



# The Flying Razorback

188th Fighter Wing

Arkansas Air National Guard

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Patriots watch as the veterans parade participants pass in-review. Many onlookers brought patriotic signs of support for the veterans that marched in the parade Nov. 3, 2012. (National Guard photo by Senior Master Sgt. Dennis Brambl/188th Fighter Wing Public Affairs)

## Veteran's Day Parade recognizes 188th

By Senior Airman John Hillier  
188th Fighter Wing Public Affairs Office

BARLING, Ark. – Hundreds of people lined the streets of the Fort Chaffee historical district to show their support for veterans, and welcome home area military members from a recent deployment to Afghanistan.

The hour-long parade had more than 75 entrants, consisting of floats featuring local veterans, antique cars, motorcycles, fire and police vehicles as well as area community groups. It kicked off with a flyover by two A-10C Thunderbolt II "Warthogs from the 188th Fighter Wing's Flying Razorbacks. The Fort Smith Northside High School marching band pleased the crowd with patriotic music, while local motorcycle enthusiasts filled the air with the sound of thundering engines.

After the parade, there was a free cookout and an information fair for military families. Students from multiple Fort Smith elementary

SEE PARADE PAGE 5

## New chief in town



Command Chief Master Sgt. Steven Arnold, left, reviews policies with Command Chief Master Sgt. Asa Carter. Chief Carter was recently announced as Chief Arnold's successor as Arkansas Air National Guard command chief master sergeant. Chief Carter was previously the 188th Fighter Wing's command chief master sergeant. (National Guard photo by Lt. Col. Keith Moore/Arkansas National Guard Public Affairs)

## 188th's Carter selected as Arkansas Air National Guard's state command chief

By Lt. Col. Keith Moore  
Arkansas Air National Guard Public Affairs

CAMP JOSEPH T. ROBINSON, NORTH LITTLE ROCK, Ark. — Brig. Gen. Travis D. Balch, commander of the Arkansas Air National Guard announced Nov. 3, 2012, that state Command Chief Master Sgt. Steven Arnold would be retiring in April and that a panel had selected his successor, Command Chief Master Sgt. Asa Carter from the 188th Fighter Wing based in Fort Smith, Ark.

Carter, who has served as the Wing Command Chief Master Sgt. for the 188th for the past 5 years, will begin working closely with Arnold immediately to ensure a smooth transition of responsibilities.

Arnold says he has great confidence in Carter, and that he is an excellent selection as state command chief.

"I don't have any doubt that he can successfully fill this position and take the job to the next level," Arnold said.

In addition to five years as the senior enlisted member of the 188th, Carter previously served 25 years with the 188th Security Forces Squadron, culminating that assignment as the superintendent of the squadron. In civilian life, Carter brings management and personnel experience as a manager with Walmart Corporation.

Looking ahead, Carter said a big focus for him will be the force management issues that lie

SEE COMMAND CHIEF PAGE 5



**Col. Mark Anderson,**  
188th Fighter Wing commander  
**Col. Pete Gauger,**  
188th Fighter Wing vice commander  
**Chief Master Sgt. Asa Carter,**  
188th Fighter Wing  
command chief master sergeant

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**The Flying Razorback**

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# Setting the bar

## Combined Unit Inspection slated for May 2013

Commentary by **Col. Pete Gauger**  
188th Fighter Wing vice commander

There has been a major shift in the way Air Combat Command's Inspector General (ACC/IG) conducts compliance inspections. Previously, we would have a Unit Compliance Inspection, or as you probably know it, a UCI. This was a stand-alone inspection with inspection items getting either a "Complies", "Complies with Comments", or a "Does Not Comply". Unlike an Operational Readiness Inspection (ORI), there was no use of "Outstanding", "Excellent", "Satisfactory", "Marginal", or "Unsatisfactory" grades. This grading system is known as the five-tier grading system.

Currently, multiple compliance inspections have been consolidated into what's known as a Combined Unit Inspection (CUI). We are on the books for this in May 2013. The CUI for us consists of the Compliance Inspection (CI, or what was known as UCI), a Health Services Inspection (HSI), a Logistics Compliance Assessment Program (LCAP), an Article 6 Uniform Code of Military Justice Inspection, a Combat Shield Assessment, and an Airfield Operations Certification Inspection (AOCI).

