identification that we have had to endure really forced us to rally as a team and dig into some problematic areas that in the end will greatly improve our ability to execute the mission. In my opinion, this kind of self-directed improvement is what the UEI is all about. The 110th is our wing. We need to own it.

I understand that we all have been conditioned to believe that pointing out potential shortcomings or failures is the last thing you want to do when you are being evaluated on your effectiveness. It seems counterintuitive, particularly if being viewed through a lens of formerly-used grading systems. The fact is, teachers typically don't hand out A+'s to students who admit that even though they may not have the correct answers right now, they are working on a plan to get there in the future. But this kind of self-identifying of problems will

undeniably be the key to our success during the UEI. This new process will not be like previous inspections where we spend weeks preparing to host a large group of inspectors for a one-and-done week of performance-based evaluations designed to measure how well we could script the appearance of preparedness, only to fall back into 'business-as-usual' practices after they leave. The inspection team is not interested in our ability to do the right thing in the moment. What they want to see is that we have been engaging in ongoing self-identification of risks and formulating solid plans to mitigate potential problems, even if those plans will take weeks or months after the inspection to implement. Therefore, our success is reliant on your willingness to show the inspectors where you have found deficiencies and the specific plans you have created to mitigate future risks. And for many of you, this weekend may be your last opportunity to tie up loose ends before they arrive. So I have a few suggestions to help you make the most of this UTA.

First and foremost, get into those MICT checklists and closeout any open items that may be pending! I know that some of the self-assessment checklists are cumbersome and you may not like format, but MICT really is the bridge between knowing the compliance areas of your job and proving that you are delivering on every critical aspect, every day. MICT is a tool used to prove that you are aware of any shortfalls and have get-well plans in place to improve your area's mission readiness. If something is broken, we need to know.

Know your AFI's! I appreciate that not everybody agrees with their content or believes in their value, but it is incumbent on each and every one of us to know the guidance in place to ensure we are meeting AF standards. Every successful company has a host of policies and procedures—rules and regulations—that direct their daily operations. AFI's are the guidelines on which our organization is built. Failure to know your AFI's creates cracks in the foundation of the unit that no matter how small could contribute to the eventual collapse of the entire wing. The inspectors are going to look for these cracks. Make sure you have already identified them and can speak about your plans to fall in line with the AFI's.

And finally, be honest. The folks coming to the wing are not interested in receiving an education about the intricacies of your job or your opinions about why you think things should be done differently. They are already experts in your field who will be here to help us identify weaknesses and improve the unit. They know that there is not a single unit out there that can meet every single demand

of mission readiness in a world of 'do more with less.' Trying to talk around an issue will only draw more attention to the problem while degrading your credibility. So don't do it.

Knowing the requirements of your job, being transparent, and showing that you are diligently working on moving problem areas out of the red will help make this UEI a sweeping success. As always, be safe and have a great drill weekend.

State-of-the-State

The Michigan National Guard conducted a State-of-the-State engagement with the Air and Army National Guard Bureau on August 4-5, 2015. This was the first engagement of this type in recent history. A contingent of senior officer's, senior enlisted, and select junior officer's travelled to Washington D.C. and Arlington, VA for the event.

The Michigan Air National Guard presented their briefing on August 5, 2015 at the Air National Guard Readiness Center, Andrews AFB, MD. Maj. Gen. Vadnais provided the introduction and overall vision for the Michigan Air National Guard. Maj. Gen. Vadnais was followed by individual briefings from the 127th Wing, 110th Attack Wing, and Alpena Great Lakes Joint Training Center.

With respect to the 110th ATKW, the briefing was focused on our overall strategy, mission, accomplishments, strengths/capabilities, current challenges, initiatives, and vision for the future. The briefing was designed to demonstrate how our future vision fits into our current/projected Wing capabilities and how it aligns directly with the strategic plan for the Michigan ANG. The 110th ATKW presented three concepts as part of our future vision. The top priority presented was to gain a Cyber Operations Squadron. Our proven capability and trained airmen were provided to support this priority. The next topic discussed dealt with our ability as a State to host MQ-9 launch and recovery operations. Michigan airspace, range capability, and current infrastructure were presented to NGB leadership for their consideration. Finally, the discussion focused on the ability of the 110th ATKW to posture for future active associate opportunities. Both the RPA and AOG mission-sets are ideally suited with respect to mission and the fact that both units have established relationships with our active component.

Overall, the State-of-the-State was a huge success. This event is something we want to repeat every two years or so to ensure that the National Guard Bureau has current visibility on our strategic focus and capability.

