

VOLUME 1 / ISSUE 2

### HISTORIC EXPEDITIONARY FORCE RETURNS FOLLOWING AFCHANISTAN CONTINGENCY PG 06

### VOLUNTEERS

AIRMEN MAKE COMMUNITY SERVICE THEIR MISSION PG 08

> GENERATIONS A TURNER TRADITION PG 18

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## ON THE COVER

Master Sgt. Rocky Scavo, 138th Maintenance Squadron weapons NCO in charge, is welcomed home from deployment by his son Aug. 6, 2018 at Tulsa Air National Guard Base, Oklahoma. More than 300 Airmen were deployed in support of Operation Freedom's Sentinel. (U.S. Air National Guard photo by Staff Sgt. Rebecca Imwalle)



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## INSIDE THIS ISSUE



More than 300 Airmen from the 138th Fighter Wing recently returned from a deployment to Southwest Asia Photo story by Staff Sgt. Rebecca inwalle



Fresh out of technical school, two Airmen challenge their mechanic skills Story by Staff Sgt. Rebecca Imwalle



Airmen make community service their mission Story and photos by Staff Sgt. Rebecca Imwalle



Innovative Readiness Training program enhances vital job skills, strengthens community relationships Story and photo illustration by Master Sgt. C.T. Michael Courtesy photos provided by Master Sgt. Mitchell Sisco

#### MENTORS



Mentorship builds lasting relationships, helping Airmen succeed in careers Story and photos by Staff Sgt. Rebecca Imwalle



Three generations of pilots span 75 years with Oklahoma Air National Guard Commentary by Staff Sgt. Rebecca Imwalle



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Wing Commander COL. RAYMOND H. SIEGFRIED III

> Vice Wing Commander COL. BRENT W. WRIGHT

Wing Command Chief CMSGT. PHILLIP R. KAASE JR.

#### 138 FW PUBLIC AFFAIRS

Public Affairs Superintendent MSGT. C.T. MICHAEL

Photojournalist SSGT. REBECCA R. IMWALLE

Broadcast Journalist TSGT. PHILLIP M. COWEN



WING PUBLIC AFFAIRS OFFICE

9100 E. 46th St. North Tulsa, OK 74115 (918) 833-7623 USAF.OK.138-FW.LIST.PUBLIC-AFFAIRS@MAIL.MIL.

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# VECTOR COL. RAYMOND H. SIEGFRIED III COMMANDER, I38TH FIGHTER WING

#### PHOTO BY MASTER SGT. C.T. MICHAEL

Strong and meaningful relationships are vital to mission success. Both our on and off-base relationships must be deliberate and focused to ensure the wing is postured to deliver America's demand for air power.

On-base relationships remain strong, not just through the chain of command, but with morale activities, key spouse and mentorship programs, increased communication methods and access to many resources that ensure resiliency. The success of our team building is demonstrated by the staggering amount of legacy airmen from current and prior 138th Fighter Wing members, which is incredible considering the state of the world!

We recently completed our Air Combat Command midpoint inspection. The results are in and the "Tulsa Standard" remains: we are ready and lethal. However, it was a comment from the Team Chief that really meant the most to me. "We had a great time in Tulsa and it was great to see the high morale in your Wing." We will continue to strive to ensure that our Airmen are equipped to do their jobs and know they are vital to mission success.

Off-base relationships with community, city, state and federal leaders have been fostered for generations. I diligently cultivate higher headquarters relationships with Joint Force Headquarters, 1st Air Force, and Air Combat Command, just to name a few. Our wing benefits greatly from the connections with our community and military leaders, as is demonstrated by our significant base infrastructure improvements. Tulsa's air power projection platform will soon expand with the construction of a Mission Training Center (FY19), construction of a Bulk Fuel Storage (POL) complex (FY20), and design of a new Munitions Storage Area and Commercial Inspection gate (FY19). A new Logistics Readiness Squadron facility and base gym are also in the works.

Finally, I must give a shout-out to our 125th Expeditionary Fighter Squadron, who recently returned from Afghanistan after a historic deployment. The 125 EFS employed more weapons during their three-month deployment than all previous deployments combined! Their outstanding performance is yet another example of building a great relationship, in this case, with the U.S. Central Command Commander.

I am so proud of all of our endeavors at home and overseas. We have Airmen that remain in the fight, away from their families during the holidays. Please keep them in your thoughts and prayers.



