

THE SECTOR

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EASTERN AIR DEFENSE SECTOR

OCTOBER 2016

ACC/IG UEI CAPSTONE EVALUATION, OCTOBER 19-22

Vision: We will detect and defeat the next air attack on America

PRIORITIES

- Execute the steady state mission effectively
- Ensure the Sector can effectively surge to meet contingency and wartime requirements
- Provide focused, standardized and realistic mission training
- Recruit and retain the highest quality Airmen and make EADS the best place to work in the Mohawk Valley
- Continuously strive to find efficiencies and improve Sector effectiveness

KEYS TO SUCCESS

- Understand our Vision, Priorities and how they fit into the work you and your section accomplish
- Be open, honest and professional about the work that you accomplish everyday defending North America
- Read the IG article for details on the ACC/IG visit and a refresher on the Air Force Inspection System

MAJOR GRADED AREAS



This Month is a Buffet

At the writing of this article, I'm 123 days into my assignment as the EADS Commander. The last four months have flown by. The leadership team is gelling. Some new processes in development are beginning to take hold. The diversity of topics and efforts highlighted in this month's newsletter are broad enough that I'd like to use my time to provide a little thoughtful focus. You'll find the articles by Senior Master Sgt. Dave Layton and Maj. Bryan Culipher good reads. Thanks to everyone that has been working toward making *The Sector* publication an informative communication tool for our community of military, civilians, contractors, families and alumni.

This month, while we accomplish our number one priority of **executing the steady state mission effectively**, all of us will be involved in supporting our other EADS priorities to some extent. The Unit Effectiveness Inspection (Oct. 19-22) will give our implementation of the Air Force Inspection System (AFIS) a shot of adrenaline and an opportunity to refine our effectiveness. The inspectors really are welcome guests looking to contribute an outside perspective on our processes and priorities. We'll maximize the benefit of their visit by working with them hand-in-hand, and sharing what we do.

About the same time, as Battle Control Center Warfighters (Ops, Support, etc.), we'll be employing our weapons system (the BCC) during the VIGILANT SHIELD 17 Live-fly Field Training Exercise (Oct. 18) and the VIGILANT SHIELD 17 Simulation Command Post Exercise (now through Oct. 21). These exercises are our training opportunity during which all of the NORAD/NORTHCOM enterprise is listening. Your lessons learned will improve the Sector and the BCC weapons system employment because of the strong, established VIGILANT SHIELD lesson learned process that goes through 1st Air Force up to NORAD. This process has teeth. Let's use it to make our situation better.

Col. Balbierer and I have reviewed this summer's Unit Climate Assessment results this past week with the 174th Attack Wing EO office. I've shared the full reports with the commanders, chiefs, 1st Shirt and our IG. Our first command level discussion on the UCA results will occur this Friday, and we'll continue to address the topics the UCA raised throughout the year to **make EADS the best place to work in the Mohawk Valley**. I asked Lt. Col. Roos to draft a synopsis of the UCA for me so that I can share the highlights with both 1AF and NYANG leadership. That will go out next week. Your feedback through this UCA is heard. We have work to do to get better. Some areas that we will be addressing include: perceived micromanagement and delayed decision-making by senior leadership; unclear officer and enlisted career development; strained officer and senior enlisted professional relationships; and communication effectiveness in general. On the positive side of the survey, it's clear that nearly everyone understands the importance of their contribution to the mission, and you all take pride in performing that mission to the best of your ability. Thank you.

In June's *The Sector*, I shared the basis of my "elevator speech"...amounting to what I believe my roles and responsibilities are, and how I plan to approach their successful completion. The last four months have helped me clarify the murky story behind the Battle Control Center weapons system capability, for myself, and for some key EADS leaders. The written EADS commander guidance I've drafted, and discussed with Col. Balbierer and Chief Dooley, is nearly ready to share and implement through our commanders, chiefs and other senior leaders. It's intended to strategically align all of your efforts with my concerns and initiatives. That guidance will enable further delegation of decision-making to the lowest level, while expanding the effectiveness of the programs and efforts you manage. I look forward to publishing guidance on self-execution to Title 10 status for our Title 32 military personnel, and updated guidance on Title 5 Annual Performance Appraisal awards. Because of some good feedback from our civilian workforce, I've decided to depart from the norm and define the appraisal award guidelines earlier in the civilian pay year. From the start, I've said I want to lead in collaborative ways. I'm pleased with the feedback from our commanders and chiefs on the above guidance efforts. That feedback has resulted in better overall guidance documents. It's a team effort.



