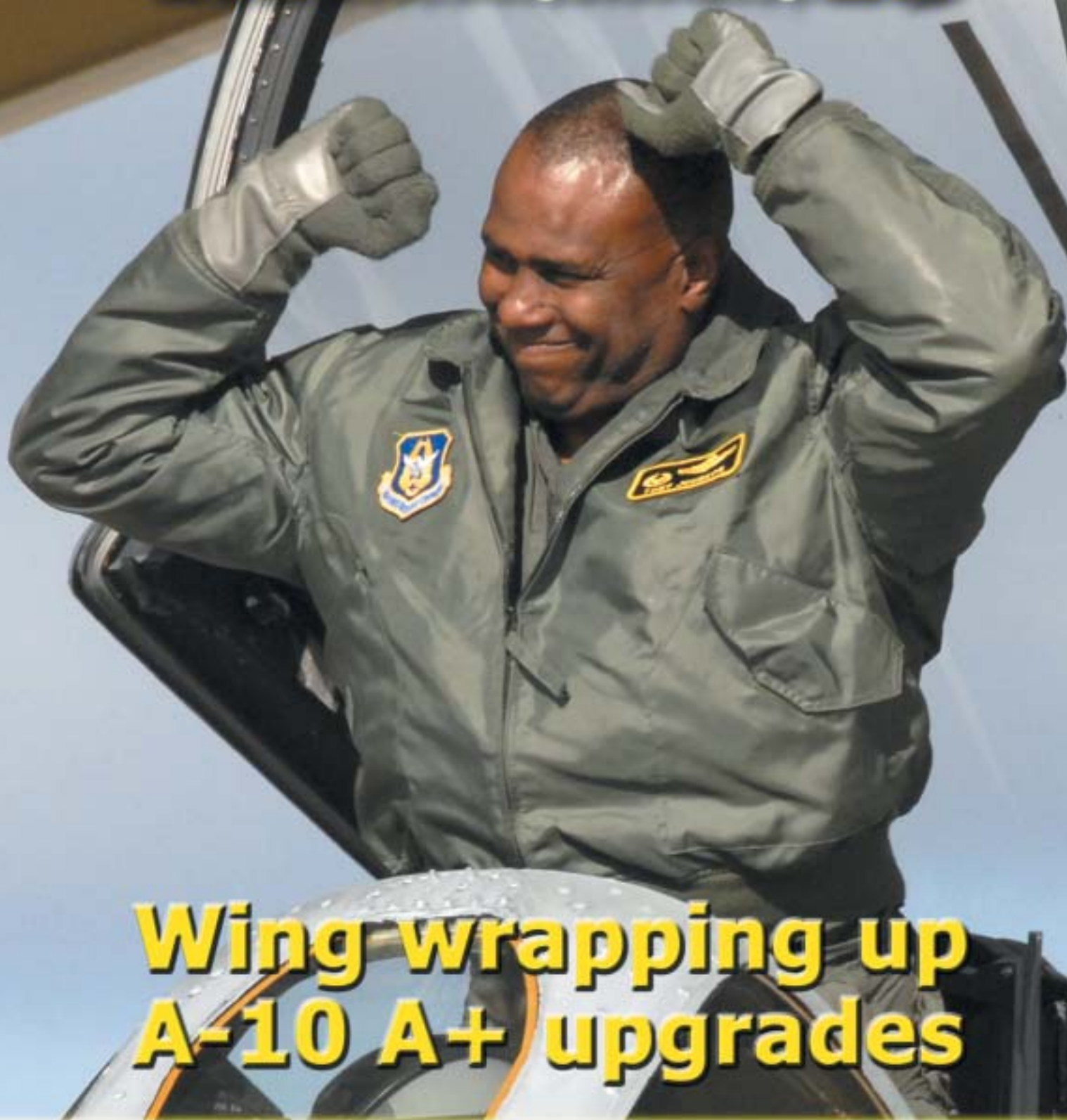


MOHAWK

442nd Fighter Wing



Wing wrapping up A-10 A+ upgrades

Record veterans' stories before it's too late

By Tech. Sgt. Leo Brown

Time is of the essence.

My dad and one of my uncles, both World War II veterans, died several years ago and I never took the time to sit them down – on camera – and record their “war stories.”

While I regret the many missed opportunities I had with my dad and my uncle, I encourage anyone who knows a veteran, especially a World War II vet, to get his or her stories recorded.

The benefits are many. You learn more about the veterans themselves and about our Nation's history. You are reminded of the sacrifices these men and women went through. Talking with the vets helps prevent taking people – especially the elderly – for granted. Their stories are inspiring and they remind you how fortunate you are to live in the United States.

