



102nd INTELLIGENCE WING

# Seagull

[www.102iw.af.mil](http://www.102iw.af.mil)

**OTIS PRECISION MEASUREMENT  
EQUIPMENT LAB HOSTS MEMBERS OF  
THE ROYAL JORDANIAN AIR FORCE**

| PAGE 7

APRIL 2016

VOLUME 31 NO. 3

## CONTENTS

### COMMANDER

Col. James M. LeFavor

### CHIEF OF PUBLIC AFFAIRS

Lt. Col. Robert J. Spierdowis

### PUBLIC AFFAIRS STAFF

Mr. Timothy Sandland  
 2nd Lt. Aaron Smith  
 Tech. Sgt. Kerri Spero  
 Staff Sgt. Jeremy Bowcock  
 Staff Sgt. Nikoletta Kanakis

### 102ND IW PUBLIC AFFAIRS

156 Reilly Street, Box 60  
 Otis ANGB, MA 02542-1330

(508) 968-4003  
 DSN: 557-4003

This Air Force newsletter is an authorized publication for members of the U.S. military services. Contents of the Seagull are not necessarily the official views of, or endorsed by, the U.S. Government, the Department of Defense or the Department of the Air Force. The editorial content is edited, prepared, and provided by the Public Affairs Office of the 102nd Intelligence Wing, Massachusetts Air National Guard, 156 Reilly St., Box 60, Otis ANGB, MA 02542-1330. All photos are National Guard photographs unless otherwise indicated.



facebook.com/102iw



youtube.com/102iw



twitter.com/102iw



05



03



04



11



12

- 03 **COMMANDER'S COMMENTS**  
*Thanks for the memories*  
*By Col. Christopher Hamilton*
- 04 **AIR OPERATIONS LEGACY**  
*By Maj's. Sara LaFranchise and Michael Clifford*
- 05 **OTIS ANG BASE PMEL HOSTS THE ROYAL JORDANIAN AIR FORCE**  
*By Mr. Timothy Sandland, 102/IW Public Affairs*
- 06 **'DOMAIN ON DEMAND' PART OF AIR FORCE FUTURE**  
*25th Air Force Public Affairs*
- 07 **COPING WITH CHANGE**  
*By Ms. Jill Garvin, 102 WDPH*  
**CHAPEL CALL**  
*By Chaplain (Lt Col.) Mark Schaarschmidt*
- 08 **DOD: TRAINING, AWARENESS CRITICAL IN HUMAN TRAFFICKING FIGHT**  
*DoD News, Defense Media Activity*
- 09 **GOING BACK TO BASICS**  
*By Tech. Sgt. Maria Escobar, 102 IW/IG Office*
- 10 **HISTORY AND LEGACY OF THE 102 IW**  
*By Mr. Timothy Sandland, 102 IW Historian*  
**FIRST SERGEANT'S CORNER**  
*By Master Sgt. Sean Sullivan, 101 IS/First Sgt.*
- 11 **THINGS YOU SHOULD KNOW: OPSEC**  
*Provided by 102 IW OPSEC Program Mgr.*
- THE CYBER DEFENSE ANALYSIS PROGRAM**  
*By Ms. Jennifer Mortensen, 101 CF/Info Assurance*
- 12 **AROUND OTIS**
- 15 **PROMOTIONS/ANNOUNCEMENTS**



# Thanks for the Memories

By Col. Christopher Hamilton  
former 102 MSG/Commander

Well, they say that all good things must come to an end, and that has proven true with my 27 year fond association with the 102nd. I am moving to a Joint Force Headquarters Staff position and by the time you are reading this, I am already at my new desk. Colonel Chris Hurley is the new Mission Support Group ("MSG") Commander and I wish him great success in his new role. I know that you all will support him as he works to provide the Wing with outstanding support functions.

While I am looking forward to the next phase of my career, I am going to miss being a member of this exceptional Wing. I have been a member of this Wing for over 27 years. The 102nd has been an enormous part of my entire adult life, indeed, it is part of my very identity and is a second family to us. The men & women of this unit, both past and present, and the exciting work we have done together have enriched my life beyond all possible description. My 102nd journey started out as a means to pay for college and ended up to be central to my success and well-being. At times, I didn't fully appreciate the impact the people and the mission were having on me; I just kept my head down, studied, worked, and one day, I was selected for a Group Command. I can honestly say that I would never be where I am today without the great people who I worked with, the NCOs and Officers who mentored me, the friends who "covered my six". If I were to distill this sentiment down to one line of advice it would be this: never underestimate the power of a shared sense of purpose; it will bring you to heights you didn't think possible.

I am very proud that my entire career here at the 102nd has been in the MSG and it is truly an honor that my 102nd career would end as the Group Commander. While I do appreciate the other Groups in the Wing and the awesome work you all are doing, in this, my last Seagull article, I must salute the unsung heroes in the Mission Support role. They are the great enablers of the work that gets done at the 102nd. As Colonel LeFavor has commented on several occasions, we don't fully appreciate all the various support functions that happen every minute of every day without incident. It is the nature of our business that the support functions aren't given a second thought until something goes awry.

This MSG has accomplished so much in just the three and half years of my command that it is truly mind boggling. They have shined through inspections, blizzards, hurricanes, tornadoes, floods, numerous deployments all over the

world, construction projects, the aftermath of failed civilian contractors, presidential visits, water main breaks, manpower cuts, furlough's, budget cuts, new missions, old missions going away, short notice ASA bed downs and numerous other challenges. I am left to marvel how the heck they got it all done...and flawlessly so. Through it all the men and women of the MSG remained unflinchingly dedicated to their work, their people, and the mission. They truly are a credit to this unit, the Air National Guard, and the United States Air Force.

Take a minute to say thanks and let them know you are grateful to have them on your team!

Thanks to the entire 102nd for all the great memories. I hope to work with many of you in my new role at JFHQ. Keep up the great work! I bid you farewell.

# AIR OPERATIONS LEGACY

Maj. Sara LaFranchise and Maj. Michael Clifford  
102nd Air Operations Group

As the final chapter on the 102nd Air Operations Group draws to a close, it is important to reflect upon the great accomplishments and exemplary service of the men and women of the AOG. For the past eight years, the AOG has provided unrelenting reach back support and augmentation in support of their aligned active duty counterpart, Air Force Global Strike Command's 608th Air Operations Center at Barksdale Air Force Base and to various government agencies worldwide.

