

The art of Tae Kwon Do  
Spotlight, Pg. 4

JSAM awardees  
News, Pg. 5

Wichita Weekend  
Page 8

## AF chief of staff calls Defense spending increase "good start"

WASHINGTON (AFP) — Calling the president's proposed injection of \$110 billion into the Pentagon's budget over the next five years a "good start," the Air Force chief of staff and other military service chiefs asked members of the Senate Armed Services Committee Jan. 5 to support a greater, sustained boost in funds for readiness.

The Joint Chiefs told the senators additional funds are needed to stem the continuing decline in readiness, reverse an alarming loss of people and combat increasing rates of aircraft cannibalization.

Gen. Michael E. Ryan, Air Force chief

See Ryan, page 5

## Lodging switch for February UTA

For all 931<sup>st</sup> ARG members except for 931<sup>st</sup> CES, Tech. Sgt. Allison Abbensetts reports that lodging for the February UTA has been moved to Wyndam Gardens. In March, lodging will be on base as

originally scheduled. Also, Abbensetts said that Staff Sgt. Chris Lewis of the 18<sup>th</sup> ARS will take over as lodging point of contact for the group starting in February.

## Kanza Spirit now in cyberspace

The Kanza Spirit is now available via the internet.

Starting with the January 1999 issue, the Spirit is an addition to the 931<sup>st</sup> Air Refueling Group's official website. The unit's address is [www.afrc.af.mil/units/931aw](http://www.afrc.af.mil/units/931aw).

The Spirit will be available via PDF files, so anyone reading the Spirit will need to view it through Adobe Acrobat

Reader. The latest version of the reader can be downloaded free on the Spirit page at the unit's site. The user can either read the Spirit onscreen or print out a paper version.

Although most AFRC units now have websites, few have added their newspaper or magazine to the format. Currently, only about a half dozen have some version of their newspaper or magazine online.



Staff Sgt. David Brumley/Spirit

## To the Dogs

Col. Dean Despinoy shares a laugh with ThunderDog, the mascot for the Wichita Thunder Hockey team. It's not too late to sign up for the 931st ARG Family Night on Saturday night, Feb. 6. Call Cpt. R.H. Powers, 652-4858, for information or to reserve tickets. Deadline to reserve tickets to the game is noon Friday, Feb. 5.

931st ARG on the WWW... [w3.afrc.af.mil/units/931aw](http://w3.afrc.af.mil/units/931aw)

# Commander: Good news from conference

By Col. Dean J. Despinoy  
931st ARG commander

As I write this article I am TDY in Washington D.C. for the Senior Leaders Conference. This is an annual meeting of the leadership from AFRC to bring together leaders of the unit, associate, and IMA programs. The list of speakers in the first day is already who's who of the Air Force. Speakers have included, General Joseph Ralston, Vice Chairman, Joint Chiefs of Staff; General Charles Robertson Jr., Commander AMC; and Ms. Ruby Demesme, Asst Secretary Manpower, Reserve Affairs, Installations, and Environments.

The message being sent is positive. Everyone is delighted with our contributions but beyond that there are some solid initiatives to better the compensation and benefits for ARTs and Reservists. The ART pilot retention incentive is on track and still has hope of being started in April. Incentives for traditional reserve pilots are being worked, but are slightly more difficult to initiate.

Last year's Majors board is of "major" concern and steps have been taken to help insure that a correction will take place on the March 1999 board. The one message that comes through loud and clear is if you had a break in service you should write a letter to the board explaining what you were doing during that break. I have received three letters for review, but I know there are more of you that should write letters. I still offer the chance for your letter to be reviewed prior to you sending it to the board.

For everyone that is meeting the board

for the second time you will also receive a letter asking if you would like to be considered for continuation on the chance that you are passed over again. This is so that the same board can continue any pass overs. Unlike active duty you must request consideration. Even though I think that everyone will be happy with the board results, I encourage people meeting the board for the second time to request consideration for continuation to be on the safe side.

It looks as if the KC-135 is out of the TWCF missions for good. This means that we have seen the last of the express missions. We will continue to be used for cargo associated with organic unit deployments, med evac, and of course refueling. All levels of the Air Force are working hard to avoid the "Train Wreck" associated with Pacer Crag. The hope is to have the aircraft cleared for operation world wide in the very near future. Spare parts and the logistics' tail for Pacer Crag is the next challenge. The Air Force Reserve is looking to the 931<sup>st</sup>, Tinker, and March to pave the way for the rest of the Pacer Crag converting units in AFRC.

