

THE Airstream

HONORING ALL WHO SERVED

THE *Airstream*

VETERANS DAY



NOVEMBER 11, 2007



FROM THE TOP

Expectations, use of chain of command

Col. Karl McGregor
910th Airlift Wing Commander

Youngstown has some of the best facilities in the Air Force Reserve Command. In addition, I believe the C-130 mission and those that fly and support that mission are some of the most close-knit and professional members in the command. My experience with the Youngstown members at Ali Al Salem in 2004 gave me these expectations and the last four months have strengthened that conviction.

As with every new assignment the incoming commander brings a fresh set of eyes and a perspective from previous assignments. What I've noted so far is that our personnel issues usually entail a lack of communication between supervisor/management and the employee. In all, Youngstown has more than its fair share of phenomenally good supervisors, but there are a handful that still require a bit of work. My expectation is that senior management will work to train and develop those that need extra help and change out those not capable.

Expectations:

I expect supervisors to ensure a healthy, non-hostile work environment. This means caring for the members under their supervision and for their facility. Supervisors are expected to provide their members with honest, constructive feedback on a continuous basis. This doesn't have to happen in a formal setting, nor does it mean work stoppage and a long process. A few words of encouragement or direction for improvement are the beginnings and intentions of open communication for mentoring and the beginnings of improved relationships. Supervisors have a responsibility to report sub-par working conditions up the chain and to ensure senior management is aware of these conditions. Senior management will address these issues and inform everyone down the chain

of the solution set. As with all things, management is limited to those items within its span of control. There are some issues that will require elevation and it is my job to make sure that attention at higher levels is forthcoming.

Employees have a right to be treated with respect and a right to honest feedback prior to appraisal/OPR/EPR time, especially if their supervisor feels they are under-performing. Employees should make every effort to understand the feedback and incorporate improvement into their work efforts. Employees should formally seek mentoring if they are not receiving enough feedback. Employees have a responsibility to report sub-par working conditions to supervision.

Problems/issues should be reported using the chain of command if at all possible. This gives the employee and supervisor a chance at full communication and to develop a solution at the lowest level. At this juncture, supervisors are obligated to elevate problems that can not be solved at their level. Members are not obligated to use the chain of command, but I would very much like to have the first shot at providing a mutually beneficial solution, usually faster than any other complaint system. There are, of course, events that preclude using the chain of command, and we should all be familiar with those avenues (SARC, IG, EEO, MEO, etc.).

I am committed to improving relationships amongst our members and in fostering a supervisory core that is the envy of the command. I want supervisors that know and follow the rules, and to nurture the next generation of superstars. I am committed to the teaching and mentoring process and urge members to get engaged in PME and self-improvement. It's never too late to find a



Col. Karl McGregor

member that you respect and admire, and ask them to sit with you to discuss career goals and their approach to leadership.

I realize that a majority of members are already following these prescriptions. For those members I ask you to continue the great work. I also know that not everyone has the ability to command or supervise and that sometimes we assume that technical adept members can make the transition to supervisor. We can not allow poor supervision to undermine mission effectiveness, and so we must have a clear selection process that picks the right person for the right position at the right time. These tough choices will include bringing members from outside the base into senior positions if that is the right decision. I've asked the selection boards to make sure candidates that weren't selected receive feedback for self-improvements.

Always remember that mission effectiveness is dependant on our ability to communicate effectively and that open and clear channels of communication are dependant on good relationships up and down the chain.



The Commander's Action Line ...is a way for 910th members to get answers to questions or express concerns about life on the base. 910th AW commander, Col. Karl McGregor, gives these queries his personal attention. Reservists should use their chain of command when dealing with problems and concerns prior to using the Action Line. Reach the action line via e-mail at pa@youngstown.af.mil. When using the line, include name, unit and phone number in case additional information is needed for a timely response.

While all action line questions will be answered, the Airstream will publish questions and responses based on space availability. Questions may also be edited for space and clarity considerations. However, these edits will not alter the nature of the intended question.