The construct of the AOG is broken out into three main squadrons; Air Operations, Air Intelligence and Air Communications. By directly supporting war and peacetime conventional and nuclear missions for the 608th AOC and AFGSC, the AOG proudly established themselves as the Guard and Reserve's first successful AOC fully integrated with the active Air Force nuclear enterprise. After flawless and nonpareil contingency support to ODYSSEY DAWN, the AOG validated and gave credence to the Total Force Integration concept.

From the onset of Initial Operations Capability, the AOG aggressively codified a network with active duty counterparts quickly offering support to Time Sensitive Planning efforts. The AOG also augmented countless GLOBAL THUNDER and GLOBAL LIGHTNING exercises and training simulations. These are command and control exercises designed in part to train forces and assess operational readiness capabilities. The integration and synergy of the 608th AOC and 102nd AOG during these exercise scenarios was unparalleled and often garnered attention and praise from AFGSC senior leadership. The AOG successfully established themselves as the

continuity base and operational experts for the 608th AOC orchestrating several strategic planning exercises. Collectively, the AOG and the 608th AOC provided a more robust system and an amplified level of expertise to the USSTRATCOM commander.

Maj. Simison, acting commander of the AOG, stated "We certainly generated an outstanding pool of rated and non-rated, officer and enlisted folks. As we step into our new mission of Cyber Intelligence, the AOG family can hold their heads high knowing they provided first class support to USSTRATCOM's number one mission priority of 'Deter strategic attack against the United States; provide assurance to our Allies.'"

The Air Operations Squadron had distinct accomplishments of their own. During the course of eight years of support and service to AFGSC, the squadron performed an especially unique mission for USSTRATCOM. The Operational Battle Watch mission required 24 hour, 7 days a week coverage for command and control of nuclear assets, reporting directly to the commander of USSTRATCOM, Offutt Air Force Base, Neb. Vigilant, battle-proven support resulted in execution of eight "man-years" of watch over the course of 3,192 shifts monitoring 38,304 strategic sorties.

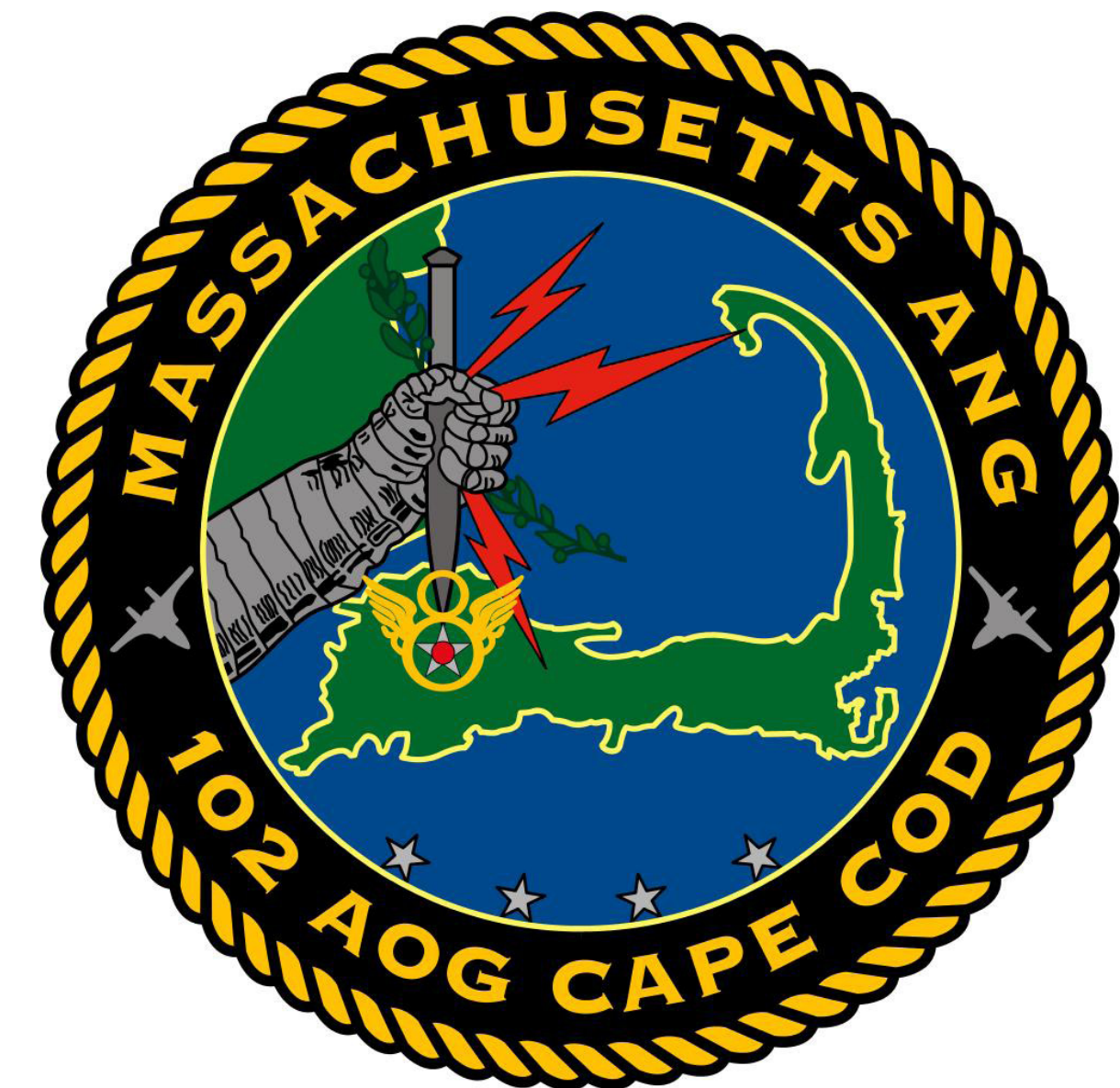
The Air Intelligence Squadron is tasked with the daunting challenge of providing multi-INT analysis, generation of comprehensive and refined Intelligence products, and Subject Matter Expertise to each division within the AOG and Intelligence Community. Since 2013, the 102 AIS embarked on a new task to produce Intelligence

Preparation of the Operational Environment briefings detailing in-depth analysis on various Combatant Command Areas of Responsibility for the 608th AOC. These briefings serve as a central repository for mission planners and the IC. Furthermore, the benchmark analysis was adopted into national agency publications and handbooks. At completion of the project, the AIS conducted over 8,000 hours of critical analysis, authored over 1,000 pages for threat country handbooks, answered over 100+ critical Essential Elements of Information, and assisted with Requests For Information for AFGSC and USSTRATCOM.

