



Director of the Air National Guard  
visits the 102nd Intelligence Wing



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**COMMANDER**  
Col. Virginia I. Gaglio

**CHIEF OF PUBLIC AFFAIRS**  
Capt. Bonnie Blakely

**PUBLIC AFFAIRS STAFF**  
Mr. Timothy Sandland (Editor)  
Master Sgt. Kerri Spero  
Staff Sgt. Thomas Swanson  
Senior Airman Junhao Yu

**102ND IW PUBLIC AFFAIRS**  
156 Reilly St., Box 60  
Otis ANGB, MA 02542-1330

phone: 508-968-7200 / DSN 557-7200  
email: usaf.ma.102-iw.mbx.pa@mail.mil

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## COMMANDER'S COMMENTS



### A New Year Resolution: Readiness

By Col. David McNulty  
102 IW/Vice Commander

With each New Year, our tendency is to look for areas which we can improve, fix, or change and make resolutions to follow through on those goals. This year, I'd like to offer an addition to your 2019 resolution list—Readiness. Merriam-Webster defines readiness as “the quality or state of being ready, such as: a state of preparation; prompt willingness.” In defense circles, readiness is defined as “the ability for military forces to fight and meet the needs of national military strategy. Unit readiness is further spelled out as the ability to provide capabilities required by the combatant commanders to execute their assigned missions. This is derived from the ability of each unit to deliver the outputs for which it was designed.”<sup>1</sup> Each of our fighting units, our Squadrons, has a Designed Operational Capability (DOC) Statement that spells out what it is designed to do. The DOC Statement is the baseline that commanders utilize to measure on unit readiness and relay that readiness level via Status of Resources and Training System (SORTS) reporting. With the 2018 National Defense Strategy providing a renewed focus on fighting and winning against “near-peer” adversaries, unit readiness has never been more important—but unit readiness starts with

each Airmen. Our 2019 resolution should be to improve our individual readiness.

Personal readiness, Air Force Specialty Code (AFSC) training readiness, and facility/equipment readiness ultimately leads to unit readiness. Personal readiness ensures that we are physically, mentally, and spiritually ready to meet our Nation's call. Working out, losing weight, meditating, praying, playing sports, and/or getting more rest might already be on your resolution list—these efforts can and will improve your personal readiness. Beyond ourselves, personal readiness includes family and friends—ensuring that our relationships are strong and resilient. If called to do the Nation's work either deployed forward or employed in place on long shifts at Otis, strong relationships will help ensure that our loved ones can handle the burdens we leave behind if we are called away.

Our individual readiness to perform our duties depends on hours of training to master what will be asked of us in a wartime scenario. Your focus and efforts on AFSC skill level, ancillary, hands-on, and continuation training is a critical resolution for make for 2019. Earning 5-level and

7-level qualification is more than adding a star on your AFSC skill badge, it's directly improving unit readiness by boosting effective manning in your Squadron. Effective manning is having the right people with the right skill sets in the right job/position. Right now, our Wing effective manning is hovering in the mid-eighty percent range. Higher effective manning directly drives a more ready and lethal force capable of providing Intelligence, Surveillance & Reconnaissance, Cyberspace Engineering, and Expeditionary Combat Support to Combatant Commanders around the globe. Beyond the effective manning metric, unit leaders must define, train to, and measure operational mission readiness—the ability for teams to work together and perform wartime functions. In this endeavor, we rely heavily on our fulltime force who are charged to organize, administer, instruct and train our drill status Airmen so ensure that they meet the same standards of their Active Duty counterparts with a fraction of the available training time.

Beyond our Federal DOC Statement tasking, Guardsmen have the unique readiness challenge to prepare for domestic operations in support of state and local authorities. By focusing on individual readiness, we'll be ready to perform our job whether the President calls us to federal service or the Governor calls us into state active duty. 2019's calendar already offers a host of readiness challenges for the wing. We'll continue to send dozens of deploying Airmen forward into the fight, continue executing our in-place ISR missions, and will prepare for and execute recurring domestic operations like the Boston Marathon and 4th of July festivities on the Esplanade. 'March Madness' and Expeditionary Skills Rodeos during Spring 2019 drills will the cover ancillary training, annual classes, and pre-deployment courses you'll need for individual readiness.

In June, we will apply our Spring 2019 training when the Wing is challenged with a Mission Readiness Exercise that will focus on our Ability to Survive and Operate (ATSO) in a Chemical, Biological, Nuclear, or Radiological Environment (CBRNE). This exercise builds on our “crawl” ATSO exercise last June and will involve almost every uniformed Wing member either as a participant, inspector, or white force exercise manager. Most ATSO events will take place on Wednesday the 5th of June, with a few additional exercise events added on either the day prior

or day after. During 5 June 2019, the area of Otis ANG Base inside the Gibbons Gate will be a simulated “Base X” located on the Korean peninsula. You can expect to park your vehicle either on the old flightline near Building 158 or Eagles Nest and report for a “Right Start” briefing outlining the current situation, threat, and status before heading to your work center in the proper Mission Oriented Protective Posture (MOPP) gear. Expect a long day at “Base X”—you'll need to pack a lunch, leave your cell phone in the car, and be ready to perform your wartime duties no matter what the adversary throws at us. If you work in one of the ISR Groups, you'll perform your duties in a ‘simulated over-pressurized building’ (no MOPP required) but will be inspected to ensure operational readiness. Expeditionary Airmen will don gear, respond to attacks, and keep the base and its Airmen in the fight.

The Air National Guard's motto “Always There, Always Ready” is exemplified by 102d Intelligence Wing Airmen on a daily basis, whether employed in place, deployed forward, or standing ready for the call. Times have changed since Air National Guard was relied upon as purely a strategic reserve. Over the past two decades, Guardsmen have consistently provided operational capabilities in significant depth and strategic capacity in ongoing combat operations. The need for an operational reserve was first validated in the 2008 Commission on the National Guard and Reserve Final Report, which deemed the operational reserve a “necessity” and found “no reasonable alternative” considering “the threats that the United States faces at home and abroad, the looming fiscal challenges the nation confronts, the projected demands for forces, the unique capabilities resident in the reserve components, and their cost-effectiveness.”<sup>2</sup> Your individual readiness directly impacts your squadron's ability to fulfill wartime tasks when the Nation calls. Please add individual readiness to your 2019 resolution list and have a safe and wonderful New Year.

1. Dictionary of Military and Associated Terms. US Department of Defense 2005.

2. Commission on the National Guard and Reserves, *Transforming the National Guard and Reserves into a 21st Century Operational Force*, Final Report Executive Summary, January 31, 2008, p. 7.





By Senior Master Sgt. Stephen J. Brothers  
202 ISS/First Sergeant

What exactly is integrity? According to the dictionary, integrity is “the quality of possessing and steadfastly adhering to high moral principles or professional standards, and the state of being complete, undivided, sound or undamaged.” Integrity, then, is having high principles and keeping those standards consistent throughout all the different parts of the self. In other words, it means being the same trustworthy person in all situations

and in all parts of your life.

We live in a world where integrity isn’t talked about nearly enough. We live in a world where “the end justifies the means” has become an acceptable school of thought for far too many. An example of this might be, a person that steals or commits larceny in order to feed their family or their drug habit. In their mind, they feel justified to do what they do and “honestly” do not see anything wrong in their actions. I’m not passing judgment on anyone who may be in that situation. I am just trying to outline my point.