This new construct for inspections is outlined in AFI90-201, *The Air Force Inspection System*, dated March 23, 2012. It enables synchronized compliance-focused inspections in approximately one week at each unit. Under the CUI construct, the five-tier system is now used. The references below are how AFI90-201 describes each of the grades:

3.3.2.1. **OUTSTANDING:** The rating given to indicate performance or operation far exceeds mission requirements. Procedures and activities are carried out in a far superior manner. Resources and programs are very efficiently managed and are of exceptional merit. Minimal deficiencies exist.

3.3.2.2. **EXCELLENT:** The rating given to indicate performance or operation exceeds mission requirements. Procedures and activities are carried out in a superior manner. Resources and programs are very efficiently managed and relatively discrepancy-free.

3.3.2.3. **SATISFACTORY:** The rating given to indicate performance or operation meets mission requirements. Procedures and activities are carried out in an effective and competent manner. Resources and programs are efficiently managed. Minor deficiencies may exist but do not impede or limit mission accomplishment.

3.3.2.4. **MARGINAL:** The rating given to indicate performance or operation does not meet some mission requirements. Procedures and activities are not carried out in an efficient manner. Resources and programs are not efficiently managed. Deficiencies exist that impede or limit mission accomplishment.

3.3.2.5. **UNSATISFACTORY:** The rating given to indicate performance or operation does not meet mission requirements. Procedures and activities are not carried out in an adequate manner. Resources and programs are not adequately managed. Significant deficiencies exist that preclude or seriously limit mission accomplishment.

Col. Mark Anderson, 188th Fighter Wing commander, has established the goal for the inspection as at least "Excellent". In order to attain this, he has also mandated several specific preparation actions to be accomplished by each point of contact or checklist owner.

1. Read other unit's inspections reports. Look at several and look for trends; the more write-ups the better (This action should be accomplished by all unit members, adherence to guidance is everyone's responsibility and this review will help all of us be aware of common transgressions).
2. Talk to a counterpart who has been inspected recently.
3. Observe an inspection. There's a list of several that are taking place before ours on the S Drive.
4. Talk to your inspector, either at an observation or via phone. Find out what checklist they will be using. Tell them you've read several reports, and ask what it would take to achieve



# Wing Climate Survey Top 10

## We are one team, fighting for one goal, one mission

*Editor's note: This article is the sixth a series of 10 addressing the Top 10 issues from the recent Wing Climate Survey. Another survey will be conducted in January for the 188th Operations and Maintenance Groups.*

**Commentary by Lt. Col. John Weisenfels**  
188th Medical Group

A lot has been said lately about supervision and mentoring coming together to form a team of dedicated members, all striving to achieve a mission. Nowhere are those two aspects more vital than in the relationships we cultivate and foster between our drill status Guardsmen and our full-time force.

Currently, the 188th Fighter Wing is comprised of nearly 1,000 men and women, all striving to meet one mission. I believe we have demonstrated the highest measure of ability in performing that mission. But how did we get there? And how do we continue to foster that atmosphere that allows us to complete that mission?

The answer lies in maintaining good relationships between the drill status Guardsmen and the full-time personnel. We must not look at ourselves as 80 Active Guard Reserve, 250 fifty federal technicians and 600-plus traditional Guardsmen. That is the best way to tear down unit cohesion and fail the mission. We are all on the same team! We are all working toward the same mission goals. And we all play an important part in achieving those goals.

The full-time staffers employed as AGRs or technicians, have a responsibility to keep the readiness machine operating during the periods between unit training assemblies. This

force is updating maintenance on the airplanes, ensuring everyone gets paid correctly, making sure everyone is medically fit to fight and ensuring we all have sufficient resources to do our jobs. On a unit training assembly weekend, everyone is here to keep those same things going, but in a larger scale. We are all one team, one fight.