Most of all, you are reminded that freedom is not free.

Last April, these things came to mind as I attended a reunion of American Airmen from World War II who were shot down and captured by the Germans, and who spent much of their internment in Stalag Luft III, a prison camp in eastern Germany.

I interviewed several of the men, capturing their stories on tape and their words became the basis of the *Mohawk's* recent four-part series on their combat and prison camp experiences.

I will forever cherish the interviews I have with those

veterans, the youngest of whom was 83 and the oldest of whom was 90. I love our country and I am more than proud to be an Airman, to serve in the same Air Force those brave men served in.

I know my dad and my uncle would be proud of my service, but I would still give anything to have them back for one day – even for a few hours – to record their stories and listen to their wisdom.

Four or five stories with sketchy details are all I have from them. The rest of their experiences – profound, painful, humorous and all the rest – are lost forever. Please don't let the same thing happen with your family members.

Time is of the essence. Statistics show that more than 1,000 World War II veterans die each day. Even a kid who was 18 in 1944, just one year before the war ended, is now 83 years old, living on borrowed time. Korean War veterans aren't far behind, followed by Vietnam vets and so forth. ABC News recently reported that, according to the Veterans Affairs Department, there are only two World War I veterans alive, after J. Russell Coffey died in December at the age of 109.

Living, breathing, remembering and feeling, these veterans are flesh and blood connections with some of the key events that have shaped our country into what it is today.

Time is of the essence. Honor veterans and our future generations by taking time to thank vets and record their stories. There's no good reason not to.



Second Lt. Jim Brown, a World War II veteran, in April 1944.

MOHAWK

442nd Fighter Wing

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Charge-of-quarters



SENIOR MASTER SGT. TIM STORMS 442ND MAINTENANCE SQUADRON

Call the CQ from on-base at 99-1 (660) 238-7428. From a local off-base number (i.e., Concordia, Warrensburg, Sedalia etc.), dial (660) 238-7428. To call toll free from off-base, dial (800) 260-0253 and press seven after the prompt.

COVER PHOTO: Col. Anthony Johnson, 442nd Fighter Wing vice commander, raises his arms after completing his final flight in an A-10 Thunderbolt II Jan. 13. The wing's A-10s have undergone considerable changes during his career, including the completion of the A-10 A+ upgrades. For more about the upgrades see pages six and seven. (Photo by Tech. Sgt. John Vertreese)

MOHAWK

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This newspaper is printed on recycled paper.



442nd Fighter Wing Tip of the Spear

TECH. SGT. GREG STEPHENS 442ND MEDICAL SQUADRON

Sergeant Stephens is the 442nd Medical Squadron's NCOIC of education and training. Using interpersonal skills and tenacity he has a personal goal of ensuring that each medic is fully trained and ready to support the 442nd mission at a moments notice.

A key responsibility of Sergeant Stephen's position is the tracking of those members needing training. Using multiple medical tracking programs he is able to generate valuable statistics to identify those members in need.

He keeps his 110 fellow medics up-to-date on required training whether it's in a formal setting at the unit, or during field training during a recent deployment. Sergeant Stephens puts a fresh spin on annual training making it more interesting and easier to sit through.

Always willing to accept additional duties, he was selected to be a unit health monitor working with each member ensuring they are fit to fight. His tenacity to get the job done includes a great deal of personal time and effort. That dedication was recently observed, when he spontaneously ran the mile and a half in BDU's to help pace a member who was struggling during the Fit to Fight test.

Sergeant Stephens accomplished one more personal goal demonstrating his passion for teaching and helping others. He graduated with his degree in education and began a career as a sixth-grade teacher. With this most recent accomplishment, a positive attitude and a passion for teaching, Sergeant Stephens is helping to make sure 442nd MDS is trained and ready for deployment.



Time-in-grade changes affect officers

By Tech. Sgt. Leo Brown

Officers eligible for promotion to colonel, lieutenant colonel and major will feel the effect of recent changes to promotion policies.

Designed to keep the Air Force Reserve in step with budgets and operational demands, the changes are effective immediately, per Lt. Gen. John Bradley, chief of Air Force Reserve.

The changes include making the mandatory eligibility for promotion to O-6 from three years time in grade to four. This will be phased-in beginning with the colonel selection board in October 2008 and will be completed with the October 2009 board.