The real success and pride of the AOG is not in the statistics but rather the people. From the first day, the men and women of the AOG hurled themselves toward the challenge of building a world class AOG out of rubble from the Base Realignment and Closure. Armored with ingenuity and talent, the initial cadre was tasked to re-purpose an area that would serve as the AOG operations floor. The space was converted in record time due to the resourcefulness and will of the team along with a myriad of self-help projects.

The esprit de corps has been unparalleled. Senior Master Sgt. Jackson aptly stated, "The AOG has been the best place I've ever worked because of the enthusiasm everyone has along with the camaraderie and team building". He added, "I've learned more about what goes on in the Air Force over the past five years than I have in my previous twenty years of service". His sentiments are echoed as a common thought for all that have stepped foot into the AOG.

Although the next few months will usher in the rigors of transformation, many of the Airmen in the AOG will once again adapt and transform with the same spirit and tenacity in order to forge way into world-class cyber warriors for the 202nd Intelligence, Surveillance, and Reconnaissance Group.



# OTIS ANG BASE PMEL HOSTS THE ROYAL JORDANIAN AIR FORCE

By Timothy D. Sandland  
102 IW/Public Affairs

Two members of the Royal Jordanian Air Force visited Otis Air National Guard Base, Massachusetts, for two weeks to train with personnel in the Quality Section of the Precision Measurement Equipment Laboratory. The purpose of the visit, which occurred March 7 through March 18, 2016, was to shadow the Otis PMEL Quality Assurance Program personnel.

The primary goal of the visit was to provide the RJAF Quality Assurance Team an opportunity to observe and participate in the daily operations of a USAF Quality Assurance Program.

Captain Nidal I. M. Alfraihah who is RJAF Laboratories Quality Manager was accompanied by 1st Warrant Officer Monther A. A. Atiyat.

Capt. Alfraihah, speaking about the importance of the visit stated “this visit has allowed us to exchange ideas and strategies with USAF Quality Assurance Personnel who face similar challenges and issues”

The Otis PMEL supports various weapons systems. It is the only Type IIC PMEL in the Air National Guard, which means the Lab has a room maintained at a constant 68 degrees Fahrenheit (plus or minus one degree).

The Otis PMEL was selected for this partnership opportunity because of the similarities between its facility and mission and that of the RJAF.



Royal Jordanian Air Force members, Captain Nidal I. M. Alfraihah and 1st Warrant Officer Monther A. A. Atiyat, observe various quality assurance processes as demonstrated by personnel from the Otis ANG Base PMEL, Mar. 17, 2016. The two men visited Otis in order to gain an understanding on how PMEL conducts their processes. (U.S. Air National Guard photos by Timothy D. Sandland/Released)

# ‘Domain on demand’ part of Air Force future

By Marcia L. Klein  
25th Air Force Public Affairs

JOINT BASE SAN ANTONIO-LACKLAND, Texas (AFNS) -- Air Force Vice Chief of Staff Gen. David L. Goldfein told members of 25th and 24th Air Force that the future of the service is “domain on demand.”

“What you’re doing here is exactly what we need. Multi-domain is the coin of the realm and will be key to the future development of combined arms. You’re already executing multi-domain, you’re on the right path, so keep running hard the way you’re going,” Goldfein told Maj. Gen. B.J. Shwedo and Maj. Gen. Burke Wilson, the commanders of the 25th and 24th, respectively.

Goldfein visited the two Numbered Air Forces for a firsthand look at the advances they’ve accomplished together in building multi-domain synergy between Air Force intelligence, surveillance and reconnaissance; and cyber forces.

A day full of intense briefings demonstrated that synergy to the general, who commented that his visit was very timely.

“I’m hugely optimistic about the next decade for the Air Force. We just completed a very robust, two-year process to build our future operating concept, leading to our 2030 strategic plan that lays out exactly where we need to go as an Air Force,” he said. “That strategic plan puts us in complete alignment with the Secretary of Defense’s vision for a third offset strategy.”

He explained that we first used nuclear deterrence as an offset strategy to protect our national security during the Cold War with the Soviet Union. The second offset strategy was stealth and precision, capably demonstrated during the first Gulf War.

“The secretary of defense has begun talking about our nation’s third strategy to offset peer and near-peer adversarial capabilities, and it’s what you’re talking about now - multi-domain operations, big data, human-machine teaming and the fusion of technology,” Goldfein said. “As we build our networks and apply them to the future of warfare - no service thinks about that more than we do - and it will help lead the joint team for network warfare. So thank you for everything you’re doing to move us to our future and protect our national security.”

During his visit to the 25th Air Force, Goldfein took time to “coin” three outstanding Airmen: Capt. Andrew, a flight commander assigned to the 70th ISR Wing; Staff Sgt. Elizabeth, a unit deployment manager assigned to the 363rd

ISR WG; and Staff Sgt. Salvatore Guerriero, an executive communications technician, assigned to headquarters 25th Air Force.

The captain was recognized for a new deployable technology that he personally fielded within a small, multi-service team while deployed. According to his wing commander, the success of that cutting-edge, quick reaction capability during combat operations earned him a Bronze Star.

Elizabeth successfully brought an electronic warfare integrated reprogramming function to maturity in less than half of the two-year allotted schedule. Because of her consistent success, not only in her job but also as a leader and mentor to her subordinates, her wing commander personally selected her as the UDM for a new squadron to build its deployment program from scratch.

Guerriero received recognition for his actions during an attack on his combat outpost during a deployment to Afghanistan, where he was assigned to provide secure communications for the 101st Airborne Division. Support personnel had been directed to stay undercover during the attack, but Guerriero voluntarily resupplied ammunition to perimeter positions under attack, directly engaged the enemy with his M-16, and provided direct medical help to one of the Afghanistan National Army soldiers critically wounded during the attack. His deeds earned him the Air Force Combat Action Medal.

*(Editor’s note: Last names of some individuals were removed for safety and security reasons.)*



# COPING WITH CHANGE

By Ms. Jill Garvin  
102 IW/Director of Psychological Health

We all know that change is the only constant in life and nowhere is that more true than in the workplace. Technology alone forces us to be adaptable and learn new things on nearly a daily basis. The 102nd is always evolving in big ways and small.

Change is unavoidable and success requires you to be willing to embrace change, even when the outcome is still unknown.

Here are a few tips for learning to love change in the workplace:

## Recognize When You're Resisting

A great first step for most people is simply to recognize when change is happening and how you're reacting. If you're resistant, figure out what's beneath the resistance. Is it fear? Why are you pushing back when everything around you is moving forward?

## Look for the Opportunity

Remember that change = chaos + opportunity. It's a two-part equation. What potential exists within the change? How do I adapt and/or succeed with the changes as they come?