Col. Emil Filkorn

Defending the NCR: The Interagency Piece

by Lt. Col. Chris Johnson, Commander, 224th ADG Detachment 2

Greetings from Northern Virginia. Since becoming operational in January 2003, the National Capital Region Coordination Center (NCRCC) has served as a fusion center where the agencies responsible for defending the NCR work together to maximize their situational awareness and teamwork. Detachment 2 of the 224th ADG is a team of officers who serve as Air Defense Liaison Officers (ADLOs) representing the Battle Control Center working 24/7 with our NCRCC partners, which includes the Federal Aviation Administration, Transportation Security Agency, U.S. Coast Guard, U.S. Secret Service, U.S. Capitol Police, Joint Force Headquarters, Pentagon Force Protection Agency, and the Customs and Border Patrol (CBP). Det 2's ADLOs are uniquely positioned within the NCR defense enterprise in that they work in that nexus between air threat (bad guys), law enforcement agencies (Secret Service, Capitol Police and Customs and Border Patrol), air traffic enabler (FAA) and the BCC. It is that unique placement where we can provide accurate, responsive information and assistance to the BCC and NCRCC partners alike.



Lt. Col. Chris Johnson

Having served at all three locations I can tell you that there is still untapped potential in the synergy achieved with our interagency partners and the BCC. Whether it will be aiding the development of new interagency tactics, techniques and procedures (TTPs) as more and more unmanned aerial system (UAS) reports come from law enforcement on the ground within the Flight Restricted Zone (FRZ) or by increasing our outreach and partnership with local aviation units, I believe Det 2's most productive days lay ahead. Next time you are down in the NCR feel free to contact us and arrange a tour of the TSA Freedom Center where Det 2 helps defend the capital 24/7.



ACC/IG UEI Capstone Scheduled for Oct. 19-22

by Lt. Col. Joseph Roos, 224th ADG IG

Part of the new Air Force Inspection System (AFIS) is our Unit Effectiveness Inspection (UEI) Capstone event, taking place in just over two weeks from Oct. 19-22. The UEI is an external, continual evaluation of our performance based on the four MGAs. We can expect approximately 20 Air Combat Command (ACC) Inspector General (IG) personnel in Rome, and two ACC/IG personnel at each Detachment for the inspection. You will see them out and about as they inspect unit level programs, review our inspection program and observe all of us as we conduct the EADS mission. As we look forward to a challenging and exciting visit from the ACC/IG team I thought it would be useful to review several of the topics that we have addressed in the Sector over the past year.

Air Force Inspection System (AFIS)

The purpose of AFIS is to enable and strengthen commanders' mission effectiveness and efficiency. AFIS should motivate and promote military discipline, improved unit performance, and management excellence up and down the chain of command, in units and staffs. Finally, AFIS should identify issues interfering with readiness, economy, efficiency, discipline, effectiveness, compliance, performance, surety and management excellence.

Major Graded Areas (MGAs)



MGAs represent key processes, procedures and requirements based on either public law, executive orders, directives and instructions. These MGAs and sub-areas come directly from AFI 1-2, Commander Responsibilities. The UEI and CCIP will assess **four** MGAs: **Managing Resources, Leading People, Improving The Unit** and **Executing The Mission**. Ultimately, Commanders ensure their Inspection Program (CCIP) focuses on detecting non-compliance with all applicable governing directives and on unit effectiveness in the four MGAs.



Lt. Col. Joseph Roos

Commanders Inspection Program (CCIP)

The **Commander's Inspection Program (CCIP)** is divided into three parts: the **Self-Assessment Program (SAP)** which identifies "observations" of non-compliance, managed at the shop- or program-level and the Wing Inspection Program (WIP) which detects "deficiencies," areas of non-compliance missed by the SAP to be managed at the commander-level. If the SAP detects non-compliance before an inspection, then it is functioning properly. The third aspect of the CCIP is the **Commander's Inspection Management Board (CIMB)** which synthesizes CCIP data and results in order to improve performance in all four MGAs towards the Commander's **vision** and **priorities**.

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Wing Inspection Team (WIT)

The Commander has approved an annual inspection and exercise plan to be conducted by the IG office and members of the **Wing Inspection Team (WIT)**. The WIT is composed of unit subject matter experts who along with the IG office will report their inspection findings to the Unit Commanders and track deficiencies to identify any trends that may be occurring.

Airmen to IG Sessions in Group (ATIS-G (I))

As part of the UEI Capstone visit from **Oct. 19-22**, ACC/IG will conduct face-to-face surveys of EADS members. The surveys are called **Airmen-to-IG-Sessions (ATIS)** in Group (ATIS-G) and Individual (ATIS-I). ATIS-G events are mandatory military appointments. ATIS-I interviewees will be randomly selected on-site. All of the information provided is considered "Protected Communication" and is protected in IG channels. This means no one can reprimand you for communicating with the IG and no one can restrict you from communicating with the IG.

Practice Makes Perfect: The National Capital Region's Coordination Center

by Maj. Bryan Culipher, 224th ADG Detachment 2

One of the lasting questions from that crystal clear-sky day in September, 2001, was how, just how, could America keep coordinated attacks from happening again? One answer was the National Capital Region's Coordination Center or NCRCC. The NCRCC is a post-9/11 "fusion center" and is located in a non-descript, highly-secure, brick building situated just 20 miles from the White House. In this era of joint-operations, this fusion center puts all the major players of airspace security and defense into one operations floor, streamlining communication between FAA, Secret Service, TSA, intelligence agencies, other key local agencies and the Air Force. The aim of our Ops Floor is to help identify potential homeland threats, communicate relevant intelligence to and from the NORAD enterprise with our ops floor civilian partners, and to reduce confusion when escalating situations become hectic -- with the ultimate goal of timely and efficiently elimination of threats to the Nation's Capital.