PROMOTIONS

1 September 2015

Senior Master Sgt. Bobbi Jo Bensley (MDG)
Master Sgt. Billy Fields (CRTC)
Tech. Sgt. Steven Balderrama (AOG)
Tech. Sgt. Raymond Kelley (CRTC)
Tech. Sgt. Jesse Ketchum (SFS)
Tech. Sgt. Michael Sian (ATKW)
Tech. Sgt. John Slocum (ATKW)
Tech. Sgt. Justin Smith (CRTC)
Tech. Sgt. William Tatrai (SFS)
Staff Sgt. Bronson Reed (CES)
Staff Sgt. Alex Szwet (OSS)
Staff Sgt. Christina Voss (AOG)
Senior Airman Jason Knight (ATKW)
Senior Airman Drake Siwicki (AOG)

FLAT RATE PER DIEM

As of 1 November 2014, the Department of Defense changed the way we reimburse lodging for long term TDYs. Members who travel more than 30 days on one tour need to pay particular attention! All travel locations have a maximum lodging rate that is reimbursable. When tours exceed 30 days and the member is lodged off base, they are only reimbursed at 75% of the per diem rate (starts day 1). It drops to 55% of the local rate when the member's TDY is longer than 180 days (also starts day 1). If a travel order/authorization is later amended and the TDY will end 31 (or 181) days or more from the amendment date, the reduced flat-rate per diem applies beginning the day after the amendment is issued.

Please note- if you travel to a base and receive a non-availability letter, you need to present this to the lodging facility and have them adjust the daily rate to match the 75% rate. If a traveler is unable to arrange suitable commercial lodging on their own, the CTO should be contacted for assistance or follow Service/Agency procedures for making lodging arrangements. Proof that lodging costs were incurred are required. If you find lodging for less than the 75% rate, the member still receives the 75% rate regardless of how much was actually spent.

If you have any questions, please stop by your friendly Finance office or call 269-969-3225 and we will be glad to assist you further.

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>

MICHIGAN NATIONAL GUARD WEBSITE

www.minationalguard.com



DFAC MENU

Saturday

Cavatappi noodles with Italian Sausage and Chunky Marinara

Stuffed Chicken Florentine over Broccoli and Cheddar rice topped with pesto Alfredo sauce

Sweet Corn

Peas

Rolls

Sunday

Beef or Chicken Tacos, Hard or Soft Shell with Refried Beans and Mexican Rice (Taco bar-Tomatoes, Onions, Jalapeno, Shredded Lettuce, Sour Cream, Salsa, Black Olives)

Sweet Southern Pulled Pork topped with fresh coleslaw on a corn dusted Kaiser roll served with Cajun fries

Mixed Vegetables

Green Beans

Meal includes Salad Bar, Dessert and Beverage

REAPER RUN 2015

Run or Walk for fun!

Help raise money for the 110th Family Support program and have some fun with fellow members and their families of the 110th Attack Wing.

Entry Fee: \$20 (credit/debit cards, cash or check)

You will receive a T-Shirt, Hotdog, Chips and a Soda
There are no prizes, no placement, just bragging rights and lots of fun

Race will start in front of the All Ranks Club at 1830 hours, 24 October 2015.

Signup deadline is 1300 the day of the race and entry must be paid in full by race time. Check-in and shirt pickup will be between 1700-1830. Late registration will be offered but there is not guarantee on shirt availability, so please pre-register.

Sign up on the 110th SharePoint Site.

<https://eis.ang.af.mil/org/110AW/MSG/CF/Lists/Road%20Hawg%20Dusk%20Run%202014/AllItems.aspx> or contact Mike Wilson @ ext 3441

Proceeds from the Road Hawg races support the 110th Family Support program. In the past, we have been able to donate \$1000 annually but we want to provide more this year and with your help, we can reach our goal.

Battle Creek Air National Guard Base Enlisted Memorial Scholarship

We are proud to announce the first annual Battle Creek Air National Guard Base Enlisted Memorial Scholarship. The Scholarship Committee will award one \$500 scholarship to the child of any enlisted 110th Attack Wing member who writes the best 500 word essay based on "How my parent's military service has affected me as an American Citizen". The board will notify the winning author after November UTA and along with his/her parent, will receive the award at the December UTA Town Hall meeting. Criteria for the essay and award are as follows.

