

102nd INTELLIGENCE WING

Seagull



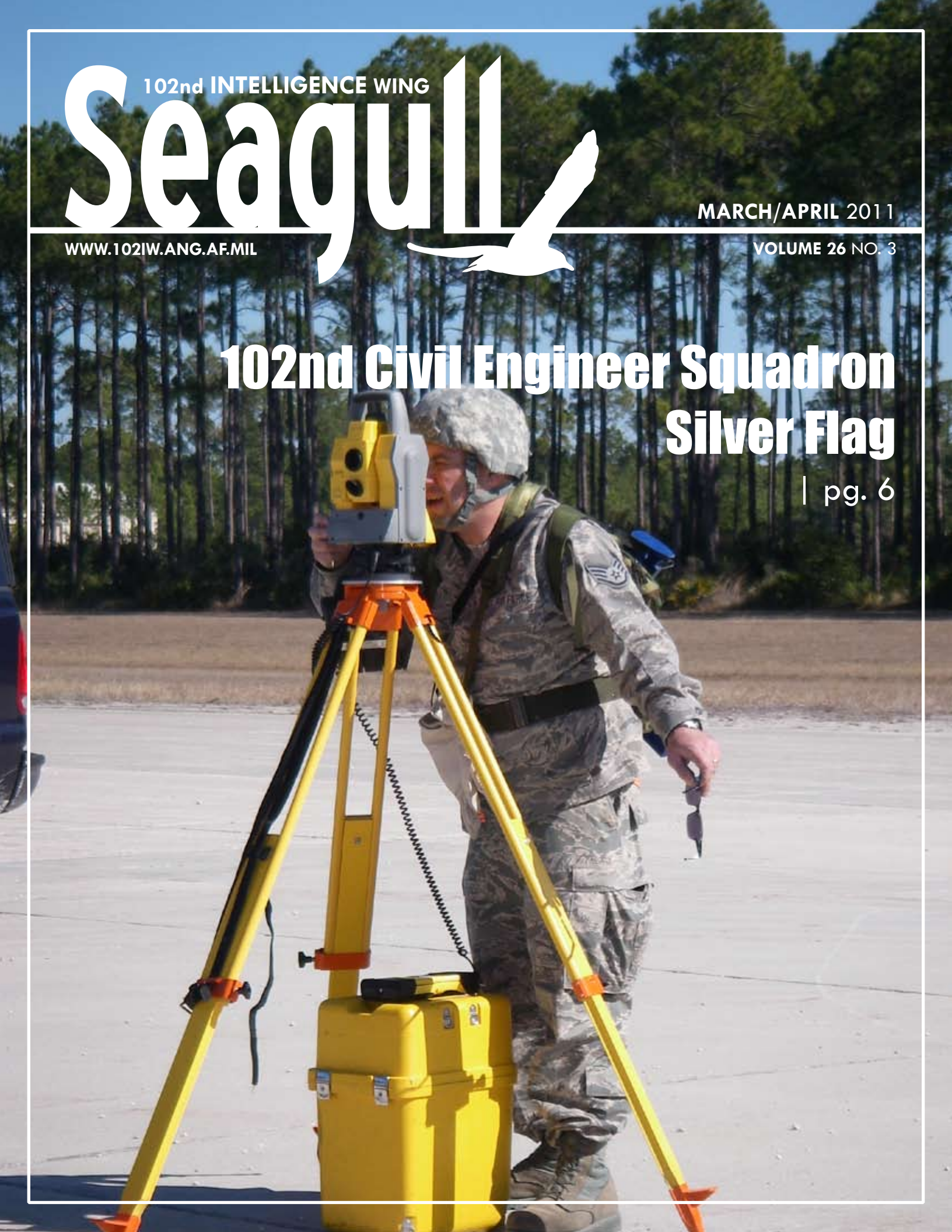
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MARCH/APRIL 2011

VOLUME 26 NO. 3

102nd Civil Engineer Squadron Silver Flag

| pg. 6



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SEAGULL IDEAS?

Do you have an idea for a Seagull article? Would you like to be the subject of a story? Exercises, deployments and other operational information is always welcome. Let us know what is going on in your organization. *(Please limit articles to 500 words.)*

The May Seagull deadline is Saturday, April 2, 2011.

