

39./NO. 2  
FEB. 95



# VANGUARD

192d Fighter Group  
Virginia Air National Guard - Richmond IAP - Sandston, VA

## 192D TEAM TAKES OVER ACTIVE DUTY MAINTENANCE

In a first for the Total Force, the Air Force has an Air National Guard unit performing depot-level maintenance on active-duty, F-16 jet engines; and that unit is us!

The 192d Fighter Group became a test, Engine Regional Repair Center (ERRC) effective January 1 at the direction of General John Michael Loh, Air Combat Command commander. For the next 18 months, 192d Propulsion Section members will strip and rebuild

*See REPAIR on p. 6*



*Lt. Col. Steve Hicks, left, congratulates Master Sgt. Joe Tryon, center, and Chief Master Sgt. Billy Field following a briefing about the new engine repair program. Photo by Master Sgt. Lew Lautenslager.*

## 192FG Deploys to Tyndall AFB

On 5 February the 192d FG will deploy 8 jets and 64 personnel to Tyndall AFB for Combat Archer. The first F-16 four-ship will depart Richmond at 1000L on February 5th.

A meeting for the deployment was conducted on January 7. Topics that were covered included everything from shot records to how current all of the participating individuals life insurance coverage was. Not the least of all topics mentioned was the wear of the uniform. Chief

Master Sgt. Frank Stanley said that Tyndall takes the wear of the uniform pretty serious and everyone better be dressed to the nines while we are there.

Lt. Col. Robert Seifert also had a few words for the TDY participants. "This should be a great trip for everyone. We will have an opportunity to test the weapons crew, the pilots, and the aircraft

*See ARCHER on p. 7*

## Quality Forum

### Empowerment Requires Leadership

Although empowerment is one of the key goals of the 192d's quality initiative, unit members must not forget that effective leadership makes empowerment possible. In separate speeches, two of the Air Force's most senior leaders have commented on "leadership" and its centrality to the Air Force's quality initiatives:

According to General John M. Loh, Commander, Air Combat Command, leadership is a key personal attribute which fosters quality. "Managerial skill is important, but you can't manage people to change; they must be led. Leadership is the thing that unifies all of these efforts into one holistic approach. Leadership gives the organization consistency and balance and keeps it focused on the vision and the goals.

"Committed leadership is the difference between success and failure in this endeavor. The troops can spot a phony a mile away. Our leaders know they must walk the way they talk in this empowered climate if they expect anyone to follow them. They must adopt a leadership style that complements all of the facets of this culture. If the leadership doesn't do this, it dooms the entire organization."

More recently, the U.S. Air Force's new Chief of Staff, General Ronald R. Fogleman described four "pass/fail" items on his leadership checklist:

"The first of these is absolutely no rule through fear. I would extend that to include withholding information from the troops. Some think this is best for the troops. We have a very intelligent force out there. The more we share with those folks, the more they will give back to us.

***"Committed leadership is the difference between success and failure in this endeavor. The troops can spot a phony a mile away."***

**General Loh**

The second rule is that there should be no inappropriate displays of anger. Don't display your anger in public. Of course there's a pretty simple rationale here. If you can't control yourself, how can I expect you to control a big organization?

The third thing all leaders have is integrity. Lack of integrity in our business is a show stopper. Our commanders, our leaders out there, they get paid to know the good, the bad and the ugly. We gain nothing by hiding bad news. We've got to keep senior leaders informed and we've got to hold people accountable.

The last thing, the fourth rule, is that we will not tolerate any religious, ethnic, sexual or racial harassment. Period. I've got to tell you, there are several reasons for this. One, it's the right thing to do. Two, it's the law of the land. But that's not good enough in itself. The third is more fundamental. We cannot expect people to achieve their maximum potential in an environment where harassment of prejudice exists. While we're reducing resources, to include people, every person has got to be in an environment where he or she can achieve his or her full potential.

We're going to pursue the highest quality of life for our people that we can, and we want to encourage and grow effective leadership because that's what a quality Air Force is about."