Majors and captains eligible for promotion will be affected in the sense that position vacancy (PV) boards will meet once at five years time in grade versus twice, at the four- and five-year mark. This begins with the April 2008 lieutenant colonel board, and includes the February 2009 majors' board and all following boards. The February 2008 majors' board will not be affected.

"The decision to do this was because Air Force Reserve Command had too many people eligible for colonel but not enough positions, and that's mainly because of the officer grade enhancements

we had five or six years ago," said Capt. Joe Walter, 442nd Mission Support Flight commander.

"There were a lot of promotions over time to the lieutenant colonel rank," he said. "So the command is slowing down the process for eligibility to O-6 and, at the same time, colonels can retire sooner than they previously could."

Colonels can now retire with two years of time in grade versus three.

"That'll open O-6 billets for those who are now bottlenecked for lieutenant colonel," Captain Walter said. "So people will get impacted now if they're going to O-5, but this will open up colonel positions down the road."

The captain also said that another benefit is that position-vacancy boards, since they will meet at five years time in grade versus four, will "probably select a larger percentage of members. Since there's only one look now, they'll probably pick larger numbers."

"All these changes are an attempt to try to get better control of officers as they're going through the ranks, to help avoid bottlenecks," he said.

"We do have a handful of people affected by this, people who are currently in the window," Captain Walter said. "Boards for major that will happen in February 2008 will not be affected, but the

lieutenant colonel boards for April and June 2008 will be affected."

While the changes are designed to help the Air Force Reserve, they bring some frustration.

"It is certainly disappointing to those of us who were looking forward to promotion consideration this year, but will now have to wait an additional year," said Maj. Travis Caughlin, 442nd Maintenance Group deputy commander.

"However, policy adjustments are sometimes necessary to maintain the correct grade balance needed by the command and, inevitably, those changes will have a more immediate impact on some," he stated. "All said, my focus will remain on our important mission and, hopefully, my performance will make me competitive for promotion, regardless of whether it is this year or next."

"The command is trying to avoid bottlenecks, so there are improved opportunities for promotion," Captain Walter said. "It does impact some people immediately. At least for O-6 positions, they're phasing it in gradually."

Other changes include discontinuing selective continuation for lieutenant colonels beyond 28 years of commissioned service and combining the Participating Individual Ready Reserve and Selective Reserve into the Participating Reserve during promotion boards.

Wing commander nominated for general

From AFRC News Service

WASHINGTON — The chief of Air Force Reserve announced the president has approved the nomination to promote six one-star generals and 12 colonels to the next higher rank in the Air Force Reserve.

Included on the list is Col. Robert S. "Steve" Arthur, commander of the 442nd Fighter Wing at Whiteman Air Force Base, Mo. He was nominated for the rank of brigadier general and must still be confirmed by the U.S. Senate.

Also included is Brigadier General Thomas R. Coon, commander of the 442nd Fighter Wing's next higher headquarters, 10th Air Force, based in Fort Worth, Texas.

These promotions take effect upon U.S. Senate confirmation and by the direction of the chief of Air Force Reserve, Lt. Gen. John Bradley.





PHOTO BY MAJ. MARK JOHNSON

Capt. Clinton Johnson (left), a reserve C-17 pilot with the 300th Airlift Squadron at Charleston Air Force Base, S.C., had the recent opportunity to be accompanied on a

mission by his long-time mentor and uncle, Col. Tony Johnson (right), an A-10 pilot and vice commander of the 442nd Fighter Wing at Whiteman AFB, Mo.

Heritage meets legacy

Family ties stretch across the skies

By Capt. Wayne Capps
315th Airlift Wing Public Affairs

CHARLESTON AIR FORCE BASE, S.C. — It's not often Airmen get the opportunity to fly side by side with members of their own family, but the Johnson family had just that chance on a recent humanitarian mission to Haiti.

Capt. Clinton Johnson, a reserve C-17 pilot with the 300th Airlift Squadron at Charleston AFB, S.C., had the recent opportunity to be accompanied on a mission by his long-time mentor and uncle, Col. Tony Johnson, an A-10 pilot and vice commander of the Air Force Reserve Command's 442nd Fighter Wing at Whiteman AFB, Mo.

Since an early age, Capt. Johnson was determined to be an Air Force pilot. "I think just seeing an African American in his position made me feel that the only barriers out there are the ones you set for yourself. Seeing someone from my family doing it... it showed me that I could do it," Capt. Johnson said. "It is pretty cool to fly with my mentor, the person I looked up to all my life."

Capt. Johnson reflecting on his desire to be a pilot and one of his earliest childhood memories said, "When I was three or four, he (Col. Johnson) was flying F-4s and I came to see him at an air show. I remember him bringing me to the front of the line and letting me sit in the cock pit to take a picture."