The differences we see on a day-to-day basis are mandated by federal law. Certain aspects of being an AGR versus being a technician are also mandated by law. But is there really any difference between the full-time staff and the drill status Guardsmen? We all wear the same uniform; we all work toward the same mission ultimately. Everyone must come to the realization that no one special demographic is going to get the mission completed by itself, and no one special demographic is any better than the other. We are all one team, one fight.

Everyone has an important part of the puzzle to meet the mission. Some of us work here full time. Some of us work part time, but we all work together.

It is up to all commanders and supervisors to realize the value in each member of the force and to foster that teamwork between each member. When we categorize people into subdivisions, and treat them differently, we split the team, and our mission suffers. The Air National Guard has long shown the world the efficiency with which we operate, and we do it with a team of full-time staff and drill status Guardsmen operating as one team.

## INSPECTION

Continued from Page 2

the Excellent level.

5. Coordinate an external SAV on each checklist and include a report.
6. Create an inspection binder. It should include the checklist with answers, as well as reference material to prove the answer, if feasible. If not, a reference to where the documentation can be found.

By now, every checklist owner should have started a self-inspection in MICT, which is an acronym for Management Internal Control Toolset. It is an online system that houses checklists from every Major Command. An inspection template from ACC/IG is available on the S:drive at S:wing/wing/UCI/2013 CI. It lists the checklists that ACC/IG says they use for inspections. Each group has assigned POCs to each checklist. Take the time to check this out; the checklists and their POCs are the foundation of our preparation. If your name is assigned to a checklist, hopefully you would know this already but do you want to take a chance?

Actually, this is should function as our self-inspection that we will do on a continual basis, in addition to our locally produced checklists. Don't think this is for our CUI only. Although the ACC/IG website lists ACC Compliance Inspection Checklists (CICs) as their tool for inspections, many ACC/IG inspectors are now using Headquarters Air Force (HAF) checklists. We are mandated by AFI90-201 to use HAF self-assessment checklists (SACs) in MICT. My suggestion is to create an inspection checklist using both; they are available in MICT.

Also, an additional step would be to scan all your applicable guidance (AFIs) for words like "will" or "must". Create a locally developed checklist from this review and run this inspection. Also include in this local checklist any write-up items that have been recently inspected.

In the coming months I will provide updates and information pertaining to our upcoming inspection. As always, I want to thank you for what you do and it is honor to serve with you.



## Bradley named 188th's new command chief

By Senior Airman John Hillier  
188th Fighter Wing Public Affairs Office

FORT SMITH, Ark. – Chief Master Sergeant Stephen R. Bradley was named the 188th Fighter Wing's new command chief master sergeant. Chief Bradley will take over the position from Chief Master Sergeant Asa Carter, who has served as the 188th's command chief for the past 6 years.

"One of the things I'm passionate about is that I'm where I am today because other people have taken an interest in me, mentored me and helped me develop," Bradley said. "So I want to make sure that our Airmen have opportunities for advancement and training."

Chief Bradley joined the Air Force in 1982 as a dental technician. After serving four years on active duty, he joined the Air Force Reserve and was stationed at Little Rock Air Force Base.

In 1994, Chief Bradley joined the 188th Fighter Wing as the non-commissioned officer in charge of the 188th Medical Group's dental clinic. He was selected as the Medical Group's first sergeant in 2003, and also served as the wing's human resources advisor. Most recently, Bradley served as the State HRA for the Arkansas Air National Guard.

As a first sergeant, Bradley was exposed to the command chief position. Being able to work alongside the command chief taking care of enlisted Airmen was a great opportunity to further his service, he said.

Bradley said helping solve problems for Airmen and their families and ensuring that they're taken care of is precisely what drew him to the job.

"I want to be sure that every Airman on this base has the training and opportunity to advance as far as they desire," Bradley said. "I know everybody's not going to make chief, but everybody should have the opportunity to try if that's their desire."

Bradley said Carter has set the bar high for the command chief position at the 188th.

"He has set the standard very high, and it's my intention that we're not going to lower it in any area," Bradley said. "We're going to continue to do the same things Chief Carter started. Some of the positive things, I think, are the mock interview board for promotions. We've seen a very positive impact for our people with that."