# BRAVE ONE STAFF SGT. TREVOR KAASE INTELLIGENCE ANALYST

STORY BY STAFF SGT. REBECCA IMWALLE PHOTO ILLUSTRATION BY MASTER SGT. C.T. MICHAEL

Staff Sgt. Trevor Kaase, an intelligence analyst with the 138th Operations Support Squadron joined the Oklahoma Air National Guard at 17 years old and follows the footsteps of his mother, Jodi Kaase, and father, Chief Master Sgt. Phillip Kaase, 138th Fighter Wing command chief.

### Q: What was your introduction to the military?

A: It started out on family days when I was young. My father was a crew chief, so I got hands on experience getting to walk up to the jet and hop in the cockpit, from that point on I wanted to be an F-16 pilot.

### Q: What made you decide to join the military?

A: I think my father definitely inspired me to an extent, he's always had my back and supported me in any decision that I made. He gave me the proper guidance and the knowledge to achieve the goals I set for myself.

### Q: Why do you think it's important to communicate your goals within your organization?

A: I absolutely believe that if you don't make your goals known, people around you can't support you, making you better at achieving them. One of the greatest things about being part of the Intelligence shop is that everyone only wants the best for each other.

### Q: Why is it important to form positive work relationships?

A: Co-workers can provide you with guidance. I came in as a young Airman looking for mentors within my shop and saw traits I wanted to pursue, and also some negative qualities I wanted to avoid, which ultimately allowed me to figure out what type of leader I wanted to be in the future.

# **Q:** What is it like having your father serve alongside you at the 138th Fighter Wing?

A: My father built his career through hard work and dedication, passing a great family name for myself to uphold. I know that the decisions I make and the decisions that he makes can affect not only each other but our name in general. I'd like to continue the legacy my father built with the Tulsa Air National Guard.

# THE ARRIVAL FOLLOWING A HISTORIC AFGHANISTAN CONTINGENCY

PHOTO STORY BY STAFF SGT. REBECCA IMWALLE



More than 300 Airmen from the 138th Fighter Wing recently returned from a deployment to Southwest Asia. Members were deployed for nearly four months in support of Operation Freedom's Sentinel, providing close air support (CAS) to allied forces.

While deployed, the 125th Expeditionary Fighter Squadron flew 1,026 sorties and were supported by several squadrons from across base that provided essential maintenance, logistics and medical needs. Upon their return, hundreds of friends, family members and fellow service members gathered to welcome them home after more than 100 days overseas.

Maj. Travis Clegg, F-16 pilot, 138th Fighter Wing, displays strength and honor on his return from deployment Aug. 6, 2018 at Tulsa Air National Guard Base, Oklahoma. While deployed overseas, the 125th Expeditionary Squadron flew a total of 4,674 hours.

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RESCUE

VOL. 1 / ISSUE 2





1 - Capt. John Nowakowski, F-16 pilot, 138th Fighter Wing, kisses his wife after returning from deployment Aug. 4, 2018 at Tulsa Air National Guard Base, Oklahoma.

2 - Master Sgt. Jeff Zimmerman, production controller, 138th Maintenance Squadron, kisses his daughter after returning from deployment Aug. 5, 2018 at Tulsa Air National Guard Base, Oklahoma.

3 - Adjutant General of Oklahoma Maj. Gen. Michael Thompson, 138th Fighter Wing Commander Col. Raymond Siegfried III, and 138th FW Command Chief Master Sgt. Phillip Kaase, welcome members home after deployment Aug. 5, 2018 at Tulsa Air National Guard Base, Oklahoma.

4 - Capt. Daniel Gwynn, F-16 pilot, 138th Fighter Wing, spends time with his daughters after returning home from deployment Aug. 4, 2018 at Tulsa Air National Guard Base, Oklahoma.

5 - Staff Sgt. Clay Stephens, 138th Aircraft Maintenance Squadron, embraces his family after returning from deployment Aug. 5, 2018 at Tulsa Air National Guard Base, Oklahoma.

74



Maj. Nick Moore, F-16 pilot, 138th Fighter Wing, reunites with his daughter after a deployment Aug. 6, 2018 at Tulsa Air National Guard Base, Oklahoma. The 138th Fighter Wing deployed in support of Operation Freedom's Sentinel.