## **Commander's Call**

**Colonel Bill Jones, 192d Fighter Group Commander**

**Leadership:** This month's "Quality Forum" article, on the facing page, has some very specific guidance from two of our top Air Force leaders: Generals Fogleman and Loh. I like General Loh's remark that "the troops can spot a phony a mile away." Probably all of us have experienced someone "blowing smoke" at some point in our careers. Also, General Fogleman's "pass/fail" items on his leadership checklist deserve to be read and studied. The comments from these generals send important and strong messages.

I want to share my opinion with you as to when a person becomes a leader. Have you heard the phrase that leaders are born, not made? (Or is it the other way around?) People probably have some innate (born) leadership ability, but training, self discipline, nurturing, etc. are important factors, too. I resorted to the dictionary to check on the definition for leader. The one I like the best: "a horse placed in advance of the other horses on a team." That horse becomes the leader when the team is formed. A good lead horse is important. It needs to be able to respond to the driver's commands and to lead the other horses. The other horses need to have confidence in the leader to do their job well. (Do horses express confidence? I think it's called horse sense.) This is a good example of teamwork in action.



OK, I'll stop horsing around and get to the point. A person becomes an effective leader when they influence the opinions, decisions and actions of others. Good leaders are willing to accept responsibility for their own actions as well as the actions of others. Great leaders are able to focus the energy of the entire team to achieve more than through individual effort; e.g., "Alexander the Great." One gauge of effective leadership is measured by the confidence and ability of others (the other horses) to follow and be productive members of the team.

My comments are very simplified, but I want to emphasize that I feel very confident and positive about our future because I see strong leadership (and potential) in many areas. I'd like to hear your opinion on that.

**BILL JONES**

## **JAGLINE** *By Lt. Colonel Frank Pedrotty*

### **MOBILITY REMINDER: WILLS AND POWERS-OF-ATTORNEY**

As you prepare to deploy to Savannah, it's important to remember your mobility requirements. Specifically, are your personal affairs in order? Do you need a will or power of attorney? These are issues that you should address prior to your departure so that your families are cared for and military obligations are fulfilled.

In December of 1993, approximately 48 Virginia Air Guardsmen were deployed to support Operation Provide Comfort II. Although these unit members were all volunteers with advance notice of the deployment date, 5 individuals (10 percent) were identified as needing a will during mobility processing. While this requirement was readily met by the legal office staff, it does raise concerns about the personal "legal" readiness of our personnel. Applied to a full mobilization of

the VaANG, "10 percent" equals over 100 individuals who might require a will or other legal document, which would present a formidable challenge. A Last Will and Testament is an important part of any estate planning. It not only states who will receive your property, it also names your executor, the person who will be responsible for handling all of your personal and legal affairs. For parents of minor children, a will also allows you to appoint a guardian to take care of them and their property until adulthood.

The Legal Office provides advice to unit members on personal legal matters, which includes the preparation of wills and powers-of-attorney. Individuals in need of legal services during the UTA weekend should contact the Legal Office in Room 10, O&T Building, extension 6494.

### **STATE TAX RELIEF FOR CAPTAINS & BELOW**

For the tax year 94, don't forget to take advantage of the subtractions from Federal Adjusted Gross Income when filing your Virginia State Tax return.

If you are the grade of Captain or below, you may deduct the wages or salaries for active and inactive duty performance in the Air National of the Commonwealth of Virginia not to exceed the income amount derived from up to 39 days of service or \$3,000, whichever is less.

Note: 39 days = 12 weekend drills of 2 days each + 15 days of summer camp.

Example: An E-4 with over 2 years of service performing 12 weekend drills and 15

days of summer camp will earn \$2,283.12; this is the extent of the deduction for this grade.

An E-6 with over 8 years of service performing the same amount of guard time will earn \$3,359.79; in this case, the deduction is limited to \$3,000.

To claim the deduction, you must attach a statement to your return certifying your grade and the number of days of income for which you claim this subtraction. This may be accomplished on plain bond paper or the military pay section can furnish you a form.

See pages 26 and 27 of your 1994 Virginia Income Tax instruction booklet for further details.