Computers and the LAN system continue to be a challenge. There are several problems with the current security measures on the LAN. People are not taking seriously the requirement for proper passwords. The regulation governing passwords is quite specific. All passwords should be at least 8 characters long, contain capital letters, numbers, and special symbols. Password breaking software is being run on the LAN and will break a common word password in seconds. An all letters password normally is broken in



Tech. Sgt. Brian Bowman/Spirit

**Col. Despinoy presents a plaque and 931st unit scarf to Staff Sgt. Brian Vance, a network administrator of the 22nd Com Squadron, for his work assisting the 931st with various computer issues.**

about 3 minutes. If you comply with the rules and have a password made of letters, numbers, and a special symbol; it can take up to 60 days to break the password. We have the capability to run this software locally and we will do it sometime soon. It creates a list of people whose password the program breaks, so we can see if you are in compliance with the regulation or not. Please take this opportunity to correct your password, if needed.

Staying on the subject of computers for a moment, several people are getting themselves in trouble for using government computers to access inappropriate sites on the Internet. Detailed records are being kept of all users on the LAN. If you are going to these sites you will get caught and the consequences are grave. There are plenty

See Commander, page 5

## Kanza Spirit

Volume 4, No. 2

This funded Air Force newspaper is an authorized publication for member of the U.S. military services. Contents of the *Kanza Spirit* are not necessarily the official views of, or endorsed by the U.S. Government or the Department of the Air Force. Editorial content is edited, prepared and provided by the 931st Public Affairs office at (316) 652-3616 or DSN 743-3616, fax: (316) 652-3393 or DSN 743-3393. All photos are Air Force unless otherwise indicated.

**931st Commander**  
Col. Dean Despinoy

**Chief, Public Affairs**  
Capt. Dave Fruck

**NCOIC, Public Affairs**  
Tech. Sgt. Brian Bowman

**Editor**  
Staff Sgt. Barbara Davis

**Staff Writer**  
Staff Sgt. David Brumley

# SPIRIT Spotlight

**Name:** Lloyd Campbell  
**Rank:** Senior Master Sgt.  
**From:** "No place in particular."  
**Unit:** 931st AGS  
**Duty Title:** Flight Chief  
**Civilian Position:** same  
**Favorite Food:** Mexican  
**Favorite Music:** Rock/Country  
**Favorite Movie:** Excalibur  
**Hobbies:** Gardening, fishing, cars  
**Ideal vacation:** "The Florida beach with my family."  
**Best way to relax:** "One-half gallon of Cookies & Cream ice cream and the remote."  
**Pet Peeve:** "People who give minimum effort."  
**What would you do with \$1 million?:** "Buy my own island."



Campbell

Staff Sgt. Barbara Davis/Spirit

## Personnel News....

### Military Personnel Flight Hours

The core hours of operation for the MPF are as follows:

- Monday - Friday 0730 - 1600
- Saturday - UTA 0800 - 1600
- Sunday - UTA 1000 - 1600

### Outprocessing Hours

If you, or any unit member you know,

needs to out process for TDY, reassignment, or retirement, please keep in mind that on UTA weekends the Military Pay section (Ms Sharon Thayer) is only open for business on Saturdays from 0730 to 1300 hours. Thinking ahead can insure you do not have to come out during the week to finish your out processing. For further information contact TSgt Anick Wallace in Relocations at X-3665.

### WHAT IS THE PURPOSE OF THE DD FORM 93, RECORD OF EMERGENCY DATA?

The DD Form 93 provides information on the Primary Next of Kin (PNOK), Secondary Next of Kin (SNOK), and other persons to notify in case of death, injury, or an emergency. This form also serves as the official document required by law for designating beneficiaries for death gratuity pay and unpaid pay and allowances.

See Personnel, page 7

## Refer a Friend

There are positions available within the 931st ARG. Help your unit recruit by providing them a name of a friend or have them contact Tech. Sgt. David McCormick at 652-4350, Master Sgt. Terry Gosh at 652-3766, or one of their area recruiters listed below.



