



The Flying Razorback

188th Fighter Wing

Arkansas Air National Guard

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Col. Mark Anderson, 188th Fighter Wing commander, shakes hands with Staff Sgt. Caressa Soriano, 188th Honor Guardsman of the Year during a commander's call Dec. 1. The 188th named its annual award winners during the event. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)

188th names Airmen of the Year winners

By Major Heath Allen
188th Fighter Wing Public Affairs

FORT SMITH, Ark. — The level of a wing's success will always depend on the quality and leadership of its Airmen. The 188th Fighter Wing recognized those hard-charging Airmen who have made some of the most notable contributions to the Flying Razorbacks' success in 2012. The 188th named its top Airmen of the year during a commander's call Dec. 1.

"Along with completing the mission, one of our top priorities as a wing is to recognize our Airmen for their hard work and the dedication they've shown to make the 188th the best unit in the Air National Guard," said Col. Mark Anderson, 188th Fighter Wing commander. "We have an amazing group of Airmen who take pride in their jobs. We're very proud of all our Airman and this gives us a way to show them."

But for those Airmen to be
SEE **AIRMEN OF THE YEAR** PAGE 10

Taking the reins



Col. Mark Anderson, 188th Fighter Wing commander, left, hands 188th Maintenance Group guide-on to Lt. Col. Anderson Neal during an assumption of command ceremony at the 188th Fighter Wing Dec. 2. Colonel Neal assumed command of the 188th Maintenance Group during the event. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)

Neal assumes command of 188th Maintenance Group in official ceremony

By Senior Airman John Hillier
188th Fighter Wing Public Affairs

FORT SMITH, Ark.—With a hulking A-10C Thunderbolt II "Warhog" at his side, Lt. Col. Anderson Neal Jr. assumed command of the 188th Maintenance Group at a ceremony at the 188th Fighter Wing Dec. 2.

"We're excited that Lt. Col. Neal is here," said Col. Mark Anderson, 188th Fighter Wing commander. "Lt. Col. Neal recounted several times growing up when others went out of their way to tell him what he couldn't do. Instead of lowering his

expectations, he used these doubters as motivation to achieve. His leadership and devotion, in concert with the finest group of maintainers in the world, will carry him through any obstacles in his path."

Colonel Neal began his military career as an F-4 Phantom crew chief with the 188th Maintenance Group in May 1985. He said it was the roar of the F-4 Phantom that got his attention and led to his decision to join the 188th.

"Chief [Master Sgt.] Hershel White escorted a potential recruit out on the flight line, just outside the hangar doors," Colonel Neal said. "Then they fired up one of

SEE **COMMAND** PAGE 9



Lt. Col. Anderson Neal delivers a speech during an assumption of command ceremony at the 188th Fighter Wing Dec. 2. Colonel Neal assumed command of the 188th Maintenance Group during the ceremony. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)



The Flying Razorback

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188th Fighter Wing commander

Col. Pete Gauger,

188th Fighter Wing vice commander

Chief Master Sgt. Asa Carter,

188th Fighter Wing command chief
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The Flying Razorback

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Spreading Christmas cheer



Master Sgt. Katrina Kinnard sorts through sundry Christmas gift items Dec. 6 at the 188th Fighter Wing's Hugh B. Correll Headquarters Building. Sergeant Kinnard spearheaded a program that put Airmen with the 188th in touch with area children in need. The 188th collected Christmas gifts for more than 50 area children and ensured a Merry Christmas for families that might not be able to purchase gifts for their children. Airmen with the 188th went above and beyond, purchasing Amazon Kindles, Barnes & Noble Nooks, Nintendo gaming machines, mountain bikes and a host of other quality gifts. (National Guard photos by Maj. Heath Allen/188th Fighter Wing Public Affairs)



Holiday food drive



The 188th Fighter Wing Airman and Family Readiness held a key volunteers food drive Dec. 1-19. The generous donations made by 188th members were taken to the Community Clearinghouse. Clearinghouse programs specifically target household hunger, family financial emergencies, and a diverse group of special children's needs and issues. (National Guard photo by Ms. Michelle Pike/188th Fighter Wing Airman and Family Readiness Office)

Flying Razorbacks recognized for Bronze Stars

By Maj. Heath Allen

188th Fighter Wing Public Affairs

FORT SMITH, Ark. — The 188th Fighter Wing bolstered its proud and exemplary legacy when it added two Bronze Star recipients to its history books. Those two Airmen were recognized for their exceptional efforts during a commander's call Dec. 1.

Col. Paul Norris, 188th Medical Group commander, and Capt. Bridgette Scott, also with the 188th Med Group, became the second and third Airmen with the 188th to receive the Bronze Star. Both were awarded their medals while deployed to Afghanistan. The first Bronze Star in unit history was awarded to Lt. Col. (Ret.) Robert Dolanski in 2005.