In the 15 years since 9/11, America has been dealing with ever-changing terror methods. Lone-wolf terrorism presents a new kind of localized threat—known in policing terminology as an "active shooter" event. This reality has played out over the DEN many times, with Headquarters (FAA) getting the call. Headquarters, this is Miami International, I'd like to report an active shooter; law enforcement is responding. Given their increased occurrences, law enforcement is training to prepare communities on how to respond to an active shooter in their schools or workplaces. Sometimes the training can get a little too realistic. From the NCRCC's ops floor perspective, these important training events have created some 'near misses' but thankfully, the fusion center's streamlined communication has worked very well to distinguish them. In this way, the NCRCC works to enhance engagement of emerging air threats and just as importantly aids in de-escalating non-threats.

One quiet evening on the ops floor, reports came in of a possible active shooter in Washington D.C. As more details began trickling-in, the reports spoke of a possible rooftop sniper in the vicinity of the Washington Navy Yard (a small but historic naval base located just blocks from the Capitol Building.) Local law enforcement were already on high-alert because just a few months earlier, a murderous, disgruntled employee had killed several people on base there. Local police forces responded swiftly to the call, including helicopter units from D.C.P.D., U.S. Park Police, and Customs and Border Patrol.

The reports set into motion NCRCC ops floor protocols. Because of the proximity to Reagan National Airport, flights already on approach were allowed to land, but those on the ground were held, and all other arrivals were placed in holding patterns until the suspect was in custody or deemed 'no longer a threat.' Law enforcement, and the NCRCC ops floor, was taking this emerging report very seriously and the anxiety-level was high. Swift action from one of the helicopter units confirmed they had the suspect in-sight and that it appeared that he had a weapon of some sort in his hands. Ground units were quickly dispatched to the scene, stormed the building, only to find out this was an unreported, active shooter exercise by a Marine Corps unit assigned to the Navy Yard. Later, we found out that the rooftop suspect was using a broomstick as a simulated weapon. Just a little advance coordination with the NCRCC or local law enforcement could have prevented the ripples caused by uncoordinated exercises in the NCR, which--under governing protocols-- could have deadly outcomes. Thankfully, the NCRCC's ops floor, whose major strength is the long-standing and trusting relationships with our fusion-center partners, could distinguish a legitimate immediate threat, from a training exercise. De-escalation, which involves judgment and communication skills, is just as important as managing escalating air threats in the Nation's Capital. Because, as we all know, you don't bring a broomstick to a gun fight.



Maj. Bryan Culipher

Senior Cyberspace Leader Visits EADS

By Lt. Col. Catherine Sundet, 224th Support Squadron Director of Cyberspace Operations

Col. Robert A. Burris, the Director of Communications and Cyber Forces at AFNORTH, visited EADS on Sept. 7. It had been several years since he last visited the Sector and he certainly took notice of all the changes which have occurred since 9/11. He immediately noticed our new Entry Control Point which provides a substantial improvement in our Force Protection capabilities, as well as taking note that our headquarters building is now located within the Battle Control Center compound. His tour of the BCC revealed two additions, a relocated Joint Interface Control Cell, a robust white cell for exercise execution, and numerous updated systems and data walls.

During his tour of the BCC he engaged our junior enlisted, having them explain what they do in their areas and asking them related questions. He had a meeting with our Missions Systems Flight personnel, along with Cyber Protection Team and NORAD Joint Cyber Center personnel who were also at EADS that week. He gave them his perspective on mission assurance across the AFNORTH enterprise and discussed some planning issues for future operations.

Col Burris' visit culminated with a briefing to a packed room of almost 50 military and civilian cyberspace professionals from the various flights of the 224th Support Squadron's Cyberspace Directorate and 84 RADES Rome operating location. He shared his career experiences, elaborating on the missions of the units he served with and the duties of the communications and cyberspace officers and enlisted personnel he worked with. He explained to the audience the importance of continuing to properly sustain and maintain our systems and networks, keeping them patched and updated. He refers to this work as the "part of the iceberg unseen under the water", the part that can really hurt you if you don't pay attention to it. He also stated that some amount of Defensive Cyber Operations personnel at the local units will likely be needed in order to provide mission assurance. Other topics included cyber readiness inspections, past cyber protection operations, Title 10 career opportunities and a question and answer session with the audience.