## Make It Less Dramatic

An overnight, sudden change is much harder to handle than a gradual shift. When you see change on the horizon, be proactive. Do what you can to ease the transition, minimize the chaos and enhance the opportunity.

## Release Emotional Attachments

Let go of the feelings you have associated with the old way of doing things. Comfort can be more emotional than rational. Remember that you're endlessly adaptable and that growth almost always comes with discomfort. Learn to simply go with the flow and see where the wave takes you.

As always, please come and see me if you are experiencing difficulty with change. Watch for changes in sleep patterns, mood changes, excessive worry, and relationship changes.



# CHAPEL CALL SELFLESSNESS

By Chaplain (Lt Col.) Mark Schaarschmidt  
102 IW/Chaplain

College basketball is reaching a crescendo this month. Past history reflects some milestones with respect to championship games. We also learn from the prior seasons. What did the players do in the past to win 88 games in a row? How good was the coach? Just how good were the players? These are some of the questions asked when a team goes farther than any other team. The UCLA basketball team was one such team that drew such acclaim.

They were arguably the greatest college basketball dynasty of all time. The men won 88 straight games. The record was broken. Enter John Wooden, whose humble posture spoke volumes about his program. He said things like, a team can win the big game yet still lose if they don't have moral character. A team can lose the big game yet win if they played the best they can and tried to reach their potential. But hold on a minute...

In 2010 the UConn women's basketball program elevated their win record to 90 straight games. Placing two great coaches side by side, John Wooden and Geno Auriemma, one can't help but search for keys to success as each reached impressive milestones.

Both coaches looked for the deeper insights pertaining to life. The late John Wooden spoke more about successful lessons for life rather than the number of games won on a court. Geno Auriemma could not compare himself to UCLA or the coach that brought UCLA into the spotlight.

I would surmise that both coaches taught that they and their players were not 'the best'. Personal success is given up so that the team can benefit. John Wooden emphasized this when he spoke about team spirit. He developed a pyramid that gave life lessons regarding playing as a team.

One of those blocks he titled "selflessness".

Wooden commented, "Selflessness which is the opposite of selfishness. I mean by this that you are eager to sacrifice personal glory or gain for the greater good, namely, the welfare and success of your organization, your team, your group. For me it meant I was constantly searching for that player who would make our team 'great' rather than a someone who was just a 'great player'. There is a big difference and that difference is what constitutes Team Spirit." He added, "I did not want a person on our team who was reluctant to sacrifice for the good of the team. I prized the individual who was eager to sacrifice for our common good."

In his later years, Wooden gave up some strength, some walking ability, and the game he loved. He believed that in his weakness, he still had God whose love gave him hope.

The record of two of the "greatest" basketball teams of all time would be broken. In one sense, each had to give something up. Rest assured, our lives are filled with broken records and disappointments. Sometimes we want the acclaim and lose sight of team work. Other times, we try to break bad habits by simply not doing what we are supposed to be doing. God gives us hope in this joyful season. The grace we have and share is from the covenant God who places people above things. The divine sacrifice that provides for our perfect record leads us to let go of anything less than teamwork for the common good.

# DOD: TRAINING, AWARENESS CRITICAL IN HUMAN TRAFFICKING FIGHT

By Lisa Ferdinando

DoD News, Defense Media Activity

The signs of human trafficking could be all around Defense Department personnel: A subcontractor withholds passports and delays payment to its employees, or a company forces potential workers to pay a large fee to obtain a contract job on a DoD installation.

January is National Slavery and Human Trafficking Prevention Month, and DoD is highlighting the issue and its efforts to fight trafficking, said Army Col. Joshua Burris, deputy chief of staff for Mission and Installation Contracting Command at Joint Base San Antonio-Sam Houston, Texas, and the executive director for DoD's Operational Contract Support Joint Exercise 2016.

Human trafficking is modern-day slavery, Burris said, adding that DoD has zero tolerance for violations.

DoD wants its service members, civilians, contractors and others associated with the agency to be able to recognize the signs of human trafficking and know how to report suspected violations, he said.

## Worldwide Problem, Violates Basic Human Rights

Human trafficking includes using force, fraud or coercion to compel a person to provide labor, services, or sex, Burris said. It is a violation

of basic human rights, he said. It is a global problem; it happens in the United States and around the world.

"This is a heinous, awful thing that happens. It's very important that we eradicate it," he said.

The three most common forms of trafficking, according to the DoD's Combating Trafficking in Persons office, are labor trafficking, sex trafficking, and child soldiering.

DoD relies on contractors at installations around the world, Burris said. The human trafficking violations the agency sees most often, he said, are labor abuses involving debt bondage.

Debt bondage is when a person is required to pay a large fee to obtain a job, putting the person in extreme debt in which the individual works a year or more just to pay off the debt, Burris explained.

The contract workers on bases are the ones who make meals, pump gas, or do other tasks to support the military, he pointed out. They face dangers as well, he said, including indirect fire at installations in warzones. They must be treated fairly and in accordance with laws and DoD regulations, he said.

## Raising Awareness of Human Trafficking

Five-hundred people, including service members from Army and Air Force South, U.S. Special Operations Command, and the 1st Armored Division and Acquisition and Financial Management professionals, will take part in a joint, interagency exercise in March and April 2016 at Fort Bliss, Texas.

A focus of the Operational Contract Support Joint Exercise includes scenarios in human trafficking, Burris said. The exercise will evaluate current policies and approaches via the DoD supply chain.

"It's especially important because it is happening worldwide," Burris said. "It's something that we need to take a look at and make sure our people know."

The exercise includes Army South partner nations. They will observe human trafficking and Operational Contract Support training to incorporate lessons into next year's U.S. Southern Command's PANAMAX, he said. Scenarios are based on coalition forces responding to an armed conflict and follow-on stabilization operations.

The exercise will use role player scenarios so participants will better recognize signs of human trafficking, and what actions should be taken, Burris noted.

"We have to keep an eye out and be able to identify these signs, and that's why the training presents this in our exercise," he said.

The signs of labor trafficking include an employer confiscating identification documents or forging legal documents, subjecting a person to unsafe working conditions, providing inadequate living conditions, or denying the worker medical care, Burris said.

## Training, Awareness Key in Fight

Members of the military and DoD civilian personnel are required to take at least one Combating Trafficking in Persons training course every fiscal year. Specialized training is available for service members, law enforcement personnel, senior leaders and contracting professionals.

Signs are posted around military bases so workers know their rights, Burris said. DoD has supplemental exercises each year on fighting human trafficking.