"We're very proud of how Capt. Scott and Col. Norris performed during their deployments," said Col. Mark Anderson. "This is another example of the amazing Airmen we have at the 188th. Both volunteered to deploy to Afghanistan into a combat zone and serve their country away from their loved ones for an entire year. The courage they exhibited and the sacrifices they made to help ensure our nation's safety and security is what makes the 188th the best military organizations in the world. They made the 188th and the Arkansas National Guard proud. We're very glad to have them on our team."

Capt. Scott was deployed as the executive officer for the 455th Expeditionary Med Group, Bagram, Afghanistan. Her original deployment tasking was for six months but she volunteered to stay an additional six months.

In addition to her executive duties, she served in a protocol and public affairs role for the

455th, coordinating the visits of three U.S. Senators, 23 members of the U.S. House of Representatives, five state governors and both President Barack Obama and Vice President Joe Biden.

She was specifically chosen by 455th senior staff to serve as the Airman who handed each Purple Heart medal to President Obama during a presentation ceremony, which recognized injured troops at one of Bagram's medical facilities.

She coordinated and hosted visits to the Bagram medical facilities by national correspondents from seven major news outlets, including NBC, ABC, NPR, FOX, CNN and the "Today Show".

She coordinated efforts between Task Force Medical-East and the direct reporting unit, which included a Joint Theater Hospital, combat surgical hospital, seven forward surgical teams in 11 locations, five coalition forces, a combat stress clinic, veterinary detachment and medical logistics.

Col. Norris was handpicked to lead on a year-long special Joint Service Agricultural Development Team during a deployment to Zabul Province, Afghanistan, where he helped complete 260 vital combat missions as Team Veterinarian.

He trained 1,300 Afghan farmers on modern farming techniques and implemented an effective animal disease control program. He trained and inoculated 4,400 animals, significantly increasing agricultural productivity in the area of responsibility.

He established a viable animal husbandry program throughout the region, which will pay dividend for generations to come. His expertise resulted in the success-



Capt. Bridgette Scott, right, hands President Barack Obama a Purple Heart medal during the President's recent visit to Bagram Air Base in Afghanistan. Scott is the medical readiness officer for the 188th Medical Group. Scott was deployed for one year to Bagram, where she functioned as the executive officer for the 455th Expeditionary Medical Group. Capt. Scott and Col. Paul Norris, 188th Med Group commander were both recognized at a commander's call Dec. 1 for receiving Bronze Stars while deployed to Afghanistan. (U.S. Air Force photo)



Col. Paul Norris, left, Arkansas National Guard Agricultural Team 2 leader; Sgt. 1st Class Thomas, center, Arkansas ADT; and a Department of Agriculture, Irrigation and Livestock member discuss options for the staff and farmers, Zabul, Afghanistan. Col. Norris, 188th Medical Group commander, was deployed to Afghanistan for one year and received a Bronze Star while deployed. Col. Norris was recently recognized for his efforts at a commander's call Dec. 1. (U.S. Army photo by Spc. Crystal Davis)

ful completion of \$1.3 million in agricultural business development projects which included demonstration farms, marketing collection centers, poultry production, garden development, animal and plant disease control, and irrigation and erosion control.

His efforts were instrumental in the increase of agricultural

productivity, including a 40 percent jump in almond production through targeted orchards in which bee keeping was introduced in key terrain districts for the first time. His efforts significantly improved the agricultural capacity and economic development of Zabul Province, which was key to the counterinsurgency strategy.



On the right track

188th hosts fitness competition to dedicate new track facility

By Senior Airman John Hillier
188th Fighter Wing Public Affairs

FORT SMITH, Ark. — Teams of Airmen from across the 188th Fighter Wing came out to dedicate the newly-paved running track with some friendly competition.

To dedicate the track, the 188th Services Flight, with the assistance of Airmen throughout the wing, organized a fitness competition to properly break in the new addition to the unit.

The Tactical Piggies from the 188th Security Forces Squadron took home first place in the overall category with 101 points. The 188th Maintenance Squadron's Team Voltron came in a close second with 97 points. The Purple Dragons (a combination of Wing Staff, 184th Fighter Squadron and 188th Aircraft Maintenance Squadron) and the Flightline's Backbone (188th Maintenance Squadron) tied for third with 91 points.

Senior Master Sgt. Sam Bond, the event's organizer, put together a committee of Airmen who all volunteered their time to

design and score 10 different challenges to represent a wide variety of exercises. Each team was also encouraged to wear unique uniforms for the event.

The competition consisted of traditional military exercises such as pushups, sit-ups and burpees, but it also threw in challenges that some Airmen may not be as familiar with, such as kettle bell swings, double-under jump rope, box jumps and a team sprinting relay.

