



## VIRGINIA'S NEW DEPUTY ADJUTANT GENERAL FOR AIR PROMOTED TO BRIGADIER GENERAL

John R. Metz, Virginia's deputy adjutant general for air, was promoted to brigadier general Sept. 23. General Metz was appointed by the Commonwealth of Virginia as the new deputy adjutant general for air on March 1.

The general is the first non-rated Virginia Air guardsman appointed by the governor to the position of deputy adjutant general for air. Prior to General Metz all guardsmen holding this position were rated pilots. Before accepting this appointment, General Metz served as deputy chief of staff for resources with the Virginia ANG state headquarters.

As the senior Air National Guard commander in Virginia, he serves as the principal advisor to the Commonwealth's Adjutant General in all Air National Guard matters. General Metz is a traditional guardsman with more than 33 years service to the Virginia Air National Guard. He

*See METZ on p. 2*



*General Metz, right, with Colonel Jones. Photo by Colonel "Doc" Hudson.*

## DECEMBER ATTACK RESPONSE EXERCISE JUDGED SUCCESSFUL

According to evaluators of the December attack response exercise, the unit achieved four goals as a result of the event.

First, the unit exercised the ability of the battle staff to assemble, as well as the ability of the command post and battle staff to operate as command functions in an "ability to survive and operate" (ATSO) environment.

Second, the unit assembled its survival recovery center (SRC) and operated as the base control center in an ATSO environment. Third, it assembled and staffed the various squadron work control centers, ensuring communications capability with the SRC. Finally, the exercise served to increase the "ATSO"

*See EXERCISE on p. 2*

## *192D FIGHTER GROUP MISSION*

*The mission of the 192d Fighter Group is to provide a fully trained organization of volunteers dedicated to protect and defend the vital interests of our community, state and nation. Combat-ready personnel and equipment will be provided to:*

- \* support U.S. national security objectives--our federal role.*
- \* protect life and property, and to preserve peace, order and public safety--our state role.*
- \* to participate in local, state and national programs that add value to America--our community role.*

### **METZ – from p. 1**

enlisted in the Virginia Guard in 1961, was activated during the Berlin Crisis then returned to the Virginia Air Guard. He received a direct commission in 1967 as an administrative officer.

One of the general's personnel priorities is encouraging all military members to complete all Professional Military Education classes they may be eligible for. "I would rather have five majors to choose from, instead of just one, when filling a lieutenant colonel position. Too many people in the Air Guard deny themselves the opportunity for promotion by not having completed the appropriate level of PME. Everyone should take as much PME as possible; it's good for the individual, it's good for the Guard, it's good for the country," General Metz commented. Metz has completed Squadron Officer School, Air Command and Staff College and Air War College.

In his civilian life, Metz is a pharmacist at Martha Jefferson Hospital. Metz, his wife, and their daughter reside in Charlottesville.

### **EXERCISE – from p. 1**

knowledge and competency levels of unit members participating.

*‘ ‘ The fact is, we need to be ready to operate anywhere, anytime, and under any conditions that are presented.’ ’*

Exercise evaluators commended the enthusiastic participation both of individuals and of squadrons, and emphasized the importance of maintaining high ATSO knowledge and skill levels for long-time unit members, while familiarizing those new to the unit. One evaluation team member said, "Whether the scenario, or real estate, or conditions tract exactly like Savannah or any other 'specific' location is really not a deciding factor as to whether we will have training.

"The fact is, we need to be ready to operate anywhere, anytime, and under any conditions that are presented."

