

# SnapShot

944th Fighter Wing, Luke Air Force Base, Arizona

May 2017 Newsletter



Civilian boss's deploy from Luke

Operation Reserve Kids

AF Reserve Chief testifies before the Senate

Reserve chafes under GRs

Air Force releases annual sexual assault report

## 944 FW KEY LEADERS

### Commander

Col. Kurt J. Gallegos

### Vice Commander

Col. Bryan Cook

### Interim Command Chief

CMSgt. James M. Nudd

## 944th Fighter Wing Electronic Monthly SnapShot

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# SnapShot

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Bringing the Heat

May 2017

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**Cover Photo:** Tech. Sgt. Christopher Saenz, 944th Logistics Readiness Squadron fuels technician, briefs civilian employers on his Air Force Reserve Command occupation Apr. 1 during Bosses Day 2017 at Luke Air Force Base, Ariz. (U.S. Air Force photo by Tech. Sgt. Nestor Cruz)

**Above:** Airmen of the 924th Fighter Group play volleyball during the unit's family day at Bama Park on Davis-Monthan Air Force Base, Tucson, Ariz. (U.S. Air Force photo by Tech. Sgt. Courtney Richardson)

**Right:** Members of the 924th Fighter Group customize their burgers during the unit's family day at Bama Park on Davis-Monthan Air Force Base, Tucson, Ariz. (U.S. Air Force photo by Tech. Sgt. Courtney Richardson)



# Safety tips for parents and children

By Col. Kurt Gallegos, 944th Fighter Wing commander

Welcome back! There is no doubt the Wing is bringing the heat because the weather is really starting to warm up around here.

Memorial Day is just around the corner which launches the summer season. This means it is the time of year to start firing up the BBQ grill's for celebrations with friends and loved ones.

We must remember to continue to be safe and responsible while enjoying all the summer fun activities.

This is also the time of year when schools get out and many of our children graduate which means graduation parties and teens driving with friends. We must stay actively involved in what our children are doing and stress the importance of driving responsibly. Below are a few safety tips to keep in mind for parents and teens this summer:

## Safety tips for parents:

1. Know who will be driving your child to and from parties or events, and know who they will be with;
2. Find out where your teen is going, and call the parents to make sure it will be a parent-sponsored event;
3. Remind your children that, under any circumstance, you will be available to pick them up or help them;
4. Ask questions and keep in contact with your child while they are out;
5. Set a curfew and give your child rules that they must follow.

## Safety tips for your teen and their friends:

1. Never drink and drive, or get in the car with anyone



under the influence;

2. Remember you can always say “no” and do not have to do anything you do not want to do;
3. Be responsible; you have proved a level of maturity by four hard-working years in high school. Don't blow it all in celebrating your accomplishment;
4. Watch out for your friends and have them do the same for you; you have been doing this for years anyway. Keep it up;
5. Never be afraid to call your parents or a trusted adult. We love you and are here to help;
6. Put the phone down; distracted driving is becoming an epidemic, and a dangerous one. Put the phone down when you're behind the wheel.

As my time in this great Air Force winds down, I can't help but reflect on all the good times I've had and the people I've met along the way.

I am glad I will retire with people I really respect and from a place that has accomplished so much. I mean it when I say, “coming to this wing is like winning the lottery.” I am grateful.

Next month will be an eventful UTA. Along with the change-of-command, I would like to personally invite all of you to help me celebrate my retirement during a ceremony on that day.

Later that afternoon we will gather for a wing photo. This UTA we will convene for my final Commander's Call and I look forward to talking with you. Thank you and have a great UTA!

# Who's your mentor, Who do you mentor?

By Chief Master Sgt. James Nudd, 944th Fighter Wing interim command chief

I always find it interesting when I walk around a new unit and see young Airmen or NCOs looking as lost and as confused as I do. What makes me even more surprised is the look I get when I stop and ask them if I can help. I'm not sure if it's because we are so independent and self-sufficient now a days or just uncomfortable with asking someone for help but having a good mentor can alleviate a lot of this confusion and frustration, save them time, create relationships, make Airmen feel appreciated and a part of our family as well as ensure they are on the right career path. Did you know we have an AFI that actually outlines the Mentoring Program, its only 19 pages long from cover to cover – hint hint? AFI 36-2643, Air Force Mentoring Program, states “mentoring is an essential ingredient in developing well-rounded, professional, and competent future leaders. The overall goal of mentoring is to help Airmen (civilian, enlisted, and officer) reach their full potential, thereby enhancing the professionalism of the Air Force.” Now I'm not the kind of NCO that likes to regurgitate what's already published but this AFI outlines a lot of basics that many of us may have forgotten over the years. I personally live by my simple farm boy analogies and like to think of mentoring as being the big brother or sister and ensuring my sibling knows the ins and outs of taking care of the family business and the customer the right way. I also want them to know they can come to me for help and guidance and that I'm there if they ever need anything or are unsure of what to do in a situation they've never confronted before. Simple I know, but often times in today's world of scarce time and resources these simple steps can be overlooked. If used they help ensure we take care of one another and the mission. Thank you and have a great UTA!

