

# THE SECTOR

VOL 22 ISSUE 11

EASTERN AIR DEFENSE SECTOR

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## In This Issue

Capstone UEI Successfully Completed

CONR-1AF CC Priorities

Mentor-Up Program Underway

# Reflections on the Mission

October has been filled with many successes and a few learning opportunities. Our use of the Air Force Inspection System has been rated EFFECTIVE by the ACC Inspector General thanks to you embracing the concept. The EADS mission continues to be told one story at a time in Rome, JBAB and Herndon. Leaders at Det 1 and Det 2 have a significant responsibility executing the mission with the resources afforded to small detachments. Facilities and infrastructure continues to be improved upon, positively affecting the mission and our quality of life. Commanders, Chiefs and other senior officer, enlisted and civilian leaders are embracing change for the better, and solving problems.

The commanders and chiefs continue to meet with me on the topics that came up in my initial Unit Climate Assessment (UCA). I have sent the highlights of the UCA to 1AF and NYANG leadership for their awareness. My near term UCA efforts will focus on enlisted empowerment, and on bringing EADS communities that feel separated closer together. I need your help in understanding and implementing the approach the commanders and chiefs put together. Those approaches will need to include representation and involvement at every level and from every location.

We are in a manpower-constrained environment. That said, we need to better prioritize the work that needs to be accomplished, re-allocate our own available resources to higher priorities, as well as clearly communicate the resources we need and we don't have to accomplish the mission. One of the briefings at the October ACC Commanders Conference told the story behind how ACC/A4 was tackling the problem of insufficient aircraft sortie generation. Among other things, A4 looked at the cultural utilization of senior enlisted maintenance personnel for sortie generation. They found that some of the best SNCOs wound up pooled together on a day shift splitting the tasks one SNCO would normally own. One of the effects was the normal, one-SNCO-decision-makers effectiveness of being in charge, was being diluted at times because meetings and decisions were unclearly distributed across many SNCOs. Additionally, the swing shift supervision was oft left to one of the least-experienced SNCOs. Too many cooks in the kitchen on the day shift. The least experienced cook in the kitchen on the swing shift. That cultural utilization of resources limited aircraft sortie generation. By changing the use of existing resources, the Air Force is improving mission rates. We should reflect on how that example applies to us. Are we distributing experience and resources best for the mission? Or best for work schedules? Is staff engaging enough by maintaining currency in 24/7 work center and mission areas? And are we doing it in such a way to have a real impact on operational execution in Ops and Support and at all three EADS locations?

Finally, the next few pages of *The Sector* present expectations and advice from 1AF and NYANG leadership. Please take a moment to read and understand how we fit in to supporting them. As always, if you have questions work through your chain of command to help exercise good two-way communication. I hope you have been enjoying the changes the team has been making to *The Sector*. If there is something you would like to see added to this publication, please contact Mr. Tim Jones at (315) 334-6055, or by email at [timothy.l.jones62.civ@mail.mil](mailto:timothy.l.jones62.civ@mail.mil)



**Col. Emil Filkorn**



**DEPARTMENT OF THE AIR FORCE**  
HEADQUARTERS FIRST AIR FORCE (AIR FORCES NORTHERN) (ACC)  
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24 October 2016

MEMORANDUM FOR CONR-1AF (AFNORTH)

FROM: CONR-1AF (AFNORTH)/CC

SUBJECT: Fiscal Year (FY) 2017 Priorities

1. In my first message to you as your new Commander, I outlined the 30-60-90 day game plan to assess our organization. I could not be more impressed with your knowledge, execution of our “no-fail” mission sets and the great accomplishments we have achieved during this time. You have demonstrated that our organization is filled with unparalleled talent derived from dedicated, driven professionals. I cannot thank you enough for the enormous effort you’ve put forth to elevate us to this level in our mission accomplishment.

2. In order to provide you clear, more informed commander’s intent and priorities, I’ve outlined my FY17 priorities. This is simply meant to let you know where the Command Chief and I intend to place extra emphasis. You will notice two main themes – mission and people. While mission is at the top of the list, we know the success of this organization rests on the shoulders of the people and we aim to take care of that precious resource.

**MISSION**

- Provide impenetrable defense of the continental United States against symmetric and asymmetric threats 24/7.
- Actively engage homeland, regional, international and interagency partners to build/strengthen relationships to enhance North American security.
- Anticipate and support Civil Authorities with 1AF (AFNORTH) enterprise capabilities upon request.
- Secure modern infrastructure and equipment for our enterprise.

**PEOPLE**

- Foster a “team” culture at all levels to ensure integrity, service before self and excellence in all we do.
- Cultivate a strong wingman culture at 1AF.
- Provide 1AF members personal and professional educational opportunities to enhance job performance and future growth.
- Establish professional mentorship programs enabling growth at all levels.
- Aggressively manage manpower program to achieve and sustain greater than 90% manning rate.
- Optimize physical fitness opportunities to achieve balanced health and wellness.

3. I want you to know I am grateful for everything that you do – every day. I am very excited about the upcoming year and look forward to all of the wonderful things that I know our great organization will achieve!

  
R. SCOTT WILLIAMS  
Lieutenant General, USAF  
Commander

# Communication Includes Listening

by Maj. Gen. Anthony German, The Adjutant General, New York

We all think we are great communicators, however we all need to work on our communication skills, including listening.

As I settle into the job of adjutant general, one of the things I want to stress across our force — the Army and Air National Guard, as well as the Naval Militia, the New York Guard and our civilian workforce — is the need to communicate effectively.

Communicating with each other — making sure that we understand what is going on, what the mission is and what the commander's vision is — is one of the most important things leaders and the led do.

One of my first tasks as adjutant general has been to get out to our Army National Guard armories and readiness centers scattered around New York from Ogdensburg, to Jamestown, to Binghamton. My initial visits have been about gaining a better understanding of what the New York Army National Guard brings to the table in a domestic response.

I plan on going back to all these armories again to talk to the people who work there.

My goal is to meet all the people who interact with our Soldiers and Airmen around the State so they can hear from me and understand what I expect from them..

On my recent trip to Fort Polk in July to see the 27th Infantry Brigade Combat Team in action at the Joint Readiness Training Center (JRTC), it was very apparent to me how much communication is required when leading complex missions. From the brigade commander through all the ranks to the foot Soldier, everyone needs to understand the plan. The Soldiers at JRTC learned how important communication is to accomplish the mission at hand.

To me, one of our biggest hindrances to effective communication is an over reliance on e-mail. It's convenient, but it isn't the best way to communicate.