ON THE COVER >>



Staff Sgt. Peter Kurt, 102nd Civil Engineer Squadron, sets Precision Approach Path Indicator Lights (PAPI) during Silver Flag. The tolerances are restricted to within 1-inch elevation and distances from the threshold are essential, requiring very accurate calculations.

UPCOMING UTAs >>

Unit Training Assembly duty hours are 7 a.m. to 3:30 p.m.

MARCH 2011						
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13	14	15	16	17	18	19
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APRIL 2011						
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MAY 2011						
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JUNE 2011						
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**FROM THE DESK OF THE
102nd Mission Support Group
COMMANDER**

By Col. Christopher Faux



DEPARTMENT OF THE AIR FORCE
102D INTELLIGENCE WING (ACC)
MASSACHUSETTS AIR NATIONAL GUARD
OTIS AIR NATIONAL GUARD BASE MASSACHUSETTS

The Support Report

Much has happened since I last wrote an article for the Seagull.

The deployed members from our Civil Engineer Squadron have all returned safely from their respective destinations; most a "little" thinner and all with a respectable tan. As usual, their performance was nothing less than stellar. While Lt. Col. Stephen Demianczyk, Chief Master Sgt. Frederick Manamon and the others in the command element oversaw close to \$100 million in construction projects in Iraq, other members of the team traveled to the far reaches of both the CENTCOM and AFRICOM AORs to complete Red Horse taskings. The culmination of their tour was the award of the Bronze Star to both Lt. Col. Demianczyk and Chief Manamon; a well deserved honor that once again proves our Civil Engineer Squadron is second to none!

By the time you read this article, our entire Security Forces contingent will have returned from Sather Air Base, Iraq. As Operation Iraqi Freedom morphed into Operation New Dawn, the men and women of the 477th Expeditionary Security Forces Squadron, commanded by our own Lt. Col. Chris Hamilton, were entrusted with the safety and security of Sather Air Base, while simultaneously training Iraqi Security Forces in preparation for their eventual take over. Additionally, there were numerous jaunts off base to work and play in the local community. Whether delivering soccer balls, sneakers and teddy bears to grateful children or bounding across the stage to be presented one of the dozens of awards our Defenders earned during their stay at Sather, the airmen of the 102nd IW/477th ESFS conducted their mission with the courage and conviction we have come to expect from such an honorable organization. Defensor Fortis my friends and congratulations on another job well done!

Since my last article, "Otis 101," we have made tremendous progress toward our goals of having a small and efficient facility. The first of our many demolition projects, the Fuel Farm or POL area, should be complete when this article is published. We have also received funding to tear down the alert complex, nose docks (hangars), museum, munitions magazines and various other small, peripheral buildings. The first phase of the new DGS is underway; although progressing slower than most would like. We have also begun construction on the DGS' second phase and broken ground on the new Operations and Training facility. Additionally, we

anticipate the funding for the upgrade to building 165: known in a former life as Base Ops. At this time we just are not sure of the funding source -- Congressional add vs. the President's Budget -- but we do know this much needed face lift will better prepare our Air Operations Group for their exciting FOC mission.

As many already know, the Massachusetts Military Reservation (MMR) is occupied by four separate and distinct military entities; not an uncommon occurrence in today's fiscally constrained environment. However, unlike most of the other joint facilities, the MMR has no single, overarching commander. In an effort to ensure the safety and security of our installation is managed in a cohesive manner, the respective Commanding Officers of the 102nd IW (ANG), Camp Edwards (ARNG), 6th Space Warning Squadron (USAF) and Air Station Cape Cod (USCG) formed the Joint Oversight Group (JOG); effectively allowing for "command by committee." One of the most recent actions sanctioned by the JOG was the development and implementation of the MMR Traffic Plan. By now, this should be news to no one. A plethora of e-mails and announcements have been sent/made since the October UTA. In addition to patrols by the Massachusetts State Police, several security entities on the MMR are identifying and ticketing for infractions such as speeding, operating a vehicle while talking on the phone /texting, unauthorized parking and operating without a seat belt. Each infraction is assessed points, depending on the severity, as identified in the plan. Anyone receiving 12 points in a 12-month period, or 18 points in a 24-month period will lose MMR driving privileges for a year! Anyone with six or more points must attend a driving safety course, given by our Safety Office. Additionally, due to some heinous speeding infractions, there is a proposal on the table to suspend privileges for single incidents of excessive speeding.