Col. Mark Anderson, 188th Fighter Wing commander said chief master sergeants typically have 20 or 30 years of experience and a different perspective than the officers do. Anderson



Col. Mark Anderson, 188th Fighter Wing commander, right, introduces Chief Master Sgt. Stephen R. Bradley as the 188th's new command chief master sergeant during a unit training assembly Nov. 4 at the Colonel Hugh B. Correll Headquarters Facility. (National Guard photo by Senior Airman Hannah Landeros/188th Fighter Wing Public Affairs)

said that experience and wisdom is valuable for senior leaders.

"It's imperative that we bring that insight into planning for the future of this wing," Anderson said. "Chief Bradley has a broad range of experience and I know I'm really going to enjoy working with him."

Carter, who was named the command chief master sergeant for the Arkansas Air National Guard, also lauded Bradley's experience and expertise.

"Chief Bradley has 30 years of service," Carter said, "You would not be utilizing your resources very well if you ignored that experience. Together we're going to be a great team."

"It's a new challenge for me, and a new day in my life," Bradley said. "I can guarantee you that I'm going to give you my best effort in everything I do. And my door will always be open. But don't always expect to find me in there. I like to be out walking around and talking to people and seeing first-hand what's going on in our wing."

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## Command Chief

Continued from Page 1

ahead. But, he notes, even these can be exciting times.

“The one consistent thing I have learned in every job I have had is – change,” Carter said. “For the old timers like myself who have been around the Guard for a while, change is difficult... But for our younger Airmen, they thrive on it. It keeps them from getting bored.”

Carter said his compass to help the organization navigate change is communications with all levels.

“There is possibly some tumultuous change that lies just over the horizon,” Carter said. “We have a strong and dedicated team of Airmen in our units. They have proven they can tackle most any challenge. The linchpin in keeping that train on the tracks is communications with all levels.”

In addition to internal communications – top down and bottom up – Carter notes that continuing the battle cry of the Guard’s value to America, both to the leaders in Washington and the public, is critical.

“We have got to get this message across to every member, from general officer to the newest Airman, they need to know what this means and how it affects them and their careers,” Carter said. “Then

we need to equip each member with a card they carry that has the significant elements of this argument readily available for them to use in helping tell our story.”

One process that Carter believes in as a necessary tool in managing change is mentorship.

“I don’t proclaim to know it all or have all the answers,” he said. “I seek mentoring regularly. I talk with Chief Arnold a lot, and I even contact Command Chief Master Sgt. (Ret.) Normal Gilchrest [former Arkansas ANG command chief] occasionally for his counsel on things. And, as a leader I try to grow our younger Airmen through mentorship myself.”

Mentoring, above and below his level, will be an integral part of the future of the Guard as a number of key positions are transitioning nearly simultaneously, both locally and nationally.

“This is going to be an interesting time for the organization,” Arnold said. “In a very short time we will be getting new people as command chiefs of both wings in the state, the state command chief, the command chief of the Air Guard and of the Air Force, and we will be getting a new director of the Air Guard and recently a new Chief of Staff of the Air Force.”

Carter says the leadership changes can be a challenge or an awesome opportunity, but with new representation the force is assured that they will all have to work together to set a path toward the force of 2025.



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## Parade

Continued from Page 1

schools, including Christ the King and Sutton Elementary, had choirs present. The choirs performed for the service members and veterans.

“To see this much community support is just fabulous,” said Col. Mark Anderson, commander

of the 188th Fighter Wing. “It means a lot to our Airmen just coming back from Afghanistan and other areas overseas. The state of Arkansas has always shown a great appreciation for its veterans and the Fort Smith community’s support has been more than anything we could have expected.”

The turnout was more than many organizers anticipated.

“We’re very excited about the turnout today,” said Stephanie

Malone of the Fort Chaffee Redevelopment Authority, which organized the parade in coordination with the Marine Corps League and the Sebastian County Veterans’ Coalition. “We were originally hoping for at least 20 entries and we ended up with more than 75. We didn’t want to turn anyone away, since it’s Veterans’ Day and we want to recognize all those who have served.”