Too many leaders, that is most of us, stay in our offices and fire off e-mails and expect people to understand what it

is we are trying to communicate. I like to leave the office and walk down the hall to talk to the person face-to-face to see if I really have communicated effectively. I have been amused many times talking to folks and hearing, "TAG said..." It is amazing how the words we say are translated through the ranks.

Whether you work in a squad, flight, battalion, squadron, group or brigade, words mean different things to different people. Our language is full of words with multiple meanings. So much of our communication and understanding comes from body language and tone of voice.

That all gets lost in an e-mail.

Some of us can't type or write well, and often our e-mails read like they are shouting, or angry, when they are not. A message successfully sent is not always a message successfully received.

When I write a message I have the full knowledge of a situation.

But the person reading that message may only have some of that knowledge. That makes it likely the message gets misunderstood or misinterpreted.

Just because something may be eloquently written doesn't mean it will be read eloquently. We should all keep our written communications simple and to the point.

Finally, we've all seen people who are often too quick to respond to e-mails.

Perhaps we have all been conditioned by cell phone text messages and social media to respond immediately. Often we don't take the time to really read the message and consider what our response should be.

I realize that for our Army National Guard companies and battalions drilling miles apart, face-to-face communication can be impossible on a regular basis and the tools of email or text messaging can be helpful to cover that distance.

I would encourage you, if real communication is needed, to pick up the phone. More information — with less misunderstanding — can be relayed in a phone call than in an e-mail.

E-mail can be very useful for sending



**Maj. Gen. Anthony German**

facts and figures, but when it comes to real communication, it lacks the human touch.

As a leader, I believe in taking care of your people, and that human touch in communication makes a difference.

That doesn't mean giving everyone a free ride. It means praising them when they do well and letting them know when they haven't done well and coaching them to improve.

Most importantly it means talking to them about what is going on in the organization, what is going on in their life and what is expected of them.

Communication is a two way street. We have two ears and one mouth for a reason...we should spend twice as much time listening.

So when you see me at an airbase or armory, don't be surprised if I corner you and start talking. I want to know what is going on in our organization. And you need to make sure you know what's going on in your piece of it.

So let's all start doing a better job of communicating with one another. I look forward to meeting all of you and listening to you in the months ahead.

*Reprinted from Guard Times, Summer 2016.*

## Mentor Up Program Addresses Communication and Trust

by Chief Master Sgt. Maureen Dooley, 224th ADG Senior Enlisted Leader

The 224th ADG held its first Mentor Up Class on Nov. 2. It was a huge success, with our junior enlisted engaging a class of 15 senior NCOs. Created to address the communication gap between our SNCOs and our junior enlisted. The concept for the first session was simple: the junior enlisted spoke to our SNCOs about how and where they are not effectively connecting in different areas of development.

This first class of SNCOs were presented with the areas of interest: EPR guidance, communication and trust. The facilitators were Tech. Sgt. Quinn Tilley, who addressed concerns about bullet writing guidance for EPRs, and Tech. Sgt. Mike Britton, who facilitated concerns with communication. Master Sgt. Joshua Barrett covered items of interest and concern with trust of our Senior NCOs.

From here, small groups of SNCOs will take one of the three issues brought forward and work together to improve or fix that process. Our goal is to improve communication and understanding between all tiers and develop a process that benefits the entire unit.

The 15 Senior NCOs who participated in the class were: Master Sgt. Tracy Blum, Master Sgt. James Burke, Master Sgt. Jason Cheramie, Master Sgt. Russell Delmedico, Master Sgt. Lena Kryczkowski, Master Sgt. William Stickel, Master Sgt. James Mauthe, Master Sgt. Jeremy Marcolini, Master Sgt. Amy Ough, Master Sgt. Carrie Pelland, Master Sgt. Mike Roberts, Master Sgt. Larry Thornton, Master Sgt. Natasha VanDeusen, Master Sgt. Mark McAfee and Sr. Master Sgt. Tom Whiteman,

We are excited with the Mentor Up program and look forward it being a staple in the development of our enlisted force.



*Master Sgt. Josh Barrett makes a point during the initial Mentor Up session on Nov. 2. The Mentor Up program has been instituted to address communication gaps between the junior enlisted and Senior NCOs. Photo by Chief Master Sgt. Maureen Dooley.*

# MICT Self-Assessment Communicator (SAC) Refresher

By Randy Rauch, 224th ADG SAPM

Greetings from the IG office! After the successful visit from Air Combat Command's Inspector General Team we thought that we would get back to providing some MICT refresher information. Remember all SAC questions must be answered as "Yes" if compliant, "No" if non-compliant (which creates an "observation" to manage), or "N/A" if the item is not relevant.

Along with comprehensive Assessment Notes, supporting documents may need to be attached for "Yes", "No" and "N/A" answers; they include but are not limited to items such as guidance references or approved waivers that exclude the unit from compliance with that item, meeting minutes, emails, MOAs, Support Agreements, Appointment Letters and so on. Documents may also be referenced by uploading a URL to the location of the file.

**Warning: Do NOT enter Classified or Personally Identifiable Information into MICT!**

Documents or URLs are added by clicking on the yellow folder icon under the SACs "Action" column:

Send Comment to Functional Manager	ID/No.	Doc. Req.	Description	Reference	Revised Date	Sub-Category	Tier	Score	Assessment Notes	N/A Reason	Action
			Does the unit utilize LMS to maintain AF DMs 4141/4142 instead of hardcopy?	AF 13-18COV/6.5.1	12/06/2014	Use the commander forward a list of crew members requiring CT waivers to the waiver authority no 1	Tier 3	<input checked="" type="radio"/> Yes / Comply <input type="radio"/> No / Non-Comply <input type="radio"/> N/A	DOT maintains 4141/4142 records on all 138/3C5 personnel in the LMS. See example from 6.1		

When the files are loaded clicking on the file icon in the "Action" will show a list of files loaded against that checklist item # as depicted below:

**IMPORTANT: DO NOT ENTER CLASSIFIED OR PERSONALLY IDENTIFIABLE INFORMATION (PII) IN THIS SYSTEM!**

**Assessment Documents**

Document Description:

Attach Document:

Make visible to future assessments of this item

Loaded Documents:

File Title	File Name	Visibility	Loaded By	
4142 example	EADS150.docx	True	CTR Russell Barrett (12/6/2015 12:03:00 PM)	 Delete

**Uploaded Document**

**Document Links**

Title:

URL:

Visible to all assessments for this checklist

Answering "No" to a SAC question indicates that the assessor believes that the shop/program is not compliant in the identified area. When an assessor answers a SAC question "No," then an "observation" of non-compliance needs to be opened. The open observation can be closed either when an approved waiver is attached or when the Corrective Action Plan (CAP) is implemented indicating the item is in compliance. Once back in compliance with guidance, the validator POC will close the observation and change the score to "yes." Please note that items with approved waivers will remain "No," however the observation can be closed.