Other examples of those who lack integrity may be employees that call in “sick” because they don’t have any more paid time off when they actually just need to get their home chores done. It could be an Airman that walks by trash on the ground and leaves it for someone else to pick up. Maybe it’s a supervisor that doesn’t correct employees that are disruptive to their team’s morale. What about the people that “disappear” when the office cleanup is going to kick off? The list could go on and on. In each case, the person committing the act of dishonesty told themselves they had a perfectly valid reason why the end result justified their lack of integrity.

Our actions are not the only way we define our integrity. The choice of the words we use does too. One of the first places integrity issues show up is in our language patterns. When we are “in integrity,” we speak from a place of wholeness. Our words match our actions. As Dr. Seuss put it, “We say what we mean and we mean what we say.” When we break from this pattern and say things we don’t really mean, we move “out of integrity.”

Can you identify someone in your life who uses language carelessly, who agrees to things readily but then never seems to be able to show up for his or her commitments? Do you know individuals who spend a lot of their time speaking about things they have no experience with – who have plenty of

opinions but little real, applicable knowledge to back it up? Do you have friends who frequently gossip or who say disempowering things about themselves or others? These are some of the common ways that people misuse or misunderstand the power of speech, thereby depriving themselves of the potential that power conveys.

When I was travelling alone for work, I started to read a particular book I heard about in which Tom Brady had started his journey, based on the philosophies contained in it. In this book, The Four Agreements, author and Toltec wise man don Miguel Ruiz presents a simple, but profound code of personal conduct based on adhering to four basic principles or “agreements.” The very first agreement is “Be Impeccable With Your Word.”

In the first section of The Four Agreements, he advises: “Speak with integrity. Say only what you mean. Avoid using the word to speak against yourself or to gossip about others. Use the power of your word in the direction of truth and love.” I have to agree that your word is where it all begins. If you cannot speak the truth, how can you live in truth? If you tend to tell white lies or invent facts when presenting your thoughts, wouldn’t your actions naturally follow that pattern?

I recommend that you try to find some alone time and reflect on who you want to become. Once you establish who and what you want to be, it becomes easier to identify your words and actions that align or distract you from the true you or the person you wish to become. You might just decide to stop wasting your time doing things that don’t help you towards your own life goal. It may take you time to change your habits, but ultimately, you will be paving your own path towards what you would like to achieve.

If I could teach only one value to live by, it would be this: Success will come and go, but integrity is forever. Integrity means doing the right thing at all times and in all circumstances, whether or not anyone is watching. It takes having the courage to do the right thing, no matter what the consequences will be. Building a reputation of integrity takes years, but it takes only a second to lose. Strive to never allow yourself to ever do anything that would damage your integrity.

This listing was compiled to assist you in caring for your Wingman. Please use this page for your information and as guidance for referral.

## DIRECTOR OF PSYCHOLOGICAL HEALTH

The Psychological Health Program offers free of charge, confidential psychological assessments and brief solution focused coaching, consultations, referrals and case management. Contact Ms. Jill Garvin, [jill.a.garvin.civ@mail.mil](mailto:jill.a.garvin.civ@mail.mil), (P) 508.968.4827 (C) 508.237.6652

## SUICIDE PREVENTION

The Director of Psychological Health can be the first contact for individuals in suicidal crisis or those having thoughts of suicide. She can advise supervisors and peers regarding support for distressed coworkers, and is Point of Contact for Suicide Prevention Training and Education. Contact Ms. Jill Garvin, [jill.a.garvin.civ@mail.mil](mailto:jill.a.garvin.civ@mail.mil) (P) 508.968.4827 (C) 508.237.6652

## AIRMAN AND FAMILY READINESS

The Otis Airman and Family Readiness Office offers a wide variety of services and programs that contribute to the mission readiness, resiliency, and well-being of the Air Force community by taking care of people. A&FR programs are available free of charge to military personnel, DoD civilians, retired military and family members. Contact Ms. Erin Faye, [erin.k.faye.civ@mail.mil](mailto:erin.k.faye.civ@mail.mil) (P) 508.968.4855 (C) 774.313.8534

## CHAPEL OFFICE

The mission of the Chapel Team is to provide a holistic ministry of presence, care and hope to members of the Wing in a flexible, responsive, and competent way. Private conversations of those seeking the counsel of Chaplain Corps personnel as matters of faith or acts of conscience are strictly privileged communication. Contact the Chapel Office (P) 508.968.4508

## VETERAN’S CENTERS

We are the people in the U.S. Dept. of Veterans Affairs who welcome home the war veterans with honor by providing quality readjustment services in a caring manner. We assist veterans and their family members toward a successful postwar adjustment. 1.800.905.4675 (local - Hyannis 508.778.0124)

## SEXUAL ASSAULT RESPONSE COORDINATOR (SARC)

Providing private, confidential care for assault victims and assistance with reporting both unrestricted and restricted. Contact Ms. Robin Mungin, JFHQ SARC at [robin.m.mungin.civ@mail.mil](mailto:robin.m.mungin.civ@mail.mil), (O) 339.202.3118 (C) 774.286.1164 SARC Helpline: 508-889-6644

## MEDICAL GROUP

A resource for both medical and psychological conditions affecting the wellness of airmen: Provider consultation can be arranged for discussion of these and other conditions by contacting the reception desk or via your Unit Health Monitor. Contact the Medical Group (P) 508.968.4091



# CHAPEL CALL: GROW WHERE YOU ARE PLANTED



By Chaplain (Lt. Col.) Mark F. Schaarschmidt  
102nd IW/Chapel

What challenges do you face for the New Year? When I first started as a novice in the military, the advice given by well-meaning senior officers was to move around, gaining “depth and breath” with experience from a variety of places and missions. I was blessed to have been in a variety of military settings,

from Army to Air Force, from Air Mobility to Space Command. Within each mission, I grew where my feet were planted, albeit transferring (or “transplanting”) to different settings.

I recently learned that there is a way to grow where one is planted in the counseling field as well.

If you have mentored other Airman but wished to “grow” as a better mentor, just seek feedback from those whom you have helped and those who have helped you. Be candid with your question, “How am I doing?” The feedback you receive will help you grow where you are planted.

True, there’s a long answer to the short question of “where can I get better at being a mentor?” Start with the obvious, namely, you are already helping others, even if you’re not aware of it. Recently I asked about the “long answer” to becoming a licensed counselor. My mentor called me on the phone and went over particular certifications for becoming a professional counselor. I was given a comprehensive lesson in what to do and where to go in order to gain licensure.

The mentor told me about eight domains of counseling theory, including theory itself, development, ethics, clinical assessment, pathology, and so on. One third of those courses had to be in human development. As you may have guessed, there is also a counseling exam to take which one must pass before one can “hang a shingle” and become licensed. These are important steps, which mirror a military career that is filled with necessary PME’s.

Take on the New Year by being assured that you are firmly planted. You have a great wealth of talent that is enriched and strengthened by a great team. Your knowledge and skill sets will assist you in that process. Learn to grow where you are planted in this New Year. But above all, remember not just who you are but what you are becoming. Your Divine-given assets will only be enriched by the help you seek from others. Don’t be afraid to ask for help and receive help. Enjoy the new fruits of maturity that will come from growing where you are planted.

## THE 2019 COMBINED FEDERAL CAMPAIGN (CFC) - THERE IS STILL TIME!

Don’t forget to give to CFC. We are almost at the \$20k mark for the year and your gift can help push us over the top. The campaign ends Jan 12, 2019. Visit <https://newenglandcfc.org>. Print out donation slip and give to you CFC Rep. If you gave but did not give the receipt to your CFC rep please do so. You can still opt for the January uniform buyout with your donation. Show the love by giving to CFC. Thousands of charities to choose from and every little bit helps.

In addition there will be a raffle this weekend in the DFAC for 2 Patriot Foundation Footballs signed by Patriot Pro-Bowler Matt Light. The winners will be announced Sunday at 1300.

