



102nd INTELLIGENCE WING
Seagull

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CONTENTS

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03



10



09



04



14



06



16



11

- 03 Command Chief's Comments
- 04 CSAF Visits 102nd Intelligence Wing
- 05 The Adjutant General's Priorities
- 06 New Massachusetts Air Component Commander Assumes Command
- 07 Director of Psychological Health and Wing Care Provider Directory
- 08 First Sergeant's Corner and Chapel Call
- 09 Airmen Honored as Red Cross Heroes
- 10 Otis Microgrid Update: Construction Begins
- 11 Cyberspace Engineering and Installation: An Asset to the Total force
- 12 480 ISRG Fills Training Gap
- 13 Intelligence Communications Systems Migrate Worldwide
- 14 102nd Deployers Around the Globe
- 15 Around Otis
- 16 121st Boston Marathon Photos
- 17 102 IW History File
- 18 Accolades and Announcements
- 20 Military Vacancy Announcements



Diversity and Inclusion

By Chief Master Sgt. Karen Cozza
102 IW/Command Chief

Hello wing members, I hope this article finds you all well. I am writing this article to align with this month's National Guard Bureau focus areas of diversity and inclusion.

Embracing a diverse culture of mutual trust and inclusion within our wing is of utmost importance. By not creating a diverse environment where Airmen (military and civilian) feel included and respected for their differences will ultimately have negative impacts. Over time, this adverse environment will eventually affect an individual's work performance, attitude, and possibly the retention of a gifted member.

Diversity is an asset to embrace!

According to a recent issue of Harvard Business Review, "diverse groups seem to process information better, more carefully tending to the facts. They also outperform in terms of production, yielding higher returns and innovating more."

NGB-PA writes, "The recruiting and retaining people of diverse backgrounds, cultures and experiences enables Guard members to successfully interact on the battle field, during domestic response operations, and within local communities."

I have seen first-hand the amazingly talented members of our wing, performing and supporting our incredible missions day in and day out. I would hate to lose an Airmen because he or she did not feel respected,

trusted, or included—especially because of a work environment that could have been fixed!

Take a close look at your sections to recognize where cultural differences exist, embrace and incorporate them. Doing so will not only reap benefits to your team, but also ensures that you have a workplace where personnel are valued and have the opportunity to achieve their full potential while contributing to the missions of our wing and the Air Force.

"You have been created in order that you might make a difference. You have within you the power to change the world." -Andy Andrews

Sources:

NGB-PA
Harvard Business Review
http://www.1000ventures.com/business_guide/crosscuttings/cross-cultural_differences.html

U.S. AIR FORCE CHIEF OF STAFF VISITS THE 102ND

By Mr. Timothy Sandland
102nd IW/ Public Affairs



OTIS AIR NATIONAL GUARD BASE, Mass. -- Air Force Chief of Staff Gen. David L. Goldfein visited with military and civilian Airmen of the 102nd Intelligence Wing at Otis Air National Guard Base on Mar 30.

Goldfein began his visit with an aerial tour of the base on board an Army National Guard Blackhawk helicopter accompanied by Brig. Gen. James LeFavor, Commander of the Mass. Air National Guard, Col. Virginia Doonan, 102 IW Commander, and Chief Master Sgt. Karen Cozza, 102 IW Command Chief. On the flight, Goldfein was able to see the scope of the Cape Cod base's massive footprint.

After the aerial tour, Goldfein received a mission brief by leadership at the 102nd Intelligence, Surveillance and

Reconnaissance Group and a tour of operations at Digital Ground Station Massachusetts - the wing's state of the art intelligence facility.

Goldfein's visit continued with an all call at the base theater. There he talked to members of the wing, as well as active duty members from the 6th Space Warning Squadron based at Cape Cod Air Force Station.

Before his talk, Goldfein coined six deserving Airmen from the 102 IW and 6 SWS. One coin recipient, Tech. Sgt. Alan Nancarrow said "It was great to hear him speak - he's the new Chief of Staff so it's great to see what his vision is going to be for the Air Force."

In his remarks, Goldfein discussed the attributes he sees associated with future conflict that the Air Force needs to be prepared for - as well as the three foundational focus areas that he considers critical in moving the total force forward into the future.

On the first focus area, Revitalizing Squadrons, Goldfein said "it's where the culture is - the culture of what it means to be an Airman. It's where innovation really occurs. It's where we succeed or fail as an Air Force." He went on to say, "Across the active, guard and reserve we have about 3400 squadrons - how do we ensure that the squadron is healthy as it can be, because that's the most important level of command in the Air Force."

Goldfein talked about pushing decision authority back down to squadron commanders, saying "Right now, a wing commander has got 1150 Air Force Instructions that they are responsible for - we are going to get rid of as many of those as we can. We're trying to push decision making authority back down where it belongs."

Over the last two decades, the Air Force has been reducing its numbers. As Goldfein explained, during Desert Shield/Storm the service had just shy of a million active, guard and reserve Airmen - today that number is just 660,000. He said, "One of the things that has happened over time is that we've gotten smaller as an Air Force."

He went on to say, "My concern is that we moved people out but left duties behind on a smaller number of people. As we consolidated and moved people out of the squadrons, we actually moved decision authority to higher levels - so we're looking at pushing that back down."

Goldfein spoke of his second focus area, Strengthening Joint Leaders and Teams. He explained, "Our joint service partners don't necessarily see pilots, cyber or intelligence experts - it says U.S. Air Force [on the uniform] and the expectation they have is that we walk into the room and sit down at the table - we understand the operational art of integrating air, space and cyber."

The intention is to better prepare Airmen for the joint service environment.

"How do we look at officer and NCO development and ensure that we are appropriately exposed to those domains and those capabilities to understand the operational art of how they come together." said Goldfein. He went on to say, "How do we migrate the development of our officer and NCO corps so that we can refine that expertise going forward?"

Goldfein also talked about initiatives in changing the way the Air Force deploys Airmen.

"We've gotten to a point across the Air Force where we're sending, in my mind, too many individual Airmen into combat. We went from an AEF construct to more of a scheduling model to augment formations down range." Goldfein went on to say, "What we're looking at is team deployments. At the very minimum it should be a three or four member team with an NCO or officer in charge that is actually responsible for getting that team ready to go including all of the work, the training and equipment - the travel - and then [they] deploy together and return and re-integrate together."

He went on to say, "Not only will we be able to improve how we take care of our Airmen, because someone will always be in charge of that team, but also make it a more

powerful experience."

Goldfein then spoke of his third and most recent focus area, Enhancing Multi-Domain Command and Control by saying, "The reality of future warfare is our ability to sense the globe, create a common operating picture, make decisions at a speed that the enemy can't match, and create dilemmas from all these domains with the capabilities that we bring, is very much dependent on how we network together capability."

He postulated, "How we share data on a common architecture - how we turn all of the volume of 'ones and zeroes' that we collect, every single day - how do we then create that common operational picture so that decisions makers can decide?"

"You want to create an architecture so that if one part of it is taken away you have so much resilience built in that your answer is 'bring it!'"

Goldfein also talked about changing the mindset in terms of future warfare saying, "Doing this at a speed that I believe future warfare is going to require is going to require us to think differently about how we acquire weapons systems in the future. Because how we've done it in the past I would argue is very industrial age."

Goldfein went on to say, "In the 21st century I think our mindsets got to reverse. We've actually got to think of the highway we ride on and everything on the highway as merely an app or an aperture. Figuring out the highway and the network is going to be essential for us to be able to get the kind of data sharing we need to turn data into decisions."

Goldfein's remarks were not lost on an audience filled predominantly with Cyber and ISR professionals. The Airmen of the 102nd continue to build on our excellent partnership; the Air Force, National Guard and the Air Force Reserves—our Total Force—play a crucial role in accomplishing the Air Force mission.

THE ADJUTANT GENERAL'S PRIORITIES



43RD ADJUTANT GENERAL MASSACHUSETTS NATIONAL GUARD

PRIORITIES

We, the Massachusetts National Guard, are a critical contributor to national defense, domestic tranquility, and international stability. Daily, our Soldiers, Airmen and civilian employees make extraordinary contributions in their hometowns, across the country, and around the world.

It is a distinct honor to lead such an incredible team.

Three priorities will guide my service as your 43rd Adjutant General:

#1. Field Winning Teams: We will field the best organized, manned, equipped, and trained units to ensure that our Soldiers and Airmen are ready to fight and win the Nation's wars and secure the homeland. That is what the people of the Commonwealth and the Nation expect and what you, our service members, deserve. We will make it clear why; "The Nation's First is the Nation's Best!"