After "No" is checked, a triangle icon will appear in the "Action" field. You can access that item's observation management worksheet by clicking on the triangle icon and then clicking on the observation description. **To read more go to MICT Self-Assessment on page 7.**



## JADOC Holds Fall Clean-Up

On Oct. 28, the JADOC had a much needed good old-fashioned building clean-up party. Army and Air Force of all ranks joined forces away from the desks to pull weeds, mulch, cut and trim grass, scrub walls and clean windows. Yes it was hard work, but we were rewarded with camaraderie and a feeling of pride in what we can accomplish together as a team. The grilled hot dogs and hamburgers waiting for us when we were done was a bonus! Pictured are: front row, left to right, Lt. Col. Bryan Tolar, Capt. Eric Lockley, Command Sgt. Maj. James Wilbanks, Sgt. 1st Class Edward Bennett. Back row, left to right; Master Sgt. Richard Smith, 1st Lt. Benjamin Rymer, Master Sgt. Cathy Masson, CWO4 DAvis, Sr. Master Sgt. Terry Pentecost, Master Sgt. Jason Kelsey, Master Sgt. Chris Spurrier, Capt. Brandon Rowland, Capt. Hurd, Capt. Christopher Miller, Capt. Jay Torgesen. **Information and photo provided by Master Sgt. Cathy Masson, 224th Air Defense Group, Detachment 1**

### MICT Self -Assessment Instructions (continued from page 6)

Proper observation management involves the following steps:

- (1) Determine "Observation Level"
  - a. Critical – widespread negative mission impact or failure
  - b. Significant - negative mission impact
  - c. Minor – non-compliance
- (2) Build a CAP with suspense dates
- (3) Update MICT as you make progress on the CAP or compliance status changes
- (4) Close the observation when the steps of the CAP are complete

Please reference the EADS MICT Guidebook, Task 4 and 5 for complete SAC and Observation management guidance.

Observations against Assessment - AFI 31-115 Close

52 - Is a National Crime Information Center (NCIC) and Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) check conducted upon seizure of firearms?

**!** Observation: 949395 -- MSgt McAfee (2016-10-13) No local guidance has been developed on procedures to take upon the seizure of firearms.  
 Level: Minor  
 Status: Open  
 Suspense: 30-Dec-2016  
[View Observation Details](#)

Opened: 13-Oct-2016

**Corrective Action Plan:**

MSgt McAfee (2016-10-13) Ensure to incorporate procedures for seizing firearms into the IDP, APPENDIX 2 TO ANNEX K. Procedures can be found in AFI 31-115 para 3.4.5.1.

Cause Code: GDS: Other than inspected unit guidance  
 Found during: Self Assessment  
 Estimated Completion Date: 30-Dec-2016  
 Waiver: None

224th ADG CC Col. John Balbierer presented Certificates of Appreciation to several members for their work supporting the UEI.



**Master Sgt. Jim Mauthe**



**Tech. Sgt. Mark Jennings**



**Mr. Sonepith Keoviengsamay**



**Master Sgt. Amy Taylor**



**Staff Sgt. Michael Carson**



**Staff Sgt. Thomas Cole**



**Staff Sgt. Asa Peterson**



**A1C Tyler Kulesa**



**A1C Michael Szewil**



**Mr. Brad Ramie**



**Ms. Lori Parrish**



**Mr. Joe Puccio**



**Sr. Airman  
Ciera Ayers**

The sections pictured below received Superior Team Awards for their performance on last month's Capstone Unit Effectiveness Inspection. The awards were presented by Col. Balbierer at an Oct. 26 Commander's Call.



**Civil Engineering (L-R):** Staff Sgt. David Bowers, Mr. Dan Melie, Mr. Brian Janack, Col. Balbierer, Tech. Sgt. Noah Yousey, Mr. Alex Babka, Mr. Chet Stuttler. Not pictured: Master Sgt. Mark Clemens, Staff Sgt. Matt Grinnell, Mr. Greg Hatzinger, Mr. Ben Franklin, Mr. Joe Montana, Mr. David Renfrew.



**Commander's Support Squadron:** (L-R): Sr. Master Sgt. Rob Zoldi, Master Sgt. Linda Mies, Col. Balbierer, Master Sgt. Tom Caracane, Tech. Sgt. Kim Dagata, Ms. Tracy Gallagher. Not pictured: Master Sgt. David Bishop.



**Cyber Function Wing Inspection Team:** Master Sgt. Natasha VanDeusen and Master Sgt. Jeremy Marcolini. Not pictured: Sr. Master Sgt. Don Genei and Staff Sgt. Bryan Severs.

**Cyber Function Vulnerability Management Team (Below, L-R):** Staff Sgt. Brandon Silvernail, Tech. Sgt. Michael Carson, Staff Sgt. Thomas Cole, Master Sgt. Amy Taylor, Col. Balbierer, Tech. Sgt. Matt Pelland, Ms. Lori Parrish, Mr. Sonepith Keoviengsamay, Mr. Ralph Oswell and Mr. Joe Puccio.



The personnel pictured below were recognized as Superior Performers by the ACC Unit Effectiveness Inspection team.



**Maj. Michael Geer**



**Tech. Sgt. Clifford Fallico**



**Ms. Maureen Major**



**Mr. Joe Puccio**



**Mr. Colt Brumm**

## Special Congratulations to IG Coin Recipients

**Master Sgt. Michael Philpott**

**Master Sgt. Natasha VanDeusen**

**Tech. Sgt. Clifford Fallico**

**Sr. Airman Damien Buchwald**

Several Airmen received medals at the Oct. 26 Commanders Call. Col. Paul Quigley, 224th ADS CC, presented the Meritorious Service Medal to Sr. Master Sgt. Raam David and the Air Force Commendation Medal to Capt. Mark Coleman and Master Sgt. Derek Gagnon. Lt. Col. David Bartczak, 224th SS CC, presented the Air Force Commendation Medal to Tech. Sgt. Jeremy Stanbro and the Air Force Achievement Medal to Sr. Airman Christopher Dorion.