# Civilian boss's deploy from Luke

By Tech. Sgt. Louis Vega Jr., 944 Fighter Wing Public Affairs

**LUKE AIR FORCE BASE, Ariz.-** Over 60 local civilian employers of citizen airmen from the 944th Fighter Wing visited here Apr. 1 and experienced a “deployment” scenario for Bosses Day 2017.

Bosses Day is designed to provide civilian employers insight into a day in the life of a reservist. This year, bosses experienced first-hand what a reservist would go through preparing to deploy overseas and the necessary preparations involved before-hand.

The guest employers arrived early and were greeted by Col. Kurt Gallegos, 944 FW commander, who welcomed them with opening remarks and a mission brief.

To deliver an even more authentic deployment experience, the group received duffle bags filled with standard military equipment needed down range for them to inventory. Afterward, the group was given a simulated intelligence brief of the pre-determined overseas location and hazards their Airman would encounter during their deployment.

“The entire day was well organized, very interesting, and informative,” said Don Majors, Discount Tire senior vice president of product marketing and development and 69th Fighter Squadron honorary commander. “If only a larger swath of Americans could see first-hand the dedication and commitment that our men and women in the military put forth for our country.”

Stations were set-up with key personnel from finance, legal, and the Chaplain’s office to give presentations service members would experience during the deployment process.

The bosses were then loaded onto a KC-135, flown by the 452nd Air Mobility Wing, March Air Force Base, California, to observe an air refueling mission.

The group also visited different displays from the various sections within the 944 FW allowing the bosses an opportunity to ask questions about the different unit. Lunch was prepared by the 944th Force Support Squadron in their field kitchen to round out their deployment experience.

“The opportunity to walk through the deployment process, talk with a fighter pilot and some of the medical staff, get up close to the jets that fly over my school every day, then to experience the flight on the cargo plane and the mid-air refueling were all truly amazing experiences,” said Terri Carter, Dysart High School chemistry teacher.

To end the day, the participants gathered for closing comments and presentations of Employer Support Guard and Reserve Patriot Awards.

“My boss was not expecting the award from ESGR with the wing commander at the end of the day,” said Master Sgt. Thomas Kiser, 944th Civil Engineer Squadron heavy equipment NCO-in-charge and McLane Sunwest Inc., driver. “He has been very understanding of my military obligation and now has a better understanding of my role as a reservist. He is also the first boss I have invited to a reserve related function.”

The Patriot Award, given by the ESGR, reflects the efforts made by civilian employers to support Reserve members through a wide range of actions including flexible schedules,



Photo by Staff Sgt. Nestor Cruz

time off prior to and after deployment, caring for families and granting leaves of absence if needed.

“I nominated my boss for this event because of his unwavering support and I knew that this was something he would enjoy,” said Capt. Breck Smith, 944th Aeromedical Staging Squadron nurse and orthopedic certified registered nurse at Honorhealth Shea Medical Center Total Joint Center. “He has expressed interest in better understanding what I do in the Air Force and this gave him the prime opportunity to do so. He absolutely enjoyed the event and said that he had an ‘awesome time.’

The objective of the day was to give employers a better understanding of what their Air Force Reserve employees do when they are away from the office serving their military commitment Gallegos explained to the bosses.

“Balancing family, a civilian and a military career is not easy. The support given by a civilian employer is invaluable, if it wasn’t for you all, we could not do our job” said Gallegos. “I truly believe we accomplished that goal here today.”

# Operation Reserve Kids

Story and photo by Tech. Sgt. Louis Vega Jr., 944th Fighter Wing Public Affairs

**LUKE AIR FORCE BASE, Ariz.-** Over 30 children ranging in ages from 6 to 15 got a small taste of life as a reservist here during Operation Reserve Kids Apr. 1.

The 944th Fighter Wing Airman and Family Readiness office hosted their first ever mock deployment event to celebrate the Month of the Military Child. The event helped give members children a better understanding of the deployment process as the wing's operations tempo increases.

"So many of our folks are getting ready to deploy in the near future," said Jessica Maldonado, 944 FW A&FR director. "We wanted to host a special event for our members kids to help them feel like an important part of our military family and to feel pride in being a military child."

The day began with the children checking in where they received T-shirts, identification badges, and were divided up into teams. Next, they received a mission brief, a mobility bag full of equipment to inspect, and then recited the Creed of the Military Child to get them ready for the day's events.

Afterward, the young participants went through a deployment line and met with numerous sections within the wing to learn about the deployment process in a fun, hands-on way including an intelligence brief on some Gotham City villains they would face during their "deployment."