DoD says everyone can do their part in fighting trafficking. Incidents of human trafficking can be reported to the DoD Inspector General hotline at 1-800-424-9098, 703-604-8799 or DSN 664-8799, or at [www.dodig.mil/](http://www.dodig.mil/) hotline.



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

MEMORANDUM FOR ALL MEMBERS

17 September 2015

FROM: 102IW/CC

SUBJECT: Wing Endorsement Memorandum on Combating Trafficking in Persons (CTIP)  
(DoDI 2200.01; AFI 36-2921)

1. Trafficking in Persons (TIP) is the second largest criminal activity in the world. It is defined as the recruitment, transportation, transfer, harboring or receipt of persons by means of threat, use of force, coercion, abduction, fraud, deception, abuse or exploitation. TIP is a grave violation of human rights and a worldwide criminal threat to security, civil rights, and stability as well as a directed threat to our national foreign policy goals. Due to the seriousness of the crime, the egregious results in terms of human tragedy, and the disabling impact on our military readiness, the AF has established a zero tolerance for trafficking in persons.
2. I fully endorse the AF's zero tolerance for TIP and I expect all members of the Wing to be aware of the negative impacts TIP could have on our Wing's readiness and professional climate. All Airmen should know which commercial establishments are considered Off-Limits (Not applicable at this time) and identify and report suspicious behavior that may indicate TIP activities to your chain of command, Security Forces, AFOSI, or Inspector General.
3. The Wing's point of contact for TIP-related issues is SMSgt Michael Dorsey at extension 968-4181.

  
JAMES M. LEFAVOR, Colonel, MA ANG  
Commander



# GOING BACK TO BASICS

Tech. Sgt. Maria Escobar  
102 IW/Inspector General's Office

## “Give me your 341.”

Some of you probably remember hearing those words when you attended Air Force Basic Military Training.

Some of you probably don't remember since it has been a while or you simply don't know what this means since you didn't attend AF BMT.

To clarify, the AETC Form 341 is an Excellence or Discrepancy Report that Military Training Instructors (MTIs) at Basic Military training pulled for either a discrepancy or for excellence.

As a prior Military Training Instructor, I remember pulling 341s if a trainee or airman exceeded my expectations or most commonly when a trainee failed to maintain standards in their recruit living area or failed to maintain their dress and appearance. Why were some of these standards and expectations important?

First, my duty as an MTI was to transform civilians into motivated world-class warrior-Airmen who are ready to serve in the world's greatest Air Force. Second, it was my duty to ensure that they understood the standards and expectations and how it related to their Air Force career. Lastly, it was my responsibility to hold them accountable for their actions.

As a Noncommissioned Officer but most importantly as an Airman it is my responsibility to maintain the highest level of readiness in order to accomplish the mission, support and explain leader's decisions, mentor, epitomize excellence by serving as a role model for Airmen to emulate and exceed the standards and expectations levied upon my Airmen. It is my duty as an

Airman and your wingman to bring you back to basics and remind you of some simple standards that many of us have either forgotten or simply don't know.

Let's begin with some reminders from AFI36-2903, Dress and Personal Appearance of Air Force Personnel. It is each Airman's individual duty and personal obligation to maintain a neat appearance and professional image while wearing the uniform or performing official duties.

### *Uniforms must meet these standards:*

- Be neat, clean, pressed (except Airman Battle Uniform), serviceable, in good condition and properly fit
- Free of strings, stains and tears in material
- Be zipped, snapped or buttoned appropriately (including ABU cargo pockets)
- Faded uniforms must be replaced as they are no longer serviceable
- May alter to improve fit, but must not change the intended appearance

### *Things to remember while in uniform:*

- Members will not stand or walk with hands in pockets other than to insert or remove items.
- Members will not walk in uniform while using a radio or hands-free headset unless required to do so in the performance of official duties using a government issued device. Text messaging is limited to emergencies or when official notifications are necessary. Military customs and courtesies take precedence.

- Members will not smoke or use smokeless products other than designated smoking areas.
- Members will not consume food and/or beverage while walking in uniform. Exception: Beverages may be authorized during wear of PT uniform and commanders may authorize food and/or beverage consumption during special function.

### *Personal Grooming Standards:*

- Hair-male will not exceed 1 1/4 inch in bulk, regardless of length and 1/4 inch at natural termination point; allowing only closely cut or shaved hair on the back of the neck to touch the collar.
- Hair-male sideburns will not extend below the lowest part of the exterior ear opening
- Hair-female will be styled to present a professional appearance. Hair will not extend below any side of an invisible line drawn parallel to the ground at the bottom of edge of the Shirt collar, regardless of length.
- Hair-female will not exceed 3 inches in bulk.
- Females will not wear ribbons, beads, jeweled pins or hair scrunchy.
- Hairpins, combs, headbands, elastic bands and barrettes will be conservative. Hairpins and bands must match hair color.
- Nails-female will not exceed 1/4 inch past tip of finger.
- Nails will not be of shades that distinctly contrast with complexion, detract from uniform or that are extreme (extreme colors

include but are not limited to: purple, gold, blue, black, bright “fire-engine” red and florescent colors.

- Males are not authorized to wear cosmetics.
- Female Airmen may wear cosmetics; however, if worn, they will be conservative (moderate, being within reasonable limits; not excessive or extreme) and in good taste.

Remember, wearing the uniform properly and proudly means you are carrying on a tradition of excellence and professionalism. It is important to apply the Core Values of Excellence in All We do as you wear the uniform.

Don't wait to meet the standards only when meeting a board or when getting inspected.

Complacency is not good company. Professional appearance is discipline and discipline is what we learned at Basic Training.

# HISTORY AND LEGACY OF THE 102ND INTELLIGENCE WING

By Timothy D. Sandland  
102 IW/Wing Historian

Eight years ago this month, on April 1, 2008 the 102nd Intelligence Wing was born. The new designation represented the most significant change in the history of the wing.

This key date joins other significant events in our lineage.

The wing's history began as the 318th Fighter Group. Formed on 15 October, 1942, the 318th was deployed to the Central Pacific region and given the missions of bomber escort and the protection and defense of the Hawaiian Islands.

Flying the modern fighters of the time such as the P-47 Thunderbolt, the 318th saw action on the islands of Saipan, Iwo Jima, and Ie Shima, Okinawa. During its short 5-year history, the unit fought in the Asiatic-Pacific Campaign and Marianas Campaign. By the end of the war, the 318th was credited with 164 air combat victories with less than 6 pilots shot down by enemy planes.

In January 1946 the 318th's banner was furled during the drawdown after the war. Mere months later, on 24 May, 1946, the 102nd Fighter Group was established and was bestowed the lineage, history, honors, and colors of the 318th Fighter Group. The 102nd was assigned to the Massachusetts National Guard at Logan Airport.