"When he graduated from pilot training, he gave me that picture," Colonel Johnson said.

Flying space-available on the mission, Col. Johnson made it his goal to fly with his nephew before his retirement. "It's important for us as a family," the elder Johnson said.

The Colonel was all smiles on the mission, which was one of Capt. Johnson's first missions as an aircraft commander, saying "he is my brother's little boy! I try to keep a humble spirit, but I have to puff my chest out because I am so proud of him. He set the goal to do this when he was young and it's great to see him set this goal and achieve it."

Col. Johnson, the son of a share-cropper from Summerton, S.C. and Capt. Johnson are the only two aviators in their family.

Reflecting on the experience, Capt. Johnson said, "It's just pretty cool to get to fly him around now."



With A+ upgrades, wing's A-10s go *To the head of the*

By Tech. Sgt. Leo Brown

The A-10 is like a fine wine. It gets better with age.

Brought into the Air Force inventory in 1975, the A-10 has gone through a host of upgrades, which has made it the frequent scourge of enemy ground forces and the airborne weapon of choice for United States and coalition ground troops.

The latest upgrade to the 442nd Fighter Wing's A-10s, installing "smart" multifunction color display (SMFCD) data-link systems in the cockpit, make the battle-tested aircraft even more lethal, as they vastly increase communications and awareness for pilots.

The upgraded A-10s are known as the A-10 A-plus models.

The installations began in September 2006 and wrapped up just a few weeks ago. The last of the wing's 26 aircraft, recently gained from the Arkansas Air National Guard's 188th Fighter Wing, is being sent to Barksdale Air Force Base, La., for the installation.

The 442nd FW will gain a twenty-seventh aircraft – from the Con-

necticut Air National Guard's 103rd Fighter Wing – in February, according to Maj. Travis Caughlin, deputy commander of the 442nd Maintenance Group, but it already has the SMFCD.

The upgrades come just in time as the wing prepares for its third deployment to Afghanistan later this year.

The Airmen of the 442 Aircraft Maintenance Squadron's Specialist Flight, working with a contract team to do the installations, were wizards, patiently making their way through a maze of mechanical and electronic unknowns. They agreed their efforts were crucial for the future of the A-10 and for their own expertise.

"We had to help (the contract team) get up to speed," said Senior Master Sgt. Dennis Lyon, flight chief. "We did all the preparation and the follow-on checks and we'd work out issues as they arose.

"This is a major upgrade," he said. "It'll keep the A-10 in the inventory longer."

"It's been a heck of a project from the beginning and there's been a tremendous learning curve," said Master Sgt. John Mallas, an avionics specialist with the flight. "A lot of times we've just sat down



PHOTO BY MAJ. DAVID KURLE

An A-10 taxiing to its parking space Jan. 13 is one of 26 upgraded with new electronics by the 442nd Maintenance Group.

class

work and they can call us if they have questions.”

“We couldn’t do this without the technical abilities of our workforce,” Sergeant Lyon said. “It’s been a baptism by fire. If there were issues, it was sometimes something you looked at initially and thought, ‘I don’t know if we can get there from here.’”

But they did get from “there” to “here” and everyone, especially pilots, will reap the benefits.

“This increases our combat capability,” said Capt. Brian Leiter, chief of mission planning for the 303rd Fighter Squadron. “It brings us more into the twenty-first century.

“This (system) integrates our navigational system, our bombing computer, our targeting pod and our heads-up display to work together to more effectively target the enemy,” he said.

“The biggest thing it does is it links us up with other platforms and other fighters,” Captain Leiter said. “It’s a network structure. You can see other airframes on a network kind of like on a scope. It allows you to securely pass information back and forth without radio transmissions and allows us to see other airframes.

“I can pass targeting information to other assets,” he said. “Let’s say I’ve got bad guys in my targeting pod. I can throw out a sensor point of interest over the data-link that other data-link members can see on their screens, and other friendlies up to 300 miles away can pick up. You can quickly identify a threat or a target. It gives us a moving map that goes down to one-meter, high-resolution imagery.”

Upgrades to the wing’s A-10s won’t stop with the SMFCD, however. This summer should see the start of the conversion process to the “C” model. Done at the A-10 depot at Hill Air Force Base, Utah, these upgrades will enhance the capabilities of the avionics and countermeasure systems, according to Sergeant Lyon.