**Sr. Master Sgt. Raam David**  
Meritorious Service Medal



**Capt. Mark Coleman**  
Air Force Commendation Medal



**Master Sgt. Derek Gagnon**  
Air Force Commendation Medal



**Tech. Sgt. Derek Stanbro**  
Air Force Commendation Medal



**Sr. Airman Christopher Dorion**  
Air Force Achievement Medal

## Capt. Dunford Completes USMC Weapons and Tactics Instructor Course

by Maj. Joseph W. Stevens, 224th ADS Chief of Staff

Capt. Brad Dunford graduated from the prestigious USMC Weapons and Tactics Instructors Course (WTI) on Oct. 24, completing seven weeks of intense instruction from the Marine Aviation and Weapons Tactics Squadron-1 (MAWTS-1) in Yuma, Arizona. He was one of four USAF members selected for WTI class 1-17 that trained a total of 250 students from across the DOD and the Royal Air Force. Moreover, Capt. Dunford was the first NORAD air battle manager and Air National Guard member selected for this arduous course that graduates 500 students annually instilling all aspects of Marine Air-Ground Task Force (MAGTF) employment and integration.

As part of the Command, Control and Communications (C3) Department, Capt Dunford received in depth academics on the six functions of Marine aviation: offensive air support, control of aircraft and missiles, assault support, aerial recon, antiair warfare, and electronic warfare. Additionally, he employed 14 different aircraft (F-35, F/A-18, AV-8B, EA-6B, RQ-7, RQ-11, RQ-12, RQ-21, MV-22, CH-53, CH-46, UH-1, AH-1, and KC-130); nine different C2 platforms (Tactical Air Command Center, Tactical Air Operations Center, Early Warning/Control, Direct Air Support Center, Marine Air Traffic Control Detachment, AWACS, JSTARS, Hawkeye, and AEGIS); and two IADS platforms (Army Patriot and Low Altitude Air Defense Battalion). Furthermore, he toured the USS Wayne E. Meyer (AEGIS) and the USS Carl Vinson aircraft carrier. The latter is known for conducting the burial of Osama Bin Laden.

Undoubtedly, Capt. Dunford will be a more integral part of future NORAD and EADS operational planning, based on the knowledge obtained during WTI. Specifically, mission planning that involves the following: FEZ/MEZ/JEZ construction, F-35 employment, ground based air defenses, operational communications, advanced combat identification utilizing National-to-Tactical Means, integrated fire control, tactical data link networking, and Marine Air Command and Control System integration. Congratulations Capt. Dunford and welcome home!



Capt. Brad Dunford

## Sr. Airman Adam Graduates C2 Battle Management Operations Apprentice Course

by Maj. Joseph W. Stevens, 224th ADS Chief of Staff

Sr. Airman Caleb Adam graduated Command and Control Battle Management Operations Apprentice Course on Oct. 13 with an impressive 97 percent academic average, completing 224 hour of instruction via the 81st Training Group, Kessler AFB, Mississippi. Sr. Airman Adam is a former member of the 274 Air Support Operations Squadron at Hancock Field Air National Guard Base in Syracuse, NY. He joined the 224th ADS in March 2016 as an AGR hire and is assigned to A Flight supporting surveillance operations.



Sr. Airman Caleb Adam

## Capt. Chris Crumb

By Tech. Sgt. Kelley House, 224th ADS/EADS Historian

“Last Call, Spressos in Weapons. Last Call.”

If you’ve been around the Ops Floor around midday, no doubt you’ve heard one of these infamous PAs from Capt. Chris Crumb. However, for many more reasons than who’s going to coordinate logistics for lunch, EADS won’t be quite the same without Capt. Crumb. After 22 years of service in defense of the nation, Capt. Crumb is retiring. Starting his career in the active duty Air Force in 1986 as an enlisted Services Specialist, Capt. Crumb built a career around the Air Force Core Values of Service Before Self and Excellence in All We Do. A Basic Training Honor Graduate, a member of the National Honor Society for Sociology, a Distinguished Graduate of the Aerospace Warning and Control Specialist (C2BMO) Technical School, and an ABM School Yukla Award recipient, Capt. Crumb’s record of service speaks for itself. We wish him the best as he continues to serve our local community as a NYS Corrections Officer, as President of the Barneveld Fire Company, and as a long-time volunteer for the local Ride for Missing and Exploited Children.



Capt. Chris Crumb

Before Capt Crumb vectors his last interceptor, though, we had a few questions for him about his time in the Air Force, particularly here at EADS. Here’s what he had to say:

### What are you most proud of in your life/career/time at EADS?

*In my personal life, I am obviously proud of my family and the place we’ve made for ourselves in our community, each of us striving to help others and leave the world a better place than when we entered it. At EADS, I am most proud of the weapons team we’ve developed on Alpha Crew and its ability to respond to all the different types of situations we experience on a daily basis.*

### What was the best part of your job?

*The best part of my job was being a team member of Alpha Flight. It always gave me great satisfaction when we successfully accomplished whatever mission or task we were given, whether it was a real world activity or training.*

### What do you like to do outside of work/what are you passionate about?

*Alpha Crew Weaponers can attest I have a passion for music. On any given midnight shift you would hear anything from Pink Floyd to Type O Negative, or Joe Bonamassa to Lady Gaga. My musical taste is a hot mess and covers the spectrum.*

### Where do you see yourself in 5-10 years?

*I look forward to spending more time with my family sailing on Lake Ontario, and traveling throughout the Adirondacks and New England. Also, traveling with my wife and girls in support of their semi-professional athletic careers in the Women’s Flat Track Derby Association.*

### Do you have any regrets or things left undone you wish you had more time to do?

*The timing of my departure leaves me with no regrets or the feeling that I may have left anything undone. I am leaving as a seasoned senior director from a section that has experienced good morale for the majority of my tenure, success with all missions training our nation’s assets responsible for missions overseas, and 100 percent mission success protecting our homeland and its leadership.*

### What do you think your legacy will be?

*I hope my legacy is that my example has helped people realize, that while I know I am far from perfect I strived to do what was right, that they can do the same. For my family, by supporting them as they supported me. For my community, support through volunteerism. And for EADS, by successfully completing our mission to the best of our abilities. I would lastly like to thank all of the above for supporting me as well, my family, my friends, all my coworkers, and the leadership at EADS over the years.*