Later that year, the 67th Fighter Wing, which had provided fighter escort for B-17 Flying Fortresses in the European Theater during the war, was also allotted to the Massachusetts Air National Guard at Logan.

As part of Air Defense Command, the 67th was tasked with the defense of the Northeast United States. The wing was assigned the 101st and 131st Fighter Squadrons, operating the P-47 Thunderbolt, the P-80 Shooting Star, and the P-51 Mustang.

By the end of 1950, the Air National Guard completed a

major reorganization as part of the creation of the United States Air Force just three years earlier.

As a result, the 67th Fighter Wing was inactivated and the 102nd Fighter Wing was established, and assumed the personnel, equipment and mission of the 67th.

Among the many organizations gained by the new wing, notable accessions included the aforementioned 102nd Fighter Group, which would eventually become the 102nd Operations Group, and later the 102nd Intelligence Surveillance and Reconnaissance Group. The wing would also gain the historical 101st Fighter Squadron, its lineage dating back to 1921, and yielding our modern day 101st Intelligence Squadron.

Today, the wing banner proudly displays streamers from the following campaigns - Air Offensive Japan 1942-1945; Eastern Mandates (Marshall Islands) 1943-1944 ; Western Pacific 1944-1945; Ryukyu (Southwest Islands that include Okinawa) 1945 and China Offensive 1945.

The 102nd Intelligence Wing has a very proud and storied history.

From the earliest days of flight with the 101st Observation Squadron, through World War II and the Berlin Wall Crisis, to the response to the events of September 11th and the war on terror in this millennium, the 102nd Intelligence Wing and its assigned units have defended our nation proudly for nearly a century.

Organizational designations may change, missions may come and go, but our lineage and history remains.

# FIRST SERGEANT'S CORNER BE THE PIG

By Master Sgt. Sean R. Sullivan  
101st Intelligence Squadron

A long time ago an instructor I once had told my class the story of the chicken and the pig. The story pertained to a level of commitment that he thought our class was missing and used the story to illustrate his point and demonstrate the level he wanted to see us perform at. The story is simple, every day at breakfast we eat eggs and bacon. Both the chicken and the pig contribute to that breakfast, but at very different levels of commitment. The chicken contributes by giving us a few eggs. The pig, however, is so committed that it gives it life for the cause. He demanded, that at least for the short term, to be the pig!

I took that lesson to heart and realized over my lifetime that every time I was the "pig" great things happened to me and the people around me. I also noted that when I became a "pig" it inspired others to do the same. I noticed work productivity soar, classmates start excelling academically and the overall atmosphere became electric. I found that an area filled with chickens just contributing the minimum became a high production environment all from just putting a little "snort" into it. To the chicken it was just a job or just a class or just a... whatever. To a pig it was an opportunity to give everything for a cause. Ask Tom Brady if he is a chicken or a pig. And then go ask his team mates if they give more because they are motivated by being around him. When you're a professional you need to be the pig. Professionals rise to the challenge and motivate others to give it all as well. Professionals always try to be the pig.

Being an Airman in the National Guard is not a job, it is a profession, the profession of arms. We are all part of that spear that defends our Nation, every one of us. Every member of this profession has an essential function in making that spear an implement of battle. Yes, you may not be that Tier I operator in a foreign land, but your every bit as essential. The role of every Airman, every Soldier, every

Sailor and every Marine is to break stuff and kill bad guys. If you were not essential in this mission you would not have a role in the National Guard.

So where is this all going? As a member of the Air National Guard you play a key role in the profession of arms. You are a professional, just like Tom Brady the professional football player, and your profession is not a job. When you come to drill on the weekend and have a mindset that this is just a job then you will contribute an egg or two. However, if you come to drill understanding your key role in the profession of arms and prepare to give it all you will be like the pig and make yourself and the others around you better.

So my advice to all Airmen is, be the pig!

# THINGS YOU SHOULD KNOW OPERATIONS SECURITY

Provided by the  
102 IW/OPSEC Program Manager

Modern OPSEC methodology was developed during the Vietnam War. Bombing missions against North Vietnam were ambushed, resulting in large losses of aircraft and people. It became obvious the enemy knew what we were going to do before we did it.

As a result, an exhaustive field survey was completed under the name PURPLE DRAGON.

A thorough examination of air, naval and ground operations revealed the traditional security programs were protecting classified information. It however, revealed the enemy got advance information of our intention from international flight advisories, stereotypical troop movements and procedures, and predictable communications, radar, and logistics practices.

Action was then taken to identify and stop, or at least reduce, these observables.

Today's modern OPSEC program is a direct product of the PURPLE DRAGON.

Take a moment to think about what you know about OPSEC and how you use it in your daily work. For more information reach out to your unit OPSEC Coordinator.



# THE CYBER DEFENSE ANALYSIS PROGRAM

By Jennifer B. Mortensen  
102nd Communications Flight Information Assurance Office

In December of 2015, the Telecommunications Monitoring and Assessment Program (TMAP), changed names to Cyber Defense Analysis, AFI 10-712. However, the program has remained the same. We still need to follow the same rules.

The Air Force and Air National Guard uses unsecured telecommunications systems such as telephones, cellular phones, radios, facsimile machines, blackberries and computer networks to conduct day-to-day official business. Adversaries can easily monitor these unsecured systems that could provide information on military capabilities, limitations, intentions and activities. The Air Force monitors telecommunications systems to determine if these unsecured systems were used to transmit sensitive or classified information.

The program is an integral part of the USAF OPSEC program and provides a very effective tool for a commander's use during day-to-day operations and exercises to identify real world problems that can adversely affect OPSEC and the warfighter's effectiveness.

Here at the 102nd, we need to be recertified every two years to continue to use the above mentioned systems. This year, the Information Assurance Office will have to submit a report to Air Force Communications Agency (AFCA) for recertification. We need your help in making sure that all the right stickers are in the right places, the consent to monitoring statements are on all computers, and if you were issued a portable electronic device, you signed a form with the consent to monitoring statement or have consent to monitoring sticker on it.

How can you help?

First, to support the program, you must make a conscious effort not to transmit or discuss classified information or critical information over unsecured telecommunications

systems.