Malone said the first annual event brought a diverse group together to celebrate the service of our local veterans.

“We had lots of floats, which was exciting,” Malone said. “We had groups from all over the local area and Oklahoma, too. We even had a group of Vietnamese veterans with us as well. It was a great event, and gave the public a chance to come out and support the military, which is what we wanted.”



## No matter how you spend the holidays, celebrate the blessings in your lives

**Commentary by Lt. Col. Tom Smith**  
188th Fighter Wing chaplain

It's December. When you read those words, what comes to mind? Wintry winds, cold temperatures, possible snowfall, a warm fire, hot chocolate and marshmallows? Colored lights and decorations, Christmas music playing in the stores, the exchanging of gifts? Sitting in a box stand, hunting "the big 'un" or a duck blind, hoping to bag a few mallards?

Well, our answer depends upon our focus and background.

As you read this, there are some who are counting (or fearing) the days to the long-advertised "end of the world" on Dec. 21 as (supposedly) predicted by the Mayan calendar. Others, such as some atheists, Native Americans, Aboriginal groups, etc., will be celebrating what's known as the Winter Solstice — the day of the year when the nighttime is longest and will occur on Dec. 22 this year.

Buddhists will be celebrating Bodhi Day on Dec. 8 when they believe Buddha sat beneath a Bodhi tree (type of fig tree) and achieved enlightenment in 596 B.C. Some in Iran will celebrate Shabe-Yalda on the eve of the Winter Solstice by sitting around a low, square table and telling stories, reading poetry, eating watermelons, pomegranates and special dried fruit while lighting a bonfire outside.

Those of the Jewish faith will celebrate Hanukkah, also known as the "Feast of Dedication" and "Festival of Lights," which is an eight-day observance that recalls a miracle in the Jerusalem temple during the Maccabean rebellion against the Romans.

And, since 2004 there will be an increasing number of agnostics, atheists, deists, free-thinkers, etc., who'll celebrate most of the elements of Christmas, but will focus on Kris Kringle, Rudolph, the elves, etc., as they greet each other by saying "Merry Krisma."

For me, as a Christian chaplain, December's the time to celebrate Christmas, the time of Jesus' birth in Bethlehem. While I would agree that his birth most likely occurred earlier in the year since the "shepherds were out in the fields, keeping watch over their flock by night" (Luke 2:8) — and they couldn't have done that in frigid conditions without grass — what's important is the event, not the time of its occurrence.

Ever since I was a small child, Christmas has always fascinated me. Although I no longer sneak a "secret shake" of a package under the tree to try and guess what's inside, I still look forward to the exchanging of gifts. And, even though I no longer leave two cookies and a glass of milk out on the table for Santa, I still look forward to getting up on Christmas morning, gathering around the tree and reading Luke's version of the Christmas story to my gathered family.

There's still something about Christmas that stirs me to the depths of my soul. When I think about God's son being born in a manger out behind a crowded inn, it moves me. When I think about the reason for his coming ... the suffering he would endure and how the heavenly father knew what would happen to him before Jesus came (Isaiah 53) ... I can only bow my head in humble silence and whisper, "Thank You, Lord."

Here's praying you'll spend some time this month giving thanks for the blessings you received in 2012. I also hope you'll enjoy some special time with family and friends and realize the importance of not taking them for granted as you relate to them with T.L.C. (Tender Loving Care).

That way you can end this year with no regrets and look forward to the coming new year without fear. God bless you.

## Citizen Airman Dining Hall menu

### Saturday, Dec. 1

Turkey, ham or roast beef sandwich, cole slaw, potato salad, chips, brownie, vanilla/chocolate ice cream, coffee, tea, milk.

### Sunday, Dec. 2

#### HOLIDAY MENU

Turkey, ham or roast beef, mashed potatoes/gravy, dressing, yams, green beans, corn, cranberry sauce, dinner rolls, pumpkin/apple/pecan pie, ice cream, coffee/tea/milk.

