



FIGHTER LINE

NAS JRB FORT WORTH CARSWELL FIELD

301ST FIGHTER WING



Vol. 33, No. 12

ONE AIR FORCE, SAME FIGHT ... AN UNRIVALED WINGMAN

December 1, 2007

Fighter Line runs out of ink (see details on page 6)

NEWS BRIEFS

Santa scheduled to visit Dec. 2

Santa will visit 301st Fighter Wing families Sunday, Dec. 2 at 11:30 a.m. in the maintenance hangar, Bldg. 1643. Wrapped and labeled gifts should be dropped off to Family Support Center, Bldg. 1776, before 10:30 a.m. that morning. For more info, call Tech. Sgt. Julie Briden-Garcia at 817.782.5782.

Carolers ready for fourth season

The Carswell Carolers rehearse Wednesdays through Dec. 21 from 4 to 5 p.m. in Bldg. 1651, Suite 135. For more info, call Capt. April Schroeder at 817.782.7287 or Chief Master Sgt. Rich Ernst at 817.782.6864.

Get your Award Banquet tickets

Tickets are now available for the Jan. 5, 2008, 301st Fighter Wing Annual Banquet. The event will be held at the Tarrant County Convention Center downtown Fort Worth. See any wing chief for details.

Remember...

December "B" UTA is on Dec. 8-9.



We remember...

Staff Sgt. Marc Coopershedfield, 301st Fighter Wing Honor Guard member, pays respect after laying a wreath at Maj. Horace Carswell's resting place on the anniversary of his death to remember his sacrifices. Major Carswell was shot down over China on Oct. 26, 1944. In 1948, the base was named after him. It's now home to all branches of the U.S. armed forces. See story on page 6. (U.S. Air Force Photo/Tech. Sgt. Julie Briden-Garcia)

Recruiters exceed 2007 goal, ahead of game for 2008

Tech. Sgt. Stephen Bailey Public Affairs

The 301st Fighter Wing recruiting office made a huge impact in fiscal year 2007 by accomplishing 116 percent of

its yearly goal by enlisting 206 new recruits into the Air Force Reserve.

"Our recruiting efforts for 2007 were awesome and we have already made huge strides this fiscal year," said

Senior Master Sergeant Scott Terpening, 301st FW recruiting service. "Our recruiters are some of the best

(RECRUITING, continues on page 10)

Holiday Message

Wing's outstanding reputation gives unit pride

As we all celebrate with unit parties and gatherings with friends and family during the Christmas season, we look back on the past year and consider all that has been accomplished. Once again I find myself in awe of each of you, grateful for the sacrifices you and your families have made as we all work together to defend freedom and build partnerships with our friends and allies around the world.

Whether through your hard work at home station, involvement in your local community, participating in humanitarian support and training missions in Hawaii and South America or in combat in Southwest Asia, the men and women of the 301st Fighter Wing are proven pace setters for the Air Force. You have shown yourselves time and again worthy to be the tip of the spear for your country. I am deeply proud of all of you and privileged to be your commander.

The Air Force Reserve, and this wing in particular, has been called upon as never before to fight our nation's conflicts and advance the cause of liberty for all nations. I know you and your families have sacrificed a great deal to make the Air Force Reserve shine as we engage in these new missions. I hope to see you all at our annual awards banquet at the January UTA as we celebrate your accomplishments and our award winners.

The big changes will continue in the new year to come as we look

forward to standing up the active duty associate mission, merging our two medical squadrons, continuing to support community and humanitarian missions and fight the global war on terrorism, all while providing the best training in the world and producing combat-ready warriors for our Expeditionary Air Force.

That's a tall order but I am confident our Air Force, and especially the 301st Fighter Wing, are more than equal to the task. It takes all of you, using all of your training and abilities, to maintain and advance the outstanding reputation you have worked so hard to establish.

Enjoy all the fun this season brings but make sure to do it safely. Be aware of the hazards of drinking and driving, and the dangers of inclement weather and marathon driving. Obviously, don't take those risks yourself and be vigilant for those who may have foolishly chosen to risk their safety as well as yours. Stay on the lookout also for anyone who may need help getting home safely, render aid if you can safely do so or call for help.

Each of you is truly an Unrivaled Wingman and I look forward to seeing you all achieve great things in 2008. Happy Holidays!