Col. Robert A. Burris

First EADS/WADS Cyber Superintendent Summit Held at Det 1

by Senior Master Sgt. David W. Layton, 224th Support Squadron Cyber Mission Systems Superintendent



**Sr. Master Sgt.
David Layton**

We've all heard the phrase "flexibility is the key to air power." Another concept that's very important to air power is collaboration. Wikipedia defines collaboration as "the process of two or more people or organizations working together to realize or achieve something successfully." Synonyms of collaboration include teamwork, partnership, and cooperation. EADS does its job with cyber mission systems that are specific to our mission and not common to the rest of the Air Force. That lack of commonality results in a lesser level of support from higher headquarters than more common systems receive. Because of that we must collaborate with our mission partners to bridge that gap in support and ensure our success.

In September, EADS Cyber Superintendents did just that. We spent a week in the National Capitol Region collaborating with our counterparts from EADS Det. 1 and the Western Air Defense Sector (WADS) at the first ever Sector Cyber Superintendent Summit. The week kicked off with a mission brief and tours of the Joint Air Defense Operations Center and associated sites. A substantial amount of time was spent in roundtable discussions about common challenges and sharing best practices on many topics including cyber manpower utilization, cyber technician training and cyber flight structure to name a few. We visited the Air National Guard Readiness Center and met with our Career Field Functional Managers and Functional Area Managers establishing relationships and paving the way for efficient resolutions to the challenges we face. The week was capped off with some team bonding at a Baltimore Orioles-Boston Red Sox baseball game. The information exchanged and relationships built at this summit will surely pay dividends as we shape our cyber future. I challenge all Sector members to know who your mission partners are and take the initiative to collaborate with them whether it's via TDY, e-mail or a simple telephone call. I'm confident that in doing so you will find ways to enhance our success, efficiency and ultimately improve how we execute our mission.



EADS fifth Junior Enlisted Professional Development Course graduated 17 Airmen on Sept. 16. Designed and taught by EADS senior NCOs, the course provided junior enlisted members instruction on a wide range of topics including leadership, bullet writing and public speaking. Pictured above from left to right, front row, are: Staff Sgt. Bienvenido Knowles, Staff Sgt. Robert Aikens, Tech. Sgt. Eric Lewis, Staff Sgt. Monte Hall, Sr. Airman Tyler Eberley, Staff Sgt. Jonathan Myers, Sr. Airman Jordan Jarecki, Sr. Airman Michael Szewil, Sr. Airman Cierea Ayers and Sr. Airman Brigitta Martin. Back row from left to right are: Tech. Sgt. Timothy Wheeler, Sr. Airman Nicholas Spine, Staff Sgt. Philip Gentile, Sr. Airman Myles Perks, Staff Sgt. John Schroeder, Staff Sgt. Andrew McNamara, Sr. Airman Damien Buchwald and class advisor Master Sgt. James Burke. *Photo by Tim Jones, 224th ADG PA.*

EADS Returns to the New York State Fair

By Senior Master Sgt. David W. Layton, 224th Support Squadron Cyber Mission Systems Superintendent

For the first time in many years EADS had a display in the New York State Fair's New York Air National Guard tent. Our display consisted of a video presentation highlighting our mission and people, a model display of Air Control Alert aircraft and informational pamphlets. Our primary goal was to tell the community who we are and what we do and present a positive image of EADS and the Air National Guard. I believe we met that goal,

More than 50 Sector members represented EADS at the Fair and had hundreds of interactions with the community. The 2016 Fair shattered previous attendance records with more than 1.1 million attendees, making this an awesome venue to display what we do. Our display was visited by many military leaders including New York Adjutant General Major General Anthony P. German, Brig. Gen. Timothy J. Labarge, Assistant Adjutant General, Air and Command Chief Master Sergeant Amy R. Giaquinto as well as Commanders from Wing and Group level. On Sept. 1, 10 Sector members were able to break free from their duties and attend the Armed Forces Day ceremony. The ceremony took place at the NY State Fair Veterans Memorial and paid tribute to Gold Star Mothers, current service members, veterans, and veterans support organizations. The highlight of the ceremony was the unveiling of a special flag and statue in honor of Gold Star Mothers.