## *Commander's Call*

*Colonel Bill Jones, 192d Fighter Group Commander*

*Two months ago I wrote about unit quality and our VISION for the future. Mission defines where we are right now and serves to focus our efforts toward that future. The 192D FG MISSION statement was derived from Air Force, Air National Guard and Virginia Air National Guard mission statements and is shown on the facing page. If you haven't already done so, please take a few minutes to read it closely.*

*Let me explain a few key words and phrases. First of all, it is fundamental that we remain fully trained to the best of our abilities. Reliance on reserve force components to serve national interests has never been more critical than now. We are not just the practice squad, or sitting on the bench. We are an important part of the first team! Similar comments apply to the provision of combat-ready personnel and equipment.*

*An organization of volunteers recognizes that the Guard heritage has roots from a militia nation and that we are unique members of the community.*

*Also, note that our mission is threefold: federal, state and community. We saw the federal role demonstrated during 'Desert Shield/Storm' when so many units were called and performed in such an outstanding manner. It is easy to understand that part of our mission.*

*Defining our state role may be less obvious, but our allegiance to the Commonwealth serves to protect states rights and insures that our use in time of national emergency is known and fully supported at the grass roots (home) level. MG Shepperd, Director of the ANG, has an excellent briefing to explain this rationale--I may try to give that briefing sometime. Additionally, we have identified about 300 positions that could be used to support Virginia agencies in the event of natural disasters, etc.*

*Finally, the community role for us is almost accomplished by default. Members of the Guard have participated for years in community and service activities without even thinking about it in terms of being part of our mission. This long-term commitment to and involvement with our communities adds significant value to America.*

*I know that this article has been lengthy, but the subject is important. I am hopeful that every member can understand how his or her job contributes to the accomplishment of our mission. We are members of a unique team. Every person is a vital member of that team. I am proud to serve with you.*

*BILL JONES*

*Have a Happy New Year!*

## CREDIT "CLINICS" CAN HARM NOT HEAL

*From American Forces Information Service*

Credit clinics promising to erase bad credit records won't be able to deliver. Instead of getting a clean slate, consumers could lose money and even go to jail.

Credit bureaus keep files on consumers showing whether they pay their bills on time. TRW, Equifax, and Trans Union are the three major nationwide credit bureaus in the United States. Lenders use these bureaus to check potential borrowers' credit.

The bureaus will remove inaccurate information from a file for free, said TRW's Janis Lamar. But only time can repair a bad credit history. For example, 10 years must pass before a bankruptcy drops off your file, seven for other information.

Lamar has seen advertisements in newspapers for clinics that claim to clean even the filthiest credit record. Fees for this service can run thousands of dollars.

"Although they guarantee to clean your record, many consumers found the clinic had closed up shop when they called to complain," Lamar said. "Other companies urge you to assume another person's identity. That is fraud, and you could go to jail."

Consumers denied credit have a right to obtain a free copy of their credit report. If you are denied credit on the basis of your credit report, the lender must tell you which credit bureau provided the information. The lender must give you the address and telephone number of the credit bureau that gave you the unfavorable report.

TRW will provide one free report per year to consumers who request it in writing. Equifax and

Trans Union charge up to \$8 to consumers who have not been denied credit.

To obtain your credit report, send you full name and address, date of birth, Social Security number and spouse's name, if applicable, to the credit bureau. If you have married and changed you name within the past 5 years or moved within the past five years, send previous name and/or address. Credit bureaus also request a photocopy of your driver's license or recent utility bill showing your current address.

### *CHECKITOUT!*

If you wish to simply check your credit report here are the addresses and phone numbers of the major credit bureaus:

TRW Complimentary Credit Report Request  
P.O. Box 2350  
Chatsworth, CA 91313-2350

1-800-682-7654

Equifax Information Service Center  
P.O. Box 740241  
Atlanta, GA 30374-0241

1-800-685-1111

Trans Union National  
Consumer Relations Disclosure Center  
P.O. Box 390  
Springfield, PA 19064-0390

1-718-459-1800

## To Your Good Health

*By Lt. Colonel Joan Brumfield, 192d FG Health & Wellness Officer*

### HYPOTHERMIA: Health Threat During Winter (From Armed Forces News Network)

When body heat is lost faster than it can be replaced, hypothermia lurks, ready to claim another life. A victim may die because bystanders don't recognize the silent killer.