- Tinker AFB, OK
  - Master Sgt. Victor Bradford (405) 739-2980
  - Technical Sgt. Rhonda Nolan (405) 734-5331
- Lawton, OK
  - Technical Sgt. Nathan Bickle (405) 357-2784
- Sheppard AFB, TX
  - Master Sgt. Larry Giles (817) 6763382
- Midwest City, OK
  - Master Sgt. Linda Smith (405) 733-9403
  - Staff Sgt. William Thompson

## UTA Schedule

Feb.	6-7
March	13-14
April	10-11
May	1-2
June	12-13
July	17-18
Aug.	14-15
Sep.	18-19

**For 931st MPF member, earning a black belt in Tae Kwon Do shows he is ...**

**DEDICATED TO THE ART**

By Tech. Sgt. Brian Bowman  
931st Public Affairs

For Master Sgt. Mack Housman, learning the art of Tae Kwon Do meant more than merely learning kicking, punching and self-defense techniques.

Achieving a black belt in the Korean martial art is an ongoing process of reaffirming Housman's Midwest upbringing.

"The morals taught (in Tae Kwon Do) are many of the same things my parents taught me all of my life," Housman said. "However, when you practice it three times a week ... it becomes more a part of your life."

Housman, chief of personnel systems for the 931st Mission Support Flight, began taking Tae Kwon Do classes three years ago through an on-base course -- sponsored by Kim's Academy of Tae Kwon Do of Wichita -- offered at Emerald City. Though no records are kept, Housman believes he is the first person to earn a black belt through the base-sponsored class.

And, although Housman spent three nights per week for 34 months to advance to the level of blackbelt danbo, his ascension is considered rapid. He credits his instructor, Darryl Gruenke, for his ability to learn the art of Tae Kwon Do.

"He is probably the most dynamic individual I've ever met," Housman said of Gruenke. "During the past three years, he's been much more than just my instructor ... We've become very close friends."

And, although learning the martial art has forced Housman to improve himself physically, the mental aspects of the art are of equal importance to him.

"The five tenets of Tae Kwon Do are courtesy, integrity, perseverance, self control and an indomitable

spirit," Housman said. "To me, all of those moral tenets have applications in life."

As an example, Housman said he is better able to control his frustrations when things do not go as planned -- to use mind over matter. In fact, Tae Kwon Do first teaches to use courtesy and respect to avoid potential conflict. The physical aspects of the art are only used as a last resort to avoid injury in an attack.

"If you lose your temper," Housman said, "they're going to tear you up. ... If you stop and think, you have a better chance to succeed, and that applies directly to life."

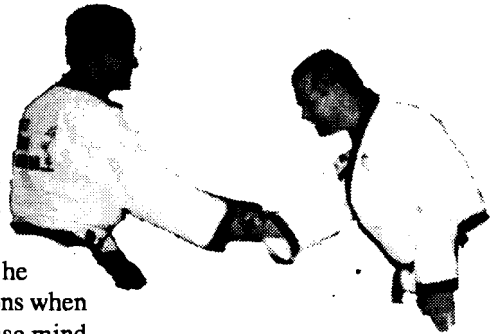
Gruenke agreed.

"(Housman) handles anger better," Gruenke said. "During the course of his training the past three years, he has shown the ability to be very levelheaded. I just notice that little things don't get to him like they used to."

Despite testing through 10 junior levels in achieving a provisional black belt status, Housman

continues to attend classes three times per week. In April, he will test for his first-degree black belt. Housman said he would eventually like to teach the art as a junior master -- or a fourth degree black belt.

"That is probably five to six more years of instruction for me," he said. "It is still difficult and challenging ... I'm not going to say everything was peaches and cream



Housman, right, greets Grand Master Joon Y. Kim just before being awarded his blackbelt in a recent ceremony.



Courtesy photo  
From left, Grand Master Joon Y. Kim of Kim's Academy of Tae Kwon Do of Wichita; Junior Master Darryl Gruenke and Housman.

during the past three years, because it wasn't."

Gruenke is confident Housman will be an instructor someday.