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# VOLUNTEERS AIRMEN MAKE COMMUNITY SERVICE THEIR MISSION

### STORY AND PHOTOS BY STAFF SGT. REBECCA IMWALLE

As Airmen, we are familiar with the term "service before self," because it is a part of our core values. Several Airmen from the 138th Fighter Wing have adopted this core value, not only in their military service, but in their personal lives, by putting others needs above their own through volunteerism.



Airmen from the 138th Operations Support Squadron volunteer to do yard work for senior citizens around the Tulsa area.







While looking for a way to be more active in their community, members of the 138th Operations Group teamed up by volunteering to do yard work at the homes of several senior citizens throughout the Tulsa area.

"We originally were going to volunteer at an animal shelter," said Tech. Sgt. Robert Wise, 138th Operations Squadron aviation resource manager. "But ultimately we wanted to have a direct impact on people's lives. That's when we found Senior Services, who explained that they had a desperate need for yard work to be done at several senior citizens homes around town."

More than 10 Airmen have volunteered to contribute to the continuous effort to improve and maintain a groomed yard for these individuals, spending hours at a time doing things like mowing, weed eating and removing old shrubs. These airmen also respond to emergency yard services, helping clear porches after storms, and even helping dispose of an old recliner. Prior to starting the project this past June, the yards had not been mowed the entire year.

"This group really goes beyond the call," said Wise. "We had a few people get poison ivy while clearing out an overgrown backyard. It was awful, but they never complained once. They even returned to the house shortly after to continue the work they had started."

The volunteer team would like to continue with this support beyond what they originally agreed to, possibly raising money to purchase mulch in order to give flowerbeds a more long-term fix.

"It's definitely good to volunteer," Wise said. "Putting other's needs above yours isn't always something that comes easy, but this was a need that really had to be fulfilled."



# VOLUNTEERS

Tech. Sgt. Scott Beller, 138th Logistics Readiness Squadron planning specialist, is the president of the board of directors for The Center for Individuals with Physical Challenges, an organization that provides resources geared toward empowering its members and re-integrating them into society after a catastrophic incident.

Beller's first interaction with the organization began when he was just a child, attending an annual pancake breakfast fundraiser with his family. Ever since his grandfather became involved with The Center in the 1960's, there has always been a member of their family on the board of directors.

"The center is unique in the fact that people are able to come here and interact with others who understand what they have gone through," Beller said. "There are support groups and other programs available that can be a huge benefit to our members."

Most of the members at the center have physical challenges that resulted from car accidents, sports injuries or an unexpected medical issue. Beller noted that his favorite part of being a part of the organization is getting the chance to spend time with the members that he otherwise wouldn't have had a chance to meet.

"They are truly amazing individuals and It really makes you think twice about the things you complain about," said Beller. "There's one person in particular who suffered a spinal injury while playing semi-pro football. He is the most inspiring person I know. He just finished his master's degree and does motivational speaking. He has every reason to be upset with life, but is always happy."

The facility has a wide array of accommodations including a gymnasium for sports, an art studio and a kitchen and is currently undergoing a \$13 million project that will expand their campus, to include a butterfly garden and a pool. The new facility will also provide them with the ability to host regional Paralympic sporting events.

"There are underserved needs in every community," said Beller. "Investing in others is truly and investment in yourself. Working in a place like this changes the way I approach issues in my personal and work life."





VOL. 1 / ISSUE 2



Fresh out of technical school, two Airmen challenge their mechanic skills

Two vehicle mechanics from the 138th Fighter Wing were determined to make the best out of a bad situation after one Airman's decision to drink and drive resulted in a totaled vehicle.

Airman 1st Class Mia Chavez, 219th Engineering Installation Squadron mechanic, and A1C Autumn Gregory, 138th Logistics Readiness Squadron mechanic, had just completed their technical school training when they were provided with the opportunity to do a motor swap involving the totaled vehicle and one that had numerous engine problems. Due to the innovative actions and efforts of the entire shop, the vehicles otherwise destined to be scrapped were merged, resulting in thousands of dollars saved.

Tech. Sgt. Dennis Clark, 138th LRS mechanic, was planning training for Chavez and Gregory when the unique opportunity for this hands on training arose.

"I didn't have this opportunity when I was in their position," Clark noted. "Being able to give this to them was very rewarding. Most mechanics will want to go and show them what to do, but I think in order to learn, they need to get their hands dirty and take it apart. They basically did this entire job themselves and did a great job."