- E1-E6: \$10 per day Jan 2019 RSD (\$20 per RSD)
- E7-E8: \$12 per day Jan 2019 RSD (\$24 per RSD)
- E9/O1-O3: \$15 per day Jan 2019 RSD (\$30 per RSD)
- O4-O5: \$20 per day Jan 2019 RSD (\$40 per RSD)
- O6: \$25 per day Jan 2019 RSD (\$50 per RSD)
- E1-O6: \$5 per Friday through 31JAN2019 (Monday authorized for Friday AWS)

### INSTRUCTIONS HOW TO GIVE:

#### MUST UPDATE PROFILE FROM LAST YEAR

- Go to <https://www.newenglandcfc.org/>
- **IMPORTANT:** MUST CREATE OR UPDATE PAST PROFILES TO INCLUDE
  - **YOUR DEPARTMENT:** MILITARY – AIR FORCE
  - **YOUR AGENCY:** AIR NATIONAL GUARD SUPPORT CENTER
  - **YOUR OFFICE:** ANG READINESS (UIC:FFG1V1) (Otis AGB, MA) (CFC:92LFV6)
- Select a Charity / Charities and amount
- Print Certificate and give to Squadron or Group CFC Coordinator

#### Primary Work Location ZIP or Postal Code ⓘ

☐ I am located in a non-US or foreign territory without a ZIP code.

#### Military or Civilian ⓘ

☒ Military ☐ Civilian

#### Your Department

#### Your Agency

#### Your Office



# PREPARE, RESPOND AND RECOVER

By Senior Master Sgt. Sarah Perry  
102 CES/Emergency and Readiness Management

Winter has arrived.

In New England, we experience several winter storms each year. It's important to be prepared to respond and recover from these storms at home as well as in our work place. Winter storms can bring a wide range of precipitation; from freezing rain and sleet to blinding heavy flakes of snow. Extreme cold temperatures can bring ice and other driving dangers. This additional precipitation can melt, cause flooding, erosion and damage to property and roadways.

There are ways that you can stay ahead of these dangers, and prepare yourself, your family and your coworkers in times of inclement weather.

PREPARE

Stay alert by watching or listening to news of weather watches and warnings. It is likely that winter storm

warning, blizzard warning, or ice storm warning criteria will be met due to the conditions of an upcoming storm. The various warnings you might encounter can be defined as:

Winter Storm Warning — 6” of snow or more in a 12-hour period (or 8” of snow or more in a 24-hour period) expected within next 12 to 36 hours.

Blizzard Warning — Sustained wind gusts greater than or equal to 35 mph AND considerable falling and/or blowing snow, resulting in reduced visibility of less than 1/4 mile for at least three hours.

Ice Storm Warning — 1/2 inch or more of freezing rain.

PLAN TO LEAVE

Make a plan to stay with friends or family members if needed and remember to bring any medicines or pertinent medical information. Have an emergency kit

for your car including water, flashlights, and blankets.

PLAN TO STAY

Create an emergency kit and include back up chargers and batteries. If power outages are a common occurrence in your area, purchase a generator and ensure safe electrical connection and exhaust flow. Keep it and chimneys cleaned and inspected. Ensure personal and government property is staked visibly so plows are able to see where roadways end.

RESPOND

During the storm driving should be limited to essential trips. Be sure to obey mandatory travel bans. Avoid driving behind or beside plow vehicles. Dress in layers and with gloves and winter, water-proof boots, and have extra clothing available wherever you go. Cold injuries such as hypothermia and frostbite are serious

and begin with signs and symptoms including shivering, pain and numbness in the extremities and skin color changes including redness and/or paleness. Keep an eye on children and elderly family members who are especially susceptible. Keep Pets Inside. When walking pets ensure visibility with reflectors or lights that passing vehicles are able to see.

RECOVER

Snow removal actives such as plowing, blowing, or shoveling snow should be done safely with attention to routes of travel first to allow emergency responders access if needed. Dig out fire hydrants and storm drains. Clear exhaust vents from direct vent gas furnace systems to avoid carbon monoxide poisoning. Clear laundry exhaust vents to prevent fire. Make sure your carbon monoxide and smoke detectors are working. Stay informed with weather updates, local and state

guidance for travel and parking bans. Finally, Help your Neighbors with all of the above – we are all in this together!

For additional resources and safety tips, check out the following links that provide helpful information:

<https://www.mass.gov/service-details/winter-storm-safety-tips>

<https://www.almanac.com/content/2019-winter-weather-forecast#>





# 102ND COMMUNICATIONS FLIGHT GIVES BACK

By Mr. Timothy Sandland  
102nd IW/ Public Affairs

“What is the essence of life? To serve others and to do good.”

A message by Greek philosopher, Aristotle, over two millennia ago still holds true today.

For Master Sgt. Christopher “C.J.” Allen of the 102nd Communications Flight, serving others became a call to action.

As the Combined Federal Campaign started this season, it was in need of a point of contact for the 102nd Communications Flight. Allen stepped up and volunteered for the duty. Not familiar with the specifics of his new responsibilities, he sought out the advice of the wing CFC coordinator, Chaplain (Capt.) Derek White.

“I spoke with Chaplain White, and asked him, ‘So what do we do?’ and he went over some of the ways you can donate. He mentioned volunteerism as an option.”

For many, dropping a few dollars in a collection pail or writing a check to contribute to an important cause is an easy way to give back. The funds collected by charities certainly helps these efforts and is a wonderful thing; however, money is not always the answer. Sometimes it is far more helpful to contribute time and effort.

Allen approached his commander and superintendent with the idea of volunteering time as a flight. They thought it was a great idea and gave him the green light. At a staff meeting, he announced his idea to the rest of the flight.

“Almost everyone’s hand went up,” he said. “I was blown away – I was touched. I thought, ‘Why haven’t we done this before?’”

Allen reached out to a number of charities to see they could use the help and many got back to him.

Early in the morning on Saturday, Dec. 15, 2018, Airmen of the 102nd Communications Flight, accompanied by others in the wing and some family members, descended on A Helping Paw, an animal humane society in Buzzards Bay, Mass.

Standing shoulder to shoulder, these proud and giving Airmen worked non-stop for hours, building care packages for the beloved pets of low-income families and seniors.

At first glance, one might question how this would help people in need. However, just think about those of us who have furry, fuzzy children in our own lives – and how many times you put their needs before your own.

Chrissy Tomkiewicz, a volunteer at the shelter said it best, “There are a lot of people out there who struggle. I don’t think people realize, especially if someone has health issues or they’ve lost their job and they’re trying to make ends meet. You can’t afford any kind of extras.”

As pet lovers, many people sacrifice to give these valuable family members a better life. It is not uncommon for someone to ensure their dog or cat eats before they do.

“Their pets are their kids” said Tomkiewicz

Many of the gift bags that were prepared by these volunteers will go to the pets of low-income senior citizens. Not only are these pets valued members of their family, but in many cases serve a critical role in their mental and emotional well-being.

“These people are often home alone for the holidays,” said Tomkiewicz. “They don’t have families, they don’t have anyone to visit them. The pet keeps them physically active and gives them a reason to get up in the morning. The pet is mentally benefiting them. These pets are saving their lives”

The event was a great success. The gift bags that the volunteers built were delivered to upwards of a thousand needy families.

Allen plans to make these volunteer events a regular occurrence in the flight and is coordinating the next one for early 2019.

“When I reached out to see who we could help, there were a number of places that got back to me,” said Allen. “I thought ‘We could do this again’. People need help all the time. I can see this happening a few times a year.”