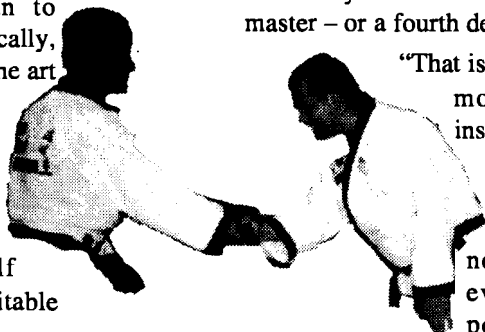
"Some people work hard and make it to black belt, but you know they aren't going any further," Gruenke said. "With Mack, I don't see him letting up at all. He wants to teach others and bring others into the

art. He has much love for the art."

But Housman said he hopes to honor the art with his dedication to be the best he can be.

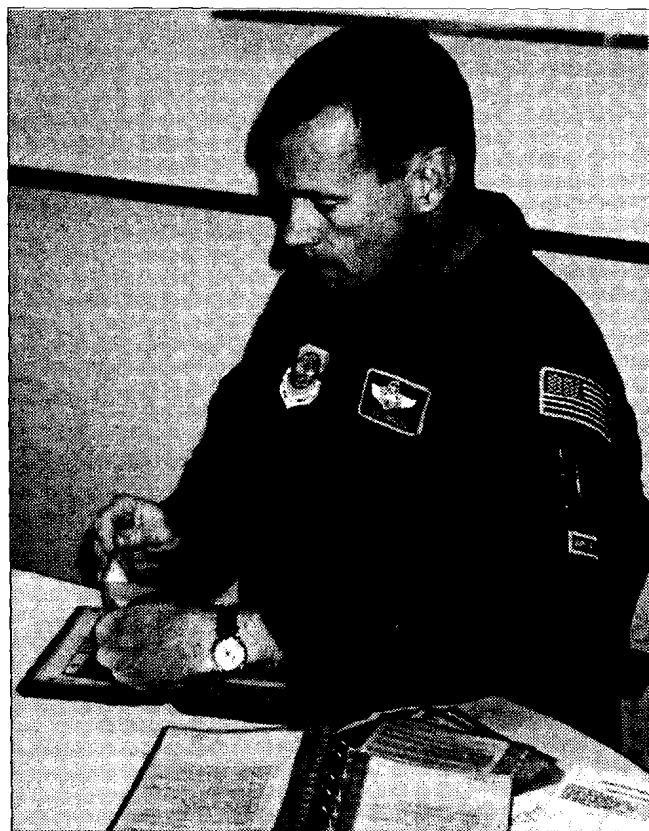
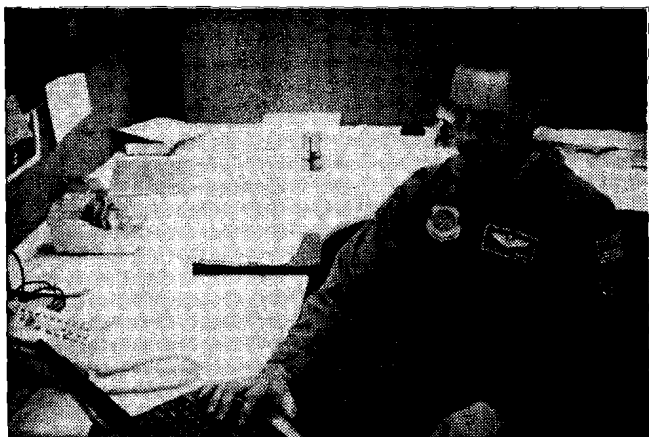
"You earn so much respect for (Tae Kwon Do masters and instructors)," he said, "that you don't want to do anything to dishonor them."

Photos courtesy of the Housman family



## Two 18th ARS members awarded JSAM

Cpt. Kerry Lehman, below, and Lt. Col. Allen Simmons, right, were awarded Joint Service Achievement Medals for their efforts during Operation Desert Fox. Lehman and Simmons – two of seven Team McConnell members so honored during Desert Fox actions – flew three sorties in one day during the operation. The pair flew with the 384th ARS, an active duty squadron from McConnell.



### Ryan from pg. 1

of staff, joined the chairman of the Joint Chiefs and the other service chiefs in requesting \$30 billion more in Air Force spending dedicated to readiness over the next six years. This is in addition to billions of dollars the president has already proposed for fiscal year 2000 pay and retirement benefit increases.