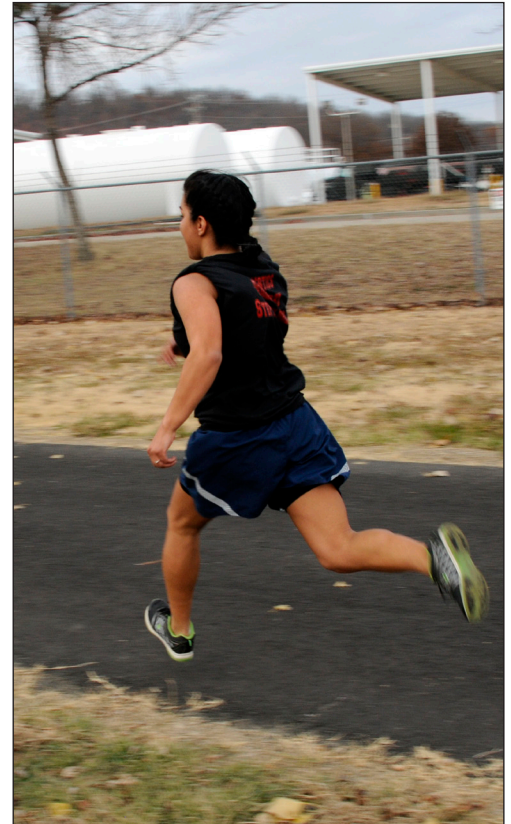
Ten five-person teams participated in the day's competition, and many more Airmen turned out to encourage and motivate their teams, and enjoy the afternoon.

Sergeant Bond said the largest group of supporters by far was composed of 188th Security Forces Squadron members.

"Having the competition definitely was a boost in morale," said Senior Airman Hannah Landeros, a member of the organizing committee. "It was a fun and exciting way to encourage unit members to stay on top of their PT. I hope we can make this an annual event."



Above, below: Airmen with the 188th Fighter Wing participate in a fitness competition as part of a dedication for the unit's new track facility during a unit training assembly Dec. 1. (National Guard photos by Amn. Cody Martin/188th Fighter Wing Public Af-





Wing Climate Survey Top 10

Proper administration of discipline the essence of a military organization

Editor's note: This article is the seventh in a series of 10 addressing the Top 10 issues from the recent Wing Climate Survey. Appropriate administration of discipline was identified as one of the Top 10 concerns that 188th Airmen have. Another survey will be conducted in February for the 188th Operations and Maintenance Groups.

By Chief Master Sgt. Stephen Bradley
188th Fighter Wing

Integrity, service before self, excellence in all we do; the Air Force core values that we use to make daily decisions in our duties as members of the 188th Fighter Wing. For our members who serve in supervisory or leadership positions, days can bring the challenge of properly administering discipline for those members who have violated policy or an order.

One of the top 10 issues from the recent Climate Survey was the fairness and equitable distribution of discipline throughout the different ranks and sections. The results of the survey suggested that a number of Airmen within the Wing feel that members are punished differently for the same action based on their rank, section or military status (traditional Guardsman, AGR, technicians).

For any organization to be fully successful and complete its mission, the members must have trust in the leadership to be honest and equitable in decisions made in the area of discipline administered. This is not to say that our members should never question the decisions made by leadership but we must maintain a strong level of confidence that they have the best interest of the Airman and wing in mind.

We have all heard the phrase: "discipline in private and praise in public." In matters that deal with others we must remember that those individuals deserve a certain level of privacy, knowing that the punishment levied will not be made public.

The leadership at the 188th Fighter Wing is dedicated to ensuring all members are treated equally and with respect. We must remember there are circumstances that do govern how leadership handles the administering of the discipline.

One aspect is that others are not privy to

what led up to the discipline. It also could be a first, second or third occurrence with a progressive increase in the disciplinary measures.

Another major factor is the current military status the member. Is the member a technician or AGR, a traditional Guardsman on UTA, during annual training or during a deployment? Each of these statuses is governed by different laws and many times dictate different levels of discipline that can or must be given. With the many options one can see how those not involved in the process could think that all is not equal.

Section supervisors, chiefs, squadron and group commanders are each responsible and held accountable for ensuring the proper and fair discipline within their sections. With the different management styles one shop or section may punish an offense differently than another section. This slight difference may lead some to believe that the difference is due to one's status and at times cause others to question if fair discipline is being administered.

Leadership at the 188th Fighter Wing strives to ensure that all discipline is handled at the proper level in the chain of command. When each section is properly administering discipline effectively and at the proper level, then the wing is stronger and functioning as it should.

The 188th has many challenges ahead of us in the coming months. Col. Mark Anderson, wing commander, and the command group are dedicated to ensuring proper guidance and support for each section on our base.