## 203D RED HORSE UNIT RIDES OUT NOR'EASTER TO RECOVER HISTORIC SHIPWRECKAGE

Just before Christmas, several members of the 203d Civil Engineering Flight and the Marine Air Control Squadron 24 salvaged a 45 X 25 foot section of a century-old schooner washed ashore during Hurricane Gordon.

The as-yet-unidentified ship washed aground at the end of November as Hurricane Gordon displaced tons of sand along the coastline; the ship initially surfaced about a half mile south of Rudee Inlet, Virginia Beach, Va. It drifted into the Croatan area before beaching. Early efforts to salvage the wreckage were sabotaged by a December nor'easter.

The 203d brought in heavy equipment and operators after the Marine's unsuccessful attempt to free the wreckage. After four attempts and a snapped 1-inch cable, the 203d engineers and equipment operators finally managed to tip the boat upright and move the wreckage up the beach. "We used a track loader with a winch and

a bulldozer to move the wreckage," explained Major Mike McCarthy, 203d operations officer. "It was incredible. The keelstrom, or main beam running the length of the ship was 1 foot wide, 3 feet deep, and it originally ran the length of the ship, which is estimated to be 210 feet. The ship's planking boards are 15 inches wide.

The hull section rescued by the 203d, another 40-foot peice of the keel, a section of the stern, and a piece of the mast base are now being examined by oceanographic archeologists interested in identifying the ship. Currently, Tyler Fielding, executive director of the Life-Saving Museum of Virginia, believes the wreckage could be from one of three cargo schooners that sunk off of Virginia Beach between 1887 and 1905. The archeological specialists will examine the type and size of wood used in the ship, and the manner of construction in order to identify the vessel.

## ***Electronic Mail May Be Considered Official Records***

### ***From American Forces Information Service***

A recent court decision on electronic mail documents used in conducting government business are official federal records and obtainable under the Freedom of Information Act (FOIA). With this ruling, government records managers have been busy documenting both hard copy and electronic files for proper disposition. They are also warning co-workers about deleting e-mail documents.

According to government sources, any e-mail message not properly scheduled becomes a permanent record. It is subject to release

under FOIA once the classified material is removed. Therefore, people should determine whether messages generated through e-mail channels are official records and use disposition schedule accordingly.

By scheduling, records managers follow set government guidelines for maintaining documents. Some scheduling requires managers to keep active files for a pre-determined period, followed by an inactive period and eventual records destruction. Other records are kept for permanent file.

***"The engine regional repair center will allow the Air Force to reduce the number of engine maintenance people it needs; consolidate resources and expensive, specialized engine maintenance equipment; keep a more highly trained staff; and lower maintenance costs per aircraft flying hour." Master Sgt. Joe Tryon,***

### **REPAIR - from p. 1**

General Electric F110-GE-100 engines for the 192d Fighter Group's squadron of F-16, as well as for the F-16s assigned to Pope AFB, N.C. Pope AFB is one of several bases to become a composite wing. The maintenance requirements for multiple types of aircraft was costing Pope in equipment, maintenance time, money, personnel training, and mission readiness. Initially, Pope's F-16 engines were sent to Georgia for maintenance, but cost and engine downtime made maintenance officials look for other options. Officials feel sending the engines to Richmond will be more cost efficient and it cuts travel time each way from 12 hours to four.

Using the Guard for this kind of maintenance and repair work is ideal, according to CMSgt. Billy Field, 192d field maintenance branch chief, because Guard members tend to stay in the same unit, working on the same equipment for years longer than their more mobile, active-duty counterparts. Air Guard maintenance teams develop extensive knowledge about the systems they are maintaining. Air Force inspectors have frequently commended the Propulsion Section for its "reputation to excel." It has earned consistently high inspection ratings and two consecutive "best seen to date" inspection accolades.

The engine regional repair center will allow the Air Force to reduce the number of engine maintenance people it needs; consolidate resources and expensive, specialized engine maintenance equipment; keep a more highly trained staff; and lower maintenance costs per aircraft flying hour, according to MSgt. Joe Tryon, ACC headquarters liaison for propulsion.