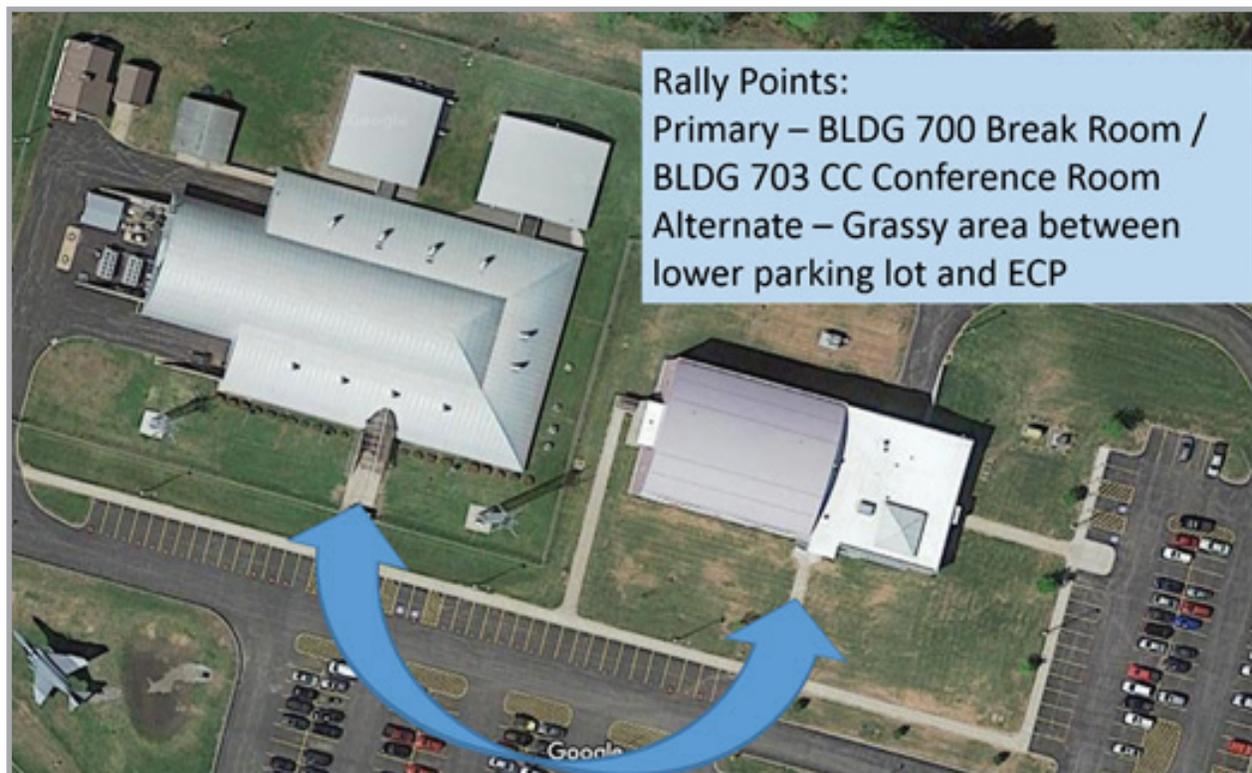
I believe our return to the fair was a success. As always, we will look for ways to improve our presentation in the future. Sector members should pass their recommendations for improvements to Sr. Master Sgt. Layton or Staff Sgt. Marie Coar. I'm personally looking forward to what next year brings. Anyone that did not have the opportunity participate this year missed a great time and should really consider getting involved next year.



Master Sgt. Natasha VanDeusen shows Maj. Rex Vernales (in civvies) the touch-screen display at EADS State Fair booth. EADS volunteers manned the booth for the duration of this year's fair, which attracted a record 1.17 million visitors. Photo courtesy of Sr. Master Sgt. David Layton.

Fire Prevention Week: Know Fire Rally Points

by Colt Brumm, 224th ADG Safety and Occupational Health Manager



As you may recall from last year, the week including Oct. 9 (the anniversary of the Great Chicago Fire) is recognized as Fire Prevention Week. In recognition of this year's Fire Prevention Week, I am going to take the opportunity to remind all of you that our fire evacuation procedures changed this past May. At this point, many of you have received training on the new, much simpler procedures, but just in case you have missed all of the training sessions that we have held, here are the key points:

- When the fire alarm sounds, evacuate the building. Protection of human life is the chief concern.
- The primary rally point for evacuations from Building 703 is the break room in Building 700.
- The primary rally point for evacuations from Building 700 is the CC Conference Room in Building 703.
- The secondary rally point for all evacuations is the grassy area between the lower parking lot and the Entry Control Point.
- Anybody who sees fire or smoke has the authority to signal an evacuation. This includes visitors, contractors, civilians, military personnel, or anybody else.
- Evacuation may be signaled by pulling a fire alarm pull station, sounding three blasts of an air horn (available in all of the fire extinguisher cabinets), or yelling "Fire. Fire. Fire."
- The alarms in rooms protected by a clean agent fire suppression system sound a little different, but the guidance generally remains "When the alarm sounds, evacuate."
- Fire extinguishers are available for anybody to use to put out a very small fire or to aid in evacuation. However, please note that nobody is directed or required to attempt to extinguish a fire. Nobody other than a firefighter should place their life or health in danger to fight a fire.