Effective and proper discipline is essential to maintaining Airmen morale and effectiveness as we face the challenges in the coming months. Any deviation from the fair and unbiased administration of discipline will only be detrimental to our mission. Although not always seen by those not involved, be assured that every effort is made that all our men and women of the greatest Air National Guard unit are treated with respect and dignity even during times that discipline must be administered.

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 place the mission first. I will never accept defeat. I will never quit. I will never leave a fallen comrade).

'Ask the commander' now available

Have a question or concern you would like addressed? Whether it's a quirky question about the history of the base, a simple inquiry about how certain processes are accomplished on base or a serious concern about an issue of importance to you, there's a new communication tool to help address those questions and concerns. It's called "Ask the Commander" and it's a way for 188th Airmen and their families to communicate with 188th leadership about issues that impact them individually as well as the wing. Individuals seeking information or to have their problems or issues addressed can e-mail 188fw.ask-thecommander@ang.af.mil. Leadership will do their best to address each issue in a timely manner. Answers to issues that have a basewide impact will be considered for publication in The Flying Razorback as well as the 188th Facebook page and Website.



The Flying Razorback member spotlight

Hometown: Plainview, Texas.

Job Title: Photojournalist.

Civilian job: Field photographer.

In the 188th: 2009.

Education: Howe (Okla.) High and Carl Albert State College.

Hobbies: Basketball, the lake and working out.

Goals: To deploy a couple of times before I get married and start a family.

Favorite TV show: "The Walking Dead."

Favorite actress: Sandra Bullock.

Favorite animal: Wolf.

Favorite comedian: Gabriel Iglesias.

Favorite movie: "Gladiator."

Favorite restaurant: Joe's Pizza and Pasta.

Favorite soft drink: Cherry Coke.

Favorite foods: Italian and Mexican.

Favorite book: To Kill a Mockingbird.

Favorite author: Nicholas Sparks.

Favorite song: "Monster" by Skillit.

Favorite musical group: Lifehouse.

Favorite word or phrase: "No judging."

Favorite super hero: Batman.

Favorite U.S. President: Abraham Lincoln.

Favorite historical figure: Gabby Douglas.

Favorite sport: Basketball and gymnastics.

Favorite pro sports team: San Antonio Spurs.

Favorite sports individual: Steve Nash.

Favorite college team: Texas Tech Red Raiders.

My worst job ever: Working at a convenient store.

My dream shopping spree: Under Armour.

Place I'd most like to visit: Rio de Janeiro, Brazil.

Favorite cartoon characters: Tom and Jerry.

Favorite automobile: Jeeps.

My first car was: Nissan Altima.

My worst habit: Going to sleep after I eat.



Senior Airman Hannah Landeros with the 188th Public Affairs Office was selected as the 188th Fighter Wing's Flying Razorback spotlight for January 2013. (National Guard photo by Senior Airman Hannah Landeros/188th Fighter Wing Public Affairs)



Senior Airman Hannah Landeros

My pet peeves: Dishonesty.

I am proudest of: My mom and dad for raising me in a home where I have both parents.

What scares me the most: What I cannot see.

The person I admire most: My father.

The best day of my life: August 27, 2010, seeing my family after I graduated from basic training.

Favorite moment at the 188th: July 14, 2012, tazor training with the 188th Security Forces Squadron!

Citizen Airman Dining Hall menu

Saturday, Jan. 5

Western Sizzlin: 8 oz. chopped sirloin, mashed potatoes with gravy, tossed salad, green beans, roll, assorted cobbler and tea.

Sunday, Jan. 6

Golden Corral: Hand breaded chicken strips, macaroni and cheese, mixed veggies, tossed salad, roll, banana pudding or strawberry cake and tea.



"Keep your eye on that one, it looks hungry."



Wing Climate Survey Top 10

Healthy response to work-related stress crucial for personal well being

Editor's note: This article is the eighth in a series of 10 addressing the Top 10 issues from the recent Wing Climate Survey. Work stress was identified as one of the Top 10 issues that 188th Airmen experience. Another survey will be conducted in February for the 188th Operations and Maintenance Groups.

Commentary by Geoff Gibson
188th Fighter Wing director of Psychological Health

You have made it through the holidays; congratulations! I hope that your holiday season was rewarding with time off and family celebrations, but you may also experienced some stress dealing with family relationships and expectations.

Although the holidays are now behind us, expectations at work (both at the wing and in civilian employment) can also be stressful. Your leadership believes in you, appreciate you, and want you to succeed. They working hard to support you and all members as we focus on our mission. Additionally, some of the ideas that follow may help you cope with work-related stress.