So, drive safe, wear a seat belt, only use your phone in hands-free mode and always park in designated parking areas.



DIVERSITY - EQUAL AND OPPOSITE <=>

By Chief Master Sgt. Richard MacDonald
Massachusetts State Human Resource Advisor

Picture a world where everyone is the same. The same look, actions and attributes. How bleak does that look? How would people think outside the box, experience variety and change? Just think of how many times you have heard, "Variety is the spice of life," or just noticed the change of seasons and witnessed its beauty. This truly means that in a lot of ways, we subconsciously embrace the ideals that diversity stands for. However, many times we view it as a one-dimensional program, mostly because we do not believe it impacts us personally. Clearly, it does. Let me explain.

There are many facets of diversity: race, age, gender and status (rank). How would it feel if your daughter did not get a job or position because she was a female? How would it feel if your son was denied a promotion because he did not know the "right" person? What is your perception of rank distribution? Do you feel things are proportional among the traditional, technician, or Active Guard Reserve (AGR) forces? What if you were denied a position and felt you were discriminated against because of your age? The issue of diversity takes on another meaning now, especially because we will all have to bear the experience of age. Now you want something done because it involves you personally. Diversity is not



just a race issue; it is a life issue. It means embracing equal and opposite at the same time. Please do not wait until it only affects you. Be selfless and proactive and think

of the humanity issues that we all face and get involved.

I realize we are all very busy during the Unit Training Assembly weekend and adding another meeting or responsibility appears to add to the stress. We, as Airmen, cannot afford to think that way. We should inquire about better ways to be part of our community, mentor and force-develop fellow Airmen. A Diversity Council within your Wing will create the platform for this type of process to be systemic and successful. If you don't have one, start one. If there is one in place, please support it. Remember, we are all in this together and if we cannot share each other's strengths to become better,

we will miss opportunities to make a difference. So please be a difference maker, contact your Wing Human Resource Advisor for any insight or assistance.

The 102nd Intelligence Wing Human Resource Advisor is Master Sgt. Tim Domer. Sergeant Domer can be contacted by calling (508) 968-4661 or e-mailing timothy.domer@ang.af.mil.

GUARDSMEN DONATE \$24K TO COMBINED FEDERAL CAMPAIGN

By Capt. Evan Lagasse
102nd Intelligence Wing Public Affairs

Members of the Massachusetts Air National Guard stationed on Cape Cod donated more than \$24,000 to charitable organizations during the 2010 Combined Federal Campaign (CFC).

The money raised by the Guardsmen was part of the more than \$1.1 million collected by the Rhode Island and Southeastern Massachusetts CFC team.

According to Maj. Nicole Ivers, campaign coordinator for Otis, the money raised locally this year exceeded last year's donations by approximately \$5,000.

"I am always impressed by the generosity of our Airmen and this year's campaign was no exception," said Ivers. "Our goal was to raise \$20,000 and I'm proud to say we beat our goal by almost 20 percent."

Started in the early 1960's, the mission of the CFC is to support and promote philanthropy through a voluntary program that is employee-focused, cost-efficient and effective in providing all federal employees the opportunity to improve the quality of life for all.

Raising awareness of the Otis CFC campaign and collecting

donations was a team effort.

"The success of our campaign is due in large part to the tireless efforts of 12 unit CFC representatives who contacted 100 percent of our workforce to promote the campaign and collected donations from more than 500 donors," said Ivers.

According to the official Rhode Island and Southeastern Massachusetts CFC website (<http://riandsemacfc.org/>), "Federal employees in Rhode Island and Southeastern Massachusetts took to heart the 2010 Campaign Theme, 'iCan Help Because iCare,' by pledging more than ever before to local, national and international CFC-

participating charities."

Pledges arrived at the CFC office until the end of January and the total pledged was more than \$1.1 million – an almost \$15,000 increase in giving from 2009.

The CFC is the only authorized solicitation of federal employees in their workplace on behalf of approved charitable organizations and has raised more than \$6 billion since its inception.