When asked about his thoughts on the experience, Allen said, “I saw it as a way to get people involved – a way to see what it is that they’re donating to and actually see what these organizations do.” He continued, “Even the people who just donated money, who didn’t volunteer at the event – they are going to know now that your money is actually going someplace. You are helping people.”

For the role that he played, Allen suddenly got modest. “I’m just the guy who raised his hand to be the CFC rep – all the credit goes to everybody who was willing to do this, who said ‘Yes, I’ll be there... I’m willing to help.’”

Well done, all.





# DIRECTOR OF THE AIR NATIONAL GUARD VISITS 102ND INTELLIGENCE WING

By Capt. Bonnie Blakely  
102nd IW/ Public Affairs

Director of the Air National Guard Lt. Gen. L. Scott Rice visited the 102nd Intelligence Wing on Monday, Dec. 10 to tour the facilities and get a closer look at the wing’s capabilities.

“It’s good to be home,” said Lt. Gen. Rice.

Before assuming his current position, Lt. Gen. Rice previously served as the Adjutant General and Commander of the Massachusetts Air National Guard.

After arriving to the installation, the DANG met with leaders from various councils of the 102 IW including the Chiefs Council, Company Grade Officer Council, First Sergeants Council, and the Junior Enlisted Council. A representative from each council briefed Lt. Gen. Rice on current issues they’re facing and goals they are working toward. Each council works hard to ensure the Airmen across the wing are taken care of and that their voices are heard.

“You must give your undivided attention to each Airmen when talking to them,” Lt. Gen. Rice specifically stated to the Chiefs Council.

While each council is important, Lt. Gen. Rice emphasized the need for Chiefs to serve as a conduit between Airmen and the mission. Chiefs should always make the time to talk and listen to their people, he added.

“I think the glue that hold the package together is leadership,” said Lt. Gen. Rice.

After meeting with the councils, Lt. Gen. Rice received a mission brief by Col. Virginia I. Gaglio, the commander of the 102 IW, which highlighted key components of the wing’s mission. Group and unit commanders were in attendance and discussed successes and setbacks their units are facing, seeking additional help from the director’s level.

Concerns were brought up regarding the conversion of dual-status technicians to Title 5 civilian employees.

“Take care of the individuals,” Lt. Gen. Rice said in response.

Even though this realignment comes as a directive from the Air National Guard, Lt. Gen. Rice discussed ways that commanders can help their people continue to have careers that work for them while still meeting mission and personnel requirements.

“If it doesn’t work or doesn’t make sense, you need to help us fix it,” Lt. Gen. Rice added.

Later in the day, Lt. Gen. Rice did a walk-through of the new Otis Microgrid system.

“Our microgrid is the first DOD operational use microgrid using wind energy,” Gaglio said. “It not only give us some energy resilience but also green energy as well.”

Lt. Gen. Rice’s wife, Nancy Rice, was able to join him for this visit. While Lt. Gen. Rice received additional intelligence briefings, Mrs. Rice received a tour of the Joint Base Cape Cod empowerment center and met with the 102 IW resiliency team.

Mrs. Rice was extremely supportive of the base-wide resiliency efforts being made. She passed along advice on ways to continue to improve resiliency based on her experience working with other wings.

“You have an unbelievable team here with such great energy,” said Mrs. Rice.

Lt. Gen. Rice also spent lunch with members of all ranks and coined several outstanding performers. Members in attendance had the opportunity to ask Lt. Gen. Rice questions about the Air National Guard in general, as well as more specific questions related to their careers. He reminded everyone that a big part of why we’re in the guard relates back to the Air Force core value of service before self.

“The thing about selfless service is,” Lt. Gen. Rice explained, “when you feel like you are making a difference in the world, it’s a game changer in how you feel about yourself, the confidence you have, and how you operate as a person. It’s pretty special what we do.”







# READINESS AND EMERGENCY MANAGEMENT FLIGHT

The Readiness and Emergency Management Flight of the 102nd Civil Engineer Squadron prepare Airmen for times of crises. They provide training and manage activities that ensure the personnel, mission and resources of the wing are able to respond and function during times of natural catastrophes as well as other, more illicit events such as those perpetrated by various bad actors in the world. Preparedness is key in these situations and these professionals have us covered.





# TIME WORKSHOP GIVES AIRMEN TOOLS TO BE SUCCESSFUL, IMPACTFUL LEADERS

By Airman 1st Class Randall Burlingame  
104th FW/Public Affairs

Over 250 Airmen attended the Technical Sergeants Involved and Mentoring Enlisted Airmen Workshop from Dec. 9 to 14, 2018, in Southbridge, Massachusetts.

Created by Chief Master Sgt. Richard MacDonald, Massachusetts Air National Guard command chief, the TIME workshop targets noncommissioned officers in the Air National Guard, Air Force Reserve and active duty Air Force. Airmen from eight different states attended this year and it has been held biannually since 2012.

The Airmen received training from speakers including Lieutenant General L. Scott Rice, Air National Guard director, Chief Master Sgt. Lorene Kitzmiller, Air National Guard First Sergeant career field functional manager, Christopher Coyne, Jackie Woodside, and Ken Weichert.

Speakers spent time discussing things like the power of coaching, transitional leadership, resiliency and self discipline and the state of the Air National Guard. These lessons will serve as tools for the NCOs to use to become better leaders.

“This has actually taught me more on how to handle relationships and work with people that are not necessarily from my generation,” said Tech. Sgt. Tim Lyons, 109th Airlift Wing recruiter. “This allows me to connect with them better and understand what they want.”

Lyons traveled almost two hours to attend the training and said the trip was well worth it as he now has an abundance of information to use and share with others.

“It’s life changing,” said Lyons. “I’m motivated to go back and instill this information of leadership

styles and motivation with other people, and help make the unit a better place to be and work.”

Responses like this are what make it all worth it, said MacDonald.

“It’s amazing,” said MacDonald. “I’ve even had people crying while talking to me, saying how much of an impact it made in their life personally. You can’t fake that. That to me was validating.”

MacDonald said people that previously attended TIME workshops still reach out to him to let him know how the skills they learned have helped them progress personally and professionally.

“A lot of it has to do with that week we spent together,” said MacDonald. “It changed the way they thought. They made differences in their own lives and were able to work out of their comfort zones.”

Technical Sergeant Sharon Mekal, 439th Airlift Wing aero repair technician, expressed her gratitude to MacDonald and the Air National Guard for allowing members of the Air Force Reserve to attend. The experience proved to be very valuable to her, she said.

“I’ve hands down received more opportunities for growth from this conference than I have in a long while,” said Mekel. “I feel like this has given me a map of how to go forward for my own personal career.”

MacDonald is retiring in March and said he hopes somebody steps up to keep the workshop going into the future.

“I’m hoping this continues,” said MacDonald. “I’m willing to sacrifice my time to help that happen, even as a retired person.”





# 102ND INTELLIGENCE WING CONTRIBUTES TO WREATHS ACROSS AMERICA PROGRAM

The first of multiple tractor-trailers full of wreaths arrived at the 102nd Intelligence Wing on the morning of Dec.. 13, 2018, destined for graves at the Massachusetts National Cemetery in Bourne, Mass.

The wreaths are provided each year through generous donations to the Wreaths Across America program and placed on veteran's graves by volunteers.

*(Air National Guard photos by Mr. Timothy Sandland)*

More at <https://www.facebook.com/102IW/posts/2351732408231833>





# WREATHS ACROSS AMERICA REMEMBERS AND HONORS THOSE WHO SERVED

Dozens of organizations and scores of volunteers came together at the National Veterans Cemetery in Bourne, Mass. on Saturday, Dec. 15, 2018, to remember and honor those who served in defense of the nation. The wreath laying ceremony draws hundreds of local residents, civil leaders, government officials, military personnel and Gold Star family members.