Col. Kevin E. Pottinger
301st Fighter Wing
Commander

*30th Fighter Wing
Chief's Group*

Cordially invite you to attend the
**30th Fighter Wing
2nd Annual Awards Banquet**
Saturday, 05 January 2008
Fort Worth Convention Center,
1201 Houston St., Fort Worth, Texas
Check In and Cocktail hour at 1800 hrs
Seals at 1845 hrs, National Anthem at 1900 hrs
Social & Dance at 2100 hrs

GUEST SPEAKER
MAJOR GENERAL (Ret) THOMAS A. DYCHES

| | |
|--|---|
| Dress: Service Members: Formal / Semi-formal Civilians: Suit & Tie / Evening Gown / Cocktail Dress | Ticket Prices Col/CM1Sgt \$35 Lt Col/EM1Sgt \$30 Maj/MSgt \$25 Capt \$20 1st/2d Lt \$10 TSgt \$10 E5/Sgt/AFM1/OW/Ann \$10 Civilian \$25 GS pay military e equivalent. |
|--|---|

Meal Choice of Chicken or Beef

Contact your Chiefs / First Sergeant for tickets
For assigned seating, contact CMSgt Godfrey at
markgodfrey@carswell.af.mil or 817-782-7946

FIGHTER LINE

Fighter Line is an Air Force Reserve funded publication for members of the U.S. military services.

Contents of the Fighter Line are not necessarily the official view of, or endorsed by, the U.S. Government, the Department of Defense or the Department of the Air Force.

Editorial content is edited, prepared and provided by the 301st Fighter Wing public affairs office, NAS Fort Worth JRB Carswell Field, Texas. All photographs in the Fighter Line are Air Force

photographs unless otherwise indicated.

Deadline for unsolicited submissions is close of business Monday after the "A" schedule unit training assembly.

Articles should be typed, single-spaced, and, if possible, submitted via email to the public affairs office at 301fw.pa@carswell.af.mil.

For more information about the Fighter Line, call the 301st Fighter Wing public affairs office at 817-782-7170.

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Giving – most important holiday theme



from the First Sergeant's desk

Master Sgt. Chris Bottoms

301st Civil Engineer Squadron/ Services Flight First Sergeant

We are in the midst of a wonderful time of the year. With the Thanksgiving holiday passed and Christmas on the horizon, it is a time for family, fellowship and celebrations.

Recently, I reacquainted myself with the history and traditions of the three national holidays we observe from November 11 through December 25. As I look at the whole of the information researched, I find some common threads.

First, is the thread of

appreciation. Appreciation is an expression of thankfulness and indebtedness. That's a pretty simple concept. But there is a deeper meaning that goes with that word, in the sense of having an "awareness"; a comprehension of a matter; "to have an appreciation of a situation."

As you and I serve, have we taken the time to gather a deeper understanding of the level of sacrifice expressed through the lives of our predecessors, the service veterans? Maybe before

we think we should be "thanked" for the duty we perform, we should share a sincere and heartfelt "thank you" with those who have served. Remember, you and I stand upon the shoulders of those who honorably wore the uniform of our country before us.

Then, there is the thread of gratitude. It goes without saying, there's an abundance of things for which we should be grateful. We live in a land of relative peace with food, clothing and shelter. We have a means of earning a living. We have houses, land and the opportunity to pursue our dreams – whatever they may be. We serve in the greatest military in the world and are the defenders of freedom. There is a

sovereign power that made that possible. When was the last time you and I were truly grateful?

Lastly, there is the thread of compassion, hope and the promotion of goodwill. I see these as being consequences of you and me reflecting on the previous two. As a result of my appreciation and gratitude, I should respond by expending myself by compassionately seeking the well-being and best interest of those with whom I serve: contextually, that would be my commander and fellow unit members.

May I suggest, each of us take a moment before this year is up to emphasize the "thanks" and the "giving" this season represents and may the best days of the 301st be fully realized as a result.

Combined Federal Campaign winds down toward 100 percent goal

Lt. Col. John Moyer
Executive Officer

The 301st Fighter Wing Combined Federal Campaign (CFC) ran from October through Nov. 16. However, contribution can still be turned through Dec. 15 to 301st FW key workers. Our goal is 100 percent contact.

Contributions through the combined federal campaign are *completely voluntary*. Commanders and supervisors must ensure members don't feel any coercion to contribute.

For civilian employees / Air Reserve Technicians / Active duty Military and Active Guard Reservists the easiest method to contribute is through payroll deduction. Amounts, as low as \$1 per pay period, may be selected for contribution to any organization of choice listed in the CFC brochure.

