

Commander's Call

# Celebrate holidays; help less fortunate

As we approach Christmas, I want to wish each of you a happy and prosperous holiday season and New Year. The holidays are a busy time of the year but also a wonderful time. For children it is the most anticipated time of year. For adults it is a time to appreciate children and reflect on the value of family and friends.

While each of us have our bad days we are so lucky. We live in a country where freedom is treasured and through our hard work, determination, and patriotism, we enjoy many comforts that others do not. But Christmas is also a time to remember those less fortunate: to call or visit someone, or to do something to help make the lives of others easier. Often we find ourselves lost in Christmas decorations, presents, parties and food. Celebrating is important; however, keep your eye on what is most important.

As individuals or as an organization, there are many ways we can help those less fortunate. We have many holiday charitable activities going on right now.

When you come to drill in December, please consider bringing a non-perishable food item (cereal, pasta, tuna, canned soups, crackers, peanut butter) or a serviceable piece of clothing (pants, shirt, sweatshirt, coat). The First Sergeants are spearheading a food drive and supporting a needy family over the holidays. Ops is conducting a food and clothing drive. As a team, we can support local agencies in assisting those less fortunate.

Have a Merry Christmas and Happy New Year!

Col. Robert O. "Bob" Seifert

#### Vice Wing Commander comments

## Improving the incentive flight program

The Wing F-16 Incentive Flight program is back on track after being de-railed early this year. The F-16D (two seater) was unavailable for six months due to required, depot-level maintenance.

The Wing has given nine incentive rides since the D-model returned to service in late spring. So, if you are on the incentive ride list, please be patient just a little longer. You should be flying in the F-16 in the near future!

The Wing's incentive ride program allows for four individuals to be nominated for a flight each quarter. An incentive ride is an excellent way to recognize and reward and outstanding troop. I have recently made some minor adjustments to the nomination process.

The Wing's First Sergeants now play an important role in the selection process— they and their respective commander's councils now forward their nominee's names to me for the Wing Commander's approval. I've also developed a three-year schedule to ensure that all sections have the opportunity to nominate deserving airmen for the available flights. The schedule is designed to more equitably allocate F-16 rides for our enlisted population. The three-year schedule works out to one incentive ride per 20 individuals. A small duty section of 20 will receive one ride over the three-year cycle, and a large

squadron with 180 members will receive nine flights. If you'd like to review the three-year schedule, ask your unit First Sergeant for a copy.

A total of 16 incentive flights are planned for each calendar year. In addition, (appreciation) incentive flights are given to the two people providing VaANG recruiters with the most successful recruit referrals.

The Operations Group does everything possible to make the rides memorable. Each individual spends 2-3 hours with our Life Support staff—SMSgt Wayne Hackett & MSgt Kevin Johnson—preparing for the flight and learning the F-16's egress systems. You learn a lot about the F-16 during this process. The pilot you'll fly with then gives you a 1-2 hour briefing on the 60-90 minute flight you will take.

A typical ride starts with an afterburner takeoff (zero to 175 mph and airborne using less than 2,000 feet of runway)! Once airborne you cruise to a specified location where military flight maneuvers may be accomplished. After a little sightseeing, the jet returns to Richmond for landing and a photo session.

The process takes about a day, but gives the rider memories to last a lifetime.

Col. Dave Dornan

## 192d Fighter Wing announces Commander's Call

On Sunday, Dec. 6, the 192d Fighter Wing will hold a Commander's Call in the Highland Springs High School auditorium. The auditorium seats about 600 so the Wing will have a morning and an afternoon session to

accomodate everyone. The Operations and Logistics Groups are scheduled for the 7:30 a.m. session. Support Group, Wing staff and the Medical Squadron are scheduled for the 12-noon Commander's Call.

Memories From Combat Archer--Clockwise: TSgt Butch Reynolds, Weapons Loader, prepares to load chaff & flares onto a waiting F-16. Bottom: Wing members deployed to Tyndall AFB, Fla., pose for a group photo near the end of the training exercise. They flew Dissimilar Aircraft Combat Tactics training missions against active-duty F-15s, flight tested the new V-9 recce pod and did live fire with AIM-9M and AIM-120 missiles. Next: Crew Chief, MSgt Dennis Hendricks (left), and MSgt Jeff Davis, AGE, service one of the Wing's F-16s with liquid oxygen (LOX). Photos courtesy of TSgt John Killin, Maintenance.