Symptoms of hypothermia may include an unusually stiff neck, arm and leg muscles, accompanied by fine trembling in one extremity. The face may be swollen and coordination jerky. Look for slowed breathing, mental confusion and irrational behavior, including apathy.

Since this is a complicated medical problem, seek professional help. Until it arrives, insulate the victim with available coverings, but handle the victim with care because the heart is weak when the body is cold.

There are also some "don'ts". Never try to rewarm the victim. Hot baths, electric blankets and hot water bottles can be dangerous. Likewise, do not offer the victim food or drink. And if the victim is unconscious, avoid raising the feet, which will cause cold blood from the legs to flow into the body core and further depress the temperature.

## BLOOD DRIVE SCHEDULED

*Critical Need During Holidays*

The 192d FG will sponsor a blood drive on Sunday, January 8, 1995. Blood supplies are always low during the holidays, so your support is needed.

For more information, and to learn how to help with the blood drive, call Tom Carter, Ext. 6306.

## JANUARY 1995 PERSONNEL PROCESSING TRAINING

Personnel Processing Training will be held during the January 1995 UTA for the following sections:

*Medical Squadron  
Civil Engineering Squadron  
Mission Support Flight*

Bring your personal mobility bag.  
Please see your Mobility Officer/NCO for time  
and place.



*Master Sgt. Charles Leavelle tries out a new butcher block during Thanksgiving festivities in the dining hall. Photo by MSgt. Lew Lautenslager.*

## 11 YEARS AND STILL GOING STRONG... THE PISTOL TEAM DOES IT AGAIN!!!

The 192d FG is proud to report that our unit has once again won the Adjutant General Pistol Championship Matches!! This is the eleventh straight year we have won.

This year's match was held at Fort A.P. Hill on August 20, 1994. This competition is the equivalent of a "state" competition. Winning this event affords the team to continue on the "national" competition. The 192d Pistol Team did participate in the "national" competition which was held in Arkansas. Teams from over 45 states and territories competed against one another. The team finished 14th, something the whole team is proud of. The team consisted of the following individuals:

Master Sgt. Raymond L. Bassetti - Engine Shop  
Master Sgt. Abraham B. Easter - Avionics  
Tech. Sgt. Richard M. Laird - Flightline  
Tech. Sgt. Philip N. Thomas - Fuel  
Tech. Sgt. David M. Simmons - Pmel  
Staff Sgt. Elaine J. Houghtalen - Weapons  
Sgt. Michael Rose - Flightline  
Airman 1st Class Steven M. Bassetti - Machine/  
Welding

You may notice two unique things about the above team members. One of the team members is a female and two of the team members are related!! Master Sgt. Bassetti and Airman 1st Class Bassetti are father and son.

"I think it's neat that my son made the team this year and we had the opportunity to shoot together," commented Master Sgt. Bassetti, "He even earned an Air Force Bronze Pistol Badge his first time out!!".

David Simmons and Michael Rose also were awarded with the Air Force Bronze Excellence in Competition Badge. When asked what he thought about Elaine Houghtalen's capabilities with the



*CHAMPIONS AGAIN - Members of the 192d FG Pistol Team (names listed in accompanying story). Not pictured: TSgt. Laird, SSgt. Cash, and Sgt. Rose. Photo by MSgt. Lew Lautenslager.*

pistol, Bassetti (SR) said he wished he could have a whole team of females, "they don't have any bad habits to break and are fast learners"!!!

## SOCIAL ACTIONS UPDATE

*By Major Darrick A. Seale*

The Office of Social Actions would like work centers to be aware that due to recent fund allocations, a wide selection of educational materials (VHS videotapes and publications) is available.

Topics include substance abuse, psychoactive drugs, mental disturbances. These tapes and publications are available to unit members on a monthly check-out basis. Many of these videos are geared toward teenagers and children.