Traditional reservists

assigned to the 301 FW may contribute through cash or check; due to the sporadic nature of traditional reserve duty, payroll deduction is not available for traditional reservists at this time. Contributions will be accepted for TRs through the December's Unit Training Assembly.

When your unit key worker meets with you, I urge you to review the organizations in the CFC brochure and consider contributing to the organization of your choice. Please see your respective key worker to submit your CFC paperwork by Dec. 2.

301st CFC Key workers:

FW Staff: Lt. Col. John Moyer

Maintenance Group: Capt. April Schroeder

Mission Support Group: Mr. James Pettus

Operations Group: Capt. Tony Boswell



2008

SECRETARY OF DEFENSE EMPLOYER SUPPORT FREEDOM AWARD

To all National Guard and Reserve members and their families—
Nominate your employer for the Secretary of Defense Freedom Award, the highest award given by the U.S. Government to employers for their exceptional support of employees serving in the Guard and Reserve.

**ACCEPTING NOMINATIONS
NOVEMBER 1, 2007 - JANUARY 21, 2008
AT WWW.ESGR.MIL**

ESGR is a Department of Defense agency established in 1972. Its mission is to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support, increasing awareness of the law, and resolving conflicts through informal mediation.



Joint effort makes Web wedding reality

Staff Sgt. Kristin Mack
Public Affairs

They grew up in nearby communities, attended the same church, and their parents went on mission trips together — Dr. Heather Cox knew she would marry Staff Sgt. Erik Mortenson. But timing and circumstances did not allow the wedding to occur before this Marine Reservist departed for the desert in July.

Their 20-year friendship led to a courtship that began a year ago when they reunited at a local event. Sergeant Mortenson works on Tinker Air Force Base, Okla., as a civilian in sheet metal as a Reservist in ammunitions; Doctor Cox is a dentist in a nearby town. After a few months of dating they became engaged and were notified in January of Sergeant Mortenson's deployment to the desert.

There were many preparations to be made: family and financial arrangements, wills drawn up, multiple deployment briefings and training courses among many other necessary tasks. With all of these steps combined, along with their family's discouragements to wed after only a few months of courtship, the couple prudently decided to save the wedding for a later date when he returned back home from his deployment.

However, when Sergeant Mortenson's plane departed July 13 for his six-month deployment, the powers of love and the heart took charge. Doctor Cox immediately found it unbearable to cope with the absence of Sergeant Mortenson as her formalized partner in life.

"I had a really hard time dealing with Erik being gone

and having no military rights as a spouse," said Doctor Cox. "We would talk and I kept thinking, what if something happened and I needed to care for matters at home ... how would I handle it with no spousal rights?"

Despite the distance, their relationship continued to deepen as the months drifted by. They maintained their ties with one another through e-mail, phone and instant messenger. After many conversations, they confirmed they wanted to marry and were anxious to begin the ceremony as soon as possible, regardless of the obstacles that may lie ahead.

"The longer we were apart, the closer we became to each other and thought about marriage," said Doctor Cox.

"We were already engaged and knew we wanted to be married before his six-month tour was completed."

Sergeant Mortenson got to work on the notion and began to research on the process to determine if they could make the wedding possible. From his research, he learned that Texas and California were the only two states in the country that allowed weddings by proxy.

"When I mentioned to some people about a video conference wedding, they looked at me like I was crazy," said Sergeant Mortenson. "But, that didn't stop me from finding the details to make this happen."

As he searched for bases in Texas that had the ability to perform the ceremony online, he found Naval Air Station

Joint Reserve Base Fort Worth, Texas. He also found Natalie Herndon who coordinates base events at the Desert Storm Conference Center as director. She was able to efficiently guide him through all of the steps leading to that special day.

By the time he firmed up the details and got the paperwork over to Doctor Cox, she packed up the car and headed to NAS JRB with a military spouse to be her witness and gain military access on the base.