#### Taking the Steps to effective ORM

## Analyze, reduce, avoid risks

Editor's note: Last month the Vanguard ran its first article on Operational Risk Management (ORM). This month's story explains the risk management process and defines Air Force ORM goals and principles.

Flying an F-16 (during war or peacetime), loading a missile onto a jet, replacing worn-out aircraft brakes, rebuilding a vehicle engine, draining the water from 40 lbs of cooked pasta, climbing a ladder to replace a burned out lightbulb, moving a box of supplies in a warehouse, sitting at a computer, tackling a round of golf afterwork, driving to the grocery store: Each of these activities pose risks. Are we aware of the risks we face as we go through our daily routines?

ORM is a tool we can use as individuals, team members, workers or bosses to identify and better understand, avoid or manage the risks in our lives and our jobs.

The Air Force embraced Operational Risk Management as a method to help us make logic-based, calculated decisions concerning human, materiel and environmental factors before, during and after all aspects of our mission. ORM helps commanders, managers and supervisors to maximize operational capabilities while minimizing risks by applying a simple, systematic process appropriate for all personnel and Air Force functions. It will enhance mission effectiveness at all levels, while preserving assets and safeguarding health and welfare. (For many large businesses and industries, ORM has become an important issue in production, employee safety and cost management.)

ORM is a straight forward process we can use to identify hazards. This basic process may

vary according to different missions or task requirements.

- —Step 1: Identify the hazards. Hazard can be defined as any real or potential condition that can cause injury, illness or death to people, or damage to or loss of equipment or property.
- —Step 2: Assess the risk. Risk is the probability and severity of loss linked to the hazard. Assessment is the detection of hazards and applying measurement to the level of risk they represent. This step quantifies probability, severity and cost.
- —Step 3: Analyze risk control measures. Investigate specific strategies and tools that reduce or eliminate risk.
- —Step 4: Make control decisions. Decision makers deal with risk by accepting, avoiding, reducing, spreading or transferring it. This requires the expenditure of assets: money, time, procedures, regulations, training, materials, facilities, manpower or policy.
- —Step 5: Risk control implementation. Once control strategies have been analyzed, an implementation strategy needs to be developed and then applied by management and the work force.

Step 6: Supervise and review. ORM is a process continuing throughout the life cycle of a mission, an activity or a specific task.

The Air Force's goal is to integrate ORM into Air Force doctrine and planning at all levels and to execute all missions and tasks using the ORM process. ORM objectives include: accepting no unnecessary risk; making risk decisions at the appropriate level to establish clear accountability and learning to manage risk more effectively.

Page 6 Vanguard

## Deputy SecDef helps Gulf War vets find, get their medical records

The Office of the Special Assistant to the Deputy Secretary of Defense for Gulf War illnesses is providing a new service to help Gulf War veterans needing copies of their inpatient records from hospitals deployed to the Persian Gulf.

Although theater hospital records were never "lost," many veterans were unable to obtain copies of their inpatient records from the Gulf War. Records of hospitalizations in the war were maintained with the hospital and filed with the National Personnel Records Center after the war. Consequently, veterans had to know the name of the facility that treated them in order to request the record either from the hospital or from the archives.

In an effort to provide an important service to veterans, members of the office of the special assistant personally visited the records center and sorted through hundreds of boxes and thousands of documents to identify those belonging to Gulf War veterans.

Currently, 10,500 inpatient treatment records from Gulf War Army facilities have been identified and inventoried. This equates to 70% of their Gulf War inpatient records. Working closely with the Department of Veterans Affairs, the National Personnel Records Center, and the Department of the Army, the office of the special assistant has also created a database to cross-reference people and social security numbers with hospital records stored in the National Personnel Records Center. The office of the special assistant will continue to identify locations of Army hospital records as well as conduct a similar inventory of the Air Force and Navy hospital records.