Col. McGregor,

Why would your offer (to excuse members 30 minutes early if they could demonstrate proficiency with the chemical warfare mask — donning within a prescribed time) not pertain to the maintenance squadron? Was there a more compelling need that I was not made aware of?

Tech. Sgt. Dominic Peluso, 910 MXS/MXMF

Tech. Sgt. Peluso,

As I stated at the CC call, early release is at the squadron commander's discretion. I highly encourage commanders to use innovative positive motivation such as early release for performance, yet I must allow unit leadership to determine when it is appropriate to apply an early release. I applaud your lean forward attitude in wanting to showcase your ATSO prowess. I am hoping to see more of this at the November ORE.

Col. Karl McGregor, 910 AW CC



Tech. Sgt. Bob Barko Jr.

New Citizen Airmen

The Air Force Reserve increased its numbers by an even dozen during a mass enlistment ceremony held October 4 at the Mahoning County Courthouse in downtown Youngstown. Colonel Karl McGregor, commander of the 910th Airlift Wing, administered the enlistment oath to 12 new enlistees in the courthouse's historic rotunda. An audience of family, friends,

Reservists from Youngstown Air Reserve Station, local media and people passing through the rotunda on business observed the event. The gathered crowd congratulated the new enlistees and wished them well as they joined their new military family. Most of the future Airmen will be assigned to the 910th Airlift Wing. The event, organized by the 910th Recruiting Services Flight, included a posting of the colors by the 910th's Honor Guard and an on-site reception for the attendees.

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On the cover...

Youngstown Air Reserve Station, the 910th Airlift Wing and The Airstream pay tribute to Veterans of the Total Force of the United States Military including the Air Force, Army, Coast Guard, Marines and Navy with the Veteran's Day Poster 2007. Poster provided by the Department of Veteran's Affairs in Washington, D.C.

Local veteran exemplifies 'Service before Self' Core Value with *A Kind Heart*

Master Sgt. Bryan Ripple
910th Airlift Wing Public Affairs

Editor's Note: In honor of Veteran's Day, The Airstream staff is proud to provide the following feature story about Mr. Fred Kubli Jr. Mr. Kubli is a U.S. Army veteran of World War II and one of the most active community supporters of the 910th Airlift Wing.

Many people can say they have someone in their life who is a truly great friend. Some Reservists assigned to the 910th Airlift Wing may not know it, but they have such a friend in a gentleman named Fred Kubli Jr.

Fred is not a person who seeks the limelight or recognition. As a matter of fact, since the early 1980's when he became involved with supporting the 910th through our Base-Community Council, Fred has worked very hard to support and recognize the many accomplishments of others at Youngstown Air Reserve Station. Always comfortable being in a background role supporting important events here, Fred has been a major contributor to the strengthening of unit morale and community support the 910th enjoys today.

Mr. Kubli is a U.S. Army veteran, a loving husband and father with a strong Christian faith, a metallurgist, and one of the most outstanding supporters Youngstown Air Reserve Station has ever seen.

Fred's story began Sept. 15, 1919 when he was born in Turtle Creek, Pa., a town of about 30,000 in Northwestern Pa. His father was a tool and die maker for Westinghouse, where he made huge generator's like the ones used at Hoover Dam. His mother was a homemaker. He had three brothers and three sisters growing up and he was the oldest.

"My mother put me in charge when my parents went someplace and the kids resented that," said Fred with his raspy, but friendly voice as he remembered his childhood with a smile and a glimmer in his shining blue eyes.



Courtesy photo

Soldiers from Mr. Kubli's unit on a ship that left Marseille, France headed for Japan in August 1945 after liberating Austrian citizens from a Nazi German concentration camp.