During the 18-month test, several aspects of the program will be closely monitored and measured to determine its success. Many different aspects of engine repair cost, quality of work, and reliability of repairs will be monitored and evaluated. Chief Field describes his team as being up to the challenge and points out that since January 1993 the jet engine maintenance shop has only had one engine fail operational tests upon coming out of the shop. This test program will serve as a benchmark for engine maintenance Air-Force wide, according, LtCol. Steve Hicks, 192d Logistics Group commander.

Jet engine shop workers are excited about the new work; this program will nearly double the number of engines going through the shop each year. Five active-duty Air Force engine mechanics will be moving in to work with 192d mechanics. The alternative to all this would have been losing up to five, full-time technician positions, part-time positions, and some of the very specialized equipment used to diagnose and repair engine problems.

Some time ago it became apparent to Chief Field that consolidated maintenance activities were going to be necessary, especially for aircraft like the F-16. After the Cold War ended, the Air Force transferred large numbers of F-16s back to the U.S. from Europe. The aircraft were spread out over many more units than they had originally been assigned to, so a shortage of support equipment and adequately-trained personnel developed. The chief's foresight and persistence paid off with the development of a high caliber, total force, total quality program, Colonel Hicks commented. The entire section is to be commended for their outstanding effort.

## **AIR FORCE ASSISTANCE FUND (AFAF) Campaign**

As in past years, members of the Air National Guard have the opportunity to make contributions to the Air Force Assistance Fund Campaign. The AFAF was established to provide an annual effort to raise funds for the charitable affiliates that provide support to the Air Force family (active duty, retirees, reservists, Air National Guard, and their family members, including surviving spouses) if needed.

Organizational affiliates within the AFAF are the: "Air Force Aid Society," the "General and Mrs. Curtis E. Lemay Foundation," the "Air Force Enlisted Men's Widows and Dependents Home Foundation, Inc." and the Air Force Village Foundation. All of these organizations help Air Force people with aid in an emergency, educational needs, or to have a secure retirement home for widows or widowers of the Air Force members in need of financial assistance.

This year's Campaign will run through 30

April 1995. Key workers have been designated in the various work sections throughout the base to assist you with your donations as well as answer any questions. Contributions can be made by check or cash. If by check, make it payable to the 192FG Contingency Fund. All contributions are tax deductible.

The base program coordinator for this year's campaign is Lt. Col. Barker, Extension 6318. All contributions will be greatly appreciated.

### **IMMUNIZATIONS**

**Immunizations will be given on Saturdays at the clinic both February UTAs from 0900-1100. Yellow Fever will only be given from 0630-0930.**



### **ARCHER - from p. 1**

on how well we handle the new AMRAAM missile." This will be the first opportunity for the 192d to actually conduct a live fire of this type of missile.

Lt. Col. Tony Haymes will be functioning, for the first time, as the Detachment Commander for this TDY. Lt. Col. Seifert said that this will be an opportunity for him to make us all look good. The project officer, who is a veteran to many deployments, will be Maj. Pete Bonnani.

All personnel and jets will redeploy from Tyndall on the 18th of February and should arrive at Richmond about 1300L.

**MISSION BRIEFING - Chief Master Sgt. Frank Stanley briefs 192FG members on the upcoming Combat Archer deployment. Photo by Master Sgt. Lew Lautenslager.**

## UNIFORM CHANGES APPROVED

### *From Armed Forces News Services*

Epaulets and ranks will return to the shoulder of Air Force officers' service dress uniform coats in the latest Air Force Uniform change announced December 29. Also approved by Air Force Chief of Staff Gen. Ronald R. Fogleman is the addition of a new polyester trouser for men and slacks for women.

Enlisted members will continue to use the uniform without epaulets, officials say. As previously announced, officers and enlisted will wear the U.S. insignia on the lapels.

In March 1995, AAFES will offer a retro-fit program for officers who want to convert their new wool blend service coat rather than wait to purchase the modified coat in the fall.