## QUALITY IS A WAY OF LIFE

*By Honorable Sheila E. Widnall, Secretary of the Air Force  
From presentation at the Quality Air Force Symposium, Montgomery, AL*

Everyone in and associated with the Air Force must understand Quality Air Force is not just a program, it is a commitment to a way of thinking and a way of life.

One of the most difficult tasks we face in implementing quality initiatives throughout the Air Force is explaining to our people just what quality means. Quality is a vision and a commitment. These are two of the most difficult concepts to transmit throughout a diverse and inherently hierarchical organization such as the Air Force.

As a simple example, it is useful to consider the elementary school exercise where an animal or object, without being named, is described to a single student. That student in turn describes it to the next, and he or she in turn to the next. By the time the description has reached the last student in the class, what started out as a description of a duck has turned into a platypus, koala bear or even a jabberwocky. Our goal is to communicate the true vision and commitment behind the Quality Air Force way of life to everyone in the Air Force. Only by doing that can we put to rest the quality jabberwockys running around the Air Force.

Quality Air Force is, in a sentence, a commitment to organizational improvement combined with the tools necessary to enable and encourage that improvement. While the Air Force just celebrated its 47th birthday, it is like any other maturing organization -- it grows in age, it has a tendency to become more hierarchical, more bureaucratic and more conservative. Change becomes more difficult, and efforts to improve become more complicated.

The essence of the Quality Air Force is improvement. And the use of metrics, or in non-quality jargon, the

application of simple measurements tools, is essential so that true improvement can be seen and built upon. Without clear organizational goals and an understanding of how well a unit or organization is moving towards those goals, continued improvement is both difficult and unlikely. We are providing our personnel the tools to measure their progress on the road to meeting personal and organizational objectives, and enabling them to make that progress. IN short, we are seeking to institutionalize improvement -- improving in product, in process and in people.

*"Quality Air Force is, in a sentence, a commitment to organizational improvement combined with the tools necessary to enable and encourage that improvement."*

To be a Quality Air Force we must develop a culture that: enables our people, takes advantages of the many and varied skills they bring with them as well as those they learn along the way; and gives our people the job satisfaction and personal rewards that truly make them a part of the institution.

The Air Force of today comprises the brightest and best educated men and women in our history. We recognize that our people are our greatest strength. As a result, we spend a lot of time and money training our personnel to take full advantage of their talents. Correspondingly, with so much invested in them, we work very hard at keeping those people.

Job satisfaction through empowerment is just one of the ways we can improve communication and information flow. We must foster leadership styles

*See QUALITY on p. 8*

## MILITARY PERSONNEL OFFICE RENAMED

Effective 1 August 1994, the Military Personnel Office, formerly known as the Consolidated Base Personnel Office (CBPO), was reorganized and changed its name to "Military Personal Flight (MPF)". Along with its new name, sections within the MPF were renamed. Services previously offered by the MPF remain the same. In some cases, the OPR for some programs changed. The following is a list of the newly named sections, its program, and the responsible NCO.

Chief, Military Personnel Flight (MPF)  
Director of Personnel (#6318, #6846)

Lt. Colonel Ralph Barker - Responsible for the overall management and execution of all Military Personnel Programs.

NCOIC Military Personnel Flight (#6319)  
Chief Master Sgt. Gary Brooks - Provides assistance

### QUALITY - from p. 1

that promote trust and encourage teamwork. George Patton once advised, "Never tell people how to do something; tell them what to do and they will surprise you with their ingenuity." That is empowerment. That is Quality Air Force.

There has been a recent debate in the Air Force Times, prompted by an editorial that called on the Air Force to drop its quality initiatives because the author asserts that "we can't afford it." The truth is that we can't afford not to fully implement these initiatives!

Quality is not just desirable -- it is essential. To be successful, we must continue to educate ourselves and our people, and adapt our organizational culture.