“At Hill, they’ll pick up another multifunction display system,” he said. “There’ll be changes in weapons delivery characteristics and in avionics systems. They’ll totally redo the cockpit display. There’ll be digital versus analog displays. There’s a missile warning system. They’ll be able to drop GPS-guided bombs and there’s a missile-warning system.”

“It’s never ending,” Sergeant Lyon said. “It’s a continuous upgrade to the aircraft to improve its ability to fight and survive. Every time you turn around, there’s another upgrade to keep the A-10 flying.”

“Pressure is perceived,” Sergeant Lyon said. “It isn’t so much pressure as much as it’s a tremendous amount of work. We’ve had our frustrations.”

“Our operations tempo isn’t getting any slower,” Sergeant Lyon said. “But we’ll continue to produce what we need to and do it safely and correctly. We’re going to press on with pride.”

“We helped ourselves and we helped (Barksdale),” Maj. Caughlin said.

“The comfort our ground troops have from the A-10 and the fear it instills in the enemy is tremendous,” Major Caughlin said. “Soldiers and Marines really like that support close in. The B-52s can do close air support with JDAMs (joint direct attack munitions), but that doesn’t give ground troops the same sense of security they have with the A-10. The show of force it brings and the psychological impact it makes can’t be underestimated.”

“The sound of freedom to ground troops is the sound of an A-10 coming to provide cover for them,” Sergeant Lyon said.

“I’m extremely impressed with our folks,” Major Caughlin said. “This was a lot of work to do, but their ability to identify and correct problems to the depth they have is just very impressive. We ironed out a lot of problems here.”

and figured out different capabilities. When this stuff first came out, we had no idea on how it worked.”

“This is a new system,” Major Caughlin said. “It’s really crucial to the capability of the aircraft. (The flight’s Airmen) clearly like what they do, though. I think they have a strange enjoyment. It’s impressive to watch it.”

The flight’s ingenuity and patience has benefited not only the wing, but other A-10 units. As problems and questions arose and were worked out, their findings and troubleshooting procedures were written down by Raytheon (the manufacturer of the SMFCD) representatives to help other units when they meet the same obstacles.

Maj. Caughlin said Air Force Reserve Command wanted the 442nd and the A-10 unit at Barksdale to do the upgrades at the same time, but the higher-ups were finally convinced that a wiser path to pursue would be to let the Whiteman reservists have a go at it. In the end, that paid off.

“We’re helping Barksdale,” Sergeant Mallas said. “They just started and we’ve been talking to them a lot. We did a lot of ground

Introductions

New Command Chief discusses Wing, road ahead

Mohawk: Tell us something about where you come from?

Chief Sturges: I enlisted in the Air Force in 1976. I did four years active-duty with three years overseas and came back to the states for a year. I came into the 442nd in 1985 as a traditional reservist and in 1986 became an Air Reserve Technician.

Up until now, I've been in the maintenance community my entire military career. I've been a crew chief, a production controller, a scheduler, a maintenance systems analyst and a production supervisor on the flight line. So I've seen it all on the maintenance side, which is near and dear to my heart.

Mohawk: What do you bring to the job?

Chief Sturges: Twenty-eight years of taking care of the mission and taking care of people is what trains you for this job. You have to look at the big picture and balance the mission and the people. You have to make sure the mission gets accomplished and that people get taken care of. Regardless of who you are in this organization, we can't do the mission without you.

Mohawk: What kind of changes are you going to have to grapple with making the transition to Command Chief?

Chief Sturges: From my previous job, it has always been about maintenance operations. Now I'm looking at the entire wing.

We've got some challenges ahead us. I keep trying to tell people that when I started in 1985 we were a Strategic Reserve – one weekend a month, two weeks a year – now we are an Operational Reserve and this wing will always be going some place. We have our aviation package deploying shortly, but we have cops that are deployed, transportation guys deployed, fuels personnel deployed and we just sent out some of our Civil Engineers. I can't see us at a time in the near future where we won't be deployed.

Mohawk: What do you think the top issues will be that you'll be advising Col. Arthur on?

Chief Sturges: Again, it's meeting deployment requirements that are coming down in the future. How they affecting our people. How they affecting their families, their employers, their mission. I know that Col. Arthur is already aware of those items and he struggles with them every day to make sure they stay balanced.

This position is two-fold job. One is to advise Col. Arthur on all things related to the wing's enlisted force but it's also to talk to the enlisted force and show them Col. Arthur's desires and mission requirements.

Mohawk: How accessible will you be as the leader of the Wing's enlisted force?