Courtesy photo

Private and Mrs. Fred Kubli Jr. during World War II

Fred's family eventually moved to Chalfant Borough, up a hill from Turtle Creek when he was about three years old. He went on to graduate from Turtle Creek High School in 1938 and got a job at a firm called the The Calorizing Company in Wilksburg, Pa. — a company that made huge stainless steel castings and electric furnace melding.

Fred worked there for a number of years as an assistant to the chief metallurgist. His job was to figure out which alloys to use for melting in acid electric furnaces, and he also worked in the lab doing chemical analysis. Eventually he worked his way up to the plant manager position. While working there he went to school at the University of Pittsburgh and Carnegie Institute of Technology. He graduated from the University of Pittsburgh with a degree in Metallurgy and the Carnegie Institute of Technology with a degree in Management in 1944.

World War II had been raging on throughout Europe, Africa, and the Pacific at this time and many of Fred's friends had already been drafted into the military.

"I got deferred twice from being drafted because I was working on a Defense Department contract. It was so secret that Army trucks picked up the castings and nobody at the plant knew where they were heading," he said.

In 1943, Fred met the woman who would become the love of his life and his wife of 64 years now, Mrs. LaVerne Kubli.

"I was working in the lab and a woman named Ann Vitaro who worked in our front office came over and asked me out on a date," Fred said as he remembered those days as a young man. "I said I'm busy tonight, but she coaxed me and coaxed me and I said alright," he related with a grin. The event was to be a double date. The other lady's name was LaVerne. She lived in Anne's house with LaVerne's mom in an apartment.

"I didn't want to go out with this other gentleman unless someone else went along," LaVerne said. "We were in Pittsburgh and we walked to a restaurant for dinner and then we took a walk. I went up to Fred and said "Don't you know how to hold hands?" and then I took his hand. We rode a street car back to my apartment and we were sitting on a glider on the porch. The others were teasing us about holding hands. I leaned over and whispered to Freddy "Let's give them something to talk about," and I gave him a big kiss. This was in August. Two weeks later, Fred's



Master Sgt. Bryan Ripple

Married for 64 years, Mr. and Mrs. Fred Kubli Jr. have supported many organizations in their community including the 910th Airlift Wing. The Kubli's have volunteered

countless hours of their time for the benefit of all members of the wing. Here they share a telegraph Fred sent to LaVerne from wartime Germany letting her know he was alright.



Courtesy photo

Fred sent this photo of himself from Austria to his wife LaVerne during the war.

paperwork didn't process fast enough this time so I was off to basic training at Camp Shelby, Miss.," Fred said. In September LaVerne joined Fred in Mississippi and got a civil service job at a hospital typing up orders for GI glasses. Only a few months later, Fred and the other

November 2007

trying to put a ring on my finger," she said with a laugh.

Wanting to slow the process down just a bit, she said "Let's wait at least two months. So, in October, we went to see a movie. He had a package and gave it to me to put in my purse. He said it was something he had to deliver later. When we went home, he took my school ring off and told me to open the package. It was our engagement ring."

Fred and LaVerne Kubli were married November 25, 1943 in Brushton, Pa.

Seven months after becoming man and wife, Fred was drafted into the Army July 3, 1944.

"My company tried to get me another deferment, but the

members of his unit headed for Europe in February 1945 by boat. Their destination was Laharbor, France.

"We were getting training to eventually go to Japan," Fred said while remembering his early days in the Army. "I was training to be a personnel specialist, but I also took some hospital training because we figured we'd need that as well."

His unit was the 139th Evacuation Hospital (Semi-Mobile.) There were 40 nurses and 40 doctors, two Red Cross people, two chaplains, and 276 enlisted men. Most of the officers were doctors, including the commander who was a surgeon.

"Everyone was drafted," he said. "When we got to France we organized as a hospital unit and worked our way through Europe. We were getting more and more training while working on the battlefields. I worked with payroll and personnel records, and once the hospital got going I took care of the patient records too. We would leapfrog with our 400 bed hospital. When one third of the patients were transferred to a general station hospital, part of our staff would move on. It was like a field hospital. We ended up in Austria," he said, remembering the grim images of what he and his fellow soldiers experienced there.