When Doctor Cox arrived here, she had the power of attorney, her fiancé's driver's license and a list of other required forms to initiate the

**(WEDDING,
continues on page 5)**



Maj. Mark McDaniel, 301st Fighter Wing Chaplain, recites wedding vows for Dr. Heather Cox and Marine Staff Sgt. Erik Mortenson (on Web cam) during a ceremony that took place recently at the Desert Storm Conference Center at Naval Air Station Joint Reserve Base Fort Worth, Texas. Dr. Cox, now Mrs. Erik Mortenson, connected over the Internet via Web cam to Erik in Iraq to marry after both sides overcame many obstacles. (U.S. Air Force Photo/Tech. Sgt. Julie Briden-Garcia)



Family and friends give a send-off to their loved ones assigned to Fox Battery, 2nd Battalion, 14th Marine Regiment who boarded buses at the Armed Forces Reserve Center Friday July 13, 2007, on their way to duty in Iraq. Dr. Heather Cox hugs her (then) fiancé, Sgt. Erik Mortenson, from Oklahoma City, before he gets on the bus. (U.S. Air Force Photo/Jim Beckel)

(WEDDING, continued from page 4)

process. She began the process on Friday, Nov. 2 by arriving at the courthouse before they opened at 8 a.m.

Unfortunately, they would not acknowledge her paper work without a certain stamp. So, Doctor Cox notified Natalie to get her feedback on this situation.

"I was determined to help Heather with everything she needed," said Ms. Herndon. "When the courts were being difficult, I got on the phone

and spoke with Congresswoman Kay Granger's office to get a resolution. If they wouldn't help, President Bush's office was the next number I was going to call."

The individual at the congresswoman's office responded favorably and convinced the records office to give them information to proceed. Doctor Cox learned she needed a stamp on her marriage license and went to the Navy legal office to get it. They ran into another hurdle when the office was closed, but fortunately found someone

who could help them. After getting the required stamp she needed, she headed back to the court office to complete the steps necessary to have the ceremony.

"With all of the time that passed and conversations I had, I knew, beyond a doubt, I wanted to marry this man, said Doctor Cox. "This process confirmed our marriage."

Meanwhile, Mr. Louis Siefert, civilian base operation for NAS JRB Fort Worth, was setting up the video teleconference for the ceremony. When performing test runs he discovered the connection wouldn't work due to a firewall block coming from the desert and made a last minute switch to a web camera.

The ceremony took place in the Desert Storm Conference Center foyer with Chaplain Mark McDaniel from the 301st Fighter Wing presiding over the ceremony. A civilian minister, who was hired by Doctor Cox through the local clergy service, was originally scheduled to perform the wedding ceremony but did not arrive on time. Chaplain McDaniel, who happened to be working a manday before the Unit Training Assembly weekend, was happy to perform their ceremony when the bride

requested.

After the couple said their vows, Chaplain McDaniel read the closing and said, "You may now kiss the bride ... sorry I'm married and can't help you with this." Sergeant Mortenson laughed, then kissed the Web cam and asked to see his new wife in her wedding dress. She stood back so he can look at her in full length.

When the ceremony concluded, Master Sergeant Ross Wood of the 301st honor guard presented the new bride with a coin, as did 810th Civil Engineer Flight's Chief David Bullock. The bride said she was thrilled to get her first coins here.

"I felt 100 percent supported when I left," said Doctor Cox. "Everything about the whole day was just a miracle."

As the wedding concluded, Doctor Cox went to customer service to get the identification cards made for her family and then headed back home to Oklahoma.

"It was the working parts of all branches that made this ceremony happen," said Ms. Herndon. "The Navy hosted the facility and the Air Force provided a minister when a Marine got married — this is the paramount model of a Joint Reserve Base."

AFI 36-2903 ...did you know

AFI 36-2903, Table 2.7, states that the Battle Dress Uniform cannot be worn to:

*Eat in restaurants where most other diners wear business attire.

*Go to establishments that operate primarily to serve alcohol.

*Attend off-duty education conducted off a military installation.

Civilians must relinquish jury duty fees

Leroy Babin

Comptroller

When a DOD civilian performs jury duty, they must cash the jury duty fee check, and submit it to finance as a money order or a personal check made to the order of DFAS. This is under the DODFMR7000.14-R; vol.8; 051709. The member cannot retain fees received for jury duty and witness service performed.

A certificate of attendance from the clerk of the court must also be submitted. The certificate shows inclusive dates of jury duty or witness service and amount of fees the court paid to the member.

The certificate of attendance separately should identify fees and allowances. The member's fees are collected while allowances are not. The employee may keep reimbursements for expenses received from the court, authority, or party that caused the employee to be summoned and may keep fees that exceed the employees compensation for the days of service. An employee serving on a jury in a state or local court who waives or refuses to accept jury fees is still liable to the U.S. Government for the fees he or she would have received.