#### Prices for Sunday's Holiday Meal:

Spouses/dependants of E-1 thru E-4 \$5.95

Spouses/dependants of E-5 thru E-9, officers and AGRs \$7.00



# 188th Fighter Wing recruiting announcements

## Maintenance Group first sergeant vacancies Aircraft Maintenance and Maintenance Squadron

The 188th Maintenance Group is projecting a vacancy for the position of First Sergeant in both the Aircraft Maintenance Squadron (AMXS) and the Maintenance Squadron (MXS). These are Master Sergeant (MSgt / E7) positions that could be filled by any Technical Sergeant that can be promoted to Master Sergeant, or any current Master Sergeant, who possesses the qualifications listed below.

The qualifying requirements for this position are that Technical Sergeants have two years time in grade, have completed the Noncommissioned Officers Academy course, are promoted to Master Sergeant prior to attending the First Sergeants Academy (FSA), have a minimum ASVAB score of 41 administrative or 62 general, have a minimum of three years retain ability upon completion of the First Sergeant Academy (FSA), and must complete the Senior Noncommissioned Officers Academy course by in-residence or online course within eighteen months after graduating the First Sergeant Academy.

Also, the selected individual must complete his/her physical fitness test with a score of 75 or higher within 60 days of the class start date at the First Sergeant Academy. You should be prepared to run and be physically fit.

This position is open to any AFSC. Upon completion of the FSA, the candidate will be placed in the 8F000 SDI, (Special Duty Identifier) and will be paid an additional \$150 per month when in active duty status.

Those interested should provide a letter of intent, resume and RIP to Command Chief Master Sgt. Asa Carter or Master Sgt. Mark Allen.

This advertisement will close 10 January 2013 and we will convene the recommendation board during the February 2013 Unit Training Assembly.

For further information on the First Sergeant's career field, research AFI 36-2113, or ask any 188th First Sergeant.

## 188th Equal Opportunity NCOIC

A vacancy exists in the 188th Fighter Wing Equal Opportunity Office for a noncommissioned officer in charge (AFSC 3S1X1). This position is a traditional Guardsman slot and is a master sergeant billet. Interested individuals must be an E-5 or above and have no record of disciplinary action, financial irresponsibility or previous record of having failed to graduate from a formal EO training course.

To apply for this position, submit a resume detailing experience, military and civilian education and a copy of current physical fitness assessment to Maj. Lionel Riley, 188th Fighter Wing EO chief, via e-mail at [1lriley@cox.net](mailto:1lriley@cox.net) or by mailing 188FW/EO ATTN: Maj. Lionel Riley, 4850 Leigh Avenue, Fort Smith, AR 72903.

This position performs, supervises and

manages equal opportunity (EO) and human relations education (HRE) programs; conducts administrative functions to support EO programs; promotes an environment that enhances the Air Force mission through an inclusive corporate culture that promotes positive human relations and teamwork in an environment of equity, dignity and respect; provides advice, consultation, education, alternative dispute resolution and referral services to enhance mission effectiveness; assists commanders and directors to resolve conditions that impact operations and mission effectiveness; emphasizes areas that potentially undermine the installation's readiness posture and human relations environment; analyze and advise on unit environment and morale.

## Contracting specialist

The 188th Mission Support Group is looking to fill a vacant contracting specialist (6C0X1) slot in the 188th Contracting Office. The position is for a traditional Guardsman. The slot is a technical sergeant billet. Candidates for this position must possess 24

semester hours of business-related classes as well as a score of 72 in the General area of the ASVAB. For additional information, interested individuals should contact Master Sgt. Keith Freeman in the 188th Retention Office at 479-573-5360.

## Arkansas National Guard Mission Vision and Values

### MISSION

To provide trained, ready professionals and units responsive to the needs of the nation, state and community.

### VISION

Arkansas National Guard military and civilian professionals, working as a team, building the finest reserve military organization serving the nation, state and community.

### VALUES

#### *Integrity*

*(Honesty, Candor, Ethics, Morals, Accountability).*

#### *Commitment*

*(Loyalty, Caring, Trust, Teamwork).*

#### *Professionalism*

*(Selfless Service, Empowerment, Stewardship, Excellence in all we do).*

#### *Warrior Spirit*

*(I will always pace the mission first. I will never accept defeat. I will never quit. I will never leave a fallen comrade).*

Power the Force. Fuel the Fight.