1. The student may be in any year of an undergraduate program at a public Michigan college, university or technical training center.
2. Students may enter as often as they wish but will only be eligible for one award.
3. Submissions must follow the APA or MLA format, and are not five paragraph essays.
4. A five-member panel made up of the Chiefs Council, SEAC, JEAC, 1st Sergeant Council and Road Hawg Committee will decide the winner. In the event of any ties, the Board Chief will make a final decision.
5. Students will submit their essay in Microsoft Word format by COB, Sunday 25 October 2015.
6. For redundancy purposes, email completed essays to Chief Master Sgt. Charles Halt (charles.d.halt.mil@mail.mil), Chief Master Sgt. Robert Shankleton (robert.c.shankleton.mil@mail.mil) and Senior Master Sgt. Erik Morse (erik.j.morse.mil@mail.mil)

Please direct any questions to Senior Master Sgt. Erik Morse via the email address listed above.

FIRST SERGEANT VACANCIES

Please see the attached First Sergeant Vacancy announcement for two positions within the 110th Attack Wing. This is a great opportunity for Tech. Sgt.'s and Master Sgt.'s seeking developmental duty positions. If there are any questions please do not hesitate to contact myself or one of the First Sergeants within the wing.

From the First Sergeants Council

By Master Sgt. John Vander Kooy, 1st Sgt. 110th Medical Group

Summer is coming to a close and with school starting many people like me can find themselves quite busy. Busy with juggling work, my kids' school activities, military obligations and anything else that seem to need time and attention. With all of these daily demands we can quickly overlook something that we also need to fit into our busy schedule and that is time for yourself, or stress management. I may be guilty of ensuring that in my life, stress management is not overlooked a little too much. One will rarely find me stressed out because I feel that I do enough to keep my sanity in a busy world.

Health care organizations will tell you that if you are feeling stressed out you should take action before you suffer from the harmful effects of stress. If you do a web search on stress management you will find all sorts of ideas on healthy and legal ways to relieve the stress from your life. I personally do not need anyone to give me ideas on how to manage my stress as I have found plenty of outlets on my own. Some of my outlets do not mean I am secluding myself from my friends or family. On the contrary, there are plenty of times my stress management includes taking my wife out for dinner or taking my kids to the pool. There are other times where I can relieve my stress by weightlifting, quietly sitting in the woods during hunting season, or riding my Harley Davidson.

We are meet with deadlines and demands each day we are here, let's all face them with the peace, strength and serenity we can get only from healthy stress management. Please find time for yourself and develop a healthy stress management routine. Remember that no problem is too big to handle when you are surrounded by family, friends and co-workers that care about you. God Bless

Hunters Safety

By Master Sgt. Bradley Morgan, 110th Attack Wing Safety Office

NOTHING CAN RUIN A HUNT FASTER THAN AN ACCIDENT. Drowning, hypothermia, getting lost, falls from tree stands or just spraining an ankle are among the perils awaiting hunters ill prepared for a trip afield. Because hunting involves firearms, knives, and arrows and is often conducted in cold and wet weather in some the state's wildest areas, hunters should take particular care to prepare before heading out for a day in the woods or wetlands.

Here are some suggestions for a safe and successful hunting experience this fall:

- Get a detailed map of the area you are hunting, review it before you leave, and carry it with you in the field.
- Carry a compass and know how to use it. Decide ahead of time the direction to head for if you get lost or disoriented.
- Weather can change quickly in Michigan, so hunters should carry a simple survival kit and be prepared for an unexpected overnight stay in the field. The survival kit should contain a rope, a knife, water, waterproof matches, an emergency shelter, and first aid supplies.
- If you are on the water, make sure to wear a life vest.
- Know your hunting partners' physical and emotional limitations, as well as your own, and don't push your partners or yourself beyond those limits.
- If hunting from an elevated stand use a Fall Restraint Device.
- Always let someone know where you are going and when you plan to return.
- Have your boat, motor, and trailer serviced before the season starts. Make sure everything mechanical is in good running order and that batteries are at full charge.
- Always wear a certified personal flotation device when running or paddling a boat.
- Stock your boat or ATV box with safety gear: survival rations, rope, flare gun, space blanket, hand axe, whistle, etc.
- Never attempt to run an overloaded boat. If hunting on a large river or lake, use a boat that's big enough to handle rough water.

- Treat every gun as if it's loaded, even when you're sure it's not.
- Before each hunt, open your gun's action and check the muzzle for obstructions.
- Carry a cell phone in a waterproof plastic bag when hunting. Cell phone service is available in most places around the country. If an emergency arises, you can call for help.

Facing facts squarely, we must concede that our beloved hunting guns are inherently capable of inflicting great bodily harm and even death when used carelessly or handled incorrectly. Today mandatory hunter safety programs have significantly reduced the number of accidents, making them much rarer than in the past.