#2. Invest In Our People: In an improving economy attracting and retaining the best talent is difficult. When we train and develop our Soldiers, Airmen, and civilian employees, they return to their families, employers and communities better than when they began service in our ranks. Our people are our most important asset, and investments in them deliver the greatest return for the Commonwealth and Nation.

#3. Build Enduring Relationships: We are a community based force whose connections have local depth and global reach. It is one of the National Guard's many unique strengths that we will continue to leverage for the benefit of our country and Commonwealth. Everyone with a relationship to a current or former Massachusetts National Guard service member must know how important their continued support is to the success of our mission.

You make me proud to be a member of the Massachusetts National Guard. Thanks to you for serving, as well as to all those who make your contributions to our team possible.

*Whatever
it
TAKES!*

GARY W. KEEFE
Major General, MA ANG
The Adjutant General

NEW MASSACHUSETTS AIR COMPONENT COMMANDER ASSUMES COMMAND

By 1st Lt. Bonnie Harper
Massachusetts Air National Guard Public Affairs

HANSCOM AIR FORCE BASE, Mass. - Brig. Gen. James M. LeFavor assumed command of the Massachusetts Air National Guard from Brig. Gen. Robert T. Brooks Jr. during a change of command ceremony here, Sunday, April 2, 2017.

The ceremony was not only an official transfer of authority, but a time to welcome LeFavor into this new position and honor Brooks for his years of service.

“These are two great guys,” said Maj. Gen. Gary Keefe, the Adjutant General of the Massachusetts National Guard, who presided over the ceremony.

As the new air component commander, LeFavor is responsible for the training, force development, and readiness of the Massachusetts Air National Guard. LeFavor will have more than 2,000 Airmen from both the 104th Fighter Wing and 102nd Intelligence Wing under his command.

“Brig. Gen. LeFavor is the perfect guy to replace Brig. Gen. Brooks,” said Keefe. “He has experience in both of our weapons systems and both of our missions as a former F-15 pilot and intelligence office.”

LeFavor had recently been serving as the Air Advisor to the Adjutant General, and prior to that assignment, he was the commander of the 102nd Intelligence Wing, which is part of Joint Base Cape Cod in Massachusetts.

“Thank you for getting me to this point, entrusting me, and showing me the faith that you have in me to take over and do this job,” LeFavor said, addressing Keefe. “I won’t let you down.”

Brooks served as the Air headquarters commander since 2013, and prior to that was the wing commander for the 104th Fighter Wing at Barnes Air National Guard Base in Westfield, Mass. He will officially retire from the Guard later this month and then continue to fly commercially.

“Brig. Gen. LeFavor has done a superb job as the 102nd wing commander,” said Brooks. “He built a ‘no-nonsense, get-the-job-done’ culture, so he is the right guy to be the air component commander.”



Brig. Gen. James M. LeFavor, Commander of the Massachusetts Air National Guard.



HANSCOM AIR FORCE BASE, Mass. – Brig. Gen. James M. LeFavor, the incoming commander of the Massachusetts Air National Guard, receives the colors from Maj. Gen. Gary W. Keefe, Adjutant General of the Massachusetts National Guard, during a change of command ceremony here April 2, 2017. The passing of the colors represents the outgoing command relinquishing command to the incoming commander. (U.S. Air National Guard photo by 1st Lt. Bonnie Harper, Massachusetts Air National Guard)



MENTAL HEALTH AWARENESS MONTH

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

May is Mental Health Awareness Month. Each week I will send out information on a mental health resource or provide a topic around mental health.

Most of you are familiar with the VET Centers around the state, and the closest one to us, is the Hyannis Vet Center. Tony Knowlton, their readjustment counseling technician actually keeps office hours here at Otis. He has some hours over at the intel building and at the chapel. He is wonderful to talk to and can also connect you with VA benefits. His contact info is below.

While they provide excellent counseling services, most of you may not know about their free groups that are offered. I have all their flyers that I will post around the Wing with specific details, but here I will share the names of the groups they offer:

- Writing and drama therapy group
- Vets and Pets
- Parenting Support Group
- Equine events
- Women's group
- Partner support group
- Heavy metal healing group (interesting, right)?
- Diabetes Support Group

There are several other VET Centers in the state and they all offer different types of groups, depending on the need and response.

The also provide marriage/relationship counseling, sexual assault counseling, they will work with families and children while a member is deployed,

PTSD and individual counseling. Our intel members on orders qualify to see the VET Center or if you served in OIF/OEF you qualify. The groups are open to any service member! To make an appt, you call the office, they ask basic info on the phone, and they meet on Tuesdays for a staff meeting to connect you with one of their counselors. It's quick and they make it very easy. What I also love about the VET Center is that it's a non-medical setting, as opposed to walking into a VA hospital, you walk into an inviting space that is personable and welcoming. They are also a great resource even if you do not qualify to see them individually. They will direct you, or me, to a professional in the community that specializes in an area and that are familiar with military culture. I've never seen them turn anyone away OR they make sure the person gets connected! Tony Knowlton is a Veteran himself and many of you may feel more comfortable talking to a male. He is compassionate, supportive and understands military life.

Tony Knowlton
Readjustment Counseling Technician
Cape Cod Vet Center
474 W. Main Street
Hyannis, MA 02601
508.778.0124 (W)
401.256.4842 (C)

Over the summer and leading up to Suicide Prevention Month in September, I will invite several outside organizations to come by the 102d and set up a table with their info or we may even offer some

topics and briefings. I will let the wing know when I get this organized.

In honor of mental health month, I ask you this: Is there anyone in your group, squadran, unit, staff that is struggling with a loss, going through a divorce, having financial difficulties or back from a deployment and appears to be having difficulty adjusting? Try to think of someone and one thing you can do to offer support; even if you don't know them that well! Send a text, drop off a card, ask if they want to talk about it or if there is anything you can do! CONNECTION and knowing our people is the most important thing we can do. Feeling alone, hopeless, isolated and like no one understands leads to depression. And gets worse. Sometimes we don't say anything at all to someone we know is suffering or going through something difficult—because it makes US uncomfortable. It's better to say something, rather than nothing. People will let you know if they want to talk about it, but you will never offend anyone by checking on them and telling them you are sorry they are going through a difficult time.

So I challenge you this month to do wingman checks!

Hope everyone saw the great story Falmouth Community Television did on Zoe! Check it out on Facebook. Again, if anyone wants more contact with Zoe or wants to get to know her so she can "hang" with your group or individuals, call and set something up with me.

Happy Summer!

WING CARE PROVIDER DIRECTORY

This listing was compiled to assist you in caring for your Wingman. Please use this page for your information and as guidance for referral.

DIRECTOR OF PSYCHOLOGICAL HEALTH

The Psychological Health Program offers free of charge, confidential psychological assessments and brief solution focused coaching, consultations, referrals and case management. You can also find Zoe here, the wing therapy and morale dog. Contact Ms. Jill Garvin, jill.a.garvin.civ@mail.mil (P) 508.968.4827 (C) 508.237.6652

SUICIDE PREVENTION

The Director of Psychological Health can be the first contact for individuals in suicidal crisis or those having thoughts of suicide. She can advise supervisors and peers regarding support for distressed coworkers, and is Point of Contact for Suicide Prevention Training and Education. Contact Ms. Jill Garvin, jill.a.garvin.civ@mail.mil (P) 508.968.4827 (C) 508.237.6652

AIRMAN AND FAMILY READINESS

The Otis Airman and Family Readiness Office offers a wide variety of services and programs that contribute to the mission readiness, resiliency, and well-being of the Air Force community by taking care of people. A&FR programs are available free of charge to military personnel, DoD civilians, retired military and family members. Contact Ms. Erin Creighton, erin.k.creighton.civ@mail.mil (P) 508.968.4855 (C) 774.313.8534

CHAPEL OFFICE

The mission of the Chapel Team is to provide a holistic ministry of presence, care and hope to members of the Wing in a flexible, responsive, and competent way. Private conversations of those seeking the counsel of Chaplain Corps personnel as matters of faith or acts of conscience are strictly privileged communication. Contact the Chapel Office (P) 508.968.4508

VETERAN'S CENTERS

We are the people in the U.S. Dept. of Veterans Affairs who welcome home the war veterans with honor by providing quality readjustment services in a caring manner. We assist veterans and their family members toward a successful post-war adjustment. 1.800.905.4675 (local - Hyannis 508.778.0124)

SEXUAL ASSAULT RESPONSE COORDINATOR (SARC)

Providing private, confidential care for assault victims and assistance with reporting both unrestricted and restricted. Contact Captain Molly K. Alesch molly.k.alesch.mil@mail.mil (O) 339.202.3118 (C) 774.286.1164 SARC Hotline: 508-889-6644

MEDICAL GROUP

A resource for both medical and psychological conditions affecting the wellness of airmen: Provider consultation can be arranged for discussion of these and other conditions by contacting the reception desk or via your Unit Health Monitor. Contact the Medical Group (P) 508.968.4091

FIRST SERGEANT'S CORNER TO OPT OUT - WHAT'S YOUR WAY?