Airman in the Spotlight



Tech. Sgt.
LaKiesha Mendoza

Military background:

Tech. Sgt. LaKiesha Mendoza is assigned to the 102nd Force Support Squadron, Career Enhancement Section as a Human Resource Specialist. She was active duty Air Force for 8-years and was assigned to

Langley AFB, Va., as a Security Forces airman, then retrained as a Human Resource Specialist at Davis-Monthan AFB, Ariz., before joining the Air National Guard.

Background: Tech. Sgt. Mendoza was born in Mashpee, Mass., and is married to Tech. Sgt. David Mendoza of the 102nd Communications Flight. They have two children.

Education: Tech. Sgt. Mendoza is in the process of completing her Community College of the Air Force (CCAF) degree in Criminal Justice and looks forward to attending the Senior NCO Academy.

Hobbies: She enjoys playing soccer, scrap booking, staying in with the family and outdoor activities.

Best Assignment: She considers her current job as her best assignment due to the opportunity to help people, living nearby and working toward her goal of serving as a first sergeant.

If you would like to nominate a 102nd Intelligence Wing member for the monthly "Airman in the Spotlight" feature, contact Capt. Evan Lagasse at (508) 968-4003 or e-mail evan.lagasse@ang.af.mil.

FINANCE CORNER

Helpful cents 2011-01 New customer service operations

The 102nd Comptroller Flight (CPTF) has made customer service easier for 102nd and geographically separated personnel. The Comptroller Flight has employed the use of a Customer Service e-mail account to submit pay affecting documents, such as travel settlements/accruals, active duty orders, inactive duty forms, leave requests, and to address pay affecting questions or concerns. The Comptroller Flight has also dedicated a telephone line to address pay related questions or concerns. In addition, the Comptroller Flight has created a simple Customer Service Survey to solicit feedback from the wing to better assist our customers. The 102nd Comptroller Flight Customer Service e-mail address is: 102cptf.customersvc@ang.af.mil and the Customer Service telephone line is: DSN 557-4138 or Commercial 508-968-4138.

102nd CPTF CoP

Although the 102nd IW Finance Community of Practice (hereafter referred to as the FM CoP) has been around for some time, not many people are aware of it. However, in an effort to improve our customer service, we would like to take this opportunity to introduce

it. First, the link is: <https://www.my.af.mil/afknprod/community/views/home.aspx?Filter=AN-FM-FF-08> and can be accessed through any .mil network. From the FM CoP home page, you can access many links including MyPay, Military Pay, Thrift Savings Plan (TSP) and Defense Travel System (DTS) and many others.

Within the Document Management section, you can find blank travel vouchers, direct deposit, address change, etc. Most of these forms can be completed online, digitally signed and e-mailed.

Speaking of e-mail, another improvement we have made is a dedicated Customer Service e-mail box and phone line. The e-mail address is 102cptf.customersvc@ang.af.mil and the phone number is 508-968-4138 (DSN 557-4138). All pay affecting documents can be scanned and e-mailed to this address. This includes NGB 105's (also known as RUTA forms), orders and travel vouchers. Just be sure to include both sides if pages are double sided.

Please e-mail any suggestions of items you would like to see on the FM CoP and include any links you may have to Tech. Sgt. Laura Westcott at laura.westcott@ang.af.mil.

DIRTBOYS

102nd CIVIL ENGINEER SQUADRON

On Jan. 20, 2011, members of the 102nd Civil Engineer Squadron deployed to participate in the week-long Silver Flag exercise held at Tyndall AFB, Fla.

The exercise is a requirement for Air National Guard Civil Engineer Squadrons along with Finance, Force Support Flight and Firefighters every 40 months.

They were tasked to build and establish a Bare Base using Harvest Eagle assets and Bed-down Equipment to include all utilities such as power generation, electric distribution, water and waste systems, fuel systems and HVAC/R systems.

The airmen performed Rapid Runway Repair (RRR) where their Heavy Equipment Operators (Dirtboys), Engineer Assistants, Structures and power generation along with Electricians are tasked to complete a Minimum Operating Strip for aircraft to land.

The Emergency Management section also performed CBRNE responsibilities and tasks during the week of training and the evaluation exercise on the last day of training. They were housed in a tent city and issued Meals Ready to Eat (MREs) for the week along with a few meals served by the 102nd Services Flight.

Lt. Col. Stephen Demianczyk, 102nd Civil Engineer Squadron commander, was the Officer in Charge (OIC) for 180 active duty, Air Guard, and Air Force Reserve personnel during the exercise.