For more information on this topic, please call Robert Oliver at 817.782.6960.

Wreath laid to remember Medal of Honor recipient



Staff Sgt. Marc Coopershedfield, 301st Fighter Wing Honor Guard member, plays taps after laying a wreath on the resting place of Maj. Horace Carswell while Master Sgt. Ross Wood, Honor Guard superintendent, pays respect. Major Carswell was shot down over China on Oct. 26, 1944. As a result, the Fort Worth base was named after him in 1948 and is now home to all branches of the U.S. armed forces. (U.S. Air Force Photo/Tech. Sgt. Julie Briden-Garcia)

Master Sgt. Ross Wood Base Honor Guard

Horace Seaver Carswell, Jr. (July 18, 1916 – October 26, 1944) was a major in the United States Air Force who served in World War II. He is the namesake of former Carswell Air Force Base, now Naval Air Station Joint Reserve Base Fort Worth, Texas.

On October 26, 2007, two members from the

301st Fighter Wing Base Honor Guard, Master Sgt. Ross Wood and Staff Sgt. Marc Coopershedfield, paid homage to his supreme sacrifice with a wreath-laying ceremony at his gravesite. Major Carswell is interred at the Oak Wood cemetery family plot in Fort Worth, next to his parents. He was a highly decorated pilot during WWII whose personal courage and sacrifice personify the term “Our Greatest Generation.”

He was posthumously awarded the Distinguished Flying Cross, the Distinguished Service Cross, the Air Medal, and the Purple Heart. These medals were presented to his wife, Virginia, on December 20, 1944, and July 21, 1945. Major Carswell was also awarded the Medal of Honor posthumously on February 4, 1946.

The Medal of Honor citation states:

He piloted a B-24 bomber in a one-plane strike against a Japanese convoy in the South China Sea on the night of 26 October 1944. Taking the enemy force of 12 ships escorted by at least two destroyers by surprise, he made one bombing run at 600 feet, scoring a near miss on one warship and escaping without drawing fire. He circled, and fully realizing that the convoy was thoroughly alerted and would meet his next attack with a barrage of antiaircraft fire, began a second low-level run which culminated in two direct hits on a large tanker.

A hail of steel from Japanese guns riddled the bomber, knocking out two engines, damaging a third, crippling the hydraulic system, puncturing one gasoline tank, ripping uncounted holes in the aircraft, and wounding the copilot; but by magnificent display of flying skill, Maj.

Carswell controlled the plane's plunge toward the sea and carefully forced it into a halting climb in the direction of the China shore.

On reaching land, where it would have been possible to abandon the staggering bomber, one of the crew discovered that his parachute had been ripped by flak and rendered useless. The pilot, hoping to cross mountainous terrain and reach a base, continued onward until the third engine failed.

He ordered the crew to bail out while he struggled to maintain altitude. Refusing to save himself, he chose to remain with his comrade and attempt a crash landing. He died when the airplane struck a mountainside and burned.

With consummate gallantry and intrepidity, Maj. Carswell gave his life in a supreme effort to save all members of his crew. His sacrifice, far beyond that required of him, was in keeping with the traditional bravery of America's war heroes.

It is the hope of the 301st Fighter Wing Base Honor Guard that the wreath-laying ceremony will become an annual event to honor this local hero.

New year takes old wing newspaper to new online-only version



As times change so must the military. This is the final printed copy of the 301st Fighter Wing's *Fighter Line*. Starting with the January 2008 issue, members can view wing information on a .mil computer at <https://wwwmil.301fw.afrc.af.mil/>, or on the public site at <http://www.301fw.afrc.af.mil/>. The wing's Unit Training Assembly schedule will be available only on the secured site for OPSEC reasons. This change allows public affairs to continually update the Web site and keep unit members informed throughout the month.

Public affairs will continue to write and obtain

articles and photos taken around the wing and during deployments and TDYs to post to these Web sites. There will also be a short newsletter mailed to all traditional reservists each month containing UTA schedules and information which can not be posted on the public site.

To submit information to PA, please call Tech. Sgt. Julie Briden-Garcia at 817.782.5782, or email submissions/ideas to 301fw.pa@carswell.af.mil. We'd like to thank each and every one of you for your continued support in this time of change and adjustments.