By Master Sgt. Stephen J. Brothers
202nd ISS & 203rd IS/First Sergeant (select)

This summer you might be heading to a Red Sox game and some friends pull out and offer you a 'Hit'. Or maybe at a family cookout and your cousins may be smoking pot in the backyard and call you over. How are you going to react? We will all be confronted with various situations among friends or family where we are exposed to recreational use of Marijuana.

Most of us know and understand that illegal drug use and legal drug abuse, to include alcohol, is against Department of Defense policy. To be exact it's Article 112a, of the Uniform Code of Military Justice (UCMJ). The provisions of the UCMJ apply regardless of the State, District, Commonwealth or Territorial Legislation permitting the use of marijuana, to include medical use.

But I want to concentrate on you, the Airmen, specifically on your well-being and readiness. Especially in today's society's social acceptance and legalization of marijuana in the Commonwealth of Massachusetts with passage of Question 4 last November and legalization this past January, it will be more prevalent in our lives.

I am not asking you to disown your family or renounce your friends as a whole, but we all signed a contract to join the Guard knowing the rules and sacrifices we would have to make to keep our commitment. I would like you to take the time and reflect on how you will act or react when the situation presents itself. If we apply some of the lessons we learned at the Green Dot briefing presented by TSgt Cleary during the March drill, we have at least 3 general ways to deal with these situations. The lesson pointed out the three D's; Direct, Distract or Delegate.

The Direct approach may be that you actually confront your friends and tell them that you don't partake and would respectfully ask them not to smoke when you are around. Your friends may react many ways in this situation, but you may actually find out who your true friends are and which one are

not looking out for your best interests. Good friends will most likely respect your view and choose not to use when you are there.

When friends start to talk about "Lighting Up" and you suggest another alternative like heading out to visit another friend or playing Xbox may be a good example of distraction you may want to use. You coming up with another idea of something to do may be just what the others are looking for and jump on board.

Delegation could be a little trickier to identify in situations like this, but I would suggest that if you confided with close friends on why you don't want to use marijuana and the repercussions that could happen to your Guard career; he or she may pass the word to your other friends asking them to respect your stance and prevent the uncomfortable situation from ever happening.

Some of us may sway easily to peer pressure and avoidance of the situations are best for you and you may have to give up some friendships. Others may be able to be around their friends and still not take part in the recreational use. Every one of us is different and have diverse relationships with those we like to be with and around when we are relaxing, but ask am asking you to be prepared. Think about what you will do when and if it happens, if it hasn't already. These will be tough moments, but if you are prepared with a couple ways to deal with it, you may just may make it a lot easier for you to evade the impulse and it just might save your Guard career.

Always feel free to talk to others about your life situations, you are not alone, especially here at the 102nd IW.



CHAPEL CALL: HOPE WHEN THINGS SEEM HOPELESS

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

"I hope so". "I hope to expect something good to happen". Hoping is connected with wanting something to happen or be true. The word came to life for me recently when I visited someone in the hospital. His roommate was afflicted with psoriasis and also stated that he "had a broken neck"...not much hope, is there? But he said, "You know, I'm going to get my apartment back again and get the assistance I need when I get out of here. That may entail meals on wheels, help with finances and other medical services. I'll probably need some therapy and visiting nurses for a while. I am going to get back where I was before", he remarked.

Surely, we can say that that individual has hope. He is reluctant to give up and not care about his treatment plan. He wants to exercise his mind, body and spirit in things that will cause him to be more hope-filled. He does not want to give up because he still has things that he wants to accomplish. He is building on his future with support systems, groups, and people (including Chaplains) who can assist.

I don't think we can lose sight of those principles at Otis Joint Forces Base either. For example, the remodeling of our buildings can bring hope. A project planned for the future is to bring a new look to the troop camp. It takes more than just one person, a committee, to suggest ways in which the dorm areas could be beautified. A new look is exciting to think about as one anticipates improvements. Changes in living areas and work areas can bring refreshing signs of hope.

When things are fragile and unpredictable, one might lose hope. In the Judeo-Christian tradition, a man called Job had just about all he needed in life - family, friends, lands, crops, and a sizable array of animals. But he lost his family, wealth and health. Through deliverances beyond human comprehension, Job was restored and abounded once more. In spite of the problems, Job hoped in the all-faithful Provider who gave him deliverance.

There may have been a push and a pull in Job's life, a tension

and a release from tension. Yet each led to personal growth. As one book put it, the exercise of mind, body and spirit are essential in the process of maintaining hope. If the patient mentioned above is eventually tugged out of bed and given a modest exercise plan, he can stand and walk sooner. "If this is true for muscles and bone, how much more true is it for the spirit, the mind, and hope, itself?" (Gary Gunderson, "Leading Causes of Life")

There is hope for a group (or groups) to share with one another on a regular basis. Sometimes, it's the hope of having a better living condition where a committee brainstorms on refurbishing the troop camp. Other times, it is the afflicted person who hopes for progress and relies on his support services and his faith to keep him strong. Then, there is the believer Job who proclaims, "I know that my Redeemer lives".

The Chaplain Corps at Otis is here to provide you with the best possible tools and resources to meet your spiritual needs. I call attention to the one study on Tuesdays at 1130 in Building 158. The Bible study is one opportunity to grow in hope. We certainly would present the opportunity for other faith or support groups as well, especially if the consensus would be to start another group. There is hope when a group (or groups) share with one another on a regular basis.

We are here to bring hope and to allow you the opportunity to express yourselves in open forums when things seem hopeless.

WORSHIP OPPORTUNITIES FOR THE RSD

SATURDAY

- Roman Catholic Mass, 1500, Army Chapel (the white chapel outside the Inner Gate)

SUNDAY

- Roman Catholic Mass, 1030, Building 170, Room #238
- Christian Worship, 1100, Building 330, Room #7

If you need or want a worship experience other than these, please contact us at 508-968-4508. We'll be happy to help you.

THREE WING AIRMEN RECOGNIZED AT RED CROSS HEROES BREAKFAST

By Mr. Timothy Sandland
102nd IW/Public Affairs

Three members of the 102nd Intelligence Wing were recognized today at the 15th annual Heroes Breakfast held in Hyannis. The event is put on by the American Red Cross of the Cape, Islands & Southeast Massachusetts chapter every year to recognize heroes in the community.

During the event, Master Sgt. Michael Forte of the 253rd Cyberspace Engineering Installation Group

and Master Sgt. Victoria Kenny of the 102nd Mission Support Group were recognized for their heroic deeds of the past year. Both NCOs stepped up and each donated one of their kidneys in order to save two individual lives.

Kenny, currently deployed overseas, accepted her award via a video message that was played during the ceremony.

Capt. Elise Ellsworth of the 102nd Medical Group was honored for her life saving efforts, rescuing two individuals from a burning car that had overturned on Route 24. Her quick action minimized the injuries to both victims.

Serving as emcee of the event was Col. Virginia Doonan, 102nd Intelligence Wing Commander.



Attendees, including kidney recipient Michael Robbins, watch as Master Sgt. Victoria Kenny, currently deployed in Southwest Asia, accepts her American Red Cross Heroes award.



Capt. Elise Ellsworth takes a moment to have pictures taken after being awarded as an American Red Cross Hero. Beside her, Brig. Gen. Francis Magurn, Assistant Adjutant General – Army, Massachusetts National Guard and fellow recipient, Petty Officer Scott Hunter of the United States Coast Guard.



The 102nd Intelligence Wing's three Red Cross Heroes, Master Sgt. Michael Forte, Capt Elise Ellsworth, and representing her mother, Bridget Ellen Kenny. Master Sgt. Victoria Kenny is currently deployed overseas in Southwest Asia.