Wreaths Across America began in 1992 by Morrill Worcester, owner of the Worcester Wreath Company of Harrington, Maine. When he encountered a surplus of wreaths near the end of the holiday season, he decided to donate the excess wreaths to Arlington National Cemetery.

Since then, the program has grown and has established a longstanding tradition of ensuring the graves of the country's veterans are honored annually. Today, ceremonies are held at countless locations nation-wide.

*(Air National Guard photos by Mr. Timothy Sandland)*

More at <https://www.facebook.com/1021W/posts/2356169971121410>







## F-86 SABRE

This recently restored North American F-86 Sabre was previously mounted as a static display next to the old base museum adjacent to building 158. This Sabre, with its distinctive shamrock, is now on display in front of the wing headquarters building. An official dedication ceremony will be held in the Spring.  
(Air National Guard photos by Mr. Timothy Sandland)

<https://www.facebook.com/1021W/videos/517176682025752>

<https://www.facebook.com/1021W/videos/958874677646554>

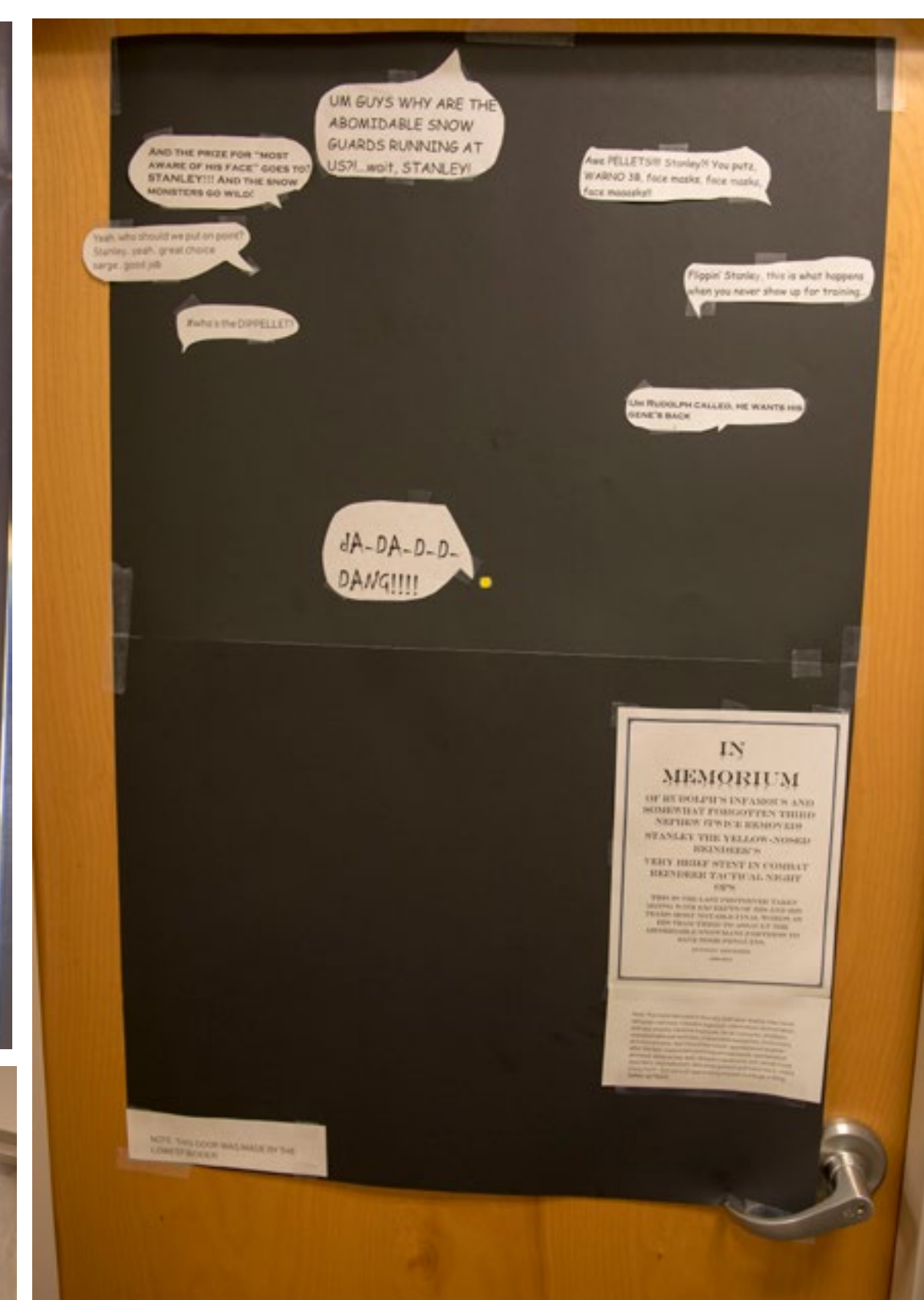
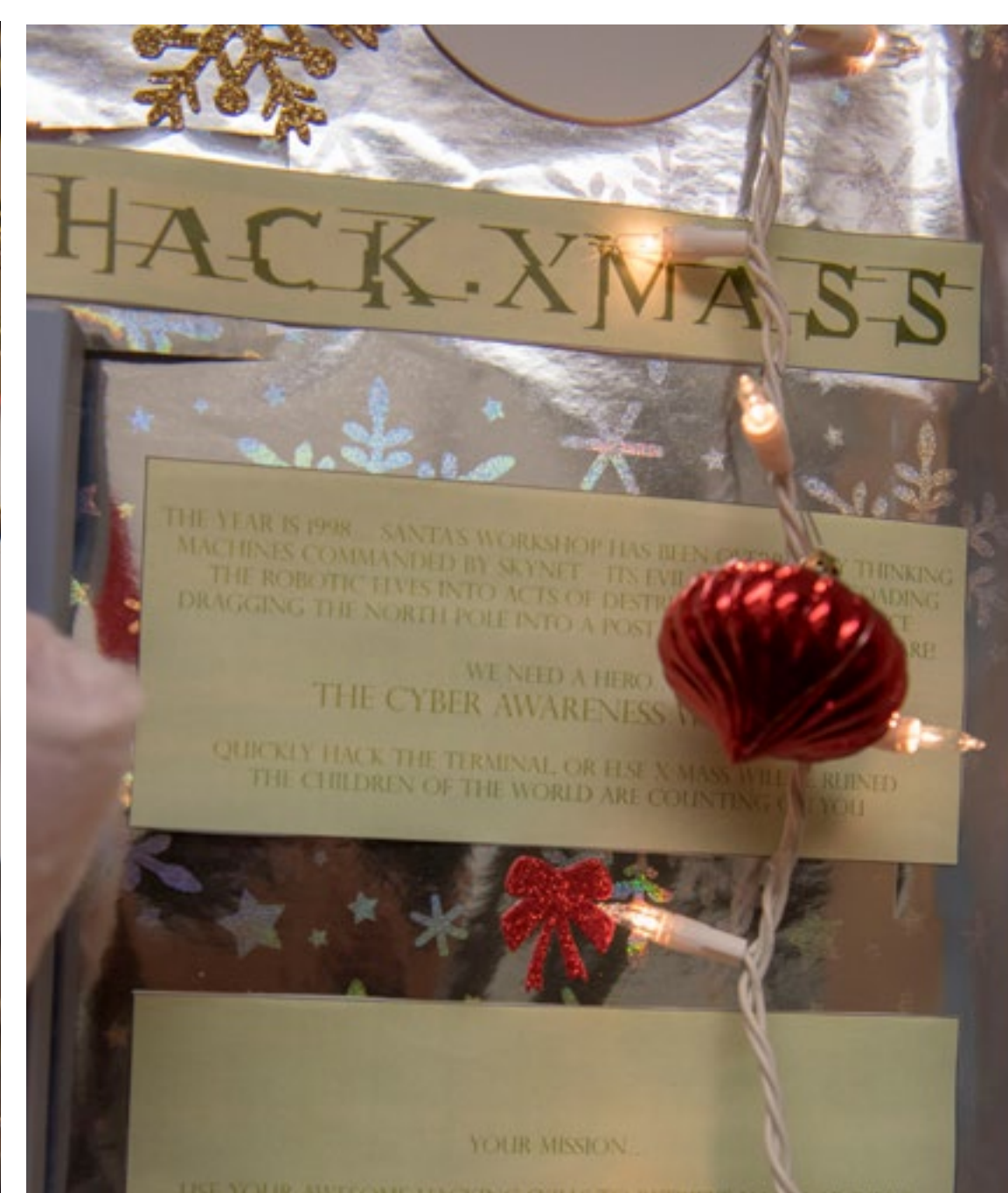