### ***On this FEBRUARY date in history...***

1 - Union troops under Gen. William Tecumseh Sherman begin march through South Carolina, 1865. 3 - U.S. Sixth Army Soldiers begin attack on Manila, 1945. 14 - League of Women Voters formed, Chicago, 1920. 17 - Fort Sumter, S.C. returned to Union Control, 1865. 19 - President Franklin D. Roosevelt issues Executive Order 9066, which results in some 110,000 Japanese Americans being interned, 1942. 20 - John Glenn becomes the first American to orbit Earth, 1960. 23 - Ground war against Iraq begins, 1991.

## ***Travel Pay in a Day?***

Well, maybe not a day, but some recent changes in the Travel Pay system will make it a lot quicker. The Accounting Travel office has recently switched to a new travel pay system. This new system will allow the 192d to process travel vouchers instead of Langley AFB. Please do not hand carry any vouchers to Langley, this will delay your pay because the voucher will be returned to Richmond for processing. ***When filing a travel voucher, please keep in mind the following:***

- Have 4 copies of the travel voucher.
- Have 4 copies of Travel Order.
- Have Non-Availability slip - if applicable.
- Keep lodging receipts.
- Keep any receipt over 24.99.

Having all the necessary supporting documents will help us expedite your pay. Your cooperation and patience during this transition will be appreciated. There are still a few problems that need ironing out. If you encounter any problems with your travel pay, please call Staff Sgt. Karen Long or Master Sgt. Brooks at (804) 236-6497.

### **Club 149**

### **Annual Meeting/ Membership Drive**

25 February 1995

Membership Drive Party Starts at  
5:00 p.m.

Annual Meeting Starts at 6:00 p.m.

Hot Dogs - 25 cents  
Hamburgers - 50 cents

***Free refreshments while  
they last!***



## **SKIING ENJOYMENT STARTS WITH SAFETY**

### ***From American Forces Information Service***

Skiers, both experienced and novice, should keep safety in mind when preparing for the slopes. Ski safety begins with equipment care, which should include waxing skis, adjusting ski bindings and checking boots for a snug fit. If renting, skiers should make sure that the ski shop provides reliable equipment.

Another concern is wearing proper clothes. With snow, cold and wind, wearing the right clothes means you can ski longer. Gloves and hats will help prevent frostbite, while goggles and sunglasses provide eye protection from glare and errant branches along trails.

Once on the slopes, novice skiers need proper instruction. Inexperienced skiers should first learn the basic skills before they challenge trails. This includes proper warm-ups, avoiding obstructions such as fallen branches and rocks and learning how to use ski lifts. It also means learning how to fall and how to get up after a spill.

When skiers fall, they should try to land on their rear with their legs in front. To get up they should tuck their knees under their body, placing the skis across the slope, and use the skis to stand. Ski area managers designate slopes by difficulty - ranging from beginners' "bunny trails" to the most challenging slopes. Skiers should ski to their ability level and gradually work up to more demanding ones. Also skiers should stay off closed slopes and trails, since trails close because of hazards. Responsible skiing also means knowing the proper ski courtesy.



## **RICHMOND METRO COALITION AGAINST DRUGS NEEDS VOLUNTEERS**

Richmond Metro's Coalition Against Drugs Adolescent Substance Abuse Hotline is in need of volunteers to help staff their 24-hour hotline.

The Adolescent Substance Abuse Hotline was established to make available to the community a central information point for people in need of support and services in dealing with substance abuse in adolescents. Volunteers will answer phones in the office of the hotline, which is located in the Central Fidelity Bank Building downtown. In addition to answering phones they will gather information and later do a follow-up to determine if the help offered was effective.

Desired, are volunteers with the following qualifications:

*Willingness to help others and our Community.  
Knowledge of substance abuse or an interest in learning about substance abuse.*


*Minimum commitment of 8 hours per month for 6 months.*

*Available for approximately 16 hours of training in March and April 1995. Training will involve computer software training, listening skills; substance abuse, etc.*

Those individuals interested should contact Lt. Colonel Ben Petrone (#6424/6425)

# C A R E E R

**O** The following is the DANTES Examination schedule for the remainder of 1995.  
**R** There is test preparation materials available through the Education Services office  
 located in Richmond Virginia. These materials are free to National Guard members.  
**N** POC for this program is Captain Bolton at (804) 775-9155.