Listen to your body

If you are feeling muscle tension, hold-

ing your breath without meaning to, or having trouble sleeping, you may need to focus on relaxation. I can provide some helpful tools and ideas for accomplishing this if you contact me at geoff.gibson.ctr@ang.af.mil, or use the "LifeArmor" app on your Android or iPhone.

Listen to your thoughts

If you are feeling overwhelmed and stressed, there is probably a good reason. Take a moment and write down all the different stressors, projects, and problems you are experiencing, and do some planning and prioritizing. Maybe there is an important part of your life you are neglecting, or an important task you are avoiding.

Eat a frog first thing in the morning

Mark Twain said, "Eat a live frog every morning, and nothing worse will happen to you the rest of the day." To deal with your stress, you should take an important but unpleasant task you have been avoiding, and knock it out first thing so you can get it done and out of the way. You will feel more motivated, productive and better about

yourself.

Healthy boundaries at home and work

Are you shutting out people who could help you? Are you letting in people who are not healthy for you? Life is too short and precious to spend time in unhealthy relationships, so work on letting in those who really care about you and staying away from those who are toxic for you. If you have problems with specific individuals at home or at work, additional help and support may be needed (such as chaplain or WDPH).

If you are experiencing difficulty dealing with your stress, you have confidential and supportive allies in the wing chaplain (479-434-0378) and the Wing director of Psychological Health (479-573-5742).

Additionally, if you are experiencing employment-related issues such as difficulty finding work, please allow us the opportunity to work with you and provide helpful employment resources by contacting the Airman and Family Readiness Office (479-573-5167).

Crime prevention hotline

Off base call: 479-573-5000

On base call: 573-5000

What crimes to report

- Domestic violence
- Suspicious activity
- Threatening acts of behavior
- Possession of weapons on base
- Use or sake if illegal drugs
- Theft in the workplace

Crime prevention tips

- Lock up your vehicles
- Lock up your office
- Permanently mark your high value or pilfer able items

**188th Security Forces Crime Prevention point of contact:
Chief Master Sgt. Archie Goins at 573-5332.**



Retirements

- Lt. Col. Robert Dolanski
- Lt. Col. Timothy Eddins
- 1st Lt. Robert Schmitt
- Senior Master Sgt. Dennis Brambl
- Senior Master Sgt. Dennis Stell
- Master Sgt. Michael Hild
- Master Sgt. Dana Pittman
- Master Sgt. Tammy Tankersley
- Master Sgt. Ramona Willis
- Master Sgt. Larry Winn
- Master Sgt. Kevin Wood
- Tech. Sgt. Jacky Baldwin
- Tech. Sgt. Ted Boyce
- Tech. Sgt. Lisa Cady
- Tech. Sgt. Janean Inge
- Tech. Sgt. Randy Vickers



Be an instrument of kindness and mercy not judgment

Commentary by Maj. Herbert Hodde
188th Fighter Wing chaplain

Friday night is pizza and movie night at the Hodde household. It's a chance for us as a family to turn off our cellphones, download our Blackberrys, gather together and spend some quality time. My oldest had chosen the Disney adaptation of C.S. Lewis' epic tale, *Prince Caspian*. It's an interesting allegory of good versus evil which has withstood the test of time.

Two of the protagonists, King Peter and Prince Caspian, are duly noted for their heroic efforts on the battlefield, as well as, chivalrous deeds in defense of the helpless. However, both of them

are noted for engaging in serious military blunders. King Peter makes the mistake of avoiding the wise counsel of his peers and leads his army into a disastrous battle. It ultimately cost the lives of numerous warriors.

Prince Caspian, in a desperate attempt to save his kingdom, reaches out to ally with an evil entity. The results lead to certain doom and ultimately the ruin of his reign. When confronted by his friends in regards to his evil alliance, he imparts the sting of betrayal on those he loves the most.

A few thoughts impressed upon me as I became engrossed in this story. First, mistakes,

while some quite costly, are inevitable.

It was the late Sir Winston Churchill who was responsible for the defeat of the British at the Dardanelles, which was a battle that left more than a quarter of a million sailors and soldiers dead or wounded. Confederate General Robert E. Lee failed to head his war cabinet, ordered Pickett's charge at Gettysburg and thus turned the tide of the war in the favor of the Union. It was a loss that cost him the Civil War.

But what is my response to those who end up on the side of error? I found my oldest daughter strongly urging Prince Caspian and King Peter to turn from their

foolish ways and heed the call of wisdom and guidance. Actually what she said was, "you morons what were you thinking?"

I smiled thinking to myself how many times have I judged the actions of other individuals. My father has reminded me on countless occasions that we have no control over what another person thinks, speaks or acts. It is only our own actions that we control. Thus the final question remains for me, "Am I an instrument of judgment or mercy?" I believe in the end, Lewis would encourage us all to be in the mind of Christ whom I believe extends mercy to everyone and reserves the right to judge.