Report Personal Changes and Foreign Travel to IP

By SrA Christopher Dorion/224 ADG Information Protection Office

To maintain eligibility, employees must recognize and avoid behaviors that might jeopardize their security clearance or eligibility to perform sensitive duties. Supervisors are well positioned to remind employees of these responsibilities and encourage reporting when an activity or event may put an Employee's clearance in jeopardy. The Continuous Evaluation Program (CEP) includes reinvestigation at given intervals based on the types of duties performed and level of access to classified information. Incumbents of Critical Sensitive positions are reevaluated every five years. Incumbents of Non-Critical Sensitive positions are reinvestigated every 10 years if they have access to SECRET material. Self-reporting is an essential component in maintaining the integrity of the Personnel Security program. Incidents and life events where self-reporting is expected or may be appropriate are:

CHANGE IN PERSONAL STATUS

- Marital status (e.g., marriage, divorce)
- Cohabitation (e.g., living in spouse-like relationship)
- Relationship (e.g., intimate relationship, engaged)
- Change of name

FOREIGN TRAVEL

- A security briefing prior to any foreign travel, whether for personal or business reasons
- Clearance for travel to all countries for Sensitive Compartmented Information (SCI) cleared individuals (Contact SSO for further information)

FOREIGN CONTACTS

- Contact with individuals of any foreign nationality, either within or outside the scope of your official duties, in which illegal or unauthorized access is sought to classified or otherwise sensitive information
- Personal concern that you are a target of an attempted exploitation
- All close and continuing relations between SCI cleared individuals and foreign nationals

LOSS OR COMPROMISE OF INFORMATION

- Inadvertent or accidental loss or compromise of classified or other sensitive information. First priority in such a situation is to regain control of the classified material.

ARRESTS

- Any arrest, regardless of whether or not charges were filed
- Other involvement with the legal system (e.g., being sued)
- Any circumstance where there may be a requirement to discuss job or duties under oath

PSYCHOLOGICAL COUNSELING

Self-reporting is appropriate for psychological treatment unless it is for marital, family or grief counseling, or if counseling was strictly related to adjustments from service in a military combat environment. Seeking help for life's stressors does not reflect adversely on an individual's judgment. Instead, it may be viewed as a positive sign that an individual recognizes that a problem exists and is willing to take responsible steps toward resolving it.

FINANCIAL PROBLEMS:

- Filing for bankruptcy, garnishment of wages
- Having a lien placed on your property for failing to pay a creditor
- Eviction from a residence for failure to pay rent
- Simply your inability to meet all your financial obligations



Simple Connections Can Help Prevent Suicides

Michael Pettinelli, LCSW, 174th Attack Wing Director of Psychological Health

I hope you've all had a safe and enjoyable summer. I would like to share an important message with you regarding Suicide Prevention. September, as most of you have probably heard, was Suicide Awareness month, but what exactly does that mean? What can you do to help prevent someone from making the choice to take their life? We have all heard that suicide prevention is the responsibility of all us but what exactly does that look like.

I think it's important to recognize that simple everyday connections can make a big difference to someone in crisis or having thoughts of suicide. I encourage everyone to act on the many ways to reach out to someone. Make a phone call, send a text, reconnect with someone, meet for coffee, go for a walk together - you can make the difference by simply being there for your fellow Airmen, family, and friends.

As a mental health provider, I have often heard that people think they need some kind of special training to safely talk to someone about suicide or show genuine concern for someone in crisis. This couldn't be further from the truth. Simply being present and showing concern for someone in crisis can make all the difference in the world.

There are numerous suicide prevention resources available to you from on base resources (DPH, Chaplain, Airmen and Family Readiness), community resources such as Vet Centers, Military One Source, and the Suicide Prevention Lifeline. The Military Crisis Line offers confidential help for service members and their family and friends at: 1-800-273-8255, Press 1. You can also visit their website at www.MilitaryCrisisLine.net; or text to: 838255.

There are many events to provide support as well. I encourage you to attend and bring someone with you.

If you know someone who needs help, encourage them to seek help. Treatment works, it's effective and people recover. If you have any questions please feel free to contact me via e-mail or at (315) 233-2893.



Michael Pettinelli

Sr. Master Sgt. Weber is Unit Human Resources Advisor

by Senior Master Sgt. Tammy Weber, 224th ADS Bravo Flight Superintendent



Later this month I will be attending the Human Resource Advisor (HRA) Orientation Course in Colorado with several newly appointed HRAs across the Air National Guard. The HRA Program focuses on three areas: 1) Normalizing a culture of diversity and inclusion 2) Contributing to Airmen development and 3) Advising leadership with data informing force management strategies.

You may be wondering why this program is important to you and the organization. Promoting competencies among Airmen and attending to talent management matters both contribute greatly to Airman readiness and mission accomplishment. When an organization successfully attracts, recruits, develops, and engages diverse Airmen, leadership is faced with the pleasant luxury of retaining quality talent. My goal as your HRA is to focus on these areas with Sector and State partners in cultivating inclusive work environments to posture the Sector for enduring mission success.

During the Regional HRA training I had the privilege of listening to the Chief of Staff of the New York (NY) Air National Guard, Brig. Gen. Timothy LaBarge and the NY Air National Guard Command Chief Master Sgt. Amy Giaquinto speak about the importance of promoting diversity and inclusion of all in the Air National Guard. They stated the importance of having diverse and inclusive teams working smarter to complete the mission. It was exciting to hear those words from our State's leadership and I am sure the Sector's leadership have the same opinions.