Eventually, the mini-troops "deployed" to the Ability to Survive and Operate area where they were able to maneuver through an obstacle course and fired paint balls at posters of Gotham City villains.

Upon arrival back from the ATSO area the children received a surprise welcome home celebration from Airmen and friends including 944th Fighter Wing commander, Col. Kurt Gallegos.

"My kids immediately spotted welcome home signs specifically made for them," said Maj. Cedric Finnen, 944th Logistics Readiness Squadron commander. "I thought personalizing signs to help the children feel special was a great touch."

After working their way through the welcome home line the children received a certificate to commemorate the day and took a group photo with Gallegos.

"We had lots of support from both active duty and our folks here at the 944 FW including leadership, our squadrons, and our fighter wing staff agencies," said Maldonado. "It was truly a group effort. It was really awesome to see how everyone stepped up, got involved, and did their part to make this event so much fun for our kids and helped make them feel so special."



## BRINGING THE HEAT

### 944 FIGHTER WING

#### May 2017 promotions: Congratulations to the following 944th Fighter Wing promotees From Airman:

Airman First Class Azlan Addleman, 924 MXS  
Airman First Class Brandon Harris, 414 MXS  
Airman First Class Jovito Palo, 924 MXS  
Airman First Class Karly Pena, 924 MXS

#### From Airman First Class:

Senior Airman Jacob Bennett, 924 OSF  
Senior Airman Leonardino Gentiles, 944 CES  
Senior Airman Jacob Johnson, 944 CES  
Senior Airman Trevor Kortman, 924 MXS  
Senior Airman Campbell Lawton, 924 MXS  
Senior Airman Russell Williams, 414 MXS  
Senior Airman Libby Wilson, 944 ASTS

#### From Senior Airman:

Staff Sgt. Brianna Creveling, 944 FW  
Staff Sgt. Chad Gonzales, 944 CES  
Staff Sgt. Michael Layton, 414 MXS  
Staff Sgt. Kelli Lemons, 944 MDS  
Staff Sgt. Marco Manzo Vasquez, 944 CES  
Staff Sgt. Christian Modebelu, 414 MXS  
Staff Sgt. Ryan Raettig, 924 MXS  
Staff Sgt. Eric Williams, 924 MXS

#### From Staff Sergeant:

Tech. Sgt. Sophia Abraham, 924 MXS  
Tech. Sgt. Whitney Bangen, 944 FSS  
Tech. Sgt. Melinda Charlton, 944 FSS  
Tech. Sgt. Daniel Dehart, 944 FW Det. 1  
Tech. Sgt. Jon Gonzales, 944 FW Det. 1  
Tech. Sgt. Jennifer Hall, 924 MXS  
Tech. Sgt. Stacie Riley, 924 MXS  
Tech. Sgt. Kolby Schweder, 924 MXS  
Tech. Sgt. Brandon Sheppard, 944 FW Det. 1

#### From Technical Sergeant:

Master Sgt. Starla Ferrari, 944 MDS  
Master Sgt. Lonya Foy, 944 FW Det. 1  
Master Sgt. James Mobbly, 944 FW Det. 1  
Master Sgt. David Ross, 944 ASTS  
Master Sgt. Abel Telles, 944 LRS

#### From Master Sergeant:

Senior Master Sgt. Tami Goodhart, 924 MXS

# AF Reserve Chief testifies before the Senate

By Lt. Col. Denise Kerr, Air Force Reserve Policy Integration

**Washington, D.C.-** The chief of the Air Force Reserve testified alongside the chief of the National Guard Bureau and other services' Reserve chiefs before the Senate Appropriations Committee - Subcommittee on Defense, April 26.

With the deadline of the continuing resolution looming, all of the services' described the need for budget stability and predictably.

"Constrained defense budgets and a lack of fiscal stability stress our readiness levels and threatens our ability to reach and sustain full-spectrum readiness," said Air Force Reserve Chief Lt. Gen. Maryanne Miller, in her written testimony "As a critical component of the One Air Force Team, we will not be fully successful without proper and sustainable funding across the future years defense plan."

Of the 69,000 Reserve Citizen Airmen, nearly 6,000 Reservists serve on active duty, operating in the air, space, and cyber domains and supporting overseas contingencies and stateside operations. Demand for AFR services has never been higher, but budgetary concerns coupled with high operations tempos pose a challenge to readiness.

"The readiness concerns which weigh the most in our preparation for the fight, are having insufficient manpower both in full-time support and critical skills, training availability and funding, weapon systems sustainment and concurrent fielding of aircraft and equipment," Miller said.

The shortfall in manning is not as a result of recruiting but due to retention, operational demands and budget constraints. The Air Force Reserve is in need of 445 more pilots and 1,500 maintainers. Senator Susan Collins (R-Maine) asked Miller to describe the nationwide pilot shortage and how Congress can help address the problem.