Chief Master Sgt. Allan Sturges

Chief Sturges: The door is always open. I want to hear what's happening to the enlisted folks. I want to hear the good and the bad. The only thing I do ask is that you go through the chain of command. But if you have a personal issue and you want to talk about it, the door is always open. We have some of the best support services available. We have the judge advocate's office, we have the chaplaincy and we have the Airmen and Family Readiness program. We are all about taking care of you before you deploy, while you are deployed and after you get home.

Mohawk: Tell us about your work ethic.

Chief Sturges: Do it right, do it honestly. We have the Air Force's core values – integrity first, service before self, excellence in all we do – and they are the core

values that I think have been my values, and a lot of people's values, before they became the Air Force's core values. I think it's important that we bring that to the table. As each of us does our jobs; whether it be the support group, the maintenance group, the operations group, or the medical squadron; regardless of what we are doing, do it right the first time.

Mohawk: What does the Wing do well and what could we improve?

Chief Sturges: This Wing is awesome! We do everything well. What we need to do is make sure that we don't forget how we do things well and that is by doing things fundamentally. Don't cut corners. What do we have to do better? Well, that ORI "word" is being said a lot. Because it's being said a lot and there is a good potential for it to happen, we need to dust off our ORI hats. That a whole different type of game than what we've played in a long time.

ORIs are all about fundamentals, and we need to look at what we need to do to be successful in an ORI and start looking forward to the fall of '09.

Mohawk: What do you want people to remember about your time as Command Chief.

Chief Sturges: I want to see that I took the Wing to the next level. I think that's what everyone wants to do; to look back and say, "we've made a difference." I want to say that I helped the organization better itself by doing "something" – you know, bettering this, bettering that.

It's a great honor to be sitting here and I'm extremely happy that Col. Arthur selected me for the position, but again it's not about me it's about taking care of the folks. I'm one person but there are 1,200 people out here in this organization that are making this wing the best. My goal is to help them succeed in everything that they do. If after I'm gone and people say, "you know, Chief Sturges added to the 442nd Fighter Wing's success," then I have met my mark.

Air Force outlines plans for new planes, systems



Whiteman could be home to F-35 Lightning II

WASHINGTON — Sixteen Air Force Reserve Command sites, including Whiteman Air Force Base, appear on the Air Force's "roadmap" for basing weapons systems in the future.

Air Force Chief of Staff Gen. T. Michael Moseley announced the long-term plan Jan. 16. It projects what Air Force capabilities the nation needs in the 21st century to meet threats to the nation's security.

"Our nation's competitors know that our Air Force provides America its decisive advantage," said General Moseley. "We need to prepare today for tomorrow's challenges. We need one vector to best meet the warfighting requirements of our nation."

In keeping with remarks Lt Gen. John Bradley, AFRC commander, made during a recent visit to Whiteman AFB, reservists there could be flying the F-35 Lightning II

The other Air Force Reserve locations and types of missions are:

- Andrews Air Force Base, Md. - Reservists flying unit KC-X air refueling aircraft
- Barksdale AFB, La. - Reservists flying unit F-35 fighter and Next Generation bomber aircraft
- Davis-Monthan AFB, Ariz. - Reservists performing combat search and rescue missions on unit CSAR-X aircraft
- Grissom Air Reserve Base, Ind. - Reservists flying unit KC-X aircraft
- Hill AFB, Utah - Regular Air Force unit sharing F-35 fighter with an Air Force Reserve classic associate unit
- Holloman AFB, N.M. - Regular Air

Force unit sharing F-22 fighter with an Air Force Reserve classic associate unit

- Homestead ARB, Fla. - Reservists sharing F-35 fighter with a Regular Air Force active associate unit
- Luke AFB, Ariz. - Regular Air Force unit sharing F-35 fighter with an Air Force Reserve classic associate unit
- MacDill AFB, Fla. - Regular Air Force unit sharing KC-X aircraft with an Air Force Reserve classic associate unit
- March ARB, Calif. - Reservists flying unit KC-X aircraft
- McConnell AFB, Kan. - Regular Air Force unit sharing KC-X aircraft with an Air Force Reserve classic associate unit
- Naval Air Station Joint Reserve Base Fort Worth, Texas - Reservists sharing F-35 fighter with a Regular Air Force active associate unit
- Patrick AFB, Fla. - Reservists flying unit CSAR-X aircraft
- Seymour Johnson AFB, N.C. - Reservists sharing KC-X aircraft with a regular active-associate unit
- Tinker AFB, Okla. - Reservists sharing KC-X aircraft with Air National Guard air reserve component associate aircraft

As part of the Air Force's strategic planning efforts, senior leaders from the Regular Air Force, Air National Guard and Air Force Reserve gathered in early December to discuss and collaborate on the plan. The roadmap is designed to meet one of the nation's most pressing needs: recapitalization and modernization of its aging Air Force fleet.