The first step in obtaining copies of records is for the veteran to call the office of the special

assistant at 1-800-497-6261 for a data search. The veteran will be given specific information that he or she will need to include in the request form that will be mailed to them following the telephone call. A signature of the veteran, or next of kin if the veteran is deceased, is required to obtain copies of hospital treatment records.

This data will also be provided to the Department of Veterans Affairs to be used to help document veterans claims.

Military personnel commonly have two kinds of medical records: The individual health record accompanies the service member throughout his/her military career while the inpatient hospital treatment record is created by the admitting hospital and documents all care received while a patient in that hospital. After being discharged from a military hospital, normally, a summary of the care received is also filed with the patient's individual health record.

However, in a dynamic environment such as a warzone, the service member might receive treatment in a number of facilities. Additionally, the individual health record may be filed with the member's unit and not accompany him or her to the hospital. Consequently, inpatient records may never make it to the member's records. Inpatient records were filed with the last hospital providing care for the patient and eventually forwarded to the records center for archiving.

Individual health records of former service members are archived in two locations: The VA, 1-800-827-1000, maintains records for Army veterans discharged after 1992 and for Air Force, Marine, and Navy veterans discharged after 1994. For all other records, veterans can write to the National Personnel Records Center, 97000 Page Ave., St. Louis, MO 63132. (AFNS)



The 200th Weather Flight deployed to Ft Pickett in July to participate in the joint-service, multi-national exercise, Operation Chindit. It was the largest National Guard training exercise ever held in Virginia. The 200th provided extensive air and ground weather reporting and forecasting during the exercise. BrigGen Terry Maynard, VaANG deputy adjutant general for air, visited deployed Weather Flight members. Here General Maynard (left) talks with 200th Staff Weather Officer, LtCol Robert Wallace.

## Cohen promotes ESGR program

Over the summer, Mr. Thomas Donohue, president and CEO of the U.S. Chamber of Commerce, participated in a special ceremony with Defense Secretary William Cohen. On behalf of the chamber, Mr. Donohue signed a statement of support for the Guard and Reserve, a pledge for companies not to penalize employees who take time off for service in the reserve components.

He called upon all state and local chambers of commerce to join with the U.S. Chamber in demonstrating their support of our nation's defense by having their members (representing over 3 million businesses) also sign an Employer Support of the Guard & Reserve (ESGR) statement of support for the National Guard and Reserve. In a letter addressed to over 3,000 Chambers of Commerce and 1,100 trade association members of the U.S. Chamber, Donohue urged them to make this voluntary commitment to reflect the patriotism of American businesses.

The statement of support program is conducted by the National Committee for Employer Support of the Guard & Reserve

(NCESGR), an organization dedicated to helping commanders at all levels meet their readiness requirements by assuring the availability of their members to serve. NCESGR provides a variety of programs and services designed to develop, maintain, or enhance the unique partnership forged between reserve component organizations and local employers.

Since NCESGR's formation in 1972, every U.S. president and well over 300,000 employers have signed ESGR statements of support. The ESGR statement of support program allows employers to publicly demonstrate their support for the National Guard and Reserve.

When employers and community leaders sign an ESGR statement of support, they pledge:

- —They will neither deny employment nor limit or reduce job opportunities because of service in the reserve components,
- —They will grant leaves of absence for military training, and
- —They will ensure their employees are aware of these policies. For more information about ESGR, visit their website at: www.ncesgr.osd.mil (Air Force News Service)

# Top recruiting team works to fil VaANG ranks with quality troops

Editor's note: Early this year the VaANG recruiting team went through a number of personnel changes. Now that the dust has settled, we'd like to introduce the new team to you. This month we'll introduce the 192d Fighter Wing recruiters and next month we'll introduce the new 203d Red Horse recruiter and the State Headquarters' new recruiting and retention superintendent. Feel free to call our recruiters anytime, with your recruiting questions or referrals. And remember, the person referring the most new recruits to the recruiters wins an F-16 incentive flight!