Miller said the challenge is the pull from the airlines for the full-time AFR pilots; AFR consists of 70 percent part-time and 30 percent full-time pilots, of which 66 percent is manned.

"How do we arrest that? We are doing that through recruiting, retention and relocation bonuses, and with special salary rate adjustments; so we are trying through many means of budgets to get after that full-time support piece," she said.

Miller warned that a yearlong continuing resolution



*Courtesy photo*

would stifle improvements in readiness, decrease aircraft availability, curtail training and degrade the ability to sustain any progress that has been made to date.

"Modernization, recapitalization, and military construction funding are essential to guarantee that we remain agile and combat capable," said Miller. "The Air Force Reserve leverages the National Guard and Reserve Equipment Appropriation to increase our capability and ensure interoperability in the joint fight."

As part of the total force, Reserve Citizen Airmen are associated in two-thirds of the Air Force enterprise. Re-

servists are also integrated throughout the major commands and the Department of Defense to enhance mission execution. Additionally, there are approximately 8,000 Individual Mobilization Augmentees working around the world in all AF core missions and DoD, particularly in space, cyber, and intelligence.

"Over nearly three decades of being engaged around the globe, we have successfully adjusted to an operational reserve," Miller said. "Portions of our force are stressed, but Reserve Citizen Airmen are resilient, engaged, and honored to serve."

# Air Force implements changes to joint matters, joint tour credit



**JOINT OFFICER MANAGEMENT UPDATE**  
**MAJOR CHANGES TO JOINT MATTERS, JOINT TOUR CREDIT**

VISIT OUR WEBSITE: [WWW.AFPC.AF.MIL](http://WWW.AFPC.AF.MIL)

By Kat Bailey, Air Force Personnel Center Public Affairs

**JOINT BASE SAN ANTONIO-RANDOLPH, Texas-** The definition of “joint matters” and the authorized length of joint tours, two major joint officer management laws affecting active and reserve component Air Force officers, have recently changed following publication of guidance from the Office of the Secretary of Defense.

Directive-type Memorandum 17-005, Implementation of the National Defense Authorization Act for Fiscal Year 2017 Changes to the DoD Joint Officer Management Program, was published by the Office of the Secretary of Defense on March 24, formally implementing the changes to the United States Code due to the passage of the National Defense Authorization Act in December 2016.

Title 10, Section 668, USC, expands the types of joint activities considered “joint matters,” which are the basis for joint credit determinations. The updated definition adds command and control duties as well as other essential joint functions and career fields such as intelligence, fires, movement and maneuver, and protection or sustainment of operations under unified command.

“The addition of these duties will likely cause more positions across the Air Force to become eligible for designation as standard joint duty assignments,” said Jeff Gatcomb, Joint Officer Management policy program manager at the Air Force Personnel Center. “More eligible positions would mean more available joint assignments on the joint duty assignment list and more officer experiences being validated by the experience-based joint duty assignment panel.”

Standard joint duty assignments are those in multi-service, joint or multinational commands or activities involved in the integrated employment or support of the land, sea and air forces.

Section 664 of Title 10 modifies joint tour lengths to allow full joint credit after 24 months without a waiver, which provides the Services increased flexibility to move officers for mission needs like command and officer professional development.

“In the past, most officers that left a joint tour with less than 36 months required a Secretary of Defense joint tour length waiver,” Gatcomb said. “Services were forced to defer many officer move decisions based solely on time in a joint assignment versus officer professional development or critical mission needs.”

A majority of officers will still serve the full tour length of 36 months, but those that need to leave between 36 and 24 months can now do so without penalty or waiver, provided the joint organization agrees.

Gatcomb said officers leaving a joint duty assignment at less than 24 months for a command-boarded position or developmental education will still need a waiver to receive accrued credit.

Any Air Force training or Air Force temporary duty of more than 30 consecutive days away during a joint duty assignment, to include pre-command training or joint professional military education course attendance, will not count toward the 24-month minimum tour credit.

Full joint tour credit for Air Reserve component officers will be reduced from six years in a standard joint duty assignment to four years, with a 50-day per year minimum annual participation requirement.

Joint qualified officer requirements remain unchanged for both active and reserve component officers.

Stay informed on the most current joint officer management information on the officer Assignment pages on myPers or select “Any” from the dropdown menu and search “Joint Officer.”

For more information about Air Force personnel programs, go to myPers.

*Courtesy photo*

# 'Creating a tight-knit family'

Story and photo by Tech. Sgt. Courtney Richardson, 944th Fighter Wing Public Affairs

**Davis-Monthan Air Force Base, Ariz.-** The 924th Fighter Group hosted a family day during the April drill weekend here at Bama Park.

Airmen assigned to the unit were released early to meet up with their families and spend some time with other members of the unit.

"We may go six-months before we get to see anyone's spouse or children so it's important for us to put something together at least on a yearly basis to see how everyone is doing and interact with each other," said Chief Master Sgt. Jeremy Malcom, 924th Fighter Group superintendent.