OTIS MICROGRID UPDATE: CONSTRUCTION BEGINS

By Maj. Shawn Doyle
102nd Civil Engineer Squadron

On 24 March, in what was intentionally planned as a 3-day “shakedown cruise” of the construction phase of the project, Delta Company of the 249th Engineering Battalion, US Army Reserve, and the 102nd Civil Engineer Squadron of the Air National Guard, began Phase 1 construction of the Otis Microgrid on Otis Air National Guard Base, Joint Base Cape Cod. Delta Company formally mobilized from their home base in Cranston RI to Otis ANGB for the duration of this summer’s construction season. D/249 and 102 CES electricians set 22 new poles and 9 push-braces along a ¾ mile stretch of road in just 1.5 working days, well beyond expectations. This weekend provided the opportunity for the ANG, Army Reserve, and Raytheon project team to discover problems in planning, communications, tools, and materials, and get them

resolved to ensure the rest of the construction season goes well. It wasn’t all smooth sailing - the challenges of limited access to reserve manpower led to material shortages which cost productivity, but finding and fixing those problems was all part of how the weekend had been planned.

During their own drill the weekend prior, engineering assistants of the 102 CES surveyed and staked the locations of these 22 poles in sub-freezing weather for the 102’s heavy equipment operators to clear brush, enabling the electricians to set the new poles. Raytheon arranged for the poles to be drop-shipped at each location during the intervening week, so they were ready and waiting for the auger and pole-handling crews to arrive on Friday afternoon.

Delta Co. is taking the lead on constructing the 3.5 mile 3-phase connection between the existing USAF-owned Wind1 turbine and the battery yard which will be built within the perimeter of Otis ANGB. Overall, this part of the project will involve setting 60 new 45-foot utility poles and upgrading another 60 to add the new express circuit above existing distribution lines. This project provides unprecedented joint training between the Army and Air National Guard as Delta Co.’s experienced linemen (most of whom are linemen in their civilian jobs, too) help develop and sharpen the high-voltage skills of the 102 CES electricians who rarely, if ever, get this kind of training in normal ANG duty.

Work will continue across all of these skill areas over the remaining FY17 drill weekends and over the entire month of June to build the first half of the overhead run and trench the underground connections to the turbine itself. In Aug 17, once the poles and underground ducts are in place, communications engineers of the 212th Engineering and Installation Squadron will run new overhead and underground fiber networks from the wind turbine to several base locations to provide the control and monitoring circuits which will make the microgrid a working backup power system. Construction of the second half of the overhead line, installation of the 1.5 MW battery, and final connections will take place in 2018.



(left) Military leaders and civilian consultants confer on details of the work in progress and talk about the next phase plans based on what was learned in the shakedown weekend. (right) ANG and Army line crews cooperate to set 22 new 45-foot utility poles in Phase 1 of the 3.5 mile overhead line construction taking place over 2 years. (photos courtesy of Maj. Shawn Doyle)



CYBERSPACE ENGINEERING & INSTALLATION: AN ASSET TO THE TOTAL FORCE

By Mr. Timothy Sandland
102nd IW/Public Affairs

OTIS AIR NATIONAL GUARD BASE, Mass. - One of the cutting edge missions going on right here at the 102nd Intelligence Wing is Cyberspace Engineering and Installation. Leading the charge in the Air National Guard and the Air Force is the 253rd Cyberspace Engineering Installation Group and the 212th Engineering Installation Squadron, both assigned here at Otis Air National Guard Base.

In the Air National Guard, the 253rd is one of two Cyber E&I groups, along with the 251st at Springfield ANG Base in Ohio. The two groups split responsibility for oversight of 15 E&I squadrons, such as the 212th. In stark contrast, the active duty Air Force has but one group and one squadron that fulfill such missions.

The onus for this capability is clearly on the ANG.

Recently, E&I units have gained a new Unit Type Code, the basic unit for deploying personnel and equipment packages in the Air Force. UTCs represent specific capabilities - war planners assemble them to plan and build packages to meet the requirements of a combatant commander.

In this case, personnel requirements were defined for the 3D1X2 AFSC, Cyber Transport Systems. Cyber Transport Airmen upgrade and replace systems and circuits. They deploy, sustain, troubleshoot and repair standard voice, data and video network infrastructure systems and cryptographic equipment.

The Air Force, and specifically the Air National Guard, uses training as the foundation for everything it does. As one of the primary goals was to train to the newly acquired UTCs, opportunities to utilize this new requirement were highly sought after.

Just such an opportunity presented itself at Joint Base McGuire-Dix-Lakehurst, New Jersey.

Confronted with a requirement to upgrade portions of the base's critical network infrastructure on a tight timeline, the installation's in-garrison communications squadron submitted a request through the Cyberspace Infrastructure Planning System, commonly known as CIPS.

After coordination and processing the request found its way to the Air National Guard.

A site survey team of E&I professionals arrived at the installation in October. The purpose of the visit was to initiate the actions to provide a solution for the request for work that had been submitted.

Old network switches and infrastructure, archaic by network security standards, required upgrade. Part of the problem with an expansive project such as this is that it generally costs the government a lot of money to contract the work out. Not having a significant presence in the E&I area, the regular Air Force typically needs to rely on the contracting process for this type of work.

In February, a team of 15 Cyber Transport Systems Airmen and Cyberspace Operations Officers arrived at JBMDL to begin the project. Team members represented nine different units from across the country - from Maine to Georgia and from New York to Ohio, and of course, the Commonwealth of Massachusetts.

In the initial stages of the work, discussions between the team leadership and the host base brought other related infrastructure issues to light. Old copper lines supporting analog and digital

telephones were found to be in bad shape. Since the team would be in and around the same communications closets working in close proximity to the copper cabling, the decision was made to additionally upgrade part of the telephone system to a voice over IP system.

The extra work presented a challenge given the limited time table, but the team was up for it, completing the originally planned work along with the new project in the existing timeline.

As the network infrastructure at JBMDL supports four wings and a numbered air force, it was a critical necessity to keep the flow of information going while replacing the old equipment. Teams of 3-4 E&I personnel were paired up with a member of the host-base's Comm Squadron Infrastructure Branch. Each team had a good mix of trainees and experienced technicians.

According to Capt. Scott Humber of the 253rd, who served as the Project Lead, "the project was the first of its kind in the ANG - everything we did was a benchmark."

After the two weeks of work was completed, Airmen were trained up, JBMDL's infrastructure was modernized and another demonstration of how the total force can work together on a common goal, benefiting all, was proven.

At the end of the trip, 106 switches and 24 uninterruptible power supplies were replaced, copper telephone cabling was reduced by half, capability for future Voice over IP users was added and the system's power redundancy was repaired - greatly improving the capability of the installation.

An outstanding accomplishment for the ANG EI's

first network project considering only 61 switch replacements were planned for in the original request.

The ANG was the obvious organization to call on. Not only does the component have the numbers of trained personnel - many of the skilled technicians

work on the very same equipment and use the same training in their civilian occupations.

We continue to build on our excellent partnership; the Air Force, National Guard and the Air Force Reserve—our Total Force—play a crucial role in accomplishing the Air Force mission.



15 Air National Guard Cyberspace Engineering and Installation Airmen descended on Joint Base McGuire-Dix-Lakehurst in New Jersey for two weeks to upgrade the base's network. The team was assembled from Airmen representing 9 individual units from multiple states across the country.

480th ISRG FILLS TRAINING GAP

By Tech. Sgt. Darnell T. Cannady
480th ISRW/Public Affairs

Joint Base Langley-Eustis (AFNS) -- The transition from technical school to duty station created issues within the intelligence community that couldn't be addressed with on-the-job training alone.

To combat this, the analytic foundations initiative was developed. This initiative was written and is taught by a core group of civilian and military analysts with a wide range of experience in the 480th Intelligence, Surveillance and Reconnaissance Group at Fort Gordon, Georgia.

According to Master Sgt. Troy Adamo, a 480th ISRG flight chief, this program will eliminate the skill gap between newly assigned intelligence Airmen and operational intelligence Airmen.

"It is designed to teach the analysts to continually ask questions, figure out what they know and what they don't know and expects them to accurately communicate the intelligence picture as they understand it," said Adamo.

The analytic foundations program requires new analysts to become familiar with the intelligence needs, sources, methods and priorities of the mission prior to entering formal OJT. The students learn basic writing, critical thinking, analysis and briefing skills before being asked to process live intelligence which prepares them for success in the OJT program.

"It also creates networking opportunity throughout the building," said Senior Airman Amanda, an analyst who recently completed the course. "I was the only person from my shop in my class, and now I know people in several other shops that I can reach out to for information and collaboration."

Students are required to analyze scenario based intelligence which allows them to understand their role in the intelligence community. They are also asked to work as a team tackling

large volumes of information, extract pertinent information, write their findings into a formal product, and prepare and present a briefing to senior officials.