"We very much appreciate what the secretary of defense and the president of the United States have done in support of readiness," Ryan said in his opening statement. "We ask for your support in a continued campaign to provide our airmen with the needed equipment and the training and compensation to match the difficult missions we ask of them for their sacrifices and service."

Ryan's pride in Air Force people was evident.

"Our Air Force men and women, and their commanders, have done great work in keeping control of readiness declines despite heavy tasking and tough fiscal constraints. Nonetheless, the mission-capable rates have declined," Ryan said.

The general told the senators his three readiness priorities are people, equipment and the training to employ them. He said if he "could put a bubble around this that enables it all to happen, it would be leadership."

Above all, the service chiefs agreed, Congress must press ahead with the president's previously announced FY 2000 overall 4.4 percent pay raises, additional targeted pay raises for mid-grade officers and noncommissioned officers and restoration of retirement benefits to 50 percent of base pay for 20 years' service.

"Restoring the retirement system, narrowing the pay gap and implementing pay table reform," Ryan said, "are three

tangible efforts that our people deserve and appreciate."

Ryan noted the effect of retirement improvements and military pay increases announced Dec. 21 by the secretary of defense and chairman of the Joint Chiefs of Staff.

"People are leaving the Air Force because they are concerned about their retirement benefits, their pay is not comparable to the civilian job market, and their workload and the time they are away from their families is excessive," he said.

"All our people are looking forward to the actions that we take to provide fair pay and a retirement system. They don't just need it, they deserve it," said Ryan. "These moves respond to their concerns."

### Commander from pg. 2

of valid sites you are expected to access to be able to perform your function. Keep to these sites and you will be fine.

The future of the 931<sup>st</sup> looks great. Increases in the maintenance squadron will happen. On the heels of that increase, it will be recommended that we split the

super-sized flying squadron into two squadrons. Yes, don't give up your 44<sup>th</sup> patch yet. When the squadron is split, we can also expect a Wing structure. The command is also constantly looking for additions to our organization. So it looks as though 1999 is going to be a great year for the 931<sup>st</sup>. Keep that Kanza Spirit.

## AFRC senior leaders urge caution, accountability with government credit card

WASHINGTON - With a new government travel charge card contract, Air Force Reserve Command senior leaders are urging command travelers to use their cards wisely and pay NationsBank VISA by the due date on billing statements.

As of December 1998, some cardholders in the command still had outstanding account balances under the previous American Express travel card program. Reserve officials urge these cardholders to pay their American Express balances in full immediately. The American Express travel card program ended Nov. 30.

Because delinquent accounts reflect negatively on the command and its people, AFRC Commander Maj. Gen. James E. Sherrard wants Reserve commanders and supervisors to emphasize the obligation and importance of closing out all delinquencies as soon as possible. The Reserve will continue to monitor American Express reports until accounts are satisfied.

Under the new NationsBank VISA travel card contract, which took effect Dec. 1, the command has the opportunity to begin the contract with a zero delinquency rate. Reserve officials said delinquencies under the new program will not be tolerated, and misuse or abuse of the card may result in disciplinary actions.

Nearly 47,000 reservists, civilian employees and active-duty people in the command should have received the new NationsBank VISA travel charge card.

"People who were expecting a card

and have not received one should contact their applicable agency program coordinators for assistance," said Maj. Joe Ward, Air Staff focal point for the Reserve's travel charge card program.

Members of the command who did not previously have a government travel card may apply for the NationsBank VISA card through their coordinators. If they are not sure who their APC is, people may contact their Reserve financial management office for assistance.

In most respects, the new card is the same as the old one, according to Kathy Earn, command APC. Like the previous American Express card, the new card is for official travel only.

Use of the new card for government travel is still about three times cheaper for the Air Force than using cash and offers travelers the convenience of a charge card rather than waiting for cash advances.

As in the past, government travelers have access to cash through automatic teller machines. Cardholders should only obtain cash for official government travel and should limit the amount to authorized per diem.

Command officials encourage travelers to place authorized expenses, such as lodging, rental cars and restaurants directly on the card, thus reducing the need for travelers to carry large amounts of cash. When travelers place travel expenses other than cash on the card, the command receives a rebate from the card company. (AFRC News Service)



### Newcomers

**Top photo:** From left, Staff Sgt. A.G. Shamburger, 931<sup>st</sup> AGS, Tech. Sgt. James L. Taylor, AGS; Senior Airman Jeffrey Lafferty, AGS.