	Registration Date	Location	Date	
<b>E</b> <b>R</b> 	College Credit Exams (CLEP, DSST, ACT-PEP) SAT OR GED	4 Mar 95	29 Divarty Armory, Sandston	6 Feb 95
		4 Mar 95	116 INF Armory, Roanoke	6 Feb 95
		25 Mar 95	1st Bde Armory, Staunton	27 Feb 95
		8 Apr 95	29 Divarty Armory, Sandston	13 Mar 95
		8 Apr 95	116 INF Armory, Lynchburg	13 Mar 95
		3 Jun 95	2nd Bde Armory, Staunton	8 May 95
		3 Jun 95	329 Spt Gp Armory, Va Beach	8 May 95
		2 Jun 95	2-111 FA Armory, Norfolk	15 May 95
		12 Jun 95	2nd Bde Armory, Ft AP Hill	15 May 95
		19 Jun 95	2nd Bde Armory, Ft AP Hill	22 May 95
	19 Jun 95	Mates, Ft Pickett	22 May 95	
	10 Jul 95	29 Divarty Armory, Sandston	12 Jun 95	
<b>PLUS MONTHLY: 1st and 3rd Thursday, Hq-STARC, Richmond 4 wks prior test</b>				
GRE  (Grad Records Exam)	9 Apr 95	29 Divarty Armory, Sandston	13 Mar 95	
	9 Apr 95	2-116 INF Armory, Lynchburg	13 Mar 95	
	4 Jun 95	2nd Bde Armory, Ft AP Hill	8 May 95	
	4 Jun 95	329 Spt Gp Armory, Va Beach	8 May 95	
GMAT (Grad Management Admissions Test)	20 Mar 95	1st Bde Armory, Sandston	27 Feb 95	
	20 Mar 95	29 Divarty Armory, Sandston	27 Feb 95	
	19 Jun 95	2-111 FA Armory, Norfolk	15 May 95	
	19 Jun 95	Mates, Ft Pickett	22 May 95	
CLÉP GENERAL (Eng Comp with Essay)	8 Apr 95	29 Divarty Armory, Sandston	13 Mar 95	
	8 Apr 95	2-116 INF Armory, Lynchburg	13 Mar 95	
	12 Jun 95	2-111 FA Armory, Norfolk	15 May 95	
	12 Jun 95	2nd Bde Armory, Ft AP Hill	15 May 95	
ASE	2/4/9 May 95	Mates, Ft Pickett	6 Mar 95	
PRAXIS-CORE (Nat Teachers Exam)	4 Mar 95	29 Divarty Armory, Sandston	6 Feb 95	
	4 Mar 95	1-116 INF Armory, Roanoke	6 Feb 95	
	12 Jun 95	2-111 FA Armory, Norfolk	15 May 95	
	12 Jun 95	2nd Bde Armory, Ft AP Hill	15 May 95	
PRAXIS-SPECIALTY (Nat Teachers Exam)	25 Mar 95	1st Bde Armory, Staunton	27 Feb 95	
	10 Jul 95	29 Divarty Armory, Sandston	12 Jun 95	

## IVOR T. MASSEY MEMORIAL SCHOLARSHIP FUND

The Virginia Air National Guard has established a scholarship fund honoring the late Col. Ivor Massey, who is considered to be the founder of the Virginia Air National Guard.

So far our contributors have been the following:

**Col. William C. Jones**  
**Lt. Col. Bernard R. Barker**

The unit thanks both these gentlemen for their contributions. If you are interested in making a donation to this fund, please contact Maj. Mike Woody at extension 6592.

**VIRGINIA AIR NATIONAL GUARD**  
**Headquarters, 192d Fighter Group**  
**Richmond International Airport, Sandston, Virginia 23160-6109**

Special Order M-4-Va

11 Jan 95

1. UP Sec 502, Title 32, USC Sec 206, Title 37, USC, ANGR 50-01 and 192/TFGR 50-01. All members of the 192d Fighter Group are hereby ordered to attend all unit training assemblies shown on this training schedule unless attending a split UTA (SUTA), or rescheduled UTA (RUTA) at Richmond IAP, Sandston, VA 23150.