"It challenged them to look at analysis as an unending process rather than as an equation that has a solution," said Adamo. "This encourages them to remain impartial in their analysis. They have also relayed an understanding of their mission which exceeds that of analysts who enter directly into OJT. This is due to the fact that analytic foundations forces students to understand the 'why' before they understand the 'what' of their jobs."

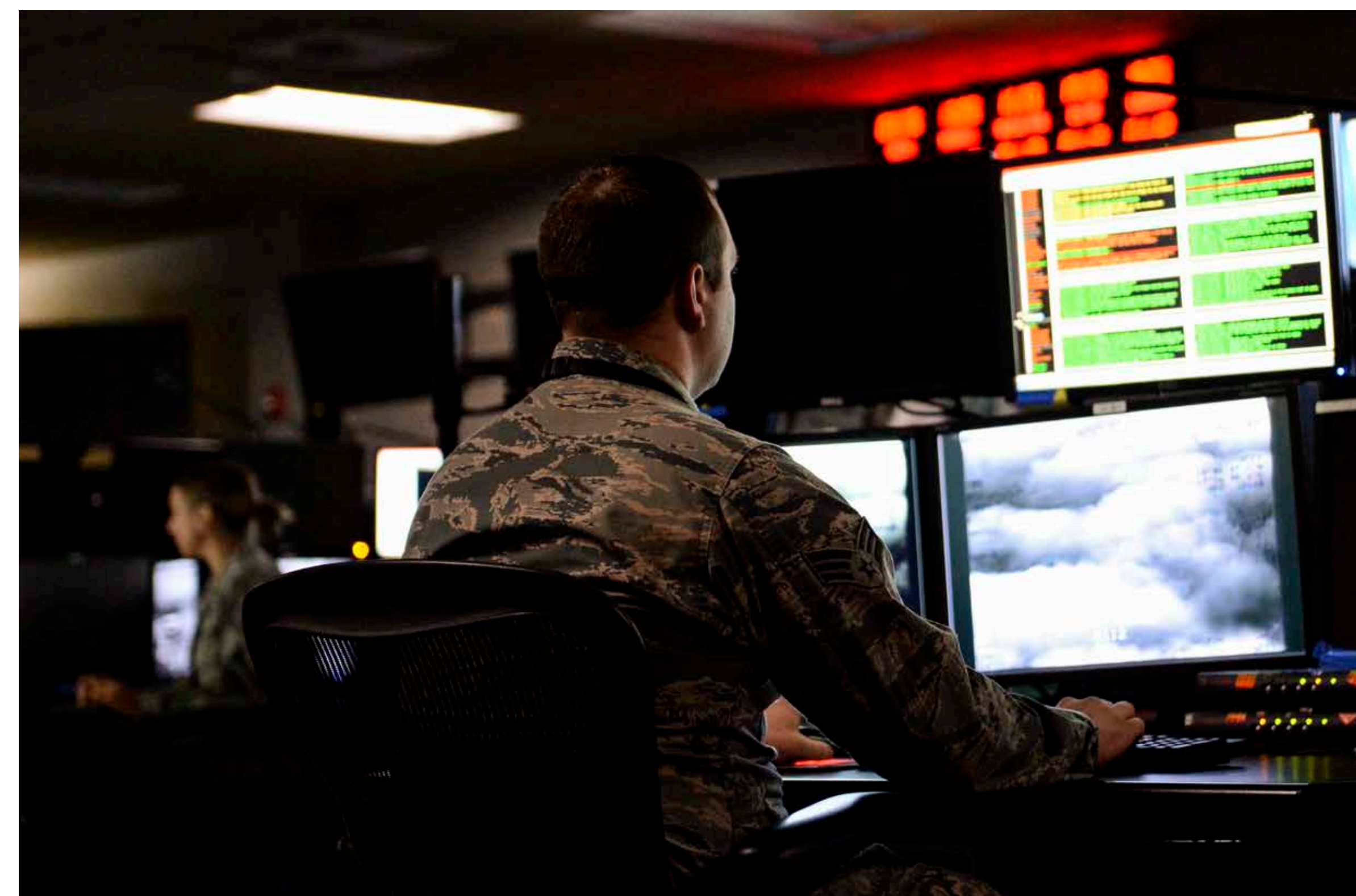
The program has been in development for roughly two years. The first pilot class was conducted January through February 2016. A second pilot class, with a slightly retooled curriculum, was conducted April through May 2016.

"It teaches us to focus on biases, source credibility, seeing the bigger picture, catering to your customer's needs, and accepting that the big picture is constantly changing. That there is no exact answer," said Amanda. "In the real world people make decisions every day that impact what we know and what we do."

Airmen who have participated in the program have provided positive feedback and are included as mentors and instructors in future iterations of this course.

"I've been given the chance to become an instructor of the course," said Amanda. "Not only did I receive training that helped me in my shop but now I also get the opportunity to become an instructor and encourage the continuity of the foundations course."

*Editor's note: Member's rank and first name given, last name is withheld for security purposes.



Airmen from the 480th Intelligence, Surveillance, and Reconnaissance Wing perform their jobs at the 480th ISRW at Joint Base Langley-Eustis, Va., Jan. 12, 2016. The analytic foundations program requires new analysts to become familiar with the intelligence needs, sources, methods and priorities of the mission prior to entering formal OJT. (U.S. Air Force photo/Senior Airman Nicholas Byers)

INTELLIGENCE COMMUNICATIONS SYSTEMS MIGRATE WORLDWIDE

By Lori A. Bultman
25th Air Force Public Affairs

JOINT BASE SAN ANTONIO - LACKLAND, Texas (AFNS) -- While protecting the nation and seeking out the enemy, U.S. military forces must exchange sensitive information safely and securely. The Air Force Joint Worldwide Intelligence Communications System allows multi-media communications between authorized individuals by secure means, and in a timely manner.

To better utilize the Air Force's top secret communications system, a migration is nearing completion to consolidate all legacy Air Force and Air National Guard JWICS, synchronizing JWICS Air Force-wide, said Melanie Weems, the AF JWICS program management office program manager.

Previously, JWICS systems were owned and operated by individual commands and units, said Michael DiCosimo, the AF JWICS migration contract project manager. More than 100 individual sites, comprising 38 legacy domains, were identified for migration.

The new AF JWICS will standardize the system globally, but the process for migrating such a large number of dissimilar sites has been time consuming.

"The migrations themselves are being done remotely, all from here at JBSA-Lackland," DiCosimo said. "But before we migrate a single user or workstation, there are weeks and sometimes months, worth of site preparation that must occur in order to ensure mission integrity for

the migrating site, and the overall success of the migration."

The AF JWICS is a centrally managed system that synchronizes core services, such as active directory authentication, exchange services, Microsoft Office, patch management, file storage, anti-virus and other essentials needed to operate securely and productively, DiCosimo said. It will also include a standard desktop configuration and core operating system package used across the enterprise.

Legacy applications unique to a unit's mission will still be run locally by the unit and not by the AF JWICS enterprise team in San Antonio. There are many units on AF JWICS with unique missions, such as weather or remotely piloted aircraft missions, and those specialized applications will still be managed by unit personnel, DiCosimo said.

The migration and consolidation of legacy JWICS sites into one unified, centrally managed enterprise will help achieve several goals. Everything will be streamlined, and security incidences are expected to decrease, said Weems.

"We are removing dependence on outside sources and standardizing networks and naming conventions, in addition to ensuring all anti-virus scans and security updates are run in a timely manner," she said. "In addition to sites managing their own legacy JWICS environments, there are several Air National Guard units currently on Army

JWICS, and those sites will also be moved to Air Force JWICS with this migration."