Above: The utilities section assembles portable shower and shave kit tents which is part of the Harvest Eagle assets in establishing a Bare Base. The utilities section was recognized by the cadre for "best seen to date" in the last 3 years based on their performance and expertise.



INTELLIGENCE GROUP WINS ANG-LEVEL AWARD

By Maj. Enrique Dovalo
102nd Intelligence Support Squadron

In March 2010, the 102nd Intelligence Group received an Air National Guard-level award in just its second year of existence. But only recently did it collect the associated trophy at the ANG Communications and Information (C&I) Awards Banquet held Dec. 9, 2010 in Nashville, Tenn.

Members of the 102nd Intelligence Support Squadron (ISS) and one member of the group staff were recognized as the Air National Guard's best C&I Team for 2009. They became the first ANG C&I award winners from an ANG Distributed Ground Station (DGS), even though DGS-Massachusetts is the youngest of eight ANG sites activated over the past 9 years.

As the ANG winner, the DGS-MA C&I Beddown Team competed for the Air Force-level General Edwin W. Rawlings Award, which recognizes one team each year that completed a "one-time, nonrecurring special project, process improvement, or short-term endeavor that resulted in tangible or intangible benefits...to Air Force and (or) DoD missions and operations."

In this case, the DGS-MA C&I Beddown Team was recognized for its work in overseeing and executing the \$11.3 million information technology and infrastructure project to beddown DGS-MA at Otis ANG Base. The team's planners filled a void by taking the lead on overall project management responsibility and coordinating all the activity by base and external support agencies, something that would normally be done at the Major Command (MAJCOM) level, but which the National Guard Bureau (NGB) did not have the available

manpower to do at the time.

Team members personally laid out more than five miles of fiber and copper lines to support eight different voice, data, and video networks. Over the course of the 21-month long project, they received accolades from multiple outside agencies, including Air Force ISR Agency (AFISRA), Electronic Systems Center (ESC), Space & Naval Warfare Systems Command, and the Defense Intelligence Agency (DIA). For example, the lead DCGS network engineer, who has seen every active duty and ANG site, praised the team for the "cleanest cable install" he had ever seen. Additionally, AFISRA said the 102nd Intelligence Group Information Assurance shop's local tracking database was "better than our required database."

With a new mission and new facility come a lot of purchases. The supply section was busy researching over 1,400 items that were ordered. All together, the 102nd ISS initiated and fielded 411 distinct procurements through the local contracting office, as well as additional procurements through ESC and the Warner-Robins Air Logistics Center, Ga.

Despite being new to the communications career field, the 102nd IG C&I Beddown Team members came together to tackle a huge task well beyond the scope of their actual responsibilities, took the initiative to learn their new jobs quickly, and then became the standard bearers for how to do it right despite being the newest unit on the block. They're all shining examples of the professionals we have in the Air National Guard.

OBITUARY

Technical Sergeant Robert C. Seaver

We regret to inform you of the sudden passing of Technical Sergeant Robert C. Seaver of the 101st Intelligence Squadron on Feb. 17 at Beth Israel at the age of 39.

Robert is survived by his beloved wife Fusako Seaver of Plymouth. He was the devoted father of Takuya "TK" Seaver of Plymouth and the son of Pamela Seaver of Melbourne, Fla., and the late Kenneth L. Seaver.

Bob made a name for himself in short order by graduating from Special Signals Intelligence School with honors and then quickly certifying in his weapons system position. He was a 19-year military veteran with vast experience across both the Navy and the Air Force.

In lieu of flowers, his family requests that donations in his memory be made to the Takuya Seaver Benefit Account, c/o Rockland Trust, 1 Pilgrim Hill Rd., Plymouth, MA 02360.



Going TDY?

Important Changes to the Conference Registration Fee Policy

Advance Registration Fees

- Fees required to be paid 30 days or more in advance should be paid with the Government Purchase Card (GPC).
- Fees to be paid less than 30 days in advance must be paid with the member's Government Travel Card (GTC) or Controlled Spend Account (CSA) as soon as a travel order is issued.
- When paying advance registration fees with GPC, members must upload the receipt of payment (regardless of amount) to DTS settlement voucher, make a note stating conference fee was paid with GPC, and make any necessary adjustments to meal rates.