## Master Sgt. Richard Kirkum

By Sr. Master Sgt. Terry Hughes, 224th SS Security Forces Superintendent



Master Sgt. Richard Kirkum

We wish MSgt Richard Kirkum and his family a fond farewell. Sgt. Kirkum is returning to New York State Department of Corrections and Community Supervision as a Corrections Officer. He joined EADS in April 2005 and served as Flight Sergeant for Alpha Crew for the past five years. Between 2006-2007 he was deployed in support of Iraqi Freedom to RAF Mildenhall and RAF Croughton in the United Kingdom. In 2008 he was deployed to Manas Air Base, Kyrgyzstan in support of Operation ENDURING FREEDOM as a part of the 376th Air Expeditionary Forces Wing. The 224 SF wish him the best in his future endeavors. *Photo provided by Sr. Master Sgt. Terry Hughes, 224th Security Forces Superintendent.*

## Master Sgt. Michael Philpott

By Sr. Master Sgt. Tom Whiteman, 224th SS, Cyberspace Plans and Resources Superintendent

Master Sgt. Michael Philpott is retiring after 26 years of honorable service. Sgt. Philpott has had numerous assignments including Beale AFB, Anderson AFB, Mountain Home AFB, Gowen Field, Lackland AFB, Hancock Field, and since 2013, the Eastern Air Defense Sector. During his three years at EADS, Sgt. Philpott has been the NCOIC of Logistics and has continuously strived to improve processes and provide superior customer service. Mike is looking forward to retirement and spending time with his daughter, riding his Harley Davidsons and driving his hot rod. *Photo by Tim Jones, 224th ADG PA.*



Master Sgt. Michael Philpott

## Kevin Mahoney

Newly- assigned Physician Assistant Kevin Mahoney grew up in Watervliet in Albany County. He is the son of Alfred E. and Helen K. Mahoney, both World War II veterans and career federal civil servants.

Kevin was educated locally, including graduation from Siena College in Loudonville with a BA in liberal arts. Over the years, our new PA later completed graduate education programs at SUNY Plattsburgh, New School for Social Research, and Albany Medical College. Prior to PA school, Kevin completed both Basic EMT and Critical Care EMT training at Mid-State EMS.

Work history included 31 years of service as a mid-level administrator in various NY State psychiatric hospitals, ten years in the USAR, and several years teaching management in night school for the New School. After retiring and attending AMC's PA program, Kevin worked eight years at St. Elizabeth's Family Medicine Center in Utica, caring for the medically-underserved.

Kevin lives in Utica with his wife of 43 years, Kathleen O'Neill Mahoney. Three adult children represent the Mahoney clan in the professional fields of comedy-writing, social psychology, and management development. Community service over the decades has included refugee resettlement, volunteer prison outreach, and church music ministry (guitar). Kevin's personal "claim to fame" is having calibrated and run the first 15K Utica Boilermaker. *Information provided by Kevin Mahoney, photo by Tim Jones, 224th ADG PA.*



Mr. Kevin Mahoney

## Bruce Ward

Bruce Ward joined the 224th Support Squadron in September 2016. He retired from the active duty Air Force in 2000 and then became a federal civilian at Fairchild AFB where he served as the Director of Plans and Programs. Bruce and his wife Sandy are avid sports fans and are looking forward to supporting their community while attending local sporting events. Bruce is a University of Maryland graduate and brings 30 years of knowledge and experience to his new position. *Article by Maj. Jason Taylor, photo by Tim Jones, 224th ADG PA.*



Mr. Bruce Ward

# What Needs to Happen When Mishaps Occur

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

I've gotten a lot of questions about mishap reporting lately, and I want to clear up the confusion. Mishap reporting is a critical component of our safety program. It keeps us compliant with federal law (OSHA) and Air Force regulations, and, more importantly, helps identify the gaps in our safety program. Here are some of the questions I get most frequently regarding mishap reporting:

## What is a mishap?

AFI 91-204 defines a mishap as “an unplanned occurrence, or series of occurrences, that results in damage or injury”. In short, if something or somebody gets broken and wasn't supposed to, it is a mishap.

## How should I report a mishap?

Mishaps should be reported to your supervisor within 24 hours, who will fill out an AF Form 978 Supervisor's Mishap Report and submit it to the safety office within 5 working days of the mishap, where I will determine if any additional investigation or reporting is appropriate.

## How bad does a mishap have to be before I need to report it?

All injuries should be reported. Severity only affects what I do with the report once I get it.

## If the mishap occurred off duty, do I need to report it?

Yes for AGRs, DSGs on orders (to include drill, TDY, AT, or other military status), or mishaps involving damage to Air Force property or damage to private property caused by Air Force operations. No for civilians, including AF Civilians and Title 32 Technicians not on military status.

## If the mishap occurred off base, do I need to report it?

Yes.

## Do PT or recreational injuries count?

Yes.

## If I didn't miss any work, do I need to report?

Yes.

## What if I take leave to avoid going on quarters?

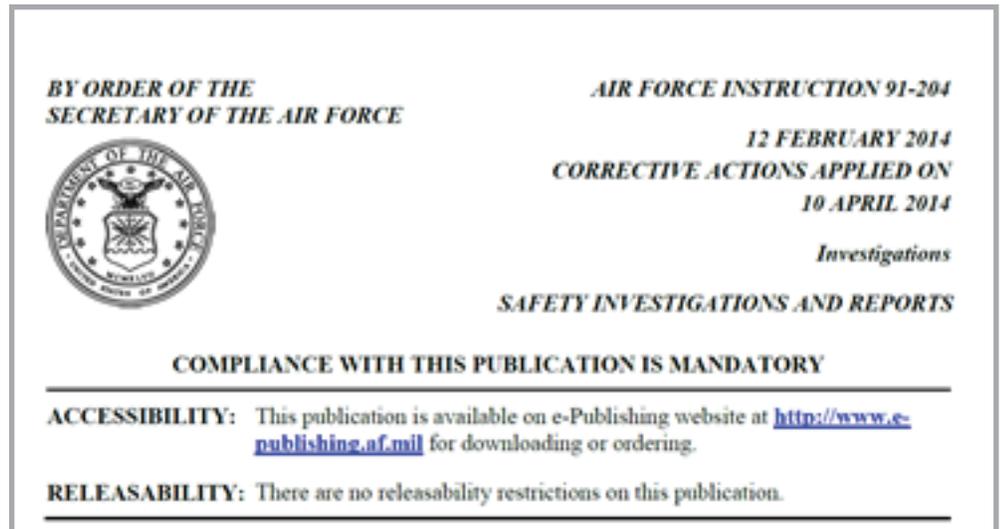
Report anyway. Your pay status does not impact the reporting requirements and generally will not impact the count of “lost work days”.