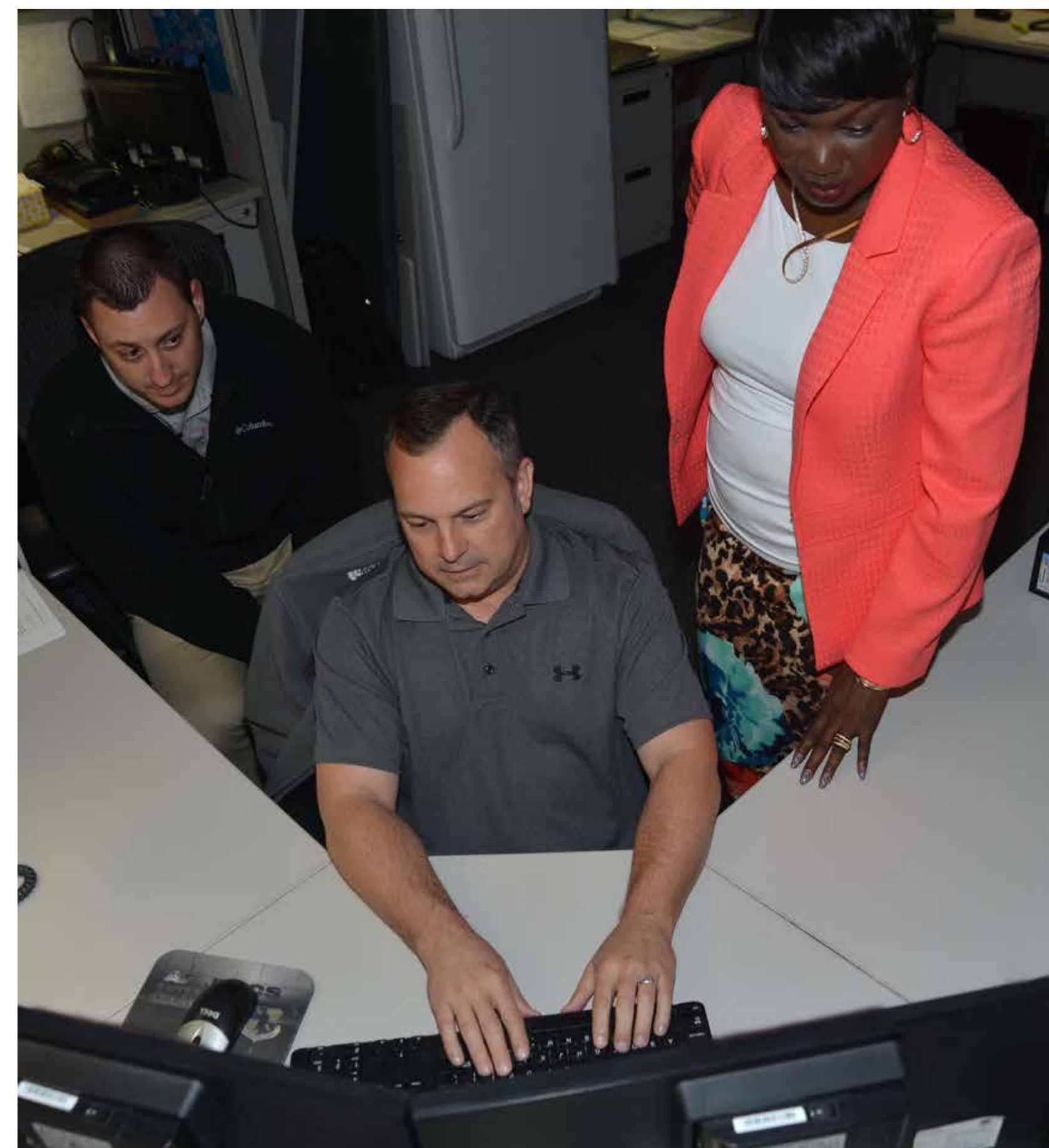
Benefits the users will see post-migration are ease of access and standardization of experiences.

Previously, if personnel went on a temporary duty assignment, they couldn't access their JWICS email or files, Weems said. With the migration, anyone, anywhere, with a JWICS account and access to a secure computer system, can access all of their information.

"With all JWICS programs running from a single location, collaboration will be easier and will better ensure the mission needs are met quickly and efficiently," Weems said.

Currently, all 38 legacy domains have been migrated, Weems said. Now, the Air National Guard sites are being scheduled for the conversion.

Melanie Weems, an Air Force Joint Worldwide Intelligence Communications System program management office program manager, works with Brian Boblett, a migration specialist, and Russ Williamson, the migration technician lead, to consolidate all legacy Air Force and Air National Guard JWICS, synchronizing JWICS Air Force-wide. (U.S. Air Force photo/Lori A. Bultman)



102d DEPLOYERS AROUND THE GLOBE



Some of our deployed civil engineers posing for a group shot while taking a much deserved break in the AOR.



Senior Master Sgt. John Noland competes in the Friendship Games at his deployed location. The international event consisted of competitors from Australia, Denmark, Great Britain, France, Morocco, UAE and the United States and featured events such as a 5K run, tug-o-war and soccer.



Senior Airman Bennie Lowe gets coined by Chief Master Sgt. of the Air Force Kaleth O. Wright as Air Force Vice Chief of Staff, Gen. Stephen W. Wilson looks on.

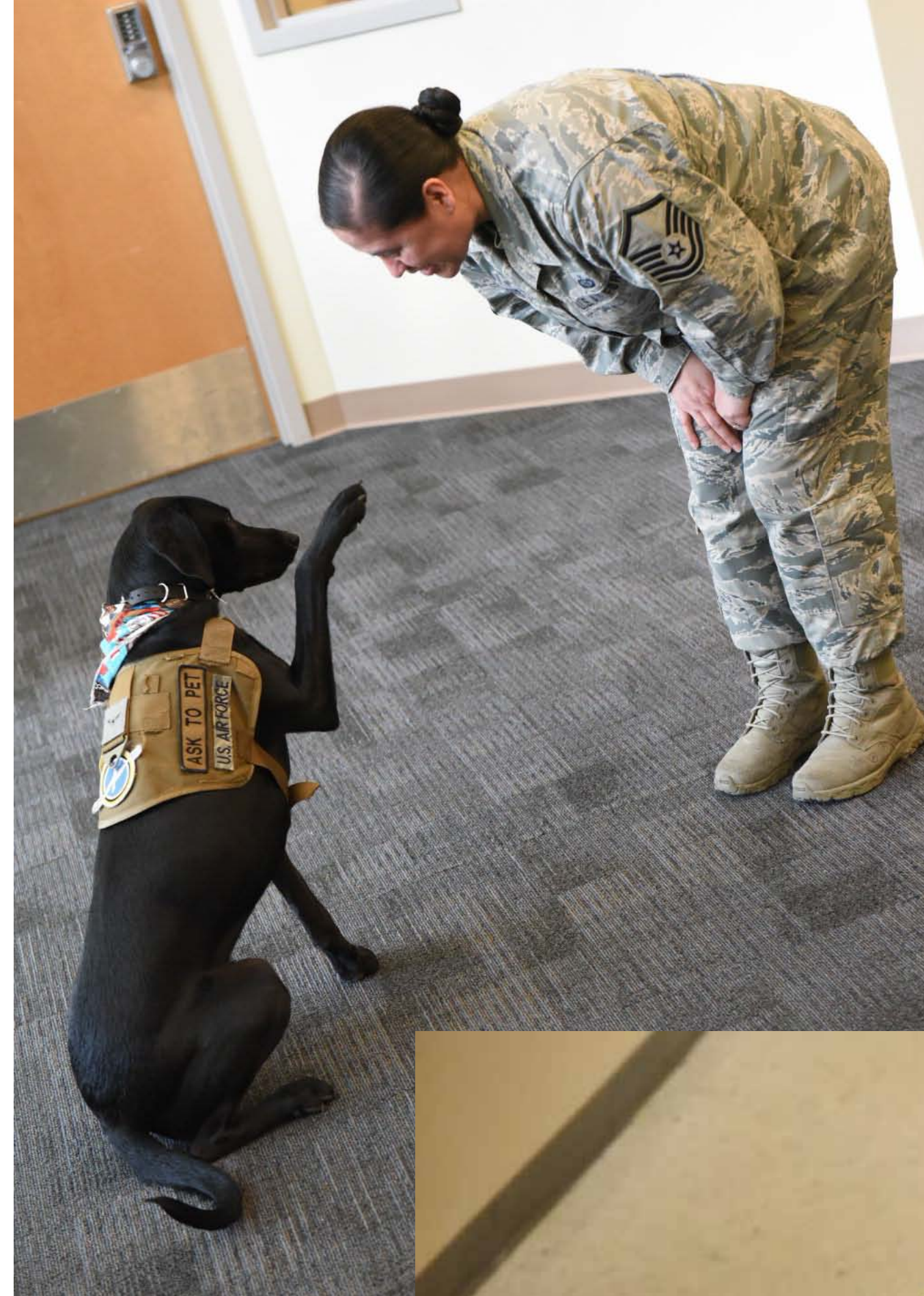


Senior Airman Alyssa Farren was selected as the "Warrior of the Week" in March at her deployed location.