Airmen invited to 'Do Something Amazing'

Maj. Sean McKenna

Air Force Recruiting Service Public Affairs

RANDOLPH AIR FORCE BASE, Texas (AFPN) — As part of the "Do Something Amazing" national advertising campaign, Air Force officials are offering Airmen the opportunity to submit videos showing Air Force members in action, and the best videos will be posted to the official Web site — www.dosomethingamazing.com.

To submit a video for consideration, Airmen simply have to click on the Web site www.dosomethingamazing.com/airmen, register, then upload the video.

"In the spirit of the ad campaign, we want to give everyone across the Air Force the chance to show off their skills to the public," said Master Sgt. Deshan Woods, the Air Force Recruiting Service's interactive account executive. "This effort falls right in line with amazing videos we see every day across the Internet."

The next round of "Do Something Amazing" videos are slated for public release this fall and the best videos submitted will be featured as part of the campaign. Air Force Recruiting Service members and its advertising agency will work with individuals and their respective public affairs offices to ensure the highest quality product is posted.

Some things to keep in mind as videos are being made:

Do

- Send your amazing footage/stories.
- Show what you do and tell why it's amazing.
- Tell your name, rank and job.
- Hold on to all your footage just in case more is needed.

- Review the submission guidelines on the web site.
- Find out who your base public affairs officer is before registering.

Don't

- Send videos with a soundtrack or background music (though suggestions are welcome).
- Send videos of non-Air Force activities.
- Send videos that violate Air Force code of ethics standards.

Submission guidelines

- Quantity: There is no limit to the number of videos you can upload.
- File Size: Videos should be no larger than 40mb.
- Dimensions: The minimum video dimensions acceptable are 640 x 480.
- Format: Acceptable video formats are QuickTime, MPEG1, MPEG4, Windows Media and AVI.

Preferred specifications

- Windows Media Video 9. Total bit rate of 700 kbps at 480 x 360.
- QuickTime (MPEG4 h.264 codec). Total bit rate of 700 kbps at 480 x 360.

Copyright infringement

Avoid filming anything that could be construed as copyright infringement. This includes, but is not limited to:

- Background music.
- Visible logos.
- Endorsing a product.
- Using any video footage that does not belong to you.

Civilian pay raises become more performance-based

Senior Master Sgt. Matt Proietti

Secretary of the Air Force Public Affairs

WASHINGTON (AFPN) — Department of Defense officials will use half of a January 2008 government-wide pay increase to adjust base salaries for eligible National Security Personnel System employees.

Remaining funds will be distributed by pay pools based on an assessment of individual employee performance in meeting organization goals. Increases to local market supplements for NSPS employees will mirror the government-wide increases for locality pay.

The change in pay strategy affects more than 39,000 Air Force employees who have already converted to NSPS. Only NSPS employees with acceptable performance ratings are entitled to these adjustments.

NSPS is "critical to the department's overall transformation to a results-oriented, performance-based culture," said Gordon England, the Deputy Secretary of Defense, in a memorandum to senior leaders announcing the decision.

"A primary component of NSPS is the pay-for-performance system that provides the department with the tools necessary to compensate and reward its most valuable asset — our people," Secretary England said.

For payouts in 2008, all NSPS employees with performance ratings from 2 through 5 based on a five-point scale will receive a raise in January. Remaining funds will be allocated to the pay pool to distribute based on an evaluation of employee performance.

"The goal of NSPS has always been to move the department to a performance-based culture," said B.J. Barger, deputy director of force management policy. "Secretary England's decision is the next step in giving employees the opportunity to be rewarded for demonstrated performance excellence."

The department has seen much greater communication between supervisors and employees since the new personnel system started, she said.