## Why bother looking into my mishap if it was a freak accident/minor injury/common type of mishap?

Even if this is the case, there are often little bits of information from multiple mishap investigations can be pieced together to reveal important trends. Each one may seem inconsequential or rare, but when viewed together they become helpful.

## Will I get in trouble for reporting a mishap?

The safety investigation is not intended to assign blame. The entire purpose of the investigation is mishap prevention, so your cooperation will help prevent other Airmen, or yourself, from getting hurt and will help the unit accomplish its mission.



# Prepare Now for Winters Storms

By Tech. Sgt. Ryan Findore, 224th SS Emergency Management

In the northeastern U.S., particularly Central New York, we have our fair share of winter weather. Storms can come as early as November, and although we may be able to predict them, they can still be very debilitating to you and your family. So let's take a look at the actions you can perform now, to be better prepared for when these events happen.

The first step, not to sound like a "prepper," is to plan and prepare yourself and your family. Have extra blankets, and food at your house (and in your car) in care of loss of power. Have a secondary plan on cooking. **DO NOT USE** outdoor cooking stoves/grills indoors.

Get your vehicles fluids checked, and have a mechanic look you're your vehicle to help prevent a break down during a winter storm. Create yourself a "car kit" just in case of a break down. Minimize travel as much as possible, and plan accordingly. The less chances you take, the less of a chance something can go wrong.

## Key Terms to Know:

- **Winter Weather Advisory** - Winter weather conditions are expected to cause significant inconveniences and may be hazardous. When caution is used, these situations should not be life threatening. The NWS issues a winter weather advisory when conditions are expected to cause significant inconveniences that may be hazardous. If caution is used, these situations should not be life-threatening.
- **Winter Storm Watch** - A winter storm is possible in your area. Tune in to NOAA Weather Radio, commercial radio, or television for more information. The NWS issues a winter storm watch when severe winter conditions, such as heavy snow and/or ice, may affect your area but the location and timing are still uncertain. A winter storm watch is issued 12 to 36 hours in advance of a potential severe storm. Monitor alerts, check your emergency supplies, and gather any items you may need if you lose power.
- **Winter Storm Warning** - A winter storm is occurring or will soon occur in your area.
- **Blizzard Warning** - Sustained winds or frequent gusts to 35 miles per hour or greater and considerable amounts of falling or blowing snow (reducing visibility to less than a quarter mile) are expected to prevail for a period of three hours or longer.

Listen to your local radio, and television stations weather person. Plan how you will communicate with your family in the event of an emergency. If you can stay together inside with your family, then do it.

Dress in layers to help avoid overexertion when shoveling. Overexertion can happen attempting to shovel too much too fast. Rest often, and shovel lighter loads.

Assess yourself following every storm to help you learn for next time, and restock your emergency supplies to be ready in case another storm hits. Assess how well your supplies and family plan worked. What could you have done better? Take a few minutes to improve your family plan and supplies before the next winter storm hits.

For more ideas, tips and information, visit: [BeReady.af.mil](https://www.be-ready.af.mil) or [Ready.gov/makeaplan](https://www.ready.gov/makeaplan). An Air Force "BeReady" mobile app is also available for free download on Apple and Android devices. Information referenced from <https://www.ready.gov/winter-weather>



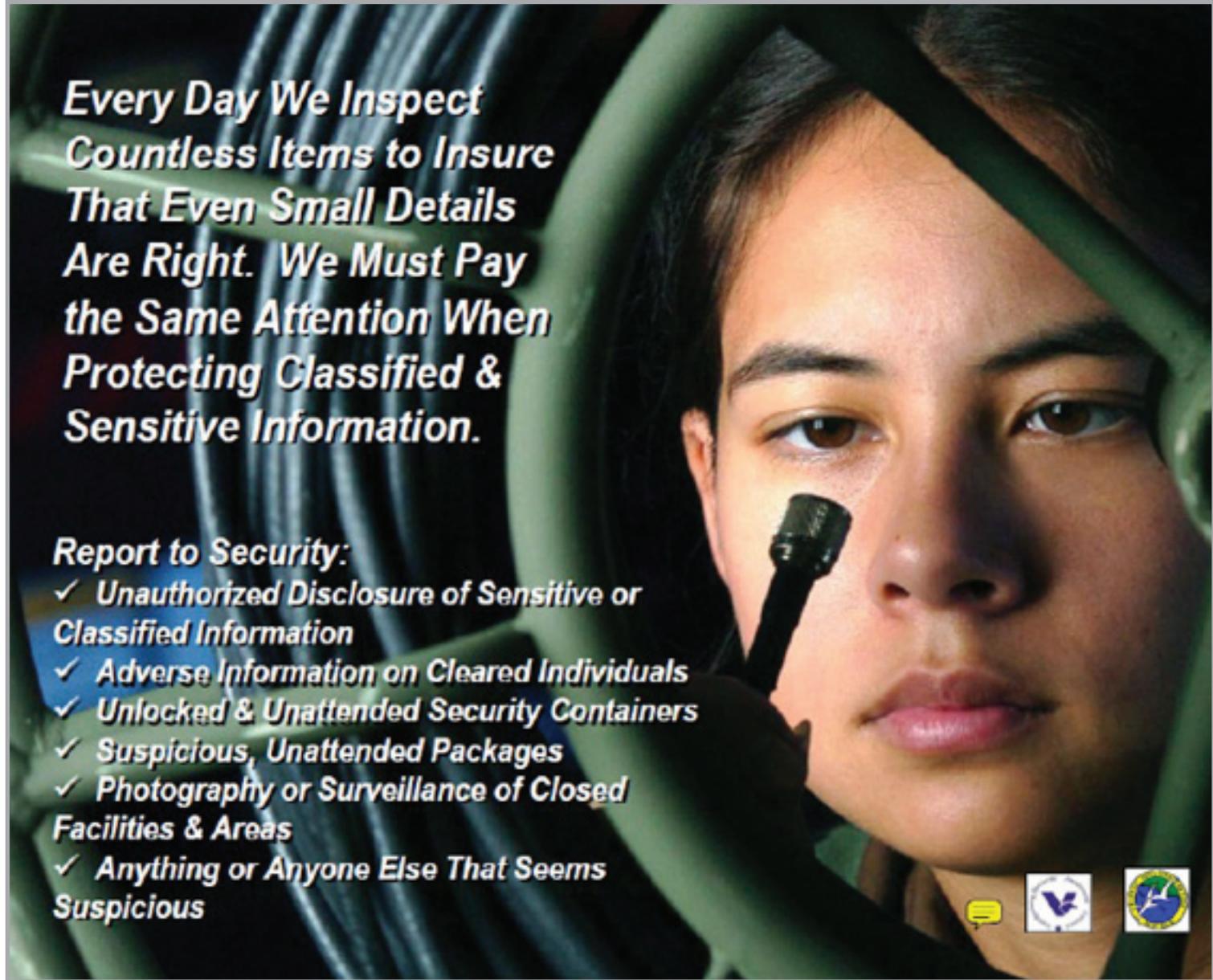
## November is Information Protection Month

by Mr. Brad Ramie, 224th Air Defense Group Security Manager

The 224th ADG/IP Office has designated November as Information Protection Month. This month, the focus will be on information, industrial and personnel security as part of ancillary training.