AROUND OTIS



Air Force Chief of Staff Gen. David L. Goldfein receives an overview of operations being conducted by the 102nd Intelligence, Surveillance and Reconnaissance Group by Lt. Col. Enrique of the 101st Intelligence Squadron. Goldfein visited the 102nd Intelligence Wing at Otis Air National Guard Base on Mar 30, 2017. (Air National Guard photo by Mr. Timothy Sandland)



(left, below) 102nd Intelligence Wing Morale Dog, Zoe, makes the rounds, visiting unit members and showing off her latest tricks. (Air National Guard photos by Mr. Timothy Sandland)



(left) 102nd Intelligence Wing leadership was on hand to congratulate the selfless efforts of Capt. Elise Ellsworth, Master Sgt. Michael Forte and Master Sgt. Victoria Kenny as the three were honored at the 15th annual Heroes Breakfast held in Hyannis. The event is put on by the American Red Cross of the Cape, Islands & Southeast Massachusetts chapter. (Air National Guard photo by Mr. Timothy Sandland)



121st BOSTON MARATHON



(left) Staff Sergeant Michelle of the 202nd ISRG gets high-fives from spectators as she marches the route during the Boston Marathon.



(above) Airmen from the 102nd Security Forces Squadron joined their Massachusetts Army National Guard counterparts to ensure the security and safety of participants and spectators during the 121st running of the Boston Marathon.

(below) Technical Sgt. Mike Anderson of the 102nd Security Forces Squadron stands watch during the 121st running of the Boston Marathon.



(right) 102nd Civil Engineer Squadron Emergency Manager, Master Sgt. Sarah Perry gets high-fives from a Boston Police officer during her march.

SERGEANT JOHN “Jack” F. GIBBONS JR.

On the 25th of May, the new entry gate for Otis Air National Guard Base will be dedicated to the memory of Sergeant John “Jack” Francis Gibbons, Jr., an aerial photographer and observer with the 101st Air Observation Squadron, 26th Yankee Division, Massachusetts National Guard.

Gibbons was killed when the O-46A observation aircraft he was in, crashed into the Illinois River in Hennepin Ill. Also killed was Lieutenant Frank ‘Jesse’ Otis, who would later have this very installation named after him.

Gibbons was born on July 26, 1910, in Peabody, Mass. to John F. Gibbons Sr., and Mary E. (Doherty) Gibbons. He had four brothers and attended Natick High School. There he was a member of the debating club, radio club, Spanish club and dramatic club. He performed in

the senior play in 1927, the year he graduated.

As one of his classmates said about him, “Jack is one of our leading sheiks, and with those clothes we don’t wonder. Always smiling and showing his fine teeth. We hope he gets to the Naval Academy.”

It was clear that he had set his sights on military service during his time at Natick High.

After graduating high school with honors, Gibbons attended the Bentley School of Accounting in Boston and then in 1929, he joined the Massachusetts National Guard.

On 11 January 1937, Gibbons was on board a Douglas O-46A, tail number 35-210, piloted by Lt. Otis. The two Airmen were on a “regulation National Guard cross-country trip” as a newspaper of the day

reported.

They had planned to go to Moline, Ill., where Otis had family, when the aircraft unexpectedly crashed.

Hennepin residents heard the plane fly over town and saw its light. They said the plane, at a height of 500 to 700 feet, circled and then went into a dive. The crash could be heard for miles around.

Gibbons was 26 at the time of his death. He is buried at Immaculate Conception Cemetery in Marlborough, Mass.



A restored Douglas O-46 observation plane.



Sergeant John "Jack" F. Gibbons, Jr.

ACCOLADES

ANNOUNCEMENTS

PROMOTIONS

SENIOR AIRMAN

Brandon Hemenway
Hannah MacLeod
Trevor Desimone
Mitchell Lopes
Sean Thalheimer

STAFF SERGEANT

Benjamin Zalinger
David Smith
Danielle Burns
Thomas Case
Jimmy Rodriguez
Jacob White
Jules Sautlet
Patrick Flanagan
Malcom Donaldson
Aaron Stande

TECHNICAL SERGEANT

Andrew Barroso
Nicole Hartle
Regina Brown

MASTER SERGEANT

Jenna McCaffrey
Jason McGarrahan

SENIOR MASTER SERGEANT

Guy Gottschalk

PERFECT AIR FORCE FITNESS TEST

1Lt Christopher Bonzagni
Capt Andrew Bonney
SSgt Andrew Barroso

SrA Marc George
TSgt Ryan Morrissey
TSgt John Connolly

SMSgt Thomas Belisle
TSgt Brennan Dugas
SrA Michael Weston

PROFESSIONAL MILITARY EDUCATION AWARDS

SrA James Petros
SrA Sean Johnson

Academic Achievement, Airman Leadership School
Distinguished Graduate, Airman Leadership School

PRESCRIPTIONS REMINDER

IAW AFI 48-123 chap 10, each ANG member is responsible for promptly (within 72 hours) reporting an illness, injury, disease, operative procedure or hospitalization to include MEDICATIONS to the Medical Group. Members who refuse to comply with requests for medical information are considered medically unfit for continued military duty and are referred to their immediate commander for administrative discharge processing IAW AFI 36-3209. Documentation may be faxed to (508) 968-4061, emailed to MSgt Amy McNeill, amy.t.mcneill2.mil@mail.mil or hand carried on Saturday mornings of each RSD.

CHIEFS COUNCIL CORNER

102nd Intelligence Wing Outdoor Recreation offers the area's best prices on boat, camper and trailer storage, with a secure on-base location to serve you. New customers are welcome now! Fees and charges are \$125.00 per calendar year. Please take a look at us, located inside the I-Gate next to Eagles Nest. We currently have nine slots open with plans to add additional spots this summer. E-mail Chief Walsh for terms and conditions at: michael.p.walsh6.mil@mail.mil or call 508-968-4380.

MASSACHUSETTS TUITION AND FEES WAIVER

Eligibility for the Massachusetts Tuition and Fees Waiver 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 are appointed with the Massachusetts Air National Guard. The benefit may be used at any point during your membership with the 102nd IW. Contact the Base Training Office for more information at 508-968-4189

FREE SCHOLARSHIP MONEY

The National Guard Association of Massachusetts is offering five scholarships to Massachusetts National Guard members and their families. The application is easy, and the scholarships range from \$1,000 to \$4,000. If you would like an application or need more information, please contact Major Erik Anker via email or at x4512.

HONOR GUARD OPENINGS

The 102 IW Honor Guard is seeking motivated airman of any rank to fill volunteer rolls in the Base Honor Guard. This is a rewarding opportunity that will allow you to show your dedication the Air Force and your strong military bearing. Honor Guard members are required to participate in a minimum of four details per year. These details include military funeral honors as well as wing and community colors events. While the Honor Guard would be glad to have you participate anytime of the month, if you can only participate on drill weekends that is acceptable as we are currently working on having at least 2 members from each squadron train to do retirements and special occasion events. Please stop by or call 968-4431 and see an Honor Guard member and inquire about this rewarding all volunteer force opportunity.

FIRST ANNUAL 102D INTELLIGENCE WING GOLF TOURNAMENT

Open to 102IW military, civilian, retirees, family and friends. Entry/registration fee is \$85 for enlisted, \$110 for officers, civilians and retirees. Includes greens fee, golf cart, driving range and dinner. Dinner only guests, \$30. Registration 1100-1300, shotgun start at 1300 (rain or shine). The Cape Cod Resort, 125 Falmouth Woods Rd., Falmouth Mass. Send checks payable to '102d Wing Fund' to LtCol Beth Crouch. Check your inbox for more details.

2017 SEAGULL DEADLINES

SEAGULL SUBMISSIONS

| <i>for issue</i> | <i>submit by</i> |
|--------------------|-------------------|
| JANUARY | December 27, 2016 |
| FEBRUARY | January 30, 2017 |
| MARCH | February 16, 2017 |
| APRIL | March 20, 2017 |
| MAY | April 24, 2017 |
| JUNE / JULY | May 22, 2017 |
| AUGUST / SEPTEMBER | August 14, 2017 |
| OCTOBER | October 2, 2017 |
| NOVEMBER | October 23, 2017 |
| DECEMBER | November 20, 2017 |

The 102nd Intelligence Wing Public Affairs Office welcomes your feedback and submissions. Got a great story idea? Is your unit or shop doing something impressive? We welcome articles written by unit members on topics of interest to the wing and its personnel.

WRITTEN STORY SUBMISSIONS

If you like to write and would like to submit a full article for publishing in the Seagull, we would be happy to take a look at it. Typically written stories are between 500-800 words and are formatted in the Associated Press (AP) format. Stories should have some relevance to the wing, its mission or its people. We reserve the right to review and edit your piece but will talk any edits over with you.

TELL US YOUR STORY IDEA

If you aren't interested in writing your own story but would still like to call attention to someone or something great happening in the wing, contact wing PA. Give us some background details and we will take it from there!