I look forward to serving as your HRA and I hope to see you soon in the Four Lenses training which will start up shortly after I attend the training. If you have any questions or suggestions please stop by and see me in Bldg 700, or shoot an email to tammy.k.weber.mil@mail.mil.

Fun Day on the Links at the 2016 CanAm Golf Tournament

by Capt. Adam "LARP" Strachan, 224th ADS, A Flight Weapons

Anyone who has golfed at the CANAM can tell you that it's not about your score or how well you hit the ball. Instead, it is about getting together for fun competition and taking a break from a high-ops tempo.

This year was no different. The tournament was held Sept. 9 at the Stonebridge Golf and Country Club in New Hartford and 84 golfers took to the links in friendly competition for a chance to win the highly-coveted CANAM Cup. Golfers also had a chance to win some serious prizes along the way.

Sr. Master Sgt. Rob Zoldi won a golf bag and golf balls for closest to the line. Airman 1st Class Garrett Reilley won a 2016 Great Big Bertha Callaway driver for crushing the longest ball competition. Carbone Cars sponsored the par three holes with hole-in-one challenges. The top prize was a 2017 black on black Jeep Grand Cherokee. Although many tried, all shots came up short and the SUV and other prizes went unclaimed. Luckily there were many "non-skill" prizes available to be won.

Through the generosity of local businesses over \$1,000 in prizes were up for grabs. This goes to show the respect and admiration the local community has for the members of EADS and the no-fail mission we perform.

After all the scores were tallied (for those who kept score) Lt. Col. Chris Miller's and Tech Sgt. Matthew Cummings' teams came to a draw. The club house had to use five tie-breaking holes to decide that Lt. Col Miller's team consisting of Senior Master Sgt. Mark Armitage, Maj. Craig Dour, and Master Sgt. Jeremiah Martinez, came out victorious.

In all, the weather was perfect and the course was challenging and fun. Through comradery and sport, we raised a record \$1,340 for the American Cancer Society. Had it not been for the tireless work of the many volunteers, none of this would have been possible. A huge thanks goes out to them and the golfers who made the event the success it was.

Cheers!



The 2016 CanAm winners, from left to right: Maj. Craig Dour, Master Sgt. Jeremiah Martinez, Lt. Col. Chris Miller and Senior Master Sgt. Mark Armitage. Photo courtesy of Capt. Adam Strachan.

Canadian Detachment Welcomes New Members

Every fall we get to welcome a new group of Canadians posted to EADS. This year we have the pleasure to welcome four new members. **Lt. Nicholas Saulnier** is a graduate of the Royal Military College and is coming qualified from CADS 22 Wing, North Bay. **Lt. Colin Wiley** worked for a year at CADS before posted here to EADS. **Master Cpl. Christopher Graham** comes to us from Thule AFB in Greenland where he was a Mission Crew Chief. **Master Cpl. Adam Kittson** previously instructed the TT course at 51 Sqn North Bay, Ontario. *By Capt. Adam Strachan, 224th ADS, A Flt Weapons.*

Several recent award winners were recognized at the EADS Commander's Call on Sept. 16.



Master Sgt. James Burke
224th ADS Outstanding SNCO, 2nd Quarter



Staff Sgt. Carl Williams
224th ADS Outstanding NCO, 2nd Quarter



Sr. Airman Jordan Jarecki
224th ADS Outstanding Airman, 2nd Quarter



Sr. Airman Damien Buchwald
224th ADS Outstanding Airman, 1st Quarter



Mr. David Parker
224th ADS Outstanding Civilian, 2nd Quarter



Master Sgt. Russ DelMedico, 224th SS
Commander's Commendation Award



Master Sgt. Williams Stickel
224th SS Outstanding SNCO, 1st Quarter



Master Sgt. Jeremy Marcolini
224th SS Outstanding SNCO, 2nd Quarter



Staff Sgt. Asa Peterson
224th SS Outstanding NCO, 1st Quarter



Tech. Sgt. Eric Stone
224th SS Outstanding NCO, 2nd Quarter



Airman 1st Class Michael Szewil
224th SS Outstanding Airman, 2nd Quarter



Mr. Chet Stuttler
224th SS Outstanding Civilian, 2nd Quarter

The following civilians were also recognized at the Sept. 16 Commander's Call.



Col. Fikorn hands the long-awaited 2015 CONR-1st AF Category III Civilian of the Year trophy to Mr. Sonepith Keoviengsamay. Keoviengsamay won the competition in March.



Mr. Joe Puccio received the Air Force's Exemplary Civilian Medal during the Commander's Call. The award recognized Puccio's outstanding performance in developing a comprehensive cyberspace incident response plan.



Mr. Paul Gagne received his 10-year federal service pin at the Commander's Call.

Photos by Tim Jones, 224th ADG PA.

Promotions

The personnel pictured below received their new ranks at the 224th ADG's monthly promotion ceremony on Sept. 13.



Alpha Flight Commander Lt. Col. Ricardo Rivera presents Sr. Master Sgt. Jonathon Lake with his promotion certificate.