Unit family days are a way for families to develop contacts and build relationships.

"We are still a very young unit so every little bit helps even if it's just exchanging phone numbers," said Malcom.

Many family members turned out for the barbecue

event in the park.

"I was excited about coming, I get to spend time with my hubby," said Danielle Hugo, wife of Master Sgt. Dale Hugo 924th Maintenance scheduler.

Hugo likes to meet other families of the unit and put faces to names of her husband's co-workers.

"It's nice because I get to see what he's doing and when he talks about work I have a better idea what he's talking about," said Hugo.

Along with mingling and eating, the families had the opportunity to play corn hole, volleyball, or football and the children had the chance to jump in bouncy castles, play on the playground, get their face painted, and drop unit members in a dunk tank.

"The family day helps create our tight-knit family within our organization, it represents an opportunity to bond," said Malcom.



# 'Being a reservist adds diversity to my life'

By Tech. Sgt. Courtney Richardson, 944th Fighter Wing Public Affairs

**Davis-Monthan Air Force Base, Ariz.-** The common answers for most Airmen as to why they join the military is for the benefits or to get a jumpstart on a career but one Senior Airman already had a plan, he just needed to add something different.

"My responsibilities are to troubleshoot and perform maintenance on the electrical and environmental systems on the A-10 Thunderbolt," said Senior Airman Matthew Gadziala, an electrical and environmental specialist with the 924th Maintenance Group.

Gadziala has been a reservist for two years and assigned to the unit for one.

"After high school I did one year at the University of Arizona and took a leave of absence to join the reserves," said Gadziala, "I needed a change of pace and I thought the reserves was a good way to change things up and get a little backbone in my life."

The Air Force wasn't a new idea for Gadziala, his dad was an F-16 crew chief who shared his stories about the military life.

"I was already interested in flightline maintenance and because of my scores my recruiter encouraged me to do E & E,"

said Gadziala, "It seemed interesting because I get to learn about wire maintenance and air conditioning."

Gadziala explained that before he joined the reserves, he was not the hands-on type.

"I knew basic stuff like changing a tire, but if someone asked me about wires and grounding I would be completely oblivious but this job has taught me a lot of things that I probably wouldn't have gone out and learned on my own," said Gadziala.

While he loves his job in the Air Force, it isn't his ultimate goal in life.

"I am going to school for something completely different from this, I want to be a doctor," said Gadziala.

He loves the fact that his civilian life and military life don't share the same craft.

"Being a reservist adds diversity to my life and gives me a different outlook on things," said Gadziala.

With both of his career choices, someone's life will depend on his expertise and he's comfortable with that.

"There's a lot of trust involved in my [E & E] job and it's very humbling to have someone's life in your hands but I have more confidence and discipline because ...*story continued on page 9* ...





# Reserve chafes under CRs

By Tyler Grimes, Air Force Reserve Command Public Affairs

**ROBINS AIR FORCE BASE, Ga.-** With the ongoing uncertainty of having to deal with the limitations and restrictions of a continuing resolution each fiscal year, the Air Force Reserve is finding it increasingly difficult to operate in the current budgetary environment.

“We are at a point where we can no longer effectively balance capability, capacity and readiness within constraints,” Air Force officials said in a statement. “We did not arrive at this point overnight. We are approaching our sixth month under a continuing resolution – one of the longest periods we’ve ever been under a continuing resolution – against a backdrop of budgetary turbulence that’s spanned six years. This prolonged attrition has critically challenged our ability to sustain warfighting capacity, improve readiness, modernize our force, and invest in research and development to maintain decisive advantages over near-peer competitors.”

The national security challenges the United States faces from Russia, China, Iran and North Korea, compounded with ongoing operations in Syria, Iraq and Afghanistan, increase the need for the capability, flexibility and combat-ready experience that the Reserve provides.

But operating under a continuing resolution for this amount of time is hurting Reservists’ ability to meet future mission requirements, Lt. Gen. Maryanne Miller, Air Force Reserve Command commander, said in a statement to the Senate Appropriations Subcommittee on Defense in April.

“In order to remain viable for today’s fight and postured for tomorrow’s, it is critical that we not only improve but sustain our readiness and ensure we integrate into key mission sets to support the joint fight,” Miller said. “However, constrained defense budgets and a lack of fiscal stability stress our readiness levels and threaten our ability to reach and sustain full-spectrum readiness. As a critical component of the one Air Force team, we will not be fully successful without proper and sustainable funding into the out years.”

While the fiscal limitations are impacting the Air Force as a whole, operating without a full budget is counterproductive to maintaining the Reserve force as well, Miller recently told the congressional House National Guard and Reserve Caucus.