The 224th ADG Chief of Information Protection will be presenting annual refresher training on the topics as part of Commanders Call on Nov. 5. If you cannot attend the presentation, there will be the option to accomplish training through CBT. One hundred percent participation is the goal for all military, civilian and contractor personnel having a clearance and have cleared access to classified information.

NATO Briefing- All cleared Air Force civilian and military personnel will receive a NATO briefing to facilitate potential access to NATO classified information and acknowledge, in writing, the briefing using the NATO Brief/Rebrief/Debrief form. The NATO brief and NATO Brief/Rebrief/Debrief form will be sent via e-mail to accomplish. It is completed by sending back the signed NATO brief and NATO Brief/Rebrief/Debrief form.



**Every Day We Inspect  
Countless Items to Insure  
That Even Small Details  
Are Right. We Must Pay  
the Same Attention When  
Protecting Classified &  
Sensitive Information.**

**Report to Security:**

- ✓ **Unauthorized Disclosure of Sensitive or Classified Information**
- ✓ **Adverse Information on Cleared Individuals**
- ✓ **Unlocked & Unattended Security Containers**
- ✓ **Suspicious, Unattended Packages**
- ✓ **Photography or Surveillance of Closed Facilities & Areas**
- ✓ **Anything or Anyone Else That Seems Suspicious**



## EADS Personnel Attend Regional Cyber Workshop

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

As part of October's National Cyber Security Awareness Month, the New York State Intelligence Center (NYSIC) hosted its first-ever Regional Cyber Workshop at Onondaga Community College, drawing audiences from County, State and Federal agencies as well as from the business community of Upstate NY. Seven members of EADS attended, representing Intel, Information Protection, and Cyberspace Operations. The goals of the workshop were to offer collaboration forums for attendees and to inform us of the various cybersecurity resources available from New York State and its federal partners. The keynote speaker was Dr. Peter Bloniarz, Executive Director and Senior Policy Advisor for the Governor's Cyber Security Advisory Board. Some of the agencies briefing at the workshop included the Department of Homeland Security, the Federal Bureau of Investigation, and the NY State Police Computer Crimes Unit. We learned about many valuable intel, cyber security and training resources which we can access; a monthly Cyber Partners Working Group which meets in Albany and includes members from our Latham HQs; and two annual cyber exercises conducted by NYSIC's Cyber Analysis Unit which might prove beneficial to observe. NYSIC also announced that the next NYS Cyber Security Conference will be June 2017.



*image capture from [dhs.gov/stophinkconnect](http://dhs.gov/stophinkconnect)*

## Listening is Key to Being a Good Wingman

by Master Sgt. John Mills, 224th ADG 1st Sergeant

What does it mean to be a “good Wingman?” There are many definitions and descriptions, each correct, and each covering a different part of this concept. In fact, there are as many definitions as there are individuals because each of you are unique in how you apply yourselves to this. What if you were instead asked what skills it takes to be a good Wingman? What would your answer be? There are quite possibly even more correct answers to this question, but right now let's focus on one. Being a good listener.

Let's start with defining what a good listener is. Being a good listener means being able to make someone feel safe in speaking to you as a confidante. This is when someone feels safe coming to you when something has gone wrong. In Comprehensive Airman's Fitness (CAF), we discuss the ABCDE's of good listening.

**A – Attend:** focus on what the speaker is saying. Cease all physical distractions. Analyze and digest what the other person is saying.

**B – Be Responsive:** If someone you care about comes to you with a problem, what's your first instinct? Sometimes listening and understanding is more important than solving.

**C – Care About the Other Person:** Try to understand their perspective, even if their point of view is different from yours. Showing a little enthusiasm and asking questions only takes a few seconds. Remember even if you don't really care about the topic, you DO care about the person.

**D – Don't Interrupt:** When you interrupt, you have to keep track of your thoughts instead of listening. It also encourages both parties to speed up their speech and thinking. Be patient, listen, understand and then respond.

**E – Encourage the Person to Say More:** It's appropriate to interject relevant and engaging questions, but allow them to get out the information uninterrupted.

If you focus on the person, and not the news, they will know you care about them. Avoid being a cheerleader and ask pertinent questions. Most importantly, good communication is like a healthy diet...you can have a cookie now and then without a negative impact on your fitness but it's best to stick to healthy choices on a daily basis. What that means is, if you use good listening skills on a regular basis the relationship you have with that person can withstand an occasional miss.

## Have Federal Student Loans? Public Loan Forgiveness Program May Help

by Master Sgt. Jason Cheramie, 224th Support Squadron, NCOIC, Cyberspace Infrastructure

Have you ever wished that your student loans would just go away? There are various student loan forgiveness programs out there for people that work in public service, military, education, and more. Some states are even helping debt-saddled graduates with their loans as well.

The Public Service Loan Forgiveness program is a federal program that assists those working in the military, public service jobs, such as nonprofits, manage their debt loan through forgiveness after 120 qualifying payments (ten years).

The program is called the William D. Ford Direct Loan program. The name came about when President Obama reformed part of the Direct Loan program in 2010 by signing the Health Care and Education Reconciliation Act of 2010. It's important to keep in mind all the programs are offered for federal student loans. Private loan borrowers are not able to benefit from any of the loan forgiveness programs.

In this program, there are many benefits that a borrower can take advantage of. The borrower has the ability to consolidate all their federal student loans into one new loan, and in that consolidated loan the borrower is able to choose a repayment plan that is affordable.

How do you apply for Public Service Loan Forgiveness?

1. Fill out the Employment Certification Form (Income verification) each year, or as you change jobs.
2. Submit the form to FedLoan Servicing. <https://myfedloan.org/>
3. FedLoan Servicing will review your information and let you know if you qualify. They may ask for more information and ask for pay stubs, W-2s, or other documentation.
4. FedLoan Servicing will let you know how many qualified payments you have made, and how many payments you will need to make until you qualify for forgiveness.
5. Once you become eligible, you will submit a Public Service Loan Forgiveness (PSLF) application.