Second, you need to ensure the following consent to monitoring notifications are in place:

- All users of portable electronic devices (i.e. cell phones, blackberries) and LMRs must sign a form with the notice and consent statement on it when issued a portable electronic device/ LMR or have consent to monitoring sticker on it.
- All telephones must have a DD Form 2056, Telephone Monitoring Notification Decal, affixed to it.
- All STEs must also have a DD Form 2056 affixed to it, but the "DO NOT DISCUSS CLASSIFIED INFORMATION" portion must be removed.
- Your facsimile machine must have consent to monitoring sticker on it.
- Your locally developed facsimile cover sheet must contain the following statement: "DO NOT TRANSMIT CLASSIFIED INFORMATION OVER UNSECURED TELECOMMUNICATIONS SYSTEMS. Official Department of Defense telecommunications are subject to monitoring. Use of telecommunications systems constitutes consent to monitoring." The AF Form 3535, Facsimile Electro Mail Transmittal, which carries the consent statement, is also acceptable to use.
- Your computer must have the current log-on banner with the Notice to Consent statement.

Stickers for fax machines and telephones are available by contacting TSgt Alexander Cardinale at 968-4734 or Ms. Jennifer Mortensen at 968-4733. Stickers for LMR radios will be provided by unit LMR managers.

# AROUND OTIS



Members of the 102nd Intelligence Wing participate in the March Madness Rodeo. This intensive training event serves to prepare personnel in many aspects of deployment training including Self-Aid buddy care and CBRNE. (U.S. Air National Guard photo by Staff Sgt. Jeremy Bowcock/Released)



Newly promoted Colonel Christopher Hurley, has his rank pinned on by his family during his promotion ceremony on March 5, 2016. (U.S. Air National Guard photo by Tech. Sgt. Kerri Spero/Released)

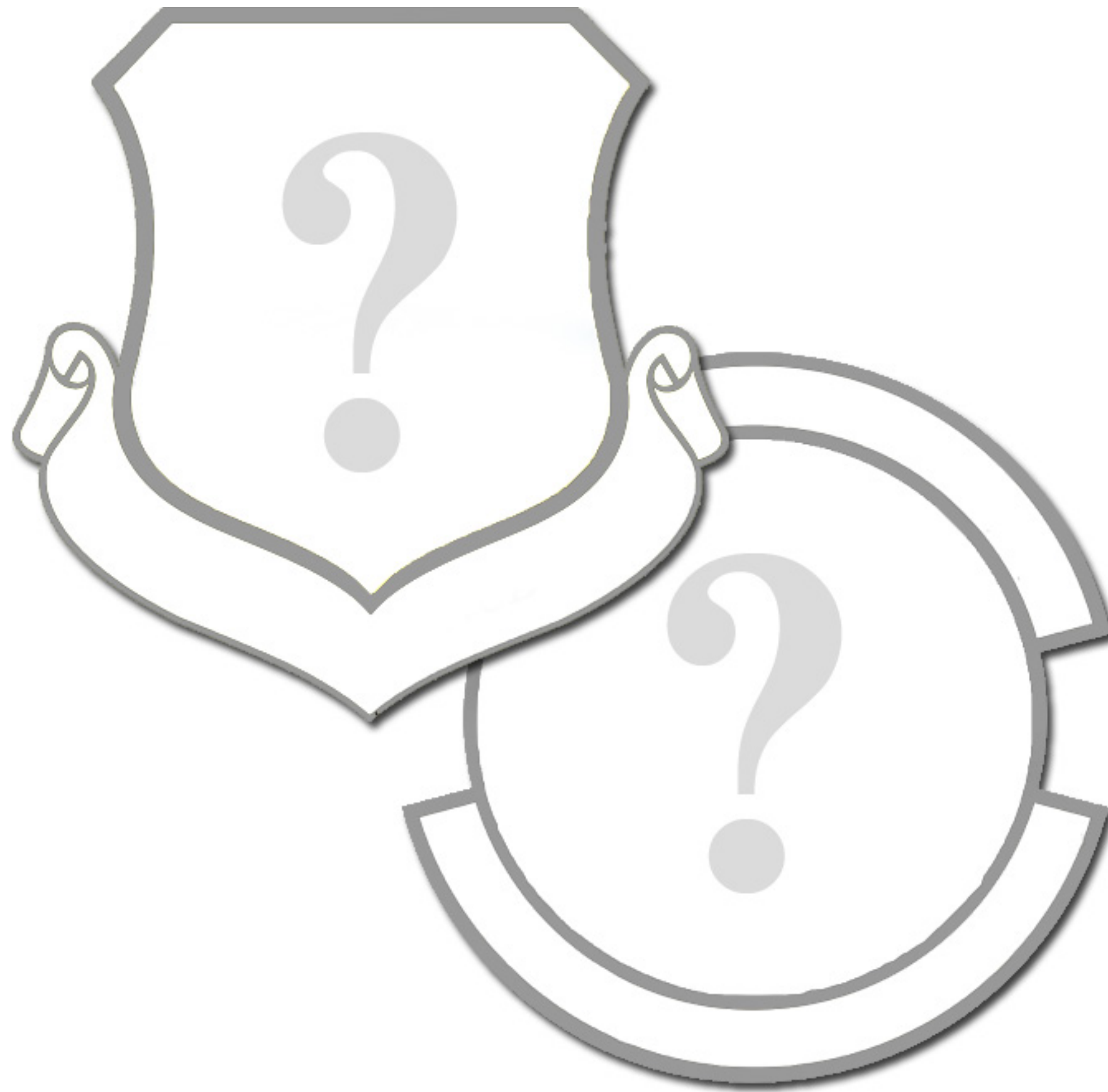


Colonel James LeFavor, 102nd Intelligence Wing Commander, presided over the change of command of the 102nd Mission Support Group. Colonel Christopher Hurley assumed command vice Colonel Christopher Hamilton during the ceremony held on March 5, 2016. Colonel Hamilton is transferring to Joint Force Headquarters (U.S. Air National Guard photo by Staff Sgt. Jeremy Bowcock/Released)

# ATTENTION ARTISTS!

## 202ND ISRG SEEKS OFFICIAL GROUP AND SQUADRON EMBLEM DESIGNS

By Tech. Sgt. Kerri Spero  
102 IW/Public Affairs



The wing's newest operational group, the 202nd Intelligence, Surveillance, Reconnaissance Group, needs your creativity!

With the new cyber ISR mission now official, part of the new mission process is to design organizational emblems for the new units. According to the organizational change request, the 202 ISRG will have three subordinate squadrons: 267th Intelligence Squadron, 203rd Intelligence Squadron and 202nd Intelligence Support Squadron.

While the intent for the 267 IS is to retain the heraldry and lineage of the 267th Combat Communications Squadron, the remaining units are open to all ideas.

What should the new group and squadron emblems look like? This is where you, the members and friends of the 102nd Intelligence Wing, come in. You have a golden opportunity to design unit emblems that will be representative of the new mission and will be forever preserved in the lineage and heraldry of the U.S. Air Force.