# Join the 188th Fighter Wing

## Your hometown Air Force

### New incentives, bonuses available

The Air Force Specialty Codes (AFSCs) below are eligible for the Air National Guard national and local incentives.

These incentives below are currently eligible for national incentives. The incentive program will be reviewed each quarter by the National Guard Bureau to determine which AFSCs will be authorized a bonus.

The incentives for non-prior service enlistments include

\$20,000 cash and the G.I. Bill Kicker. Current members may receive \$7,500 cash for a three-year reenlistment and \$15,000 cash and the G.I. Bill Kicker for a six-year reenlistment.

Contact Master Sgt. Keith Freeman in the 188th Retention Office at 479-573-5360 for any questions regarding reenlistments. Contact the 188th Recruiting Office at 479-573-5728 with questions concerning joining the Air National Guard.

#### National incentives

- 1C3X1 Command Post
- 1N0X1 Operations Intelligence
- 2A3X3 Tactical Aircraft Maintenance
- 2A3X4 Fighter Aircraft Integrated Avionics
- 2A6X1 Aerospace Propulsion
- 2T2X1 Air Transportation
- 2W0X1 Munitions Systems
- 2W1X1 Aircraft Armament Systems
- 3D1X1 Client Systems
- 3D1X3 RF Transmission Systems
- 3E2X1 Pavements and Construction Equipment
- 4N0X1 Aerospace Medical Service

#### Local incentives

- 2A6X4 Aircraft Fuel Systems
- 3MOX1 Services
- 2S0X1 Material Management

### Transfer Post 9/11 GI Bill to dependents

Do you have Post 9/11 GI Bill benefits that you plan on transferring to a dependent? If so, now is the time to make that move. When you transfer your benefits, you may have a service obligation that must be completed in order for benefits to be awarded to dependents.

Currently, your service obligation is based on your retirement date as shown on the adjacent chart. After July 31, 2013, the chart will no longer be utilized, and anyone applying to transfer benefits to their dependents will incur a four year service obligation. You must first apply for the Post 9/11 GI Bill before requesting a transfer to a spouse or child. This process normally takes three to

four weeks. The member must have completed six years of service in order to transfer benefits to a spouse, and 10 years of service to transfer to children.

Instructions on how to apply and transfer your Post 9/11 GI Bill benefits can be picked up at the 188th Retention Office. Contact Master Sgt. Keith Freeman at 479-573-5360 for more information.

#### Date eligible to retire: service obligation

On or before Aug. 1, 2009: None  
 Aug. 1, 2009-July 31, 2010: 1 year  
 Aug. 1, 2010-July 31, 2011: 2 years  
 Aug. 1, 2011-July 31 2012: 3 years  
 After July 31, 2012: 4 years



### 188th UTA news

#### Upcoming drills

Dec. 1-2  
 Jan. 5-6



#### UTA pay dates

Dec. 12  
 Jan. 15

### Chaffee Crossing Veteran's Day Parade



Airmen and supporters of the 188th Fighter Wing participate in the parade at Fort Smith's Chaffee Crossing on Nov. 3, 2012. (National Guard photo by Senior Airman Hannah Landeros/188th Fighter Wing/Wing Public Affairs)

### Recruiting referral program benefits Air Guard members

The Air National Guard Referral Rewards Program was created for current and retired ANG members who are helping to recruit new Airmen. To get started, log on to [www.refer2ang.com](http://www.refer2ang.com) to create an account.

Once an account has been created, members will receive a welcome kit in the mail, which contains Referral Rewards Program business cards with your unique four-digit code. This code is the key to claiming your rewards!

When you send a potential Airman to a recruiter, make sure

the potential Airman gives your card or code to the recruiter. Once the individual joins, it will be noted on your online account. Then you can choose your reward. It's that easy!

Rewards are redeemed via a tiered system. After your first recruit joins, you can choose a reward from the first tier. When your second recruit joins, you can pick a reward from the second tier, and so on. The more new Airmen you find, the more valuable the reward you are eligible to receive.