We have started our journey. This week you will be exposed to many ideas, tools and techniques. Use your own creativity and initiative to take what you learn from here and move yourselves and your organizations further down the quality road.

to the Director of Personnel for the day-to-day operations of the office.

Personnel Relocation (#6466)

Master Sgt. Valerie Murphy - Management of the Manpower Documents, monitors overgrade/excess conditions, SORTS certification, selective retention, in/out processing, and AFSC retraining.

Personnel Employment (#6381)

Staff Sgt. Eris Savage - Responsible for enlistments, separations, and officer appointments.

Personnel System Management/Readiness (#6434) Master Sgt. Karol Crane - Responsible for managing all Personnel Data Systems, PC-III, and Mobility Programs.

Customer Service (#6310)

Master Sgt. Nikita Jones - Responsible for Records Maintenance, Awards & Decorations, ID cards, and DEERS.

Career Enhancement (#6768)

Master Sgt. John Rollings - Responsible for reenlistments/extensions promotions/demotions, Weight Management Program, Awards and Decorations.

Information Management (#6309)

Staff Sgt. Charlene Waymack

Recruiting (#6316)

Master Sgt. Mike Duke

Career Education Manager (#6710)

Master Sgt. Bobby Lamb

Base Training (#6590)

Senior Master Sgt. Mike Gates - Formal schools program, OJT program, and classification.

Education Office (#318, #6590)

Maj. Freddie Baylor - Responsible for formal education program, DANTES, tuition assistance, and CLEP.



## *MORE AFRICAN-AMERICAN BANQUET NEWS*

In conjunction with the banquet, a Sunday worship service will be held at the Club 149 beginning at 0800. Our speaker for the morning will be the Rev. Barbara Nelson, Pastor of Gravel Hill Baptist Church in Varina, VA. Music will be provided by the St. Elizabeth's Catholic Church of Richmond, VA.

Some details concerning the Banquet in case you missed them before:

**When:** Sat. Feb. 4, 1995 **Where:** Omni Hotel, Richmond, VA

**Time:** 6 p.m. - 1 a.m.

**Speaker:** Brig. Gen. Irene Trowell-Harris, Asst. to Chief, Air Force Nurse Corps

**Dress:** Officers - Mess Dress; Enlisted - Semi-formal or Mess Dress; Civilian - Semiformal or formal.

**Tickets:** \$25.00 per person

**Music:** Katz - a Richmond Band

For more information contact: Master Sgt. Gerald Goldon (#6530), Master Sgt. Vincent Harris (#6464) or Master Sgt. Dorothy Tatem (#6367).



**ANTICIPATE YOUR SECURITY PROBLEMS**

## OUTSTANDING SUPPORT GROUP MEMBERS

The Support Group recognizes the following individuals for their outstanding achievements during the first quarter of 1995;

Staff Sgt. Ashley M. McCune, 192d Security Police Squadron is recognized as the Outstanding Airman of the Quarter.

Tech. Sgt. Jamie E. Pleasants, 192d Security Police Squadron is recognized as the Outstanding NCO of the Quarter.

Congratulations to both individuals for their excellent performance which resulted in their being recognized by their peers, their supervisor and the Support Group Commander.

## KINGS DOMINION SEASON PASSES

There will be an important change with the theme park season passes for 1995. Paramount's Kings Dominion has notified us that season passes will not be available through the Air National Guard as in the past.

You can obtain season passes from the J.C. Penney stores at Regency Square, Cloverleaf, and Virginia Center Commons malls. Season passes for Kings Dominion cost \$44.95 for the individual season pass, \$144.95 for a family season pass (family of 4), and \$40.00 for Family add-on. These prices are good through April 30, 1995.

Please keep in mind that as we get closer to the theme park openings, the cost of the season passes will increase.

## CAREER CORNER: TUITION ASSISTANCE

Individuals interested in receiving educational assistance through the State Tuition Assistance Program are reminded of the following schedule for submission of their applications.