General Moseley's roadmap outlines where future advanced weapon systems could potentially be based in the continental United States, Hawaii, Alaska and U.S. territories. The plan calls for Air Force officials to evaluate installations that currently house legacy weapon systems forecasted for replacement by future systems.

General Moseley said the roadmap represents a more efficient and flexible force structure. Although the Air Force will have a smaller total aircraft inventory, overall Air Force capabilities will increase with each next-generation weapon system. In many instances, the potential locations will capitalize on Total Force Integration efforts, creating innovative organizational arrangements among the Regular Air Force, Air National Guard and Air Force Reserve.

Installations that meet preliminary objective requirements then will undergo thorough environmental studies in accordance with the National Environmental Policy Act.

NEPA mandates environmental analyses and impact studies. These are critical factors in determining final beddown bases in the United States as suitable locations for weapon systems.

These major studies take time. One study may involve one or more installations. Some locations may not require a review.

The findings of these environmental studies, along with the results of required fiscal and operational analyses over the next several years, will determine the final beddown plan and phasing. (Air Force Reserve Command News Service)

442nd recruiters named 'outstanding team'



PHOTO COURTESY AFRC/RS

The 442nd Fighter Wing Recruiting team received the Outstanding Team Achievement Award for Recruiting Excellence as the Air Force Reserve Command's top operating location. Posing for the award photo are Chief Master Sgt. Bibby, a former 442nd recruiter and the AFRC Recruiting Service Manager; Major General Allan Poulin,

AFRC vice commander; the 442nd Recruiting team members, Master Sgt. Jerry Hancock, Tech. Sgt. Clark Gilleo, Senior Master Sgt. James Fritzen (kneeling) and Tech. Sgt. John Manning; with Col. Francis Mungavin, AFRC Recruiting Service commander and Col. Steve Arthur, 442nd FW commander.

Reserve Recruiting earns business 'Oscar'

ROBINS AIR FORCE BASE, Ga. — On the heels of meeting its goal for the seventh consecutive year, Air Force Reserve Command Recruiting Service also earned a nationally recognized sales award Dec. 6.

Judges handed a "Stevie" award to recruiting for "Recruitment and Staffing Sales Organization of the Year," a new award for 2007, at a ceremony in Las Vegas. The award is given in the category of "Best Run Sales Organization" along with 23 other awards. The Stevies have been called "the business world's own Oscar Awards."

The AFRC Recruiting Service nomination was judged by 29 business professionals from across the United States, including chief executive officers, vice presidents and other executives.

Twenty senior recruiters were certi-

fied to lead specialized selling-training programs as part of the Air Force Reserve's current focus on "owning" the selling philosophy and approach, called IMPACT, organization-wide

Better than 90 percent of Air Force Reserve recruiters made their individual assigned goals for fiscal year 2007

The Reserve improved its approach to finding qualified full-time recruiting staff, using specialized assessments to screen more than 400 individuals, out of which 37 were offered the opportunity to attend recruiting school in 2007. Of the 37, 28 accepted the invitation, and all 28 graduated. This is a significant improvement over pre-assessment graduation rates, which ranged from 50-80 percent.

IMPACT is an acronym that stands for investigate, meet, probe, apply, convince and tie-it-up. The process was cre-

ated by The Brooks Group, a sales and sales management training company, headquartered in Greensboro, N.C. The group has been the primary training advisor to Air Force Reserve Command Recruiting Service since 2000.

The Stevie Awards were created in 2002 to honor and generate public recognition of the efforts, accomplishments, and positive contributions of companies and business people worldwide. Beginning with The American Business Awards in 2002, and The International Business Awards in 2003, and The Stevie Awards for Women in Business in 2004, the mission of the awards is to raise the profile of exemplary companies and individuals among the press, the business community, and the general public. Stevie is taken from the name Stephen, which is derived from the Greek for "crowned."

THE 442ND RECRUITERS

The 442nd Fighter Wing recruiting team, Senior Master Sgt. James Fritzen, Master Sgt. Jerry Hancock, Tech. Sgts. John Manning and Clark Gilleo and Ms. Jean Thornton encourage Wing members to refer their acquaintances to the Recruiting office if they express an interest in the Air Force Reserve. The accompanying graphic can be clipped and applied to a bulletin board or other display to be a convenient reminder on how to contact the Wing's recruiters. For more information contact Sergeant Fritzen at (660) 687-4014 or via email at james.fritzen@whiteman.af.mil



AFRC Recruiting Service seeks applicants

ROBINS AIR FORCE BASE, Ga. — The Air Force Reserve Command Recruiting Service is now seeking applicants to fill recruiting positions in locations across the globe.