# HOLIDAY DOOR DECORATING CONTEST





# HOLIDAY DOOR DECORATING CONTEST





# AROUND OTIS

(top left, right) Wing members, Tech Sgts Michael Anderson and Brian Silva were recognized Mass. Governor Charlie Baker as part of his 'Governors Twenty'. The Governor's Twenty Tab is a state-lvel National Guard award, created in 1968, that is awarded to the top 20 shooters in the state. (bottom left, right) Military and civilian Airmen attended the technician holiday party and many dressed in costume. Elves, by far, were the most represented at the event.





# WING HISTORY FILE: WHAT’S GOING ON? - OTIS STATUS REPORT

By Mr. Timothy Sandland, 102nd IW/ Public Affairs

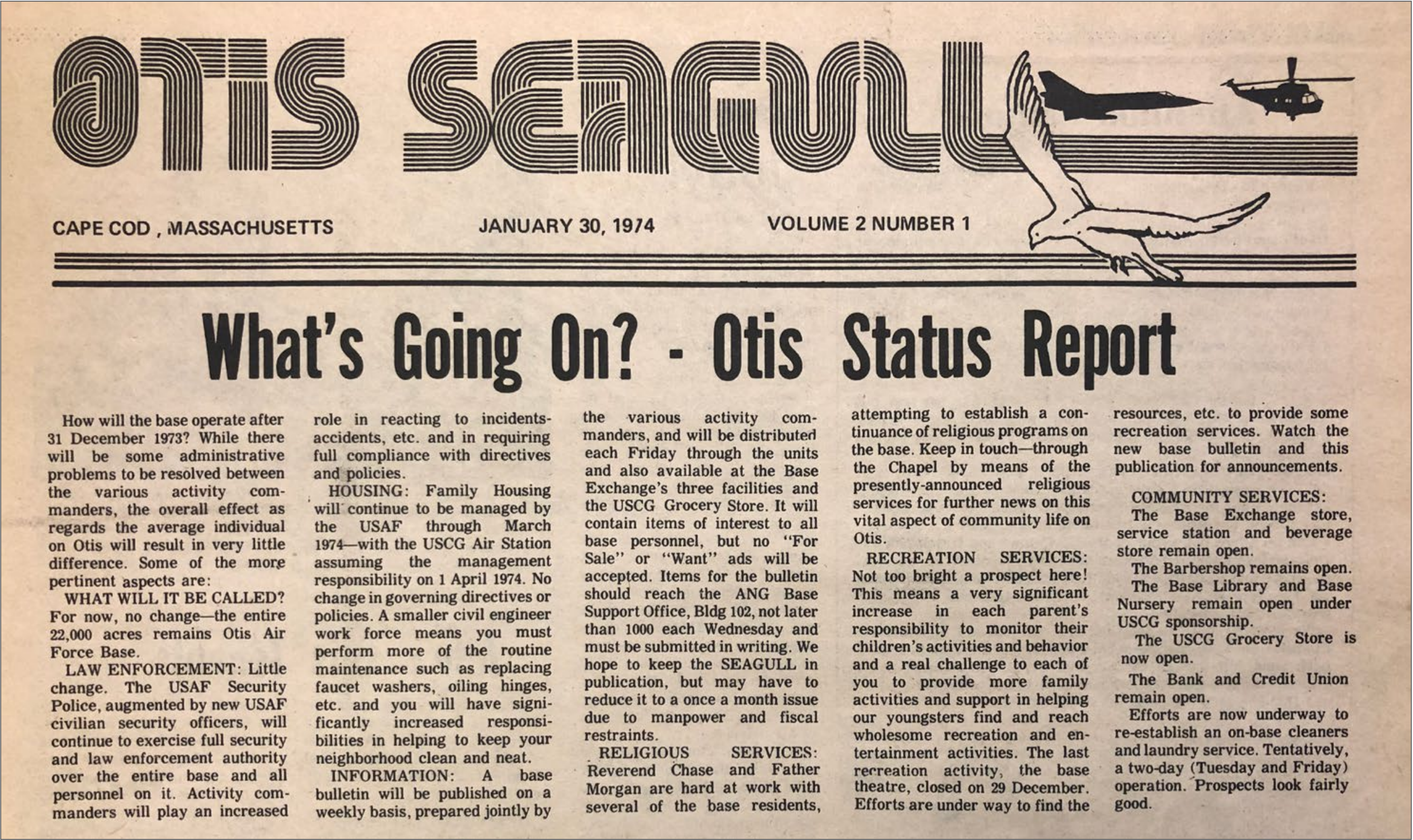
This month we explore the front page article from the January 1974 issue of the ‘Otis Seagull’. The topic was a status of how the base would operate now that, effective on the first day of the new year, the Air Force had effectively left the Cape Cod installation.

Although the majority of the mission, personnel and other resources had departed, there was still somewhat of a transition to the remaining tenants of the base.

Of particular note to our Public Affairs staff at of the time - due to the reduction of staff and financial resources received by the Air Force, they were going to have to go to a monthly publication (it had been a weekly at one time).

The article outlines important information regarding base security, housing and recreational and community services that were affected by the Air Force’s withdrawal from Otis Air Force Base.

The article below was also in the the Seagull - it is still relevant today - clear your vehicle before you try to drive in snowy weather - solid advice!



## Peephole Driving

by S. Benjamin Thomas  
102 FIGp Safety Office

Peephole driving is one of the most dangerous of all “Winter sports.” It clearly is not a technique of defensive driving.

Drivers who do no more than turn on their windshield wipers to make small holes to peep through after a snowfall are asking for trouble.

In icy weather these same drivers will scrape clear only small areas on the windshield and try to navigate before the defroster clears the windshield adequately.

A driver is only asking for trouble if he doesn't clear the side

and rear windows for clear vision. A good driver knows that he must be able to see in all directions. You'll never find an expert driver in a snow covered vehicle practicing peephole driving.

Throughout the winter, make a habit of removing all snow and ice from all windows—and from as much of the rest of the car as possible. Snow, packed on the hood, can blow back against the windshield. Snow on your car's roof can blow off and blind another driver. Don't take the risk. The few minutes you spend clearing your vehicle could save your life. Why gamble?