Registration Fee Paid at Point of TDY

- If fees can be paid after arriving at the TDY location, they should be paid with the traveler's GTC or CSA.

Conference Cancellation

- If paid with GPC, refunds will be processed to the cardholder's account.
- If conference fee is non-refundable, no further action by the traveler is required.
- If paid with the GTC or CSA, refunds will be processed to the traveler.
- If conference fee is non-refundable, the traveler will process a voucher to include paid conference fee. The voucher payment will make the traveler whole.
- If the traveler files a voucher to claim a conference fee and subsequently receives a refund, they owe that money back to the government—contact FM for repayment instructions.

Training Courses Requiring a Tuition Fee

- A SF 182 will be prepared and approved for ALL training courses—these fees should be paid with the Training GPC.

THIS MONTH IN HISTORY

Courtesy of National Guard News



March 3, 1969

Space — A former Air Guard pilot in Massachusetts' 102nd Tactical Fighter Squadron, Capt. Russell "Rusty" Schweickart, is one of three members of Apollo 9 which entered Earth orbit this day. Seven former Guardsmen were part of the astronaut program during the Gemini and Apollo Moon missions but he was the only one to come directly from the Guard without being a test pilot first. During his flight on Apollo 9 he set a number of "firsts" for NASA as it planned to send men to the Moon. He became the first man to transfer from one spacecraft to another (command module to lunar module) in orbit; he and another member of the team took the lunar module for a test flight and then became the first to 'link up' two separate craft when they redocked with the command module; Schweickart became the first man in space to test the Portable Life Support System suit. Totally self-contained with no connections to the ship

this suit was the same type worn by later astronauts on the Moon. While this was his only flight in space he stayed with NASA working on the SkyLab project until his retirement in 1979.

EQUAL OPPORTUNITY COMPLAINTS >>

Equal opportunity complaints may be filed by any member of the 102nd Intelligence Wing who, while on military status, was discriminated against based on Race, Color, Religion, Gender (Sexual Harassment), National Origin or Reprisal. The initial informal complaint must be filed within 180 calendar days from the date of the alleged incident (seek assistance from EO, building 197). The member's chain of command is the primary channel for resolving an EO complaint. Conflict resolution (also known as Alternate Dispute Resolution) may be offered. If a member's EO complaint is unresolved after 30 days (or the next UTA period) for traditional guard members or 14 days for Active Guard Reserve, the complainant withdraws the informal complaint and re-files it as a formal complaint. Formal complaints are forwarded to the wing commander who orders an EO investigation. The wing commander attempts resolution within 30 days (for traditional guard members) or 14 days (for Active Guard Reserve members) of receipt of the complaint from the subordinate unit. If resolution is not achieved, the file is transferred to state headquarters whereby the adjutant general has 90 days to attempt resolution. If the complaint is still unresolved, TAG will request a final decision from the National Guard Bureau.

The Airman's Council ANNOUNCEMENTS

- **Facebook:** The Airman's Council has an official Facebook page. Search: "102nd Intelligence Wing Airman's Advisory Council" and 'Like' for council updates and reminders on Airman's Council activities.
- **Wi-Fi at the Dorms:** Thanks to many months of persistence from the Mission Support Group and Communications Flight!
- **Community Service Projects:** The Airman's Council is looking for some fresh ideas for community service projects and people who are interested in being an active part of the community.

The Airman's Council meets every Saturday of the UTA at 2 p.m. in the Wing Conference Room and is open to all E-1 to E-6 personnel.



PROMOTIONS >>

Tech. Sergeant	Staff Sergeant	Senior Airman
Amy McNeil	David Cox	Anthony D'Angelo
James Waters	Mark Devin	Joseph Nurse
Randy Matos		John Derby
Michael Reneyske		William Cashman
Philip Revel		Kevin Boyle
Michael Valenti		Leonard Cirineo
		Elysee Nojantu

ANNOUNCEMENTS >>

HOME CARE PROGRAM

The Air Force Home Community Care program provides quality child care services for Air National Guard and Air Force Reserve Members during their primary UTA weekend. Care is provided in a state licensed Family Child Care (FCC) home or in an on base Air Force licensed FCC home for children ages 2-weeks to 12-years at no cost to unit members. In order to implement the Air Force Home Community Care program at Otis ANG Base, the Wing is seeking a few members to volunteer to assist with the process and the program's sustainment. Volunteers would work with the NGB program coordinator, Family Readiness, Home Child Care Providers and participating unit members to arrange for the program's setup and continued care of children every scheduled UTA. The Wing is also seeking state licensed home Family Child Care to participate in the program of providing care of dependent children. If you are interested in volunteering or you know of a FCC who is willing to participate in this program, please e-mail Master Sgt. Jennifer Lovering at Jennifer.lovering@ang.af.mil.