Many hunters want to know more about how to plan their hunts to avoid accidents, injuries, and getting lost. The MI DNR has approved an On-line Hunter Education course that is a good reference for all hunters and it's free to take, with a \$24.50 cost once you pass. Just click on the following link <https://www.hunter-ed.com/michigan/> to get the free course. It contains valuable information for hunters young and old. In addition, all hunters should consider watching the Hunting Safety Video's at the above link as well. They are an excellent resource, and are tailored to hunting in Michigan.

September is National Suicide Prevention Month

"The Power of 1: Your actions could save a life"

Be a part of The Power of 1 by showing your support during Suicide Prevention Month this September. The Power of 1 is a U.S. Department of Veteran Affairs (VA) campaign that explains how one small act can make a difference in the life of a Veteran in crisis.

Whether it's simply striking up a conversation to let a Veteran know you're there to listen, or encouraging those in your social networks to rally behind the Veterans in your area, every little bit counts. Your actions could save a life.

During Suicide Prevention Month, join VA, local and national organizations, and individuals across the country to inspire your community to be part of the solution. Show how one act can encourage Veterans, Service members, and their loved ones to seek confidential crisis support from the Veterans Crisis Line. Please spread the word, and help to inspire your neighbors and friends to do the same. We're all in this together.

Identifying Signs of Crisis

Sometimes, a crisis may involve thoughts of suicide. The following signs require immediate attention:

- Thinking about hurting or killing yourself
- Looking for ways to kill yourself
- Talking about death, dying, or suicide
- Self-destructive behavior such as drug abuse, weapons, etc.

If you notice any of these in a Veteran or Service member you know, connect him or her with the 110 ATKW Director of Psychological Health, Chaplains, or Veterans Crisis Line's 24/7/365 resources: Call 1-800-273-8255 and Press 1, chat online at VeteransCrisisLine.net/chat, or text to 838255.

Be the reason someone you know finds support during a time of crisis. Visit VeteransCrisisLine.net/ThePowerOf1 to learn how you can help.





110th Attack Wing Honor Guard

Base Honor Guard team members from the 110th Attack Wing, Battle Creek Air National Guard Base, Mich., perform military funeral honors for retired serviceman, Joseph Albert, Friday, August 21, 2015 at Memorial Park Cemetery, Battle Creek, Mich. (Air National Guard photo by Master Sgt. Sonia Pawloski/released)



Enlisted Leadership Symposium

Airmen from the Battle Creek Air National Guard base, Mich., represent the 110th Attack Wing at the Enlisted Leadership Symposium August 24-27, 2015. Pictured Master Sgt. Joseph Korotko, 217th Air Operations Group, Master Sgt. David Eichaker, NGB Public Affairs Specialist, and previous 110th member, Tech. Sgt. Nicky Gilbert, 110th Attack Wing Comptroller Flight, Senior Airman Christopher Simmons, 110th Attack Wing, Communication Flight, Senior Master Sgt. Kenneth Glidden, 110th Attack Wing First Sgt., and Command Chief Master Sgt. James Hotaling, Command Chief of the Air National Guard.



Michigan Congressional Delegation Visit (CODEL)

The 110th Attack Wing, Battle Creek Air National Guard Base, Mich., hosts a Congressional Delegation (CODEL) and Mich. Gov. Rick Snyder visit Thursday, September 3, 2015. Members of the delegation included U.S. Sen. Debbie Stabenow, D-Mich., U.S. Rep. Fred Upton, R-Mich., U.S. Rep. Dan Benishek, R-Mich., and U.S. Rep. Bill Huizenga, R-Mich. Major Gen. Gregory J. Vadnais, the Adjutant General for Mich., and Colonel Ronald Wilson, 110th Attack Wing Commander, toured the base and briefed the CODEL on existing and potential future missions capabilities. (U.S. Air National Guard photo by Master Sgt. Sonia Pawloski/ released)



Aircraft communications maintainers make RPA missions possible

By Airman 1st Class Christian Clausen, 432nd Wing/432nd Air Expeditionary Wing Public Affairs / Published September 08, 2015

CREECH AIR FORCE BASE, Nev. (AFNS) -- Either in a wire-entangled room laden with the sounds of humming computer drives, or a crowded air-conditioned ground control station that is dimly lit by the glow of computer screens, the Airmen of the 432nd Aircraft Communications Maintenance Squadron work hard attending to one of the many antennas strung throughout the base.