**Middle photo:** Maj Christopher Timberlake, 18<sup>th</sup> ARS; Airman first class Hurst MSF; Tech. Sgt. Jonathon Wood, MSF.

**Bottom photo:** Staff Sgt Matt Ziegelbein, 18<sup>th</sup> ARS; Capt. Mark Giroux, 18<sup>th</sup> ARS.

## HRDC: Chaplain can assist a member with a problem

Any unit member who has a problem or concern has several avenues to pursue resolution. The group chaplain, Maj. Charles Peters, is a member of the Human Resource Development Council (HRDC),

and very willing to confidentially assist any group member with any concern or problem. What is said to the chaplain may not be disclosed to any other person without the member's permission. The chaplain has

a direct line of communication to the group commander. There is a strong desire to see our members' needs, concerns and difficulties are addressed. The chaplain is one way to see this can happen.



# Tuition assistance helps AF members attain goals

The Air Force is getting closer to offering every Air Force member — active duty and civilian — access to tuition assistance to enhance their professional development.

Since September 1996, the Air Staff has pursued a funded civilian tuition assistance program as a quality-of-life issue. On Oct. 7, 1997, Air Force policy established a framework for a CTAP comparable to the military voluntary education assistance program.

The CTAP is designed to benefit the Air Force mission by providing tuition assistance for mission-related courses and to help Air Force civilian non-acquisition employees attain their educational goals.

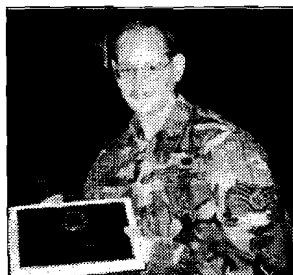
Tuition assistance for acquisition personnel under the Defense Acquisition Workforce Improvement Act is mandated by Defense Department policy and supported by acquisition training funds.

While courses must be validated as mission-related, the CTAP differs from standard Air Force training in that employees, rather than management, identify requirements, initiate requests for specific courses at institutions of their choice, share in the cost and attend on a voluntary basis.

The program is supported by civilian training funds and supplemented by funds made available by major commands, installations and other sources.

Accordingly, the amount of tuition assistance may vary depending on the availability of funds and number of CTAP requirements identified.

For more information, qualified career program registrants should contact their career program manager. All other employees should contact their servicing training office. (AFNEWS)



Hunt



Lorenz

**Congratulations to Staff Sgt. Russ Hunt and Tech. Sgt. Bob Lorenz, the selections for the 931st ARG's 1998 Airman and NCO of the Year competitions. Both were NCO of the Quarter winners before winning out over the other three quarterly winners in a separate competition. Hunt was a senior airman when he was selected as NCO of the Quarter.**

## Chapel Service

UTA Sundays, 0745-0815

Bldg. 850, upstairs conference room

Maj. Charles Peters, Chaplain

## Personnel *from pg. 3*

### HUMAN RESOURCE DEVELOPMENT COUNCIL (HRDC)

The HRDC meets every Friday before the UTA at 1545 in the Southwind Conference Room. Anyone wishing to have an issue addressed to the council may forward it to the council through their unit representative. Commanders and First Sergeants are always welcome to attend.

### ENLISTED PME OPPORTUNITIES

**Airman Leadership School** (in-residence): We have 2 remaining class dates for FY'99. They are Class 99-F on 1 Jun – 2 Jul 99, and 99-G on 27 Jul – 27 Aug 99. Interested SRA should contact Group Training for an application.

### GROUP TRAINING BULLETIN BOARD

Group Training now has a section on the Bulletin board under McConnell's public folders. Topics include Enlisted PME, Officer PME, Formal School, Computer

Training and much more! Please take a minute to check out all of the information now available to you. We are still in the "growing stages"; if there is a topic not listed you feel would be valuable, please let us know!

### WHY ARE YOU LEAVING THE RESERVES?

A command-wide questionnaire has been implemented to give Commanders and HQ AFRC a true picture of why individuals are leaving their respective unit or the active reserves. Effective immediately, the Relocation Section of the MSF will be unable to process any type reassignment action without a copy of the questionnaire. The following will be the reasons used.