Fred and his fellow soldiers witnessed first-hand the horrors of war as they entered concentration camps and treated Austrian-Jewish citizens, Polish citizens, and others who were hanging on to life by a thread at the hands of genocidal Nazi Germans.

For the continuation of this story and more photos, visit the 910th Airlift Wing public Web site at www.youngstown.afrc.af.mil

910th Airlift Wing welcomes 30th Pilot for a Day



Tech. Sgt. Bob Barko Jr.

Darian Hammond, 9, takes the oath commissioning her as an honorary second lieutenant from Col. Karl McGregor, commander of the 910th Airlift Wing, at the Wing Headquarters building here, as part of the unit's Pilot for a Day program. She was diagnosed with leukemia in 2006 and is the 30th child to participate in the outreach program that provides a base tour and orientation for children who have life-threatening or chronic illnesses. Local media was on hand to capture the ceremony that started the day-long program activities.



Tech. Sgt. Bob Barko Jr.

Honorary 2nd Lt. Darian Hammond, Pilot for a Day, checks out a camouflaged paint kit and a survival hat given to her by the 757th Airlift Squadron Life Support section as Capt. Brent Davis, the 910th AW's Public Affairs Officer looks on.



Tech. Sgt. Bob Barko Jr.

Honorary 2nd Lt. Darian Hammond stands in front of a C-130 on the flight line as part of her base orientation during the 30th Pilot for a Day program event held here. Pictured with Lieutenant Hammond are her mother, Shaquita Hammond (left) and Carole Wehmeyer of Akron's Children's Hospital. Lieutenant Hammond is undergoing treatment for leukemia at the hospital's annex at St. Elizabeth Health Center in Youngstown.

Honorary 2nd Lt. Darian Hammond operates a fire hose with the help of Kevin Brichetto, a firefighter assigned to the 910th Civil Engineer Fire Department, as part of activities for the 910th Airlift Wing's 30th Pilot for a Day program event held here.



Tech. Sgt. Bob Barko Jr.



Tech. Sgt. Bob Barko Jr.

Honorary 2nd Lt. Darian Hammond, strapped into the navigator's chair of a C-130 assigned to the 910th Airlift Wing looks back as she talks with aircraft commander, Capt. Michele Mollise (right) in preparation for a high-speed taxi as part of the 910th's Pilot for a Day program activities.

Honorary 2nd Lt. Darian Hammond, the 910th Airlift Wing's Pilot for a Day, talks on a field phone to a member of the 910th Security Forces Squadron in the SFS building during her base visit. She is the 30th child to participate in the outreach program that provides a tour and orientation for children who have life-threatening or chronic illnesses.



Tech. Sgt. Bob Barko Jr.

NEWCOMERS

Please welcome the following new members of the 910th AW:

Lt. Col. Roderick McLean, 773rd Airlift Squadron
Lt. Col. William J. Woods, 773rd Airlift Squadron
Maj. Roark D. Endlich, 910th Operational Support Squadron
Maj. Raymond C. Otto, 910th Maintenance Group
Maj. Sherwood C. Tefft, 910th Operational Support Squadron
Capt. Francisco F. Barajas, 910th Operational Support Squadron
Capt. Peter S. McDonald, 757th Airlift Squadron
Capt. Casey O. Stedman, 773rd Airlift Squadron
1st. Lt. Hanz K. Miller, 910th Operational Support Squadron
Senior Master Sgt. William Coar, 910th Maintenance Squadron
Senior Master Sgt. Anthony Rodgers, 910th Maintenance Squadron
Senior Airman Stephanie Barnes, 910th Medical Squadron
Senior Airman Scott A. Cartwright, 910th Security Forces Squadron
Master Sgt. Randall L. Grablewski, 76th Aerial Port Squadron
Master Sgt. Andrew M. Karrells, 76th Aerial Port Squadron
Master Sgt. Russell T. Kirschbaum, 76th Aerial Port Squadron
Master Sgt. Robert A. Reid, 76th Aerial Port Squadron
Tech. Sgt. Eric F. Krafft, 910th Maintenance Squadron
Tech. Sgt. O'Bod N. Nicely, 910th Medical Squadron
Staff Sgt. Carl A. Laurie, 910th Communications Flight
Senior Airman John P. Hovan, 910th Civil Engineer Squadron
Senior Airman Brian Naldzin, 910th Aircraft Maintenance Squadron
Senior Airman Christopher Sutton, 910th Aircraft Maintenance Squadron
Airman 1st Class Nader Nawar, 910th Medical Squadron
Airman 1st Class Ashley M. O'Neal, 910th Medical Squadron
Airman Heather England, 76th Aerial Port Squadron
Airman Basic Christine J. Sherman, 910th Logistics Readiness Sq.
Airman Basic Tyler M. Travis, 773rd Airlift Squadron