#### TSgt Josh Costen, 192d Fighter Wing

The 192d Fighter Wing welcomed another new recruiter to its staff this year: SSgt Josh Costen who moved into the full time position from Supply. Costen fills the vacancy left by MSgt Lloyd Meredith who moved to the 203d Red Horse last year.

"I am glad to be here," Costen said. "Recruiting is a great opportunity to talk to different people and a chance to help people build an ANG career."

The Long Island, N.Y., native counts the military as a big part of his life. He spent four years on active duty at George AFB, Calif., in the air operations unit. After his discharge, he joined the California ANG and worked for the 196th Supply and Air Operations Squadron for six years. He then moved back east to be closer to his family. That's when he joined the VaANG; he has been in Supply for the last nine years.

"When the recruiting position became available, I thought it would be a good change of pace for me," he said. "I like to help people and I love the Guard. It was a good opportunity." Although Costen is relatively new to recruiting, he is very excited about the prospects of his new job. He enjoys representing the Guard as a good deal with its educational

opportunities and many other excellent benefits.

"The Guard is a great chance for someone t serve their country and get ahead," he added. "No door is always open. Come see me."

Since the sergeant has taken on his new job, he said his family claims he has a new attitude. The sergeant is married with two daughters—13 and 1 years old. "They're very excited for me," he said

"I work with a great team," Costen said of h 192d recruiting co-workers, MSgt. Paul Stimpsc and MSgt. Gary Harper. Costen's ambitions included in the best he can recruiting for the 192d. In h long-range plans, he hopes to be a recruiter Hampton University. "I think I'll be in recruiting for a long while," he ended. "I only hope the people recruit will be as happy with their Guard opportunities as I've been with mine!"

#### TSgt Gary Harper, 192d FW

Even before MSgt Gary Harper became recruiter for the 192d FW, he said he already for like one. He'd always encouraged young people consider a Guard career so it only seemed fitting when he landed the job as one of the wing's newer recruiters.

Harper started his new job after MSgt Pa Stimpson became the new NCOIC of Recruitin "This was a good career move for me. I've been the Virginia ANG for 21 years," said the Whi Stone, Va., native. "During that time I've he several positions. Recruiting seemed like the ne step for me because I've always pushed the Gual If you love a unit like I love this one, you want promote it."

The military has been a big part of the sergean life ever since graduating high school. He joined t Navy and worked as a crew chief in Avionic During his Navy tour he spent 10 months in t



The Virginia Air National Guard recruiting team stands tall in front of a 192d Fighter Wing F-16. From left are: MSgt Lloyd Meredith, TSgt Gary Harper, MSgt Paul Stimpson, SMSgt Mike Duke and TSgt Josh Costen. Photo by Combat Visual Information staff. Story by SrA Ann Martin, Public Affairs.

Vietnam War. Following his discharge from the Navy, he joined the VaANG part-time and spent 10 years in Avionics. He then worked in Combat Arms for a year and then as NCOIC of the Training Section. He spent seven years in the Education Office before moving to his current job.

Harper left a full time civilian job as a manager at DecisionOne computer services to become a recruiter. "I'm glad I made the change," he said. "I really like what I'm doing now." The sergeant said the best part of his new job is the sense of accomplishment he feels when he enlists a new recruit. "It is a great feeling to bring new people into one of the best part time jobs they'll ever have," he claimed. "It is very rewarding to help people get into a job they are very interested in doing. After they enlist I make it a point to keep in touch with them."

Besides keeping track of the people he enlists, Harper's long range plans include staying

above his recruiting goals and doing the best job he can. He wants to visit as many schools as possible for career days. He also volunteered to help during the Jerry Lewis Telethon on Labor Day weekend.

Harper enjoys working with his fellow recruiters. "Sergeant Stimpson, Sergeant Costen and I work well as a team," Harper said.

Harper's family is glad he made the career change. His family includes his wife of 23 years, Debra, and their six children—three boys and three girls. He also has two grandchildren, ages one and five. "My family is very happy for me. The bottom line," Harper concluded, "if you enjoy what you're doing, it's not work. I'm enjoying it!"