Chavez and Gregory both explained they felt that having a real-world project like this following their training gave them a chance to fully comprehend the things they had learned in the months prior.

"I appreciated the fact that we got to do something that's not very common," Chavez noted. "The fact that we got to do such a major task as new Airmen is super advantageous and beneficial to our learning."

This project took more than 320 hours and the work of four mechanics. Chavez and Gregory did most of the work under the guidance of two seasoned mechanics, Clark and Staff Sgt. Mason Green from the 219th EIS. In addition to the work put in by mechanics, members from the 138th Civil Engineer Squadron fire department assisted by cutting the wreckage away from the truck so the engine could be removed.

"This is something that will be very memorable throughout our careers," said Gregory. "It was hard work and not something we are used to, but we were able to make a direct impact on the mission which was great."

The Airman who was responsible for the damages has been discharged and assessed the value for the wrecked vehicle.







# WARPAINT INNOVATIVE READINESS TRAINING

STORY AND PHOTO ILLUSTRATIONS BY MASTER SGT. C.T. MICHAEL PHOTOS COURTESY OF MASTER SGT. MITCHELL SISCO

# Innovative Readiness Training program enhances vital job skills, strengthens community relationships

With limited time each year to train, every Unit Training Assembly must be maximized to the fullest extent possible to enhance vital job skills necessary to deploy at a moments notice.

Boosting these vital job skills is the Innovative Readiness Training program, granting members of the 138th Civil Engineer Squadron at Tulsa Air National Guard Base, Oklahoma, to pursue real world construction training opportunities beyond the fences of a typical drill at home station.

"We look for projects that will give our members good quality, real world training that we are not able to accomplish on a typical drill weekend," said IRT Construction Manager Master Sgt. Mitchell Sisco for the Civil Engineer Squadron at the 138th Fighter Wing.

Created in 1993, the IRT program provides realistic training opportunities for several military branches of Active, Guard and Reserve service members, focusing on education, medical services and civil engineering projects, while fostering community relationships simultaneously.

The 138th CES leveraged training opportunities with the IRT program by aiding community partner West Virginia Schools for the Deaf and the Blind in Romney, West Virginia, working 10 hours a day, six days a week, completing major renovations at several locations on campus within a two week span.

"The community partner provides all of the materials, plans, licenses and permits," said Sisco. "We come in and provide all the manpower, heavy equipment and tools, which ends up being about a two year process from project submittal to boots on the ground."

The main focus of the school project was the 33,000-square foot Keller Hall dormitory, where the 138th CES cooperated with the Marine Corps Reserves by installing federal Americans with Disabilities Act-compliant bathrooms and widening all doorways, making them wheelchair accessible. Advancing the campus overhaul, the crews also demolished several unsafe buildings, making way for a new parking lot and renovated the interior of a cafeteria, eliminating the need for children to walk a quarter mile to receive meals.

The 138th CES benefited from the IRT school project by training 162 engineers, completing 4,400 upgrade tasks while working on five housing structures at an overall Romney community value of a little over three and half million dollars.

"Everyone feels a tremendous sense of accomplishment when they leave a project," said Sisco. "They're putting their stamp on something that's going to improve the quality of lives."

With every project completed, it's clear the rewards and accomplishments of the IRT program will continue to strengthen relationships with community partners, providing outstanding training benefits for all service members involved for years to come.

(left to right) Romney Mayor Beverly Keadle, West Virginia, presents the city of Romney key to 1st Lt. Amber Kenneda, officer in charge, 124th CES, Chief Master Sgt. Erik Smith, noncommissioned officer in charge, 153th CES, Master Sgt. Mitchell Sisco, construction manager, 138th CES July 9, 2018 at West Virginia Schools for the Deaf and the Blind, Romney, West Virginia. The three month IRT project aided community partner West Virgina Schools for the Deaf and the Blind in Romney, West Virginia.



















### Mentorship builds lasting relationships, helping Airmen succeed in careers

Airmen from the 138th Fighter Wing maintain millions of dollars' worth of assets on a daily basis. If those assets are not properly cared for, it can lead to mission failure.

Senior Master Sgt. Andy Fraser, 138th FW human resource advisor, believes that mentorship is a critical aspect in maintaining the military's most valuable asset, its Airmen. As the HRA, Fraser spends time teaching about mentorship and encouraging Airmen to seek a mentor they can relate to and learn from their experience.