Symbols have distinguished friend from foe in warfare throughout recorded history. Organizations of the United States Air Force, like other military organizations, employ heraldic emblems as a means of identification and for esprit de corps. A heraldic design involves the emblem, an optional unit motto and symbolism that identifies and represents a unit. The

symbols and colors incorporated into each unit's emblem convey the meaning and symbology of the unit's heritage and mission.

In accordance with AFI 84-105 Organizational Lineage, Honors and Heraldry, official group and squadron emblems must adhere to specific guidelines and go through a strict approval process with the Air Force Historical Research Agency at Maxwell AFB, Ala. The 102 IW public affairs office is happy to assist with review, questions or guidance on the design and can be reached at (508) 968-4516/4697.

Use your creativity and your talent, or the talent of someone you know, and help design a new emblem! The design can be a hand-drawn sketch or a digital design. All designs must be submitted with [THIS FORM](#) to Col. Arthur Wunder by 8 May, 2016 ([arthur.p.wunder.mil@mail.mil](mailto:arthur.p.wunder.mil@mail.mil)).

Useful links:

[What is Cyber ISR? By Col. Arthur Wunder, 102 IW/WOOT](#)

[Guide to Air Force Heraldry](#)

[Massachusetts Air National Guard History \(Lineage\)](#)

[The Institute of Heraldry](#)

[AFI 84-105 Organizational Lineage, Honors and Heraldry](#)

### FUN FACT

*The Seagull insignia was designed by famed artist Paul F. Seavey and was approved for use in 1924. Currently used by our 101st Intelligence Squadron, it is the oldest patch still in use in the entire U.S. Air Force.*



# SECOND ANNUAL SAPR 5K FUN RUN



## SEXUAL ASSAULT PREVENTION AND RESPONSE SAPR 5K FUN RUN, SATURDAY, APRIL 2

April is Sexual Assault Awareness Month (SAAM). The goal of SAAM is to raise public awareness about sexual violence and to educate communities on how to prevent it.

The second annual road race will begin at the Eagle's Nest promptly at 1400 hours. Individual and team awards will be given.

Please show your support by participating. If you choose not to run, we can still use your help as a volunteer.

Contact Senior Master Sgt. John Noland at 508-968-4110 to sign up!

Thank you for your support of this important program!

# PROMOTIONS

## SENIOR AIRMAN

Henckel Miranda  
Caitlyn Gannon  
Diana Martinez  
Riley Flanagan  
Laura Forslund  
Marc George

## STAFF SERGEANT

Jonothon Cawley  
Ryan Kulik  
Danielle Rezendes  
Michelle Ferguson  
Csaba Bogdan  
Eric Killebrew

## TECHNICAL SERGEANT

Michael Peterson  
Anthony Stemn  
Christopher Pereira  
Kevin Fontes

## SENIOR MASTER SERGEANT

Christopher Hirl

## CAPTAIN

Bryan McCue

## COLONEL

Christopher Hurley

## DID YOU KNOW?

Patriots' Day commemorates the anniversary of the Battles of Lexington and Concord. On the 19th of April 1775, minutemen of the Massachusetts Militia engaged British forces, effectively initiating the Revolutionary War. Observed on the third Monday of April each year, the day is celebrated by battle reenactments, a reenactment of the midnight ride by Paul Revere, and the running of the Boston Marathon.

# ANNOUNCEMENTS

## UTA WORSHIP TIMES AND RELIGIOUS SERVICES

**Saturday** - Contemporary Christian Worship, 1130hrs, Building 158, 3d floor  
**Sunday** - Roman Catholic Mass, 0900hrs, JBCC Chapel, South Inner Road  
- Liturgical Christian Worship, 1100hrs, Building 330  
- Roman Catholic Mass, 1100hrs, Building 158, 3rd floor  
- Interdenominational Protestant Worship, 1130hrs, Building 158, 3rd floor

Contact the Chaplain's Office for information on other faith groups or other times of worship (968-4508)

## TOUGH RUCK - OTIS UNSTOPPABLE FORCE

On April 16th, a wing sponsored team, Otis Unstoppable Force, will be putting on ruck sacks and walking 26.2 miles in honor of Fallen Servicemembers and First Responders. Please help support their efforts to raise funds to honor our Fallen Servicemembers and veterans in need. The process is fast, easy and secure. Any amount is appreciated. Find the team's page at: <https://www.classy.org/fundraise/team?ftid=67106>

## 102 IW VOTER ASSISTANCE

With the 2016 presidential election just months away, your Installation Voter Assistance Office is here to help you exercise the very right you protect- your right to vote! We can help you register to vote, request an absentee ballot and notify your local election officials back home of a change of address. The 102IW Installation Voting Assistance Officers are the following individuals:  
Capt Jennifer O'Connell: DSN 557-4609, Commercial 508-968-4609, email: Jennifer.oconnell1.mil@mail.mil  
SMSgt Michael Dorsey: DSN 557-4538, Commercial 508-968-4538, email: michael.d.dorsey.mil@mail.mil

## THE MASSACHUSETTS TUITION AND FEES REIMBURSEMENT

Eligibility for the Massachusetts Tuition and Fees Reimbursement Certificate for state schools is determined by your status as a member of the 102nd Intelligence Wing. Members are eligible for the benefit the day they enlist or appoint with the Massachusetts Air National Guard. The benefit may be used at any point during your membership with the 102nd IW. Contact Senior Master Sgt. Shvonski for more information at [douglas.j.shvonski.mil@mail.mil](mailto:douglas.j.shvonski.mil@mail.mil) or 508-968-4189

## BASIC MOTORCYCLE RIDERS COURSE

Motorcycle Safety Training is required for all military and civilian personnel who operate a motorcycle on military installations. DoD and Air Force policy can be satisfied by successfully completing a Motorcycle Safety Foundation approved Basic Rider Course. Tuition is free and motorcycles are provided for the training. Contact the Base Safety Office at 508-968-4007 to sign up!

## COMMISSIONING OPPORTUNITY AT THE 104TH FIGHTER WING

The 104th Maintenance Squadron, Barnes ANGB, has a vacancy for a DSG as the Component Maintenance Flight OIC. If you are interested, check your email for an all-staff message sent by the Force Support Flight.

## SEAGULL IDEAS?

Do you have an idea for a Seagull article? Is your unit or shop doing something impressive? Is there something on base you don't think gets enough attention? Or do you simply have an announcement? Stories and ideas are always welcome. Email us at [102iw.pa@gmail.com](mailto:102iw.pa@gmail.com) (Please limit articles to 500 words)