These Airmen are part of approximately 130 Air Force members at Creech Air Force Base who make the remotely piloted aircraft enterprise mission possible every day through their communication maintenance.

In a world where cockpits aren't in the plane, these traditional communications Airmen are put in a maintenance environment to link the ground control station, also known as the RPA cockpit, to the aircraft. This capability allows the pilot and sensor operator to control the plane, both locally and thousands of miles away, in an effort to provide the necessary intelligence, surveillance and reconnaissance so desperately needed by combatant commanders of the joint U.S. forces and its allies.

"Essentially we maintain all the communications equipment such as the antennas, ground data terminals, relays and links needed to fly an RPA," said Airman 1st Class Tyler Hosler, a RPA satellite communications technician. "We also troubleshoot communication issues if needed."

When an RPA flies, it's first controlled by the pilots via line-of-sight. Once the aircraft reaches a certain altitude the 432nd ACMS passes it to a satellite link allowing the air crew to fly in worldwide areas of responsibility 24/7. In addition to the aircrew and maintenance personnel, 432nd ACMS maintainers are required to synchronize all the moving parts so that the RPAs are able to fly.

While not unusual to see traditional cyber trained Airmen at other RPA locations maintaining ground control stations, the 432nd ACMS is the only unit in the Air Force where

communications Airmen have stepped beyond their traditional Air Force specialty code responsibilities to fully maintain the entire communications network of the RPA enterprise.

"There is no other unit in the Air Force that does what we do," said Maj. Raymond Chester, the 432nd ACMS commander. "Not only do we maintain the GCSs here at Creech used for combat across the globe, we also maintain local (ground control stations) used in the formal training unit here to teach launch and recovery and train our operators."

This unique unit isn't just part of a seemingly ubiquitous mission; 432nd ACMS Airmen are paving the way to the future of RPA communications support while setting the foundation for the new era heritage every day.

"Our Airmen were previously assigned to the flying squadrons and then maintenance before the (432nd) ACMS stood up in 2011," said Master Sgt. William Quinn, the 432nd ACMS lead production superintendent.

In addition to being a special breed of Airmen, there is no official training school for cyber Airmen to prepare to do the RPA mission at Creech AFB.



Tech. Sgt. Manuel Quiñones-Figuero, the 432nd Aircraft Communication Maintenance Squadron NCO in charge of formal training unit, teaches Tech. Sgt. Thomas Diest basic postflight procedures for the MQ-1B Predator and MQ-9 Reaper Aug. 19, 2015, at Creech Air Force Base, Nev. The 432nd ACMS is the only unit of its kind in the Air Force dedicated to maintaining the communications network for the RPA enterprise. (U.S. Air Force photo/Airman 1st Class Christian Clausen)

"We're made up of radar frequencies and cyber transport Airmen, but because of what we do here, the training we received in school doesn't really apply at Creech," said Staff Sgt. Anthony Wellens, a RPA communications technician with the 432nd ACMS. "Everything we do is learned through on-the-job training which can be a difficult transition especially for those who have been to other bases."

The challenging feelings are shared by Airmen of all rank and skill levels.

"It's definitely a steep learning curve for everyone," said 1st Lt. Joyce Jackson, the 432nd ACMS systems maintenance unit officer in charge. "These Airmen are expected to still be able to do their normal jobs they learned in technical training when they move to another base."

In addition to the unique learning requirements Airmen describe the most difficult challenge 432nd ACMS maintainers face is keeping is adapting to a constantly evolving weapons system while combating low manning and a junior force.

"We're getting new modifications for the equipment almost every day and that can be a challenge for us to keep up but also for the follow-on training schoolhouse," Quinn said.

Constant modification changes coupled with being approximately 40 people short of the personnel needed to meet manning requirements according to an Air Force Manpower Study conducted in 2013, the 432nd ACMS members are always on the go.

"We're especially undermanned with noncommissioned officers," Chester said. "That makes it challenging when we need training tasks signed off because only an NCO can do it."

Manning issues have been influx since before the squadron existed.

"For a while the pilots and sensor operators were locked into Creech meaning they couldn't leave," Quinn said. "What most people don't know is that we were too. Now that the hold has been lifted we had a lot of people who changed duty stations, and most were replaced by brand new Airmen, so a lot of experience is gone."

Like other RPA career fields Airmen retention after their first enlistment has proven to be challenging.

"It can be hard trying to keep people here (Creech) because they can go down the road and get a job fairly easily and make more money," said Master Sgt. Timothy Serrano, the 432nd ACMS first sergeant.