"It's not just that you have a supervisor you talk to," said Fraser. "We want Airmen to talk to other people on base and build relationships with them, because that's how you broaden your world view and really start to succeed."

Fraser noted that mentorship is an intentional process that doesn't always come easy. It can take time to build up the trust it takes to have a powerful mentoring partnership, but he explained that once you have built that relationship, it becomes priceless.

Staff Sgt. Kira Lang, 138th Operations Group, and Airman 1st Class Faythe Grinstead, 138th Maintenance Squadron, are two individuals that Fraser has assisted with the mentorship process. During Grinstead's first drill weekend, Fraser approached her with an opportunity to be connected with a mentor, to which she was happy to accept.

"I love what Senior Master Sgt. Fraser is doing here," said Grinstead. "You can immediately tell that he has the best intentions and wants to bring the base together."

Grinstead and Lang have been working together for nearly six months and explained that this provided them with a great opportunity to not only better each other, but to become intertwined with people on base they otherwise wouldn't have met.

"It's more than just seeing how I can mentor at that exact moment," said Lang. "It's also a friendship. At first I could tell she was a little nervous, but we quickly got to know each other and form that friendship. I think that's important, because it makes communication easier. We are able to ask what may seem to be a dumb question without being judged."

Grinstead explained that having Lang as a mentor has helped set herself up for success. She said that since you typically move in the same direction as the people you surround yourself with, it is important to find a mentor who is on the right path.

"Iron sharpens iron," said Fraser. "When you have a mentor, you have a sounding board, an encourager and a cheerleader. You can achieve things you never thought were possible because you have someone building you up and believing in you."



Individuals from student flight participate in a mentorship workshop Jun 10, 2018 at Tulsa Air National Guard Base, Oklahoma. Airmen from various squadrons across the 138th Fighter Wing, spoke with small groups from student flight about topics including career progression and future goals in hopes of introducing them to the importance of having mentors throughout their careers.





### ANG INNOVATORS MAKING THINGS HAPPEN

As a part of an Air Force wide innovation program, the 138th Fighter Wing recieved \$200,000 to invest in innovation and readiness ideas sumbitted by members of the wing. More than 15 ideas were sumbitted, and base leadership ultimately selected four projects with a focus on morale and fitness.

Senior Master Sgt. Derrick Hildebrant, 138th FW occupational safety manager, was appointed as the wing innovation officer and explained that this program gives Airmen an opportunity to make their voice heard.

"They were able to come to us with any problems they've seen or any ideas they had to make things better," said Hildebrant. "I was very pleased to see what projects were chosen and it really shows that leadership values fitness and sees the importance of it."



The projects chosen include rennovation of the running track on base, a new fitness bib tag system for fitness testing, the installation of a customer service kiosk for the 138th Force Support Squadron and an improved radio system for base emergency systems.

"Innovative Airmen find better ways of doing the mission. Their intrapreneurship makes us more lethal and more efficient– they must be supported by leaders who not only remove unnecessary barriers to success, but who also lift up and champion their ideas."

(U.S. Air National Guard photo illustration by Master Sgt. C.T. Michael)

- Chief of Staff of the Air Force, Gen. David L. Goldfein



Senator Jim Inhofe held a press conference Aug. 2, 2018 at Tulsa Air National Guard base, Oklahoma, to announce the swift passage of the John S. McCain National Defense Authorization Act. The 2019 NDAA provides funding for military readiness, up-to-date equipment and a 2.6 percent military pay raise. During his visit, Inhofe also met with pilots from the 125th Fighter Squadron to discuss the impacts of pilot shortages and proper work/life balance.

(U.S. Air National Guard photo by Staff Sgt. Rebecca Imwalle)

The 138th Civil Engineer Squadron Emergency Management flight assists the 63rd Civil Support Team Weapons of Mass Destruction, Oklahoma National Guard with real-time monitoring and detection of chemical, biological, radiological and nuclear threats during an Oklahoma State football game Oct. 27, 2018 at Boone Pickens Stadium, Stillwater, Oklahoma. The 138th EM provided manpower, equipment, expertise and helped establish a safe and secure experience, in a varied and dynamic environment. Airman 1st Class Kelsy Jones, Staff Sgt. Christopher Fryhover, Master Sgt. David Palmer. (Courtesy photos by Master Sgt. Aaron Vetter)



# LINE-OF-SIGHT



Several young men from the Tulsa Boys' Home tour the 138th Fighter Wing Oct. 25, 2018 at Tulsa Air National Guard Base, Oklahoma. The boys' home received a hands-on tour of the F-16 and its capabilities.