188th Fighter Wing recruiting announcements

Maintenance Group first sergeants

Aircraft Maintenance and Maintenance Squadron

The 188th Maintenance Group is projecting a vacancy for the position of first sergeant in both Aircraft Maintenance Squadron (AMXS) and Maintenance Squadron (MXS). These are master sergeant 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 Non-commissioned Officers Academy course, are promoted to E-7 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 by combination in-resi-

dence and online course within the first three years as a first sergeant.

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 FSA. Be prepared to run; there will be no step tests administered.

This position is open to any AFSC. Upon completion of the FSA, the candidate will be placed in the 8F000 SDI, 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 will be the final advertisement and we will convene the recommendation board during an upcoming Unit Training Assembly.

For further information on the first sergeant's career field, research AFI 36-2113, or ask any 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 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.

Command

Continued from Page 1

those F-4 Phantom jets, and I said, 'Where do I sign up?'

As he thanked the many friends and family members in attendance, Colonel Neal called this event one of the most special and humbling days of his 27-year military career.

"I am the same person as crew chief A1C Neal that began his career 27 years ago," said Colonel Neal. "But now I am responsible for the successes and failures of maintenance. With your help and support, Col. Anderson and our operators can continue to count on us. You are an outstanding group of motivated Airmen. I hope to see that one of you is the 188th Maintenance Group commander one day."

Colonel Neal previously served as director of maintenance, Arkansas National Guard, Joint Force Headquarters, Camp Joseph T. Robinson, North Little Rock, Ark.

Colonel Neal enlisted in May 1985 with the 188th Fighter Wing as an Airman 1st class. He completed Basic Military Training at Lackland Air Force Base, Texas, and subsequently began technical training in aircraft maintenance (crew chief), Sheppard AFB, Texas, where he also served as senior student leader (red rope). He received his noncommissioned officer certification in April 1988.

Colonel Neal attended the Academy of Military Science, McGhee Tyson Air National Guard Base, Knoxville, Tenn., and was commissioned in 1989 as a transportation officer. In 1990, he completed the Reserve Officer Transportation Training Course at Sheppard AFB, Texas.

Colonel Neal completed Squadron Officer School by correspondence in 1994. In 1996 he was assigned officer-in-charge of the 188th Management and Systems Office in supply until January 2001, when he was assigned as chief of supply until April 2001.

Colonel Neal assumed command of the 188th Maintenance Squadron in April 2001 and served until 2005. He was activated with the 188th for one year in support of Operation Noble Eagle following the Sept. 11, 2001, attack on the World Trade Center in New York. Colonel Neal served as Inspector General for the 188th Fighter Wing from December 2005 until being assigned as Aircraft Maintenance Squadron commander, 189th Airlift Wing, Little Rock AFB, Ark., in March 2007.

"This is my guard family," Colonel Neal said. "They are why I and others have answered our state and nation's call one weekend a month and numerous other days of the past 27 years. It's because we are the Air National Guard."



Members of the 188th Fighter Wing Honor Guard post the colors at an assumption of command ceremony at the 188th Fighter Wing Dec. 2. Lt. Col. Anderson Neal assumed command of the 188th Maintenance Group during the ceremony. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)



Master Sgt. Steve Walbe, a member of the 188th Fighter Wing Honor Guard, congratulates Lt. Col. Anderson Neal on assuming command of the 188th Maintenance Group following the assumption of command ceremony at the 188th Fighter Wing Dec. 2. (National Guard photo by Senior Master Sgt. Dennis Brambl/188th Fighter Wing Public Affairs)



Friends, family and unit members line up to congratulate Lt. Col. Anderson Neal on assuming command of the 188th Maintenance Group at the 188th Fighter Wing Dec. 2. (National Guard photo by Senior Master Sgt. Dennis Brambl/188th Fighter Wing Public Affairs)



Members of the 188th Fighter Wing Maintenance Group stand in formation as Lt. Col. Neal assumes command. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)



Airmen of the Year

Continued from Page 1

honored for their accomplishments, award packages, which are often tedious to complete, must be submitted by supervisors and reviewed by the 188th Military Personnel Flight.

“These award packages don’t just happen and they require a lot of work by the supervisors and MPF to put together,” said 188th Command Chief Master Sgt. Asa Carter. “Along with the award winners, I want to thank all the supervisors and shop chiefs for taking the time to submit these award packages and for recognizing their personnel for all the sacrifices they make and the successes they’ve achieved.”

All wing award winners will advance to compete at the state level.

Taking home the unit’s Outstanding Airman of the Year was Airman 1st Class Delmy C. Osorio. Senior Airman Justin H. Perryman and Airman 1st Class Jeremy L. James each received Outstanding Airman Service Awards. Airman 1st Class Andrew W. Sharp was awarded an Outstanding Airman Service Certificate.