“We have unique challenges in managing a part-time force without a stable budgeting process,” she said. “Predictability in equipping and training our Airmen is key to our success

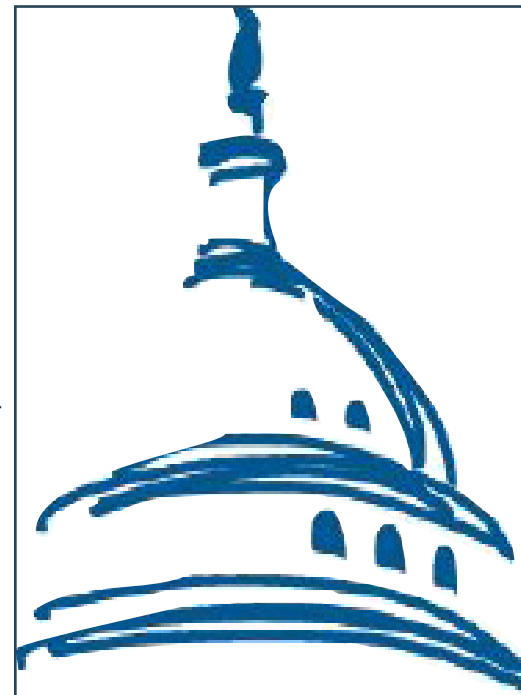
when it comes to utilizing our Reserve Citizen Airmen.”

In the absence of a full defense budget, Col. Christine Locke, AFRC deputy director of plans and programs, explains that the uncertainty of the continuing resolutions leads to lower morale and retention within units, which causes more work for Reserve Citizen Airmen who remain.

“This downward spiral of CR impact applies to both flying and support units and comes at a poor time as the Air Force Reserve already faces stiff competition from the civilian sector for quality manpower,” Locke said. “Finally, delays in National Guard and Reserve Equipment Appropriations can result in the inability to execute equipment modernization programs, which will have a future effect on readiness.”

Locke said to break the cycle of uncertainty and have a full fiscal year budget would greatly benefit the Reserve’s readiness and modernization efforts.

“For the Air Force Reserve to remain an integrated, operationally capable and combat-ready force, we must continue to invest in the modernization of our aging fleets of aircraft,” she said. “For this reason, NGREA is incredibly helpful, particularly in providing the Air Force Reserve the means to ensure our equipment is operationally relevant for the nation’s calling. Continued, predictable NGREA funding is vital to the Air Force Reserve sustaining and improving equipment readiness for tomorrow’s needs.”



*Courtesy art*



**Free Event Tickets for E-6 and Below**

Visit <http://www.azmam.org/programs/ticket-program/> to register for MAM free ticket program.

***Being a reservist continued from page 8...***

of what I do,” said Gadziala.

The rigidity and willingness to learn is seen and appreciated by those who work with him.

“Gadziala works hard and gives 100 percent of whatever we ask of him even if the task is difficult,” said Tech. Sgt. Andrew Edwards, E & E technical supervisor. “He has a really good work ethic.”

Gadziala hasn’t decided on a specialty but as of today, he is interested in Cardiovascular, Emergency, Pathology or Immunology.

He is also thinking about where he wants to work when he graduates, either as a commissioned officer in the Air Force or as a civilian.

“Two years ago I did not see myself where I am today,” said Gadziala, “It’s completely crazy how fast things change.”

# Remain assertive with sexual assault awareness

From Dr. Julie Reese, 944th Fighter Wing director of psychological health

## Loverboy

By Ashley Brook

Liar, Liar, pants on fire,  
Promises of true love and desire.  
A pretty mask, dripping with charm,  
A tongue like honey, with no threat of harm.  
Promises of a better life,  
One filled with true love and free from all strife.  
Sweet and kind, he played the part well,  
As he groomed her for a future of hell.  
He posed as her other half,  
An escape from a dark, traumatic past.  
Her dad left her when she was five,  
Feeling worthless and only half alive.  
Mr. Loverboy saw the void,  
And quickly filled it, he was overjoyed.  
He lured her across country lines,  
Vowed to protect her, his words were so kind.  
He made her dependent on him,  
Her once bright future was now looking grim.  
His stare was cold, apathetic,  
A dichotomy from sweet, magnetic.  
They went to a room that weekend,  
To meet a strange man he claimed was his friend.  
They all stood in a trinity,  
Before his friend took her virginity.  
Mr. Once So Sweet, slapped her hard,  
As she fell to the floor, her face left marred.  
With threats to kill her family,  
He kept her quiet with this fantasy.  
All he cared about was money,  
He reduced her to a commodity.  
Forced to become a prostitute,  
Left her feeling tarnished and destitute.  
Liar, Liar, pants on fire,  
Promises of true love and desire.  
A pretty mask, dripping with charm,  
A tongue like honey, with no threat of harm.

Ms. Ashley Brook wrote a thought provoking poem that is real for many young people and individuals impacted by sexual assault in our communities and in our beloved Air Force.

As we strive to eliminate inappropriate sexualized events happening across our Air Force, we must navigate a path that supports changing our culture and influencing evolution.