In addition to finding qualified applicants for careers in the Air Force Reserve, a recruiter interacts with the community and serves as a representative of the Reserve 24-hours-a-day

"We're always looking for enthusiastic, qualified people. If you are motivated to excel, perform above the status quo, and are physically and morally fit this could be the career move you've been looking for," said Chief Master Sgt. Dave Schoch, chief of the AFRC Recruiting Service training branch.

442nd Fighter Wing Senior Recruiter Senior Master Sgt. James Fritzen believes the 442nd has some very promising candidates waiting in the wings.

"I feel that the professionalism and work ethic I have seen demonstrated time after time in this Wing shows that our members are exactly the kind of people Reserve Recruiting is looking for," Sergeant Fritzen said. "Our success in this office is directly attributable to 442nd reservists referring outstanding people to us."

The application process begins with a face-to-face interview with Sergeant Fritzen who will also help the applicant complete an application packet, which includes a current physical.

"The packet will be sent to our headquarters at Robins Air Force Base, Ga., to the recruiter selection board for evaluation," Chief Schoch said.

If selected, applicants attend an evaluation and selection course at the recruiting service headquarters here. Applicants are evaluated on "potential to become a successful recruiter. The course is five-days long designed to introduce prospective candidates to reserve recruiting. During this course, candidates will undergo an open-ranks inspection, participate in physical training, give speeches, and complete memorization work. Challenges are progressive. The top candidates are afforded the opportunity to attend the recruiter class.

The recruiting course at Lackland AFB, Texas, is six-weeks long.

"This is one of the most challenging technical schools in the Air Force. These six weeks will prepare you to be a mission-ready

recruiter," said Senior Master Sgt. Barry Kowald, an instructor at the school. "Standards here are high."

Instruction includes Air Force Reserve benefits and entitlements, program selection criteria, advertising and promotion, community relations, speech, and salesmanship. Course emphasis is on student performance and practical application.

Tech. Sgt. John Manning, a new 442nd Fighter Wing recruiter, recently attended the course and came away ready to demonstrate how the Air Force Reserve can mesh with the lives of potential recruits.

"The course, though challenging, lays the foundation of the Investigate, Meet, Probe, Apply, Convince, and Tie-it-up system, also known as IMPACT, whereby we probe for the applicant's specific needs and apply the Air Force Reserve benefits specifically to them," he said.

Now a reserve recruiter at Blue Springs, Mo., Sergeant Manning said he understands the importance of his job.

"In actual practice and in the field, the goal of this incredibly fulfilling job is to help people achieve their goals," Sergeant Manning said. "We do this only by helping them in a way that benefits them and provides an opportunity for a career as a Citizen Airman."

An initial recruiting tour of extended active duty can last up to four years. Tour extensions are reserved for those who "meet or exceed the highest standards of conduct, demeanor, appearance, integrity, production and acceptance of responsibility," according to Chief Schoch.

Reserve Recruiting just won a national sales award called the "Stevie" — the business world equivalent to an "Oscar" — and Sergeant Fritzen looks forward to seeing the Wing's contribution to the Command's future successes.

"If you feel you have what it takes and are up to the challenge take the time to get the information by giving me a call to set up an appointment," he said.

Sergeant Fritzen, can be contacted at (660) 687-4014 or by email at james.fritzen@whiteman.af.mil or call Master Sgt. Briana Ontiveros, the training NCO at Reserve Recruiting headquarters, at DSN 497-0630 or commercial (478) 327-0630.

442nd Civil Engineer Squadron members out-process through the Whiteman AFB deployment center, Jan. 8, as they leave on an Air Expeditionary Forces deployment overseas. The CES reservists join security forces, logistics readiness and medical Airmen who are also deployed. (US Air Force photo by Master Sgt. Bill Huntington)

DEPARTMENT OF THE AIR FORCE
442ND FIGHTER WING PUBLIC AFFAIRS
931 ARNOLD AVE.
WHITEMAN AFB MO 65305-5070

TO THE FAMILY OF:



"I encourage each of you to set personal goals that will take care of your mind, body and your family so you are ready to defend our great nation today and in the future."

-- Secretary of the Air Force Michael W. Wynne

442nd Fighter Wing on line -- www.442fw.afrc.af.mil