SEE AIRMEN OF THE YEAR PAGE 11

Meritorious Service Medals

Lt. Col. John Easley
 Lt. Col. Troy Howerton
 Lt. Col. (Ret.) Mark Isenhower
 Lt. Col. James Krohn
 Lt. Col. Deane Thomey
 Capt. James Garvey
 Chief Master Sgt. Randy Barentine
 Chief Master Sgt. Armon Beard
 Chief Master Sgt. Donald Frederick
 Senior Master Sgt. Rickey Gabbard
 Senior Master Sgt. Douglas Lensing
 Senior Master Sgt. David Mayer
 Senior Master Sgt. Kenneth Tankersley
 Master Sgt. Gary Childers
 Master Sgt. Larry Winn (Ret.)
 Master Sgt. Robert Wiedenbeck
 Tech Sgt. (Ret.) Jacky Baldwin
 Tech Sgt. (Ret.) Kevin Bowers

Outstanding Airman of the Year



Col. Mark Anderson, 188th Fighter Wing commander, left, poses for a photo with Outstanding Airman of the Year, Airman 1st Class Delmy C. Osorio, during a commander’s call Dec. 1 at the 188th. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Af-

188th Fighter Wing annual award winners

Outstanding Officer of the Year

Major Joe Harrison

Outstanding Senior NCO of the Year

Master Sgt. Minnie M. Gordon

Outstanding First Sergeant of the Year

Master Sgt. Mark S. Allen

Outstanding NCO of the Year

Tech. Sgt. Kevin C. Lewis

Outstanding Honor Guard Member of the Year

Staff Sgt. Caressa S Soriano

Outstanding Airman of the Year

Airman 1st Class Delmy C. Osorio

Outstanding Officer of the Year



Col. Mark Anderson, 188th Fighter Wing commander, left, poses for a photo with Outstanding Officer of the Year, Maj. Joe Harrison, during a commander’s call Dec. 1 at the 188th. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)

Outstanding Honor Guard Member of the Year



Col. Mark Anderson, 188th Fighter Wing commander, left, poses for a photo with Outstanding Honor Guard Member of the Year, Staff Sgt. Caressa S. Soriano, during a commander’s call Dec. 1 at the 188th. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)

School graduates with honors

Master Sgt. Jeffrey S. Cady
 Airman 1st Class Jedidiah W. Backus
 Airman 1st Class Justin D. Davis
 Airman 1st Class Christopher M. Dorey
 Airman 1st Class Jerry R. II Eley
 Airman 1st Class Bandon D. Hobbs
 Airman 1st Class Christopher A. Kleist
 Airman 1st Class Tim D. Koenigseder
 Airman 1st Class Nicholas R. Mahaney
 Airman 1st Class Josiah H. Marcum
 Airman 1st Class Kody E. Miller
 Airman 1st Class Jordan B. Passen
 Airman Basic Ethan S. Robinson

Honor Graduate
 Academic Achievement
 Fitness Honors
 BMT Honor Graduate, Thunderbolt and Marksman
 BMT Fitness Excellence
 Thunderbolt Fitness, Honor Student
 BMT Honors
 Academic Honors, BMT Honor Graduate
 BMT Honor Graduate, Thunderbolt Fitness
 Top Graduate
 Thunderbolt Fitness
 Thunderbolt Fitness
 Academic Honors, BMT Honor Graduate and Fitness



Outstanding Senior NCO of the Year



Col. Mark Anderson, 188th Fighter Wing commander, left, poses for a photo with Outstanding Senior Noncommissioned Officer of the Year, Master Sgt. Minnie M. Gordon, during a commander's call Dec. 1 at the 188th. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)

Outstanding NCO of the Year



Col. Mark Anderson, 188th Fighter Wing commander, left, poses for a photo with Outstanding Noncommissioned Officer of the Year, Tech Sgt. Kevin Lewis, during a commander's call Dec. 1 at the 188th. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)

Flying Razorbacks in the community Arkansas Police Officer of the Year



Col. Mark Anderson, right, 188th Fighter Wing commander, left, poses for a photo with Arkansas Officer of the Year, Master Sgt. David Passen, during a commander's call Dec. 1 at the 188th. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)

Outstanding First Sergeant of the Year



Col. Mark Anderson, 188th Fighter Wing commander, left, poses for a photo with Outstanding First Sergeant of the Year, Master Sgt. Mark S. Allen, during a commander's call Dec. 1 at the 188th. (National Guard photo by Amn. Cody Martin/188th Fighter Wing Public Affairs)