How will the base operate after 31 December 1973? While there will be some administrative problems to be resolved between the various activity commanders, the overall effect as regards the average individual on Otis will result in very little difference. Some of the more pertinent aspects are:

**WHAT WILL IT BE CALLED?**  
For now, no change—the entire 22,000 acres remains Otis Air Force Base.

**LAW ENFORCEMENT:** Little change. The USAF Security Police, augmented by new USAF civilian security officers, will continue to exercise full security and law enforcement authority over the entire base and all personnel on it. Activity commanders will play an increased

role in reacting to incidents—accidents, etc. and in requiring full compliance with directives and policies.

**HOUSING:** Family Housing will continue to be managed by the USAF through March 1974—with the USCG Air Station assuming the management responsibility on 1 April 1974. No change in governing directives or policies. A smaller civil engineer work force means you must perform more of the routine maintenance such as replacing faucet washers, oiling hinges, etc. and you will have significantly increased responsibilities in helping to keep your neighborhood clean and neat.

**INFORMATION:** A base bulletin will be published on a weekly basis, prepared jointly by

the various activity commanders, and will be distributed each Friday through the units and also available at the Base Exchange's three facilities and the USCG Grocery Store. It will contain items of interest to all base personnel, but no “For Sale” or “Want” ads will be accepted. Items for the bulletin should reach the ANG Base Support Office, Bldg 102, not later than 1000 each Wednesday and must be submitted in writing. We hope to keep the SEAGULL in publication, but may have to reduce it to a once a month issue due to manpower and fiscal restraints.

**RELIGIOUS SERVICES:** Reverend Chase and Father Morgan are hard at work with several of the base residents,

attempting to establish a continuance of religious programs on the base. Keep in touch—through the Chapel by means of the presently-announced religious services for further news on this vital aspect of community life on Otis.

**RECREATION SERVICES:** Not too bright a prospect here! This means a very significant increase in each parent's responsibility to monitor their children's activities and behavior and a real challenge to each of you to provide more family activities and support in helping our youngsters find and reach wholesome recreation and entertainment activities. The last recreation activity, the base theatre, closed on 29 December. Efforts are under way to find the

resources, etc. to provide some recreation services. Watch the new base bulletin and this publication for announcements.

**COMMUNITY SERVICES:**  
The Base Exchange store, service station and beverage store remain open.

The Barbershop remains open. The Base Library and Base Nursery remain open under USCG sponsorship.

The USCG Grocery Store is now open.

The Bank and Credit Union remain open.

Efforts are now underway to re-establish an on-base cleaners and laundry service. Tentatively, a two-day (Tuesday and Friday) operation. Prospects look fairly good.



PROMOTIONS

SENIOR AIRMAN

Joseph Ciampa

STAFF SERGEANT

Tania Desrosiers  
Nicholas Golden  
Kayla White  
Joanne Ashley  
William Hurley  
Joshua Mullen  
Hannah Gomse

TECHNICAL SERGEANT

Kevin O'Hara  
Stephen Warren  
James Granara  
Mandy Givens

MASTER SERGEANT

Thomas Ard

SENIOR MASTER SERGEANT

Scott Bernard

CHIEF MASTER SERGEANT

Kevin Preston

AWARDS AND DECORATIONS

Have you recognized an Airman lately?



Meritorious  
Service Medal

Air Force  
Commendation  
Medal

Air Force  
Achievement  
Medal

Military  
Outstanding  
Volunteer  
Service Medal

Recognition can be both formal and informal. Medals are an important way to formally recognize Airmen. There are many medals and ribbons an Airman may be eligible to receive during their career. The most commonly earned medals are those for achievement, commendation and meritorious service which an Airman may be eligible for. There is also quarterly and annual awards - vital programs that provide deserved recognition and as a byproduct provide excellent material for medal packages. For more information on these programs, contact your supervisor, mentor, first sergeant, Commander's Support Staff or the Force Support Flight. Recognize an Airman today!

PRESCRIPTIONS REMINDER

IAW AFI 48-123 chap 10, each ANG member is responsible for promptly (within 72 hours) reporting an illness, injury, disease, operative procedure or hospitalization to include MEDICATIONS to the Medical Group. Members who refuse to comply with requests for medical information are considered medically unfit for continued military duty and are referred to their immediate commander for administrative discharge processing IAW AFI 36-3209. Documentation may be faxed to (508) 968-4061, emailed to MSgt Amy McNeill, amy.t.mcneill2.mil@mail.mil or hand carried on Saturday mornings of each RSD.

CHIEFS COUNCIL CORNER

102nd Intelligence Wing Outdoor Recreation offers the area's best prices on boat, camper and trailer storage, with a secure on-base location to serve you. New customers are welcome now! Fees and charges are \$125.00 per calendar year. Please take a look at us, located inside the I-Gate next to Eagles Nest. We currently have nine slots open with plans to add additional spots this summer. E-mail Chief Walsh for terms and conditions at: michael.p.walsh6.mil@mail.mil or call 508-968-4380.

MASSACHUSETTS TUITION AND FEES WAIVER

Eligibility for the Massachusetts Tuition and Fees Waiver Certificate for state schools is determined by your status as a member of the 102nd Intelligence Wing. Members are eligible for the benefit the day they enlist or are appointed with the Massachusetts Air National Guard. The benefit may be used at any point during your membership with the 102nd IW. Contact the Base Training Office for more information at 508-968-4189.

HONOR GUARD OPENINGS

The 102 IW Honor Guard is seeking motivated airman of any rank to fill volunteer rolls in the Base Honor Guard. This is a rewarding opportunity that will allow you to show your dedication the Air Force and your strong military bearing. Honor Guard members are required to participate in a minimum of four details per year. These details include military funeral honors as well as wing and community colors events. While the Honor Guard would be glad to have you participate anytime of the month, if you can only participate on drill weekends that is acceptable as we are currently working on having at least 2 members from each squadron train to do retirements and special occasion events . Please stop by or call 968-4431 and see an Honor Guard member and inquire about this rewarding all volunteer force opportunity.

DEFENSE TRAVEL MANAGEMENT OFFICE NEWSLETTER

The Defense Travel Management Office is pleased to publish the fall edition of our quarterly newsletter, The Dispatch. Recognizing the need for better communication between the Defense Travel Management Office and the travel community, The Dispatch aims to provide timely travel-related news and updates. To view, go to: [http://www.defensetravel.dod.mil/Docs/Dispatch/Defense\\_Travel\\_Dispatch\\_Fall\\_2017.pdf](http://www.defensetravel.dod.mil/Docs/Dispatch/Defense_Travel_Dispatch_Fall_2017.pdf)

MASSACHUSETTS AIR NATIONAL GUARD HISTORICAL ASSOCIATION

The Massachusetts Air National Guard Historical Association's mission is to preserve the history of the Air National Guard in Massachusetts. Check out their Facebook page at <http://www.facebook.com/pg/MassANGHA>



The 102nd Intelligence Wing Public Affairs Office welcomes your feedback and submissions. Got a great story idea? Is your unit or shop doing something impressive? We welcome articles written by unit members on topics of interest to the wing and its personnel.

### WRITTEN STORY SUBMISSIONS

If you like to write and would like to submit a full article for publishing in the Seagull, we would be happy to take a look at it. Typically written stories are between 500-800 words and are formatted in the Associated Press (AP) format. Stories should have some relevance to the wing, its mission or its people. We reserve the right to review and edit your piece but will talk any edits over with you.

### TELL US YOUR STORY IDEA

If you aren't interested in writing your own story but would still like to call attention to someone or something great happening in the wing, contact wing PA. Give us some background details and we will take it from there!

### ANNOUNCEMENTS

Got something to say that doesn't warrant a full article? Send us your announcements and we will include them in the appropriate section of the Seagull. Please limit your message to a short paragraph or less.