### Helpful Links

Getting Started: <https://myfedloan.org/>; Public Service Loan Forgiveness (PSLF) FAQs: [https://accountaccess.myfedloan.org/contactUs/index.cfm?event=selfHelp&topic\\_key=24](https://accountaccess.myfedloan.org/contactUs/index.cfm?event=selfHelp&topic_key=24); Income-Driven Repayment (IDR) FAQs: [https://accountaccess.myfedloan.org/contactUs/index.cfm?event=selfHelp&topic\\_key=23](https://accountaccess.myfedloan.org/contactUs/index.cfm?event=selfHelp&topic_key=23); Public Service Loan Forgiveness Eligibility Quiz: <https://studentloanhero1.typeform.com/to/rVI2qz>

## November is Diabetes Awareness Month

by Col Clark Speicher, USAF (Ret.), former EADS Commander

Each year the American Diabetes Association (ADA) puts forth an extra effort in November to raise awareness about diabetes and the 29 million American who suffer from it. (I'm one of those 29 million.). Here's some of the things I would like for you to know.

**Know What Diabetes Is.** Diabetes is a problem with your body that causes blood glucose (sugar) levels to rise higher than normal. This is also called hyperglycemia.

**Type 1 diabetes** is usually diagnosed in children and young adults, and was previously known as juvenile diabetes. Today many adults are being diagnosed with Type 1 diabetes as well. Only 5 percent of people with diabetes have this form of the disease.

**Type 2 diabetes** is the most common form of diabetes. Often considered as adult diabetes but even children are diagnosed with this type. No type of diabetes is curable.

**Know the common symptoms.** Urinating often, feeling very thirsty, feeling very hungry – even though you are eating, extreme fatigue, blurry vision, cuts/bruises that are slow to heal, weight loss – even though you are eating more (Type 1), tingling, pain, or numbness in the hands/feet (Type 2).

If you have any of these symptoms, consult a health care professional immediately. If you don't have symptoms: find out your family history. Is there diabetes in your family tree? Ask for a finger stick or urine dip glucose check at your yearly physical and your child's well care visit.

Someday we hope for 'NO' in November. No more diabetes, when a cure is found. Until that day, we want a 'KNOW' in November. For more information visit: [www.diabetes.org](http://www.diabetes.org). You can also support by participating in the [CNY Tour de Cure](http://www.diabetes.org/cnytour). Visit: [www.diabetes.org/cnytour](http://www.diabetes.org/cnytour) for more information.

## Security Forces Hold Commemorative Mogadishu Mile Ruck March



On Oct. 3, 1993, members of the U.S. military participating in Operation Gothic Serpent conducted a raid in downtown Mogadishu, Somalia. During the raid, a large firefight began between the American forces and the Somali militia. Two American helicopters were brought down, 18 American service members killed and over 70 wounded. The incident is known in some circles as the Battle of Mogadishu or the Battle of the Black Sea, but most Americans simply refer to it as Black Hawk Down, after the title of a book and subsequent movie on the battle. On Oct. 3, Security Forces members Sr. Airman Chris Dorion, Staff Sgt. Adam Scott, Master Sgt. John Adams and Sr. Master Sgt. Terry Hughes conducted a three-mile “Mogadishu Mile” ruck march to mark the battle’s 23rd anniversary. The Mogadishu Mile refers to the long run by members of the U.S. military under heavy enemy fire from a helicopter crash site to the Pakistani Stadium in Mogadishu, Somalia. *Article and photo courtesy of Master Sgt. John Adams, 224th Support Squadron Security Forces.*

### THE SECTOR

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Capt. Jason Cole, Review Staff

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SERVING *our* COUNTRY  
SUPPORTING *our* COMMUNITY



## 2016 Greater Rome Area CFC

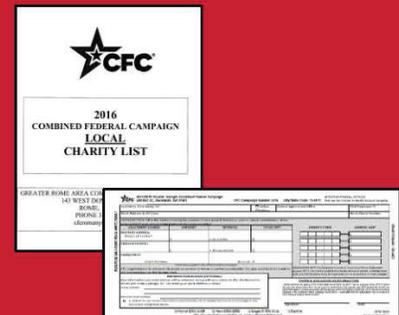
6 October – 17 November

### THANK YOU!

- ★ Since its creation in 1961 the CFC has raised over \$7 billion.
- ★ The EADS has contributed more than \$109,400 since 2005!
- ★ These funds have helped charities, both local and around the world, improve the lives of others in countless ways!

### How to donate to the CFC

- ★ Step 1 – Choose your charities
- ★ Step 2 – Choose payment method (cash, check, payroll deduction)
- ★ Step 3 – Fill out your pledge form
- ★ Step 4 – Turn in your form to a CFC team member  
(1Lt Perkins, 2Lt Sigg, SSgt Schmitt, SSgt Peterson)



...but wait, there's more!

### Personal Winter Parking Spot

- ★ Contributors will be entered for random selection
- ★ Three spots available
- ★ One month each

December – TSgt Redden

January - ?

February - ?

- ★ Complete and turn-in your pledge form today!



## Marquee Construction Completed



Workers lowered the new EADS marquee sign into place on Nov 3. An LED sign, the marquee is located just outside the Entry Control Point off Phoenix Drive. *Photo by Tim Jones, 224th ADG Public Affairs.*



# NOVEMBER UTA

	Time (L)	Description	Location
SATURDAY	0800-0900	COMMANDER'S CALL	B703 AUDITORIUM
	0900-1000	ANCILLARY TRAINING	B703 AUDITORIUM
	1030-1100	MARTIN'S POINT INFORMATIONAL BRIEF / Q&A	B703 AUDITORIUM
	1100-1500	WORKCENTER TRAINING	WORKCENTERS
	1300-1400	NEWCOMER'S BRIEF	B703 AUDITORIUM
SUN	0800-1600	WORK CENTER TRAINING	WORK CENTERS



**Have an idea for the Sector newsletter?**  
 Things you would like to read or photos you would like to see?  
 Send suggestions to Tim Jones at [timothy.l.jones62.civ@mail.mil](mailto:timothy.l.jones62.civ@mail.mil)

**On the cover:** *It was for a good cause. Master Sgt. Natasha Van Deusen took a pie to the face from Tech. Sgt. Matt Pelland on Oct. 26. The "Pie in the Face" raffle raised funds for the Junior Enlisted Club.*