Application for summer semester: NLT  
April UTA

Application for fall semester: NLT July  
UTA

Application for winter/spring: NLT  
November UTA

As indicated in previous letters, late applications will not be accepted. Please insure that your applications are received by this office prior to the dates indicated.

### *AND THE WINNER IS...*

*Senior Airman Walter B. Gooch accepts the EAGUS Minute Man of the Year Award for 1993 from 192d Commander Col. Bill Jones.*

*Airman Gooch is an avionics system specialist assigned to the 192d Maintenance Squadron. Airman Gooch was commended for demonstrating exceptional skill as an avionics mechanic, being a hardworking team member, completing all tasks in a dedicated, professional manner and being an outstanding example for other airmen. (U.S Air Force photo by Master Sgt. Lew Lantenslager)*

## IVOR MASSEY MEMORIAL SCHOLARSHIP FUND

The unit wishes to thank the following individuals who have contributed to IVOR MASSEY MEMORIAL SCHOLARSHIP FUND:

COL William C. Jones

LTC Bernard R. Barker

Anyone interested in making a donation to this scholarship fund, should contact MAJ Mike Woody at extension 6592.



## TRAVEL VOUCHERS TO BE PROCESSED AT BYRD FIELD

The Accounting Travel Office has recently switched to a new travel pay system, which will allow the unit to process travel vouchers at Byrd Field instead of Langley AFB. Unit members are advised NOT to hand-carry travel vouchers to Langley, since this practice will delay the reimbursement.

According to Staff Sgt. Karen Long and Master Sgt. Gary Brooks at Ext. 6497, the following items are needed when a traveler files a voucher: 4 copies of travel voucher, 4 copies of travel order, non-availability slip (if applicable), lodging receipts, all receipts over \$24.99.

VIRGINIA AIR NATIONAL GUARD  
Headquarters, 192d Fighter Group  
Richmond International Airport, Sandston, Virginia 23150-6109

Special Order M-3-Va

16 Dec 94

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: 07 Jan 95  
08 Jan 95

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

SCHEDULED UTAS:

	4 & 5 Feb 95	25 & 26 Feb 95	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-11, 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; 1CCG/DPMD; HDQ/TCD/RF, Langley AFB, VA 23665-6343.

## VANGUARD

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## MENU - JANUARY UTA

### SATURDAY

Pork Chop Mexicana  
Meat Loaf  
Fried Rice  
Mashed Potatoes w/gravy  
Mixed Vegetables

### SUNDAY

Simmered Corned Beef  
Country Style Steak  
Buttered Cabbage  
Steamed Rice  
Mashed Potatoes w/gravy

**Church Services:** Catholic Mass, Sat. 09:30; General Protestant, Sun. 08:00.

**CLUB 149:** A general membership meeting of Club 149 will be held Feb. 25, 1995, at 5:30 p.m. in the club ballroom. The agenda includes a treasurer's report, new facility, election of officers, dues structure, and club use policy. Forward suggestions for agenda items to Capt. Cindy Lee (ext. 6341).

**IMMUNIZATIONS:** Clinic personnel will be giving all shots on Saturday, January 7, in the Clinic, 0900-1100, all shots, including the flu shot. Yellow fever will only be given from 0830-0930. Any unit member who has not had a flu shot should get it since it is mandatory.

**MOTEL RATES INCREASE:** Effective October 1, 1994, motel rates for UTA weekends, single pay difference, increased to: Best Western, \$14.50 per night; Holiday Inn, \$14.50 per night; and Legacy Inn, \$16.00 per night.

**Notary Services:** Anyone requiring Public Notary Services can see Lt. Col. Barker in CBPO, Ext. 6318.

**Hours for D Street Gate:** Sat. 0715-0800 and 1645-1715; Sun. 0615-0700 and 1545-1615, drill weekends.

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