Community College of the Air Force Graduates

- Master Sgt. Joshua J. Bull
- Master Sgt. Ryan C. McClure
- Master Sgt. Ryan C. McClure
- Master Sgt. Rat B. Traylor
- Tech. Sgt. Mark J. Adams
- Tech. Sgt. Kelli N. Grey
- Tech Sgt. Morgan B. Kilpatrick
- Tech Sgt. Robert A. Martin
- Tech. Sgt. Michael W. Reif
- Tech Sgt. Jason K. Reynolds
- Tech. Sgt. Steven J. Tidwell
- Staff Sgt. David J. Adair
- Staff Sgt. Derek J. Gordon
- Staff Sgt. Frank P. Koeth
- Staff Sgt. Michael L. Rutherford
- Staff Sgt. Matthew P. Wright
- Senior Airman Nancy L. Person

- Logistics
- Financial management
- Aircraft armament systems technology
- Munitions systems technology
- Metals technology
- Allied health sciences
- Maintenance production management
- Aviation maintenance technology
- Avionic systems technology
- Public health technology
- Aviation maintenance technology
- Electronic systems technology
- Information systems technology
- Criminal justice
- Fire science
- Criminal justice
- Electronic systems technology

Airmen of the Year

Continued from Page 10

Tech Sgt. Kevin C. Lewis of the 188th Comptroller Flight was named the 188th's Outstanding Noncommissioned Officer of the Year. Tech Sgt. Brandon W. Teel and Tech Sgt. Jonathan L. Berg each took home Outstanding NCO Service Awards and Tech Sgt. Briane L. McCaslin earned an Outstanding NCO Service Certificate.

Maj. Joe Harrison, 188th Civil Engineer Squadron commander, nabbed the Outstanding Officer of the Year. Capt. Josh Parnell and 1st Lt. Rick Carman garnered Outstanding Officer Service Awards and

1st Lt Matthew Cooley snared an Outstanding Officer Certificate.

Master Sgt. Minnie M. Gordon of the 188th Comptroller Flight was honored with the Outstanding Senior NCO of the Year trophy.

Master Sgt. Mark S. Allen of the 188th Maintenance Group was awarded the Outstanding First Sergeant of the Year accolade.

Staff Sgt. Caressa S. Soriano, 188th Logistics Readiness Squadron, was named the Outstanding Honor Guard Member of the Year.

188th Fighter Wing annual award winners Outstanding Service Award

- Capt. Josh Parnell
- 1st Lt. Rick Carman
- Tech Sgt. Brandon W. Teel
- Tech Sgt. Jonathan L. Berg
- Senior Airman Justin H. Perryman
- Airman 1st Class Jeremy L. James

Outstanding Service Certificate

- 1st Lt. Matthew Cooley
- Tech Sgt. Briane L. McCaslin
- Airman 1st Class Andrew W. Sharp

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

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

- Jan. 5-6
- Feb. 2-3
- Mar. 2-3



UTA pay dates

- Jan. 15
- Feb. 13
- Mar. 13

188th Fighter Wing to hold Yellow Ribbon event

By Michelle Pike

188th Airman and Family Readiness Office

No one should deploy without knowing the benefits and resources available to navigate a deployment cycle. It's not just about getting through deployment — it's also about reducing the stress of transitioning into and out of each deployment phase, supporting your reintegration, and meeting the unique challenges that National Guard service members and families face by connecting you with your local community support agencies.

30-day post deployment event

The intent of this event is to help service members and their

families reconnect after deployment, provide information about resources that can help reduce the stressors associated with a long separation, and educate the service member and his or her family about the benefits they have earned as a result of their deployment and how to access those benefits. This is also an opportunity to welcome service members home!

Service members and families are eligible to attend. Attendees can look forward to receiving marriage assessment and counseling information, Veterans Affairs information and enrollment assistance, education and training benefits, domestic violence awareness and

prevention, suicide awareness and prevention, as well as vital health information on TBI and PTSD.

Service providers will be on hand to help you, representing such organizations as the Veterans Affairs Vet Center, TRICARE, Military OneSource, NGB Employer Support, Sexual Assault Prevention and Response Program and others

When and where

The 188th Fighter Wing 30-day post deployment Yellow Ribbon event will be Saturday, Jan. 5, 2013, at the Fort Smith Convention Center. The program will begin at 8 a.m. unless you are notified of an earlier start time.

For registration information

or if you have any questions please notify your Airman and Family Readiness Program manager, Michelle Pike, michelle.pike@ang.af.mil or 479-573-5167, or the Yellow Ribbon Program Manager, Cyndi Sewell at Cynthia.sewell.ctr@ang.af.mil or 501-765-6882.

Childcare will be provided for ages 0-5. Youth activities will be available for ages 6-17, and if you qualify you will be reimbursed for travel (travel guidelines set by NGB apply). Please contact AFRO if you have any questions. Each service member is allowed two designated individuals to be on an individual travel order to attend the event.