It is terribly important that we identify and understand the signs and effects of sexual assault, as we remain steadfast and unified against this violence.

While April is “Sexual Assault Awareness Month,” let us consider ALL months of the year an opportunity to continue to be assertive in raising sexual assault awareness and remaining diligent for those who are significantly impacted.

For more information on sexual assault awareness or any psychological health questions please contact Dr. Julie Reese at 623-856-2289 or email her at [julie.reese.1@us.af.mil](mailto:julie.reese.1@us.af.mil).



# Air Force releases annual sexual assault report

From Secretary of the Air Force Public Affairs

**WASHINGTON-** Air Force reports of sexual assault increased slightly in fiscal year 2016, according to the service’s annual report on sexual assault released May 1.

The Air Force received 1,355 reports of sexual assault in fiscal 2016, compared to 1,312 in fiscal 2015.

Expressed as a percentage of the total Air Force population, including active duty, Air Force Reserve, Air National Guard, and appropriated fund civilian employees, 0.21% of Airmen reported a sexual assault in fiscal 2016 compared to 0.20% in fiscal 2015 and 0.21% in fiscal 2014, illustrating a flat trend for annual reports over the last three years.

“We must continue to drive a culture of prevention while ensuring victims readily come forward and report sexual assault,” said Acting Secretary of the Air Force Lisa Disbrow. “We must also be an Air Force that provides the care and support victims need while holding offenders accountable.”

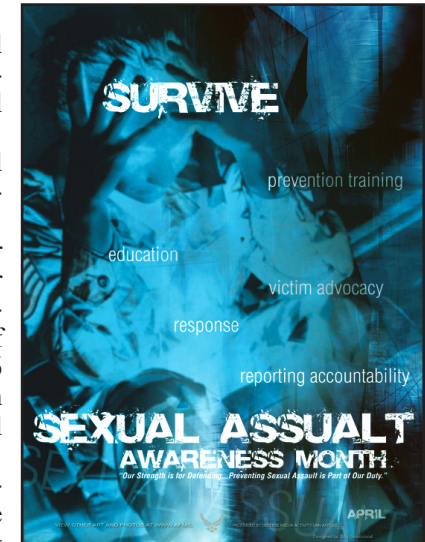
Prevention of sexual assault is the responsibility of every Airman, said Air Force Chief of Staff Gen. David Goldfein.

“It’s about trust,” said Goldfein. “The crime of sexual assault shatters trust and has a direct and negative impact on our capabilities as a warfighting force. In my opinion, there is no such thing as a bystander in this fight. We are all in. From the newest Airman to the most senior leader, every one of us has a responsibility to step forward and help stop sexual assault before it happens.”

The results of the fiscal 2016 sexual assault report will be compared to data from the Defense Manpower Data Center’s 2016 Workplace and Gender Relations Survey, which is conducted every other year for the active duty service branches. The Air Force uses the Workplace and Gender Relations Survey to measure the prevalence of sexual assault in the force.

The Air Force compares prevalence rates to reporting rates to evaluate Airmen’s confidence in coming forward to report sexual assault and receive support. Ideally, the service wants to eliminate the gap between prevalence of the crime and the number of reports received, then see both numbers come down to zero, said Col. Mark Ramsey, the Air Force Sexual Assault Prevention and Response Operations Director.

“Our goal is to eliminate sexual assault from the Air Force, period,” said Ramsey. “We have leadership engaged at every echelon. We have provided our Airmen with both an awareness of this scourge in our ranks and the bystander intervention tools to engage. Our best chance of eradicating this crime from our Total Force is through strong leadership, being good wingmen, exercising the tools we’ve been given, and keeping true to our core values.”



# Do you have what it takes to ‘Hack the Air Force’?

By Ed Gulick, Secretary of the Air Force Public Affairs

**SAN FRANCISCO-** The Air Force is inviting vetted computer security specialists from across the U.S. and select partner nations to do their best to hack some of its key public websites.

The initiative is part of the Cyber Secure campaign sponsored by the Air Force’s Chief Information Officer as a measure to further operationalize the domain and leverage talent from both within and outside the Defense Department.

The event expands on the DOD ‘Hack the Pentagon’ bug bounty program by broadening the participation pool from U.S. citizens to include “white hat” hackers from the United Kingdom, Canada, Australia and New Zealand.

“This outside approach--drawing on the talent and expertise of our citizens and partner-nation citizens--in identifying our security vulnerabilities will help bolster our cybersecurity. We already aggressively conduct exercises and ‘red team’ our public facing and critical websites. But this next step throws open the doors and brings additional talent onto our cyber team,” said Air Force Chief of Staff Gen. David L. Goldfein.

White hat hacking and crowdsourced security concepts are industry standards that are used by small businesses and large corporations alike to better secure their networks against malicious attacks. Bug bounty programs offer paid bounties for all legitimate vulnerabilities reported.