U.S. Air Force illustration/Tech. Sgt. Bob Barko Jr.

Editor's Note: We had several e-mails with feedback concerning the tail number on "Winger." After considering our options, we decided to go with a tail number of 0910, which represents the 910th Airlift Wing as a whole and not any one specific aircraft. After all as you can see above, "Winger" will be doing all kinds of different jobs and will be on a variety of missions. Thanks for sending us your thoughts and enjoy the continuing adventures of "Winger."

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PROMOTIONS



Wilbert R. Taylor, 910th Logistics Readiness Sq.



Nathaniel R. Anderson, 910th Maintenance Squadron
Cassandra F. Burrows, 910th Mission Support Flight
Amber J. Leone, 910th Services Squadron
Mark A. Margroff, 910th Maintenance Squadron
Kenya D. Mills, 910th Services Squadron
Fedno Trompe, 910th Mission Support Flight



Marcus A. Boykin, 910th Maintenance Squadron
Anthony D. Demyan, 910th Security Forces Squadron
Daniel M. Dylag, 910th Civil Engineer Squadron
Danny Gross, 910th Services Squadron
David J. Harvischak, 910th Civil Engineer Squadron
Shawn N. Indorf, 773rd Airlift Squadron
Brian E. Price, 76th Aerial Port Squadron
Mark B. Riggs, 910th Aircraft Maintenance Squadron
Timothy A. Wertz, 910th Civil Engineer Squadron
Jessica P. West, 910th Mission Support Flight
Cathleen E. Young, 910th Services Squadron



Noel N. Morris II, 910th Medical Squadron
Nader Nawar, 910th Medical Squadron
Alexander T. Roth, 910th Security Forces Squadron
Justin K. Sanderson, 910th Medical Squadron
Jeffrey L. Smith, 910th Maintenance Squadron



David Morrison, 910th Civil Engineer Squadron

RETIREMENTS

Please congratulate the following members of the 910th Airlift Wing family upon their retirement from military service:

Master Sgt. Brian P. Bognar, 910th Mission Support Flight
Tech. Sgt. Timothy E. Esterly, 76th Aerial Port Squadron
Tech. Sgt. Darrel T. Fox, 76th Aerial Port Squadron
Senior Master Sgt. Richard J. Glus, 910th Airlift Wing
Master Sgt. Jean E. Griffin, 910th Services Squadron
Master Sgt. Donald F. Hendrickson Jr., 910th Maintenance Squadron
Chief Master Sgt. Larry R. Hutson, 910th Maintenance Squadron
Senior Master Sgt. Thomas J. Kisel, 910th Security Forces Squadron
Master Sgt. Barney L. Millisor, 910th Medical Squadron
Master Sgt. Dale T. Mintern, 910th Maintenance Squadron
Tech. Sgt. Robert J. Moss, 76th Aerial Port Squadron
Master Sgt. Robert G. Shorts, 910th Logistics Readiness Squadron
Tech. Sgt. Vincent A. Thomas Jr., 757th Airlift Squadron
Master Sgt. Eric S. Tracey, 76th Aerial Port Squadron
Master Sgt. William I. Williams Jr., 910th Maintenance Squadron
Senior Master Sgt. Gary Yonchak, 910th Mission Support Flight