DEGREE COMPLETION PROGRAM

The National Graduate School will offer a Bachelor's Degree Completion Program beginning in March on the Mass. Military Reservation (MMR). The program is open to anyone with base access: active duty, reservists, all dependents, retirees, civilian and contract employees. For more information, please contact Jim McLoughlin, Coast Guard Air Station Cape Cod, by calling (508) 968-6440.

NEW LOCATION FOR FUELS MANAGEMENT

The 102nd Logistics Readiness Squadron Fuels Management Branch has moved from Building 31950 (Trailer) to Building 753 (Pass & Identification).

HOME HEATING ASSISTANCE

The Salvation Army has money available in their Salvation Army Good Neighbor Energy Fund to assist those in need with heating expenses and broken heating system repairs. Please contact Edna Bargan by calling (339) 502-5934 or send an e-mail to ebargan@use.salvationarmy.org. Another resource is available by calling 1-800-632-8175. Follow the recorded directions, enter your zip code and they will put you in touch with your nearest community action program location. For more information, please visit www.massresources.org/massachusetts_energy_assistance_d.html.

MASSACHUSETTS GUARDSMEN COMPETE IN REGIONAL BIATHLON

By Senior Airman Jeremy Bowcock
102nd Intelligence Wing Public Affairs

"Fit to fight" was taken to a whole new level Jan. 22 as five members of the Massachusetts Army and Air National Guard competed in the regional National Guard Bureau (NGB) Biathlon at Camp Ethan Allen.

The Guardsmen tested their strength against a 10-kilometer cross-country sprint race with subzero temperatures in the mountains of Jericho, Vt.

Coordinating the event for Massachusetts was both Lt. Col. John Conner and 2nd Lt. Stephen Fiola.

"The 10K Skate Ski event was both a physical and mental challenge even for the experienced racer. To have these team members complete the race speaks volumes to their physical and mental toughness," said Conner.

The sprint race consisted of three laps around a 3.3-kilometer track. At the end of the first two laps, each competitor shot five targets from 50



meters out. The first five are shot from the prone position while the other five are shot standing. Every time a competitor misses a target, they must ski an extra lap in the penalty area.

While the competition is for National Guard members, it is also open to other competitors wishing to race for entry into other events such as the Olympics. Of the 82 competitors in Vermont, 26 were National Guardsmen. Outside of Massachusetts, the other National Guard teams were from Rhode Island, Vermont, Missouri, Pennsylvania New York, Utah, and Minnesota. Massachusetts, however, was the only team that included Air Guard members.

The competitors from the Army National Guard were Captains Timothy Murphy and Matthew Christopher. From the Air National Guard, Senior Master Sgt. Jeff Soja, Staff Sgt. Jeff Luke, and Senior Airman Jeremy Bowcock.

102ND IW ENERGY MANAGEMENT

Temperature Control

- In winter, set office thermostats between 65 and 68 degrees during the day/business hours, and 60 to 65 degrees during unoccupied times.
- In summer, set thermostats between 78 and 80 degrees during the day/business hours, and above 80 degrees during unoccupied hours.
- Adjust thermostats higher when cooling and lower when heating an occupied building or unoccupied areas within a building, e.g., during weekends and non-working hours.
- During summer months, adjusting your thermostat setting up one degree typically can save 2-3 percent on cooling costs.
- Consider installing locking devices on thermostats to maintain desired temperature settings.
- Install programmable thermostats that automatically adjust temperature settings based on the time of day and day of the week. If you have multiple HVAC units, set thermostats to return to the occupied temperature a half an hour apart.
- In larger facilities with energy management systems (EMS), verify that temperature set points and operating schedules are correct for the controlled equipment. For EMS systems that no longer operate as initially designed, consider a retrocommissioning project to restore the system's functionality.



Congratulations
on your
Retirement



Major General
Michael Akey



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