### PHOTOGRAPHS

Did you capture some great shots while training on a cool piece of equipment at some obscure training site out in the woods? Maybe you went to a great going away luncheon or a promotion ceremony. Perhaps you snapped a picture of you and your team working hard and building camaraderie. Send us your shots! Public Affairs can't always be there but we still want to share those moments with the wing. For submissions, just give us a few lines about what was going on, where the photo was taken, who is in it and who took the photo. We might be able to get them in the Around Otis section of the Seagull and possibly on our Facebook page.

### FIND US

Public Affairs can be reached at x4516 or x4003, via email at [usaf.ma.102-iw.mbx.pa@mail.mil](mailto:usaf.ma.102-iw.mbx.pa@mail.mil) or by simply dropping by our office in Bldg 170, Room 219. For official portraits and studio photography, we take appointments for Tues-Thurs from 0730-1130 or walk-ins on RSD Sundays from 0800-0900.

Typically, 10 issues of the Seagull are published annually. Below you will find the deadlines for submission of content for each issue. The basic guidelines for submissions can be found on the left side of this page. Although Public Affairs makes every effort to accept your stories and images, we cannot guarantee content received after the submission deadline will make it in.

ISSUE SUBMISSION DEADLINE	
OCTOBER	1 Oct 2018
NOVEMBER	22 Oct 2018
DECEMBER	19 Nov 2018
JANUARY	24 Dec 2019
FEBRUARY	28 Jan 2019
MARCH	18 Feb 2019
APRIL	25 Mar 2019
MAY	22 Apr 2019
JUNE / JULY	20 May 2019
AUGUST / SEPTEMBER	12 Aug 2019



### THE 102D INTELLIGENCE WING SMART PHONE APP

Available at an app store near you is the official smart phone app for the wing. With it, you will be able to access commonly used phone numbers, check on events happening in the wing, and find useful applications such as fitness, commonly used instructions and checklists, as well as the latest news from the wing.

# GET IT TODAY!





# Parting Shot

The Readiness and Emergency Management Flight, 102nd Civil Engineer Squadron, conducted training using mock explosives at Otis ANGB, Mass. on Dec. 1, 2018.

See more about the Readiness and Emergency Flight on [Page 9](#).





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**Massachusetts Air National Guard**  
**JOINT FORCE HEADQUARTERS**  
**Military Vacancy Announcement (MVA)**

**JFHQ-A 2019-01**

**Capt - Lt Col**

**MA ANG**  
**Director, Joint Officer Management**  
**(JOM)**

**Closeout Date: 11 February 2019**

Any applications that arrive at JFHQ after 2400 on 11 February 2019 will be returned without action. The JFHQ will notify non-qualified applicants as soon as possible after receipt. Qualified applicants will be notified of the date/time/place of the selection board. Personal interviews will be required.

This position is a Headquarters MA ANG *Traditional Guardsmen Tour* at JFHQ-MA (Joint Force Headquarters Massachusetts National Guard, Hanscom AFB, Bedford MA). Travel to Wings, GSU's and Army National Guard Facilities will be required. Must possess a fully qualified Air Force Specialty Code (AFSC). Must have a **minimum SECRET Clearance**.

**POSITION:** DIRECTOR, JOINT OFFICER MANAGEMENT OFFICE

**AESC:** Any AFSC. Members will be reclassified as 16RX once selected.

**DUTY LOCATION:** JFHQ MA ANG, Hanscom AFB, Bedford, MA.

**POINT OF CONTACT:** Col Art Wunder, 339.202.3021, [arthur.p.wunder.mil@mail.mil](mailto:arthur.p.wunder.mil@mail.mil)

**LENGTH OF TERM:** Initial appointment is three years, with one-year extension at the discretion of The Adjutant General. At the completion of the tour, the incumbent will return to their previously awarded specialty.



### **DUTIES AND RESPONSIBILITIES:**

1. Primary adviser to the Director of Joint Staff on all aspects of the Joint Officer Management Program.
2. Maintain liaison with TAG, Assistant Adjutants General for Air and Army, Director of Staff, and other Joint Force Headquarters Staff members. Works closely with MA ARNG Joint Officer Manager.
3. Assists Director Joint Staff in development and management of Joint Manning Document and Joint Duty Assignment List (JDAL) positions.
4. Tracks and documents officers joint qualification and progress towards Joint Qualified Officer (JQO) designation.
5. Develops and delivers joint qualification briefings to officers throughout the Commonwealth.
6. Develops and maintains Joint Officer Management TAGMA PAM.
7. Serves as the MA ANG Joint Officer Management State Program Manager and attends all required training with other State Program Managers. In this role acts as the liaison between all officers in the Commonwealth and the National Guard Bureau Joint Officer Management office.
8. Monitors joint officer management policy and guidance and informs leadership and NG members of changes.
9. Develops quarterly newsletter to be distributed to all MA NG officers.
10. Provides guidance regarding attainment of joint qualification.
11. Maintains and updates the Joint Officer Management Office MAKO site.
12. Participates in OPD sessions for both Army and Air National Guard.
13. Participates in JOM strategic planning activities.

### **NECESSARY BEHAVIORAL COMPETENCIES:**

Exhibits Leadership, Initiative/Responsibility, Teamwork and Relationships, Integrity and Trust, Influencing, Problem Solving/Decision Making and Effective Communication.

### **SPECIALTY QUALIFICATIONS:**

1. Candidate must fully comply with AFI 36-2903, Dress and Personal Appearance of Air Force Personnel, and AFI 36-2905, Fitness Program
2. Strong leadership and written and verbal communication skills, with emphasis on public speaking.

### **MANDATORY REQUIREMENTS:**

1. Be a current member in the Massachusetts Air National Guard.



### **APPLICATION PACKAGES:**

Application packages must include:

- a. **Military Resume**
- b. **Virtual Military Personnel Flight (vMPF) report on individual personnel (RIP)**
- c. **Copies of all OPRs**
- d. **Military Biography**
- e. **Letter of Recommendation from Group and/or Wing Commander**
- f. **Copy of a current Physical Fitness Test**
- g. **Copy of Joint Officer History**

### **ADDITIONAL APPLICANT INFORMATION:**

Mandatory criteria as indicated in the MVA must be documented on the members report on individual personnel (RIP). If it is not indicated on the RIP, it is incumbent upon the applicant to ensure that the applicable source documentation is provided with the application.

Applicants will meet and interview with a selection board to be conducted at JFHQ MA ANG, Hanscom AFB, Bedford, MA at a date to be determined. Uniform for board interview will be USAF Service Dress.

Applicants must meet the above stated grade/rank requirement by closeout date of advertisement.

Applicants must have a current SECRET CLEARANCE or an open investigation to apply for this position.

AGR and Technicians may apply.

Applicants for this MVA signifies agreement to the following statement, in accordance with (IAW) Title 18 USC 1001: "I certify that, to the best of my knowledge and belief, all of the information on or attached to this application is true, correct, complete and made in good faith. I understand that false or fraudulent information on or attached to this application may be ground for rejection or for release from statutory tour after I begin work, and may be punishable by fine or imprisonment. I understand that any information I give may be investigated."

Applications should be emailed to: Col Art Wunder at [arthur.p.wunder.mil@mail.mil](mailto:arthur.p.wunder.mil@mail.mil) . Applicants should ensure they receive confirmation that their application package was received.

For questions regarding this advertisement, please contact Col Art Wunder, 339.202.3021, or [arthur.p.wunder.mil@mail.mil](mailto:arthur.p.wunder.mil@mail.mil)

**MASSACHUSETTS AIR NATIONAL GUARD IS AN EQUAL OPPORTUNITY  
EMPLOYER MINORITIES ARE ENCOURAGED APPLY**