- My military skills were not being utilized
- Lack of skills training (hands-on training)
- Conflicts within unit
- Promotion stagnation
- Lack of recognition or awards
- Excessive outside demands to allow continued participation in the Reserve

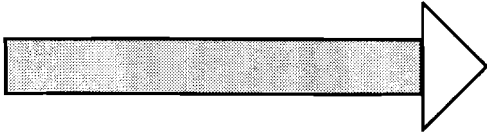
- Quality of life in the AF Reserve wasn't what I expected
- Misled about AFSC responsibilities/duties
- Excessive mission demands
- Excessive ancillary training
- Career dissatisfaction
- Lack of civilian employer support
- Conflict with civilian school
- Conflict with civilian employment
- Conflict with family

The Unit Career Advisor or the full-time ART will ensure this questionnaire is accomplished, then in-turn provides the unit commander the survey and request letter or form for endorsement prior to continued action.

### RETRAINING OPPORTUNITIES

Looking for a change? If you are looking for or thinking of a career change, stop by the Personnel Employment section of the Military Personnel Flight. The following positions are looking for motivated personnel to fill them:

3E452; 3E052; 3E051; 1S071;  
1N0X1; 2A655; 3POX1.



# WICHITA WEEKEND

## IN TOWN

H  
A  
T

## ON BASE

P  
E  
N  
I  
N  
G

### Friday, Feb. 5

**Wichita Wings Soccer** -- Milwaukee Wave at Wichita, 7:15 p.m., Kansas Coliseum (located 7 miles north of Wichita on I-135).

**WAM after Hours** -- Wichita Art Museum, 6 - 9 p.m., 619 Stackman Drive; It's been called the most stylish cocktail party in town. Come-as-you-are, live jazz, wine tasting, local artist's display and sale; and more.

### Saturday, Feb. 6

**Wichita Thunder Hockey** -- San Antonio Iguanas at Wichita, 7:30 p.m., Kansas Coliseum (**931st ARG Family Night**)

**Wichita State Men's Basketball** -- Creighton at WSU, 7:35 p.m., Henry Levitt Arena.

### Other weekend events

**Feb. 4-7 -- 1999 Home Show** -- Century II, downtown Wichita.

**Feb. 5-6 -- "The Live of Stars"** -- Lake Afton Public Observatory, (247th West and MacArthur Road) 7:30 to 10 p.m., admission \$2 adults, \$1 ages 6-12, under 6 free.

## UTA Movies

All Movies \$1.50; All times 7 p.m.; doors open 6:30 p.m.

**Friday, Feb. 5 -- THE FACULTY** -- (Elijah Wood, Jordana Brewster); The corridors of Herrington High are packed with the future of America. Like teenagers everywhere, they struggle with parents, teachers and hormones. They also, face greater challenge, saving the world from alien domination. **Rated R** (violence, gore, strong language, drug use, some nudity); 101 minutes.

**Saturday, Feb. 6 -- THE PRINCE OF EGYPT** -- (Animated); An epic drama of heritage and destiny with its timeless themes of faith, hope and freedom. Born a slave, raised by kings, chosen to lead is the story Moses. **Rated PG** (intense depiction of thematic elements) 99 minutes.

**Sunday, Feb. 7 -- STAR TREK: INSURRECTION** -- (Patrick Stewart, Jonathon Frakes); Jean-Luc Picard travels to a planet that is a virtual fountain of youth. He discovers a dark conspiracy and leads an armed resistance in order to protect the alien inhabitants of the idyllic world. **Rated PG** (sci-fi violence, mild language sensuality) 103 minutes.

## LIVE THEATRE

*Crown Uptown Dinner Theatre*

"Singing in the Rain" Feb. 4 -- Mar. 28

Call 681-1566 for dinner and showtimes.

	MAFB	Gate
Thurs. & Sun.	\$21.45	\$24.30
Fri. & Sat.	\$24.45	\$27.48

The Ticket and Tour office at McConnell Air Force Base has discount tickets on dozens of events in the Wichita Community and surrounding area, including movies, theatre, sports trips and other tours.

For information on what is available, contact the office between 9 a.m. and 5 p.m. Monday through Friday. The numbers are (316) 652-6007 and 652-6038.

931st Air Refueling Group  
Public Affairs Office  
McConnell AFB, Kan. 67221