“This is the first time the AF has opened up our networks to such a broad scrutiny,” said Peter Kim, the Air Force Chief Information Security Officer. “We have malicious hackers trying to get into our systems every day. It will be nice to have friendly hackers taking a shot and, most importantly, showing us how to improve our cybersecurity and defense posture. The additional participation from our partner nations greatly widens the variety of experience available to find additional unique vulnerabilities.”

Kim made the announcement at a kick-off event held at the headquarters of HackerOne, the contracted security consulting firm running the contest.

The whole idea of ‘security through obscurity’ is completely backwards. We need to understand where our weaknesses are in order to fix them, and there is no better way than to open it up to the global hacker community,” said Chris Lynch of the Defense Digital Service, an organization comprised of industry experts incorporating critical private sector experience across numerous digital challenges.

The competition for technical talent in both the public and private sectors is fiercer than it has ever been according to Kim. The Air Force must compete with companies like Facebook and Google for the best and brightest, particularly in the science, technology, engineering, and math fields.

Keen to leverage private sector talent, the Air Force partnered with DDS to launch the Air Force Digital Service team in January 2017, affording a creative solution that turns that



Courtesy photo

competition for talent into a partnership.

In fact, Goldfein and Acting Secretary of the Air Force Lisa S. Disbrow visited the Defense Digital Service and Air Force Digital Service in early April to discuss a variety of initiatives the Air Force can benefit from.

“We’re mobilizing the best talent from across the nation and among partner nations to help strengthen the Air Force’s cyber defenses. It’s an exciting venture, one that will make us better, and one that focuses an incredible pool of capabilities toward keeping our Air Force sites secure,” Disbrow said.

The DOD’s ‘Hack the Pentagon’ initiative was launched by the Defense Digital Service in April 2016 as the first bug bounty program employed by the federal government. More than 1,400 hackers registered to participate in the program. Nearly 200 reports were received within the first six hours of the program’s launch, and \$75,000 in total bounties was paid out to participating hackers.

Registration for the ‘Hack the Air Force’ event opens May 15 on the HackerOne website. The contest opens May 30 and ends June 23. Military members and government civilians are not eligible for compensation, but can participate on-duty with supervisor approval.

# Total force development services now in a single-point center

*From Secretary of the Air Force Public Affairs*

**WASHINGTON-** The Air Force has consolidated all total force development services and resources to a single-point center. All Airmen (active duty, Reserve, Guard and civilian) will now be able to fully utilize all force development resources through the virtual force development center.

The online center acts as a single-point depot that links Airmen to numerous professional force development resources. It is a comprehensive portal for self-paced training, education and other force development tools.

“All these resources are designed to professionally develop Airmen in their self-development journey,” said Barry Waite, the chief of Air Force Workforce Development Division at the U.S. Air Force Personnel Professional Development School. “The virtual center has the tools to shrink proficiency gaps and maximizes our total force’s skills.”

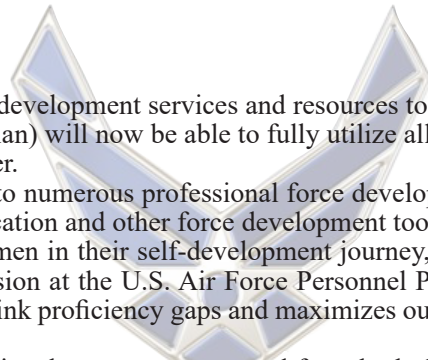
The virtual force development center provides access to professional resources generated from both the Air Force and the private sector which are easily transferable to the workplace. The virtual center connects members to information on foundational learning, professional education, Air Force e-Learning and other resources to include seeking a mentor.

“Developmental opportunities to broaden and strengthen an individual’s foundation are essential for the future of our workforce,” Waite added.

The virtual center, through AF e-Learning, also offers hundreds of no-cost self-paced courses, books, audio-books, videos, simulations, challenges, summaries, case studies, exercises, learning tracks, and live events to support Airmen’s continual development.

“The fundamental goal of force development is to provide Air Force members the skills, knowledge and abilities to excel in their organizations. I encourage all of us across the total force to check out the virtual center. Challenge yourself and learn something new every day,” said Russell Frasz, the director of Force Development at Headquarters Air Force.

The virtual force development center is located on the Air Force portal site under the career and training tab.



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**VISION**  
Reserve Citizen Airmen - an agile, combat-ready force answering our nation's call... always there!

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COMMANDER'S CALL  
SATURDAY, MAY 6, 2017  
1400 HRS**

**BRINGING THE HEAVENS TO THE GROUND**

**944 HANGAR 999**

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944th Force Support Squadron Airmen serve food to civilians Apr. 1 during Bosses Day at Luke Air Force Base, Ariz. (U.S. Air Force photo taken by Tech. Sgt. Nestor Cruz)