(U.S. Air National Guard photo by Master Sgt. C.T. Michael)





Citizens from the Tulsa Community participate in a "MURPH" workout May 28, 2018 at Tulsa Air National Guard Base, Oklahoma. The "MURPH" is a workout done annually across the country as a way to honor Lt. Michael Murphy, who was killed in Afghanistan in 2005.

(U.S. Air National Guard photo by Staff Sgt. Rebecca Imwalle)



Airmen spend time with their loved ones during family day Oct. 13, 2018 at Tulsa Air National Guard Base, Oklahoma. Each year, family day provides an inside look at military life at the 138th Fighter Wing.

(U.S. Air National Guard photo by Staff Sgt. Rebecca Imwalle)





Members of the 138th Fighter Wing volunteer during a Camp Bandage event May 19, 2018 in Broken Arrow, Oklahoma. Camp Bandage provided families with an opportunity to meet first responders and learn about what to do in an emergency.



(U.S. Air National Guard photo by Staff Sgt. Rebecca Imwalle)

# GENERATIONS

#### COMMENTARY BY STAFF SGT. REBECCA IMWALLE

### Three generations of pilots span 75 years with Oklahoma Air National Guard

1933 marked the beginning of a rich military family heritage when Brig. Gen. (Ret.) Joseph W. Turner joined the Army Air Corps.

Joe Turner would be the first of three generations of pilots to serve with the Oklahoma Air National Guard. Throughout the span of 75 years, the Turner family has served in nearly every major war campaign since World War II.

In 1943, five days after his first son, Ronald Turner, was born, Joe Turner was called to active duty service during WWII. On his second mission during the war, his B-17 bomber was ambushed by a flight of German Messerschmitt fighters. He received a Purple Heart that day, but continued to fly another 28 missions, including on D-Day, before returning home more than two years later.

In 1947, Joe Turner became the commander of the 125th Fighter Squadron here in Tulsa, Oklahoma, flying the P-51 Mustang. In 1959, he was appointed assistant adjutant general for the OKANG. Throughout his career, Joe Turner flew more than 6,500 hours in 17 different aircraft, and received the Legion of Merit, Purple Heart, Distinguished Flying Cross, and many other medals. He retired in 1966 after 33 years of service.

After seeing his father's numerous years of service, Brig. Gen. (Ret.) Ronald Turner decided to follow in his footsteps, joining the OKANG in 1966 as a transport loadmaster. He eventually become a pilot and start flying the C-97/C-124 with the 125th Military Airlift Squadron out of Tulsa.

Ron Turner spent his entire career in the Tulsa ANG, holding various positions including 125th Tactical Fighter Squadron commander, 138th Fighter Group commander and was the 138th Fighter Wing commander from 1994 until 1996. He flew many exercises and support missions including during the Vietnam War, earning the Legion of Merit and numerous other awards and decorations.

2nd Lt. Todd Turner has his wings pinned on by Col. (Ret.) Ronald Turner, left, and Brig. Gen. (Ret.) Joseph Turner, right.

18



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"I have a great sense of honor and respect as I look back on the sacrifices my grandfather and father made for our country and the State of Oklahoma."

- Lt. Col. Todd Turner, 138th FW







Ron Turner retired in 2003 at the rank of brigadier general after serving as the OKANG assistant adjutant general, the same rank and position that his father retired from 37 years prior. Throughout his 43 year career, Ron Turner flew more than 4,000 hours and eight different aircraft, the last being the F-16 Viper.

For Lt. Col. Todd Turner, the biggest factor in becoming a third generation pilot for the OKANG was the legacy that his grandfather and father had created. He joined the OKANG in 1993, graduated pilot training in 1995 with his pilot wings and become a command pilot. He is currently serving as a 138th FW inspector general.

Todd Turner has flown more than 4,000 hours throughout his 25 year career with the OKANG, including deployments in support of Operations Iraqi Freedom and Enduring Freedom. Flying the C-130 and KC-135 has taken him to every continent except Antarctica.

The Turner family has more than 100 years of military service and counting. Todd Turner and his wife Melissa have five children, so the tradition of military service may continue with a fourth generation of Turners to serve in the Oklahoma Air National Guard.



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11

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