**UTAS:** 04 Feb 95  
05 Feb 95

**DEPLOYMENTS:** 5-18 Feb 95 Combat Archer, Tyndall AFB, FL  
11-25 Mar 95 AFT, CRTG, Garden City, GA

25 Feb 95  
26 Feb 95

**SCHEDULED UTAS:** 8 & 9 Apr 95 6 & 7 May 95 3 & 4 Jun 95 15 & 16 Jul 95  
12 & 13 Aug 95 16 & 17 Sep 95 14&15 Oct 95

2. AM assemblies will be 0800-1200 (Sat) 0700-1100 (Sun) and PM assemblies will be 1300-1700 (Sat) 1200-1600 (Sun), with the following exceptions: Assembly for one flight of Food Services Personnel: AM 0630-1030 (Sat) 0530-0930 (Sun), PM 1100-1530 (Sat) 1000-1430 (Sun). Additional duty hours to cover special work requirements such as pre-flight, post-flight, etc. will be scheduled by each unit as required. Each UTA will be no less than four hours duration excluding lunch periods.

3. Uniform will be lightweight blues or BDUs, as directed.

4. Commanders may utilize RUTAs to achieve training objectives using maximum availability of equipment and full-time personnel resources that cannot be achieved during UTAs and SUTAs. A RUTA must be requested, approved and documented in advance of the missed period.

5. Equivalent Training (EQT) may be authorized by commanders for personal attendance problems if requested in advance. EQT with pay must be performed within 30 days of the missed UTA and within the same fiscal year. EQT without pay (retirement points only) may be authorized when the individual is unable to make an EQT in pay status.

FOR THE COMMANDER

  
JACQUELINE J. ATKINS, GS-7, VaANG  
Records Manager

DIST 'A' Plus 1 Ea: ACC/ADUBO; Chief, ACC/  
CRFG; 9th AF/CRFG, CV & IC; NGB/XOS & TE;  
1913th ISG/CC (AFCC); 1 FW/DO; 1 FW/LGSPC;  
113th FW/SC; 1 CGS/DPMD; HDQ/TCD/RF, Langley  
AFB, VA 23665-6343.

**VANGUARD**

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**\*\*\*\* GUARD ASSOCIATION DUES \*\*\*\***

All officers are reminded that state and national association dues need to be turned in as soon as possible. Notices were distributed during the January UTA. Please return to Major Garrie Denson, Room 4, O&T, Ext. 6878.

Officers are asked to contribute to support the Hospitality Suite at this year's convention, April 28-30 in Hampton. The requested donation is \$5 for captains and below, \$10 for majors and above. The 203rd Red Horse is hosting this year's convention.

**MENU - FEBRUARY #1 UTA**

**SATURDAY**

Fried Chicken  
Roast Beef  
Steamed Rice  
Mashed Potatoes  
Peas w/ Mushrooms

**SUNDAY**

Italian Veal Steaks  
Spagetti w/Meat Sauce  
Steamed Rice  
O'Brien Corn

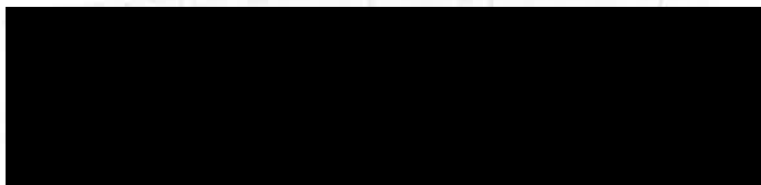
**MENU - FEBRUARY #2 UTA**

**SATURDAY**

Lemon Baked Fish  
Braised Pork Chops  
Scalloped Potatoes  
Fried Rice  
Green Beans

**SUNDAY**

Turkey a la King  
Beef Tips  
Rice  
Noodles  
Broccoli



BULK RATE  
U.S. POSTAL  
PAID  
RICHMOND, VA  
PERMIT NO. 999

192d Fighter Group  
Virginia Air National Guard  
50 Falcon Road  
Sandston, VA 23150-2524