Tech. Sgt. Khalid Mulazim masters *life in the fast lanes*

Senior Airman Ann Wilkins Jefferson
910th Airlift Wing Public Affairs

Editor's Note: This is the first in a series of three feature articles focusing on one of the 910th's own, Tech. Sgt. Khalid Mulazim – a military pay technician as well as a teacher, coach, father and triathlete, winning a national championship in track and field.

Reservists completing their annual fitness test here might feel a bit intimidated running at the same time as Tech. Sgt. Khalid Mulazim. He's fit – very fit. And he's fast – very, very fast. Then again, running with him could be quite motivating.

This summer, Sergeant Mulazim, a 41-year-old military pay technician with the 910th's financial management office, won the men's 400-meter dash for the 40-44 age group at the 2007 U.S.A. Masters Outdoor Track & Field Championships held at the University of Maine this August. He clocked in at 49.9 seconds.

Masters competitions take place in 5-year age divisions for individuals and 10-year age divisions for teams. Age divisions begin at age 30 for track and field, and race walking, and at age 40 for long distance running.

Adding "national champion" to his many accomplishments is quite a feat when considering everything else Sergeant Mulazim does. Like any success story, he took an interesting path to arrive at his championship race.

The fact that Sergeant Mulazim is a masters runner might make his win seem less notable than those in younger age groups. Yet it's probably the contrary. Ironically, he's tried twice unsuccessfully to gain a spot on the All Air Force Track Team, which takes anyone from Active Duty or Reserve. He's just a mere second – one second – off the times of guys on the team just out of high school and college, men half his age. The team can only take two people in an open event like the 400 and uses

faster runners in the 200-meter dash to make up relay legs, he said.

"The 19- and 20-year-olds were a little faster than me," Sergeant Mulazim said, "but the guys down at Robins said they'd at least keep me in mind."

A little faster? One can only imagine what kinds of track times Sergeant Mulazim could have clocked back when he was 19 or 20. Surprisingly, he didn't run track back then. In fact, he didn't train for sprint races until just five years ago.

Born and raised in Cleveland, he graduated from John Hay High School and then Ohio University in Athens, earning his bachelor's degree in special education in 1990. He came out of college and began teaching right away.

Sergeant Mulazim, 6'2" tall, said that during his high school years, "I always stayed fit, played basketball and football, competed in local bike races."

As an adult, he also was into weight lifting at one point, entering body building competitions in Northeast Ohio. But what he never did was run competitively. The extent of it was running a mile every day for a warm-up before lifting weights, he said.

Back in college, he was on the verge of being discovered as a sprinter. Once, while dunking basketballs in a gym at OU (he played basketball one year as a walk-on), the school's track coach happened to spot him. Sergeant Mulazim said the coach came over to him and asked if he'd be interested in coming out to the track team as a high-jumper, inviting him to the track team's practice the next day.

"So I came out, but I was a wimp.

They were running 200-meter practices that day, and I thought it was too difficult, so I didn't come back," the sergeant recalled.

It wasn't until 1991, a year after college graduation, that Sergeant Mulazim finally began to run for time ...



Senior Airman Ann W. Jefferson

Tech Sgt. Khalid Mulazim points out a finance issue to Staff Sgt. Michael Hollows during the October UTA here. Both sergeants are military pay technicians in the 910th AW Finance office. This summer, Sergeant Mulazim became the national champion in the men's 400-meter dash at the USA National Masters Championship meet in Maine.

Next issue: The runner emerges from within

*Remember to thank a Veteran
for their service
to the United States of America.*

NOVEMBER 11



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