ANNOUNCEMENTS

Got something to say that doesn't warrant a full article? Send us your announcements and we will include them in the appropriate section of the Seagull. Please limit your message to a short paragraph or less.

PHOTOGRAPHS

Did you capture some great shots while training on a cool piece of equipment at some obscure training site out in the woods? Maybe you went to a great going away luncheon or a promotion ceremony. Maybe you snapped a picture of you and your team working hard and building camaraderie. Send us your shots! Public Affairs can't always be there but we still want to share those moments with the wing. For submissions just give us a few lines about what was going on, where the photo was taken, who is in it and who took the photo. We might be able to get them in the Around Otis section of the Seagull and possibly on our Facebook page.

CONTACT US

Public Affairs can be reached at x4516 or x4697, via email at usaf.ma.102-iw.mbx.pa@mail.mil or by simply dropping by our office in Bldg 170.



COMING SOON

THE 102D INTELLIGENCE WING SMART PHONE APP

Coming soon to an app store near you is the official smart phone app for the wing. With it, you will be able to access commonly used phone numbers, check on events happening in the wing, and find useful applications such as fitness, commonly used instructions and checklists, as well as the latest news from the wing. More to follow - keep an eye out for this exciting new tool to be available in June!

MILITARY VACANCY ANNOUNCEMENT

102nd INTELLIGENCE WING - MASSACHUSETTS AIR NATIONAL GUARD

MILITARY VACANCY ANNOUNCEMENT
EXPIRES: 30 Jun 2017 DATED: 21 Apr 2017

THE FOLLOWING POSITION IS AVAILABLE IN THE MASSACHUSETTS AIR NATIONAL GUARD. THIS IS A TRADITIONAL (DRILL STATUS) GUARDSMAN POSITION WITH ASSIGNMENT IN THE 102^d INTELLIGENCE WING, AT OTIS ANG BASE, MA. ALL ELIGIBLE AND QUALIFIED APPLICANTS MUST BE ELIGIBLE FOR IMMEDIATE MEMBERSHIP AND EMPLOYMENT IN THE MASSACHUSETTS AIR NATIONAL GUARD.

Submit completed application package to: Preferred – email application to 102 IW Point of Contact, Lieutenant Colonel David W. L. Bascom, at david.w.bascom.mil@mail.mil by 1600 hours **30 Jun 2017**.

POSITION TITLE: Wing Plans NCOIC

GRADE: MSgt / E-7

AFSC: 1NXXX

LOCATION: 102 Intelligence Wing, Wing Plans

CLOSING DATE: 30 Jun 2017

LENGTH OF ASSIGNMENT: N/A

WHO MAY APPLY: Current MSgt E-7 or Qualified TSgt E-6, immediately promotable to E-7

DUTIES AND RESPONSIBILITIES: General overlapping duties: Reports directly to the Wing Plans OIC. Facilitates the planning process, integration of local, state, and HHQ plans. Wing Plans Administration: Wing Plans NCOIC is the administrator of the Wing Plans SharePoint site. Duties include page creation, site maintenance, granting and revoking user administrative privileges for plan OPRs and OCRs, maintaining Wing Plans Review Calendar, and archiving of electronic plans. Knowledge and compliance with all Records Management and AFRIMs programs in relation to Wing Plans. Prepares monthly status reports for Wing Plans OIC of all Wing Base Plans in review and forecasts any Wing Plans coming up for review in the following FY quarter. Advises plan OPRs/OCRs of upcoming plan review dates. Maintains emergency hardcopy of all Wing Plans in event of catastrophic network failure. Maintains a list of plans the Wing requires. Responsible for tracking the OPR formal review.

Other responsibilities as outlined in ANGI 10-400.

QUALIFICATIONS: Candidate must fully comply with AFI 36-2903, Dress and Personal Appearance of Air Force Personnel; meet current fitness standards as outlined in AFI 36-2905, Fitness Program. Members must have written and oral communication skills, able to work long and irregular hours and be able to travel. Specialty requires routine access to Top Secret material or similar environment. For award and retention of 1N000 specialty, completion of a current Single Scope Background Investigation (SSBI) according to AFI 31-501, Personnel Security Program Management is mandatory. Successful completion of a counter-intelligence polygraph test may be required.

APPLICATION AND CLOSING DATE: Applicants will submit a cover letter with intent, resume (two-page limit), fitness assessment, a copy of their vMPF Records Review List (RIP), and a Letter of reference/recommendation. Lt Col Bascom will notify non-qualified applicants as soon as possible after receipt. Personal or telephone interviews maybe required and applicants will be notified of the date/time/place of the selection board. Applications can be emailed to: Lt Col Bascom at david.w.bascom.mil@mail.mil

Closing Date: Applications must be received by 1600 hours on **30 Jun 2017**.

ENLISTED FORCE DEVELOPMENT PROGRAM



Looking to enhance your military career?
Interested in how your field operates at the state level?

APPLY NOW!

“After spending 18 years at Barnes in the same squadron, I was looking for something new and different. This program presented me with an opportunity to not only do that, but gain some career broadening as well.”

- MSgt. Darci Furr (104FW)
Aide to the
State Command Chief



“The additional responsibility I was given and the feeling that my opinion, knowledge, and input were important to the process was incredibly rewarding.”

- MSgt. Paul Stewart (102IW)
ANG DOMPOS
NCOIC

JOINT FORCE HEADQUARTERS - MASSACHUSETTS AIR NATIONAL GUARD

MILITARY OPPORTUNITY ANNOUNCEMENT
EXPIRES: 4 June 17 DATED: 19 April 2017

THE FOLLOWING CAREER BROADENING POSITIONS ARE AVAILABLE FOR ELIGIBLE ENLISTED MEMBERS OF THE MASSACHUSETTS AIR NATIONAL GUARD. THESE ARE TEMPORARY TOURS TO BEGIN IN AUGUST 2017 AND WILL CONCLUDE IN JUNE 2018.

Packages must be received by e-mail to SMSgt Nicholas Kollett NLT 1500 on 4 June 2017.

POSITION(S): ENLISTED FORCE DEVELOPMENT (EFD) (Drill Status Guardsmen positions)
MINIMUM GRADE: SSgt / **MAXIMUM GRADE:** MSgt
STATUS: Any enlisted Airman in grades above
AFSC: Any PAFSC; except A2 - Must hold a 1NX PAFSC
DUTY LOCATION: Joint Force Headquarters (JFHQ), 2 Randolph Road Hanscom AFB, MA 01731
WORKCENTERS: Seven (7) positions to assist the A1 (1), A2 (1), A3/5/7 (1), A4 (1), A6 (1), A8 (1) and State CCM (1)
POINT OF CONTACT: SMSgt Nicholas Kollett, State Enlisted Force Development Manager

MINIMUM QUALIFICATIONS/ADMINISTRATIVE NOTES:

- The intent of this program is for Airmen in the grades of Staff Sergeant thru Master Sergeant to obtain JFHQ career broadening as outlined on the Air National Guard Enlisted Scorecard. Members selected for this program will perform Regular Scheduled Drills (RSD) and Annual Training (AT) at JFHQ starting on the JFHQ August 2017 RSD and concludes in June 2018 after the five day JFHQ AT.
- This is not a full-time program, however, current Active Guard Reserve (AGR) and Technicians are eligible to participate in this program. If a member is AGR/Technician, their supervisor must concur on their letter of intent in addition to the First Sergeant endorsement as outlined below.
- Previous program selectees are not allowed to re-apply; previous non-selectees may re-apply.
- Must be highly motivated, capable of fulfilling multiple duties with minimal supervision and possess exceptional communication, leadership and managerial skills.
- Must meet minimum USAF standards and overall image must exceed minimum standards; maintain a minimum score of 75 on the PT assessment.
- Selected personnel are loaned from their respective unit and as such their Operational Control (OPCON) will be JFHQ.
- Personnel selected for this program must agree to serve the entire tour tenure at JFHQ.
- Selected member(s) will have their AT orders processed by their unit and will be required to perform 15 days with JFHQ. Does not apply to AGRs.
- The EFD Manager will provide an initial performance feedback and the tour will conclude with an AF Form 77 (Letter of Evaluation) for the individual(s).

“I would absolutely recommend this program to other members. As a result of this program, I have been exposed to much more that the Massachusetts Air National Guard has to offer.”

- MSgt. Robert Oliquist (104FW)
DOMOPS and SPP

“At the end of the year, they return to the wings a more valuable asset and are ready for positions of greater responsibility.”

- SMSgt. Nick Kollett, Enlisted
Force Development Manager