### MSgt Paul Stimpson, 192d FW, NCOIC of Recruiting

MSgt Paul Stimpson has changed offices and duties in the Recruiting office. Stimpson took over

Continued on page 10

## News you can use...

#### Med Sq reserves clinic for 203d

The 192d Medical Squadron is reserving all Clinic appointments on Saturday, Dec. 5 for the 203d Red Horse Flight. The 203d will be busing a large number of people up to the Clinic on Saturday so they may complete physicals, dental checks and vaccinations. The 203d is preparing for its first Unit Compliance Inspection (UCI), due in February 1999. The UCI replaces the Quality Air Force Assessment (QAFA).

The Clinic will be open for all base personnel to use on drill Sunday.

#### Top Three kicks off first meeting

The kick-off Top Three meeting is set for 3:30 p.m. Saturday, Dec. 5 in the dining hall. This is a new group forming within the Virginia Air National Guard. It is open to all master sergeants, senior master sergeants and chiefs. For more information about the meeting or the group, contact SMSgt Wayne Keene, Wing Safety, ext. 6420.

#### Women's council meets

The Women's Advisory Council will meet Saturday, Dec. 5 at 1:30 p.m. in the Operations building Pilots' Lounge. The council will be hearing from Karen Smith, concerning a women's seminar she recently attended.

All council members are asked to attend. If you can't attend, send your alternate. If you or your alternate can't attend the meetings, call TSgt Cheryl Stimpson, ext. 6331, or MSgt Brenda Kirby, ext. 6849.

#### Volunteer to help with Prom

The next ChalleNGe Prom is set for 7 p.m. Saturday, Dec. 12, in Hurt Hall at the State Military Reservation, Virginia Beach. Anyone interested in helping with the party (decorating committee, food, fundraising, cadet photos, etc.) may call TSgt Beth Martin, ext. 6014, for more information.

Continued on the next page



## More news you can use...

Continued from page 12

#### **Father Blankenship hosts** Christmas party

Father Blankenship, 192d Fighter Wing Catholic chaplain, is hosting his annual Christmas party, Saturday, Dec. 5 after drill. All VaANG members are invited to his home in Richmond for food and fellowship. This year Father Blankenship is serving his favorite chili recipe! Anyone interested in attending may stop by the Chapel during drill hours on Saturday to get directions to his house. He will have his new iewelry designs on display.

#### **Enlisted association announces** scholarship deadline

The Virginia Army/Air National Guard Enlisted Association sent its annual scholarship application to all association members in its Fall 1998 newsletter. The application has been revised so you must use the new application. The submission deadline is Feb. 15, 1999, and late, incomplete or obsolete applications won't be considered. Send completed applications or questions about the scholarships to SFC Dennis A. Green: 1427 Baltimore Rd; Rt 1, Box 240; Hillsville, VA 24343.

#### Enjoy a night of hockey

Saturday, Dec. 5 is Military Appreciation Night at the Freezer! Join in the fun with other VaANG members watching the Richmond Renegades hockey team try to stomp their competition from Peoria, III.

Tickets are still available and are \$6 per person; family and friends are welcome. The game starts at 7:35 p.m. One lucky ticket holder will win a door prize. Call TSgt Shirley Cooper, Ops, rm 5, ext. 6428 for more information.



**New Year at the Club** 

Make your New Year's Eve Plans now. The Club is hosting a New Year's Eve Celebration starting at 8 p.m. Dec. 31 and going until...

Food, music and dancing will be provided and family and friends are invited. Tickets are \$30 per couple. Contact TSgt Shirley Cooper, Ops, ext. 6428 no later than Dec. 23 to make your reservations and pay for your tickets. Let Cooper know what type of music you'd like for the party.

#### Air Force Core Values

Integrity First Service before self Excellence in all we do

#### Fund raiser dance set for Dec. drill

## Af-Am banquet plans underway

Plans are underway for the 1999 African-American Banquet and Worship Service. A committee started planning the annual Virginia Air National Guard Black History Month program a few months ago. The event celebrates the commitment and strong military traditions of African-Americans in the VaANG.