Master Sgt. Michelle Gagnon joined the senior NCO ranks during the ceremony. Lt. Col. Kevin Tracy, the 224th ADS Assistant Director of Operations, served as the promoting officer.



224th SS Commander Lt. Col. Dave Bartczak hands the promotion certificate to newly-minted Tech. Sgt. Benjamin Plumley.

224th ADS Welcomes



Maj. Gregory Gibson

Maj. Gregory “Skull” Gibson has served 10 years on active duty as a F-15 pilot. His last assignment was with the 95th FS at Tyndall AFB, Florida where he served as an experienced instructor pilot, achieved 1,800 flying hours, and executed 72 combat sorties. Maj. Gibson joins the 224 ADS as a DSG and will support the Operations Support Flight as a Fighter Officer. Skull is accompanied by his wife and three children and flies for Global Express as a corporate pilot. *Photo by Tim Jones, 224th ADG PA.*

Senior Airman Courtney Lambie has served over four years on active duty and was last assigned to the 726th Air Control Squadron at Mountain Home AFB, Idaho. She is a trained weapons controller and qualified Instructor and Evaluator Surveillance operator with combat experience. She joins the 224th ADS as an AGR to support Surveillance and Weapons operations. Courtney is accompanied by her husband and enjoys being outdoors hunting and fishing. *Photo by Tim Jones, 224th ADG PA.*



Sr. Airman Courtney Lambie

and bids Farewell to...



Maj. Lafe Dunn

Maj. Lafe “Rio” Dunn is separating after 12 years of honorable service flying the F-16 with 1,500 hours and 40 combat missions in support of Operation Iraqi Freedom. He was assigned to the 52nd FW (Osan AFB), 27th FW (Cannon AFB), 56th FW (Luke AFB), 180th FW (Toledo ARB), and EADS. During four years at EADS, Rio was the Chief of Scheduling and instrumental in designing and executing the standup of the Operations Support Flight. As a Fighter Officer, he was a key battle staff member involved in coordinating with higher headquarters on the tactical employment of NORAD alert assets and mission planning for multiple POTUS movements and National Special Security Events. Lafe is excited to start a new chapter and will continue flying with Southwest Airlines. *Photo by Tim Jones, 224th ADG PA.*

Four EADS Members Participate in AF Marathon



The U.S. Air Force Marathon was held on Sept. 17 at Wright Patterson AFB in Dayton Ohio. This was the 20th anniversary of the event. The V-22 Osprey was this year's featured platform and two of the aircraft flew over the race prior to the start. The race was delayed 30 minutes due to lighting, pushing the start time to 0800. The event featured two separate races. Maj. Gareth Scofield, Senior Master Sgt. Raam David and Master Sgt. Jason Cheramie ran the marathon and Maj. Rex Vernales ran the half-marathon. The group is pictured above from left to right, along with the medallion participants received. All participants finished with no injuries! *Article and photos by Sr. Master Sgt. Raam David.*



CAIB and IDS: What You Need to Know

by Lt. Col. Enio Aguero, 224th ADG Chaplain

Have you heard about the Community Action Information Board and the Integrated Delivery System (aka, CAIB/IDS); sounds good and long, but, what is it? The CAIB/IDS is a program developed by the Department of the Air Force to promote collaboration among helping agencies/programs in addressing individual, family and community concerns and to address the needs of airmen and their families.

The CAIB is our Commander's tool which allows him to assess the health of our EADS' community. The emphasis is on positive actions and programs that strengthen our readiness through a sense of community and assist us (i.e. military members and civilians, our families, and communities) to thrive and successfully manage the demands of military life enhancing our ability to function as productive members of the Air Force community promoting a positive and successful way of life.

The IDS functions as the action arm of the CAIB and develops a comprehensive, coordinated Community Action Plan (CAP) for integrating and implementing community outreach and prevention programs, with the goal of enhancing resilience in our EADS' communities.

Basically, your CAIB/IDS is the forum to bring together the efforts being made throughout our communities (i.e. military, family, and local) to foster stronger relations among each of us at EADS and our families by enacting positive programs and services through collaborative partnerships and coordinated activities.

So, who is part of the CAIB/IDS & how can you be involved in it? I am glad you asked! You can be part of the IDS via your senior leadership. We know that in order to be effective and functional, we must require "grassroots input" on the issues affecting you and your families, our local communities and the Sector as a whole. And, here is where we need YOU! Be available to share your initiatives/projects with the IDS as we are making a conscious effort to support you. We meet at least quarterly. Our next IDS meeting will be Thursday, Nov. 3. And, yes, there might be initiatives out of our reach and/or control but we will try to support them as much as possible to the best of our abilities and limitations.

Let's make it happen! We want to sustain the mission while maintaining our personal health and well-being. Let's continue to make EADS the best place to work! A place where we serve our country and enrich our families and community.



Lt. Col. Enio Aguero

THE SECTOR

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