The banquet is set for Saturday, March 6 at the Richmond Omni and tickets will be \$30 per person. The evening is formal and will include dinner, entertainment, a guest speaker and a memento of the evening. For ticket purchase or information, call MSgt Al Harrison, ext. 6356. The worship service will be held on Sunday, March 7.

Between now and then the committee will conduct a couple fund raising activities, including a dance Saturday, Dec. 5 at the Slip at Shockoe, 11 South 12th Street. The dance will run from 9 p.m. to 3 a.m. Advance tickets are \$8. Call MSgt Larry Anderson, ext. 6380 or MSgt Richard

Mabry, ext. 6482 for ticket purchases. All proceeds will go toward the VaANG Black History Month program. Hors d'oeuvres will be served.



The VaANG hosted its 2nd Youth Experiencing Success (YES) marching competition early this summer. Flights from Bushell, Mosby and Henderson Middle Schools participated. Before the competition, the Richmond Public School system students were treated with a special performance by the Langley AFB drill team. A cookout lunch and awards ceremony at the Club followed the drill competition. Photo by CVI staff.



Editor's note: Below is the official order of the 192d Fighter Wing for the remainder of Fiscal Year 1999--drill and annual field training schedule. Please clip and save this official order. This order may be copied and given to you civilian employer. Informational copies of the drill schedule are available on the base local area network.

#### VIRGINIA AIR NATIONAL GUARD 192d Fighter Wing (ACC) 50 Falcon Road, Suite 1 Sandston, VA 23150-2524

Special Order MX - 4

11 AUG 98

1. The following is the Unit Training Assembly (UTA) Schedule for the 192d Fighter Wing, Virginia Air National Guard, for the period of 1 October 1998 through 30 September 1999. All members of the 192d Fighter Wing, VAANG, are hereby ordered to attend all Unit Training Assemblies as shown on training schedule unless attending a Split UTA (SUTA) or Rescheduled UTA (RUTA).

SCHEDULED UTAS:

17 - 18 April 1999

01 - 02 May 1999

05 - 06 December 1998

12 - 13 June 1999

09 - 10 January 1999

10 - 11 July 1999

06 - 07 February 1999

14 - 15 August 1999

06 - 07 March 1999

18 - 19 September 1999

20 March - 03 April 1999 - Annual Field Training, CRTC, Savannah, GA

- 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. Excused absences from UTAs must be for a reasonable cause and must be arranged in advance by the individual and his/her supervisor. To be excused, an absence must be made up through equivalent training (EQT). EQTs with pay must be performed within 30 days of the missed UTA and within the same fiscal year. EQTs without pay (retirement points only) can be performed any time during the member's anniversary year. Only four (4) EQTs with pay are permitted each fiscal year.
- 4. Commanders may utilize Rescheduled Unit Training Assemblies (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 UTA.

DISTRIBUTION 1 HQS ANG-CG 1 EA MEMBER VAANG

ROBERT O. SEIFERT, COL, VAANG

COMMANDER, 192D FW

## Pay, W-2 Tax Form Notice!

December drill will pay out no later than December 18.

Please make sure the Finance office has your correct mailing address. W-2 tax forms will be mailed to your Leave and Earning Statement address. The form won't be forwarded to a new/different address. To get a duplicate W-2, you will have to call 1-800-755-7413. You can't get duplicate forms from the Finance office.

### What's Inside

#### the Vanguard...

#### for December 1998

Help less fortunate with food, clothes1
Commander's holiday message2
Vice Commander discusses incentive flights3
December Drill Commander's Call set3
Photos from Combat Archer deployment4
Operational Risk Management part 2
DoD helps vets access their med records6
Weather Flt takes part in major exercise7
Meet the 192d FW recruiting team!8-10
Know dangers of carbon monoxide1
Menu/News you can use12-13
Af-Am Banquet/Fund raiser dance14
FY99 UTA schedule/Special Order15



BULK RATE U.S. POSTAGE PAID RICHMOND, VA PERMIT NO. 999 192d Fighter Wing Virginia Air National Guard 50 Falcon Road Sandston, VA 23150-2524