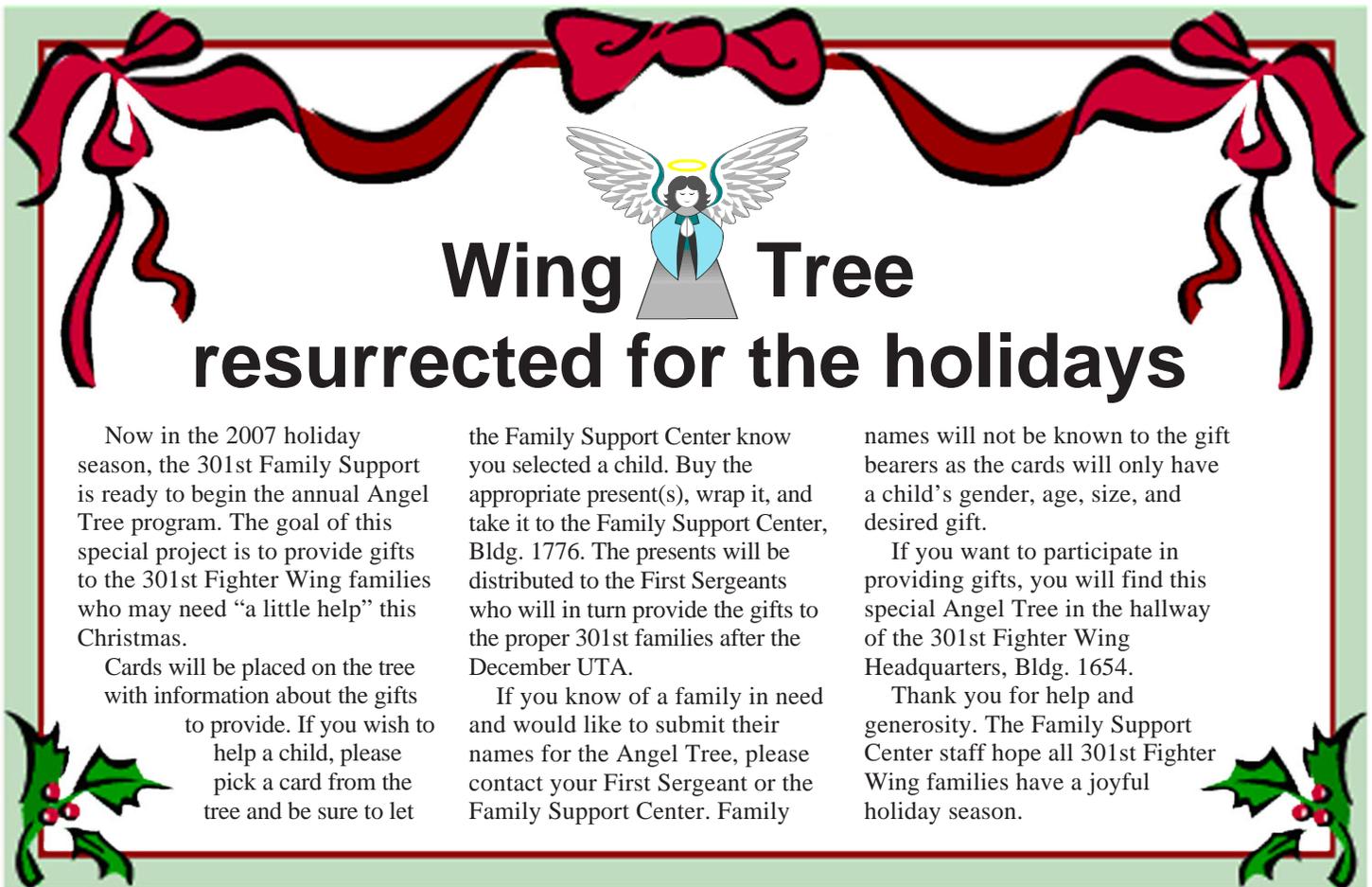
NSPS was designed to retain the best features of the former system by preserving core principles such as merit principles and

veteran's preference, while adding flexibilities needed by managers and supervisors in today's more volatile world, said Deborah Carlton, the Air Force NSPS program manager.

Under NSPS, classification includes pay bands — broad groupings of occupations based on the work's nature, career patterns and market factors.

The DOD began implementation in April 2006. The first performance-based payouts were made last January, with 97 percent of the covered NSPS workforce receiving a payout, including more than 3,100 Air Force workers. Employees in this initial group were also granted the full regular general schedule pay increase if they had a performance rating of 2 or better.

"One of the basic tenets of NSPS is that employees should be rewarded for the work they do," said Ms. Carlton. "The program is set up to identify performance expectations and requires periodic performance reviews between employees and supervisors during which concerns by either party can be discussed."



Wing Tree resurrected for the holidays

Now in the 2007 holiday season, the 301st Family Support is ready to begin the annual Angel Tree program. The goal of this special project is to provide gifts to the 301st Fighter Wing families who may need "a little help" this Christmas.

Cards will be placed on the tree with information about the gifts to provide. If you wish to help a child, please pick a card from the tree and be sure to let

the Family Support Center know you selected a child. Buy the appropriate present(s), wrap it, and take it to the Family Support Center, Bldg. 1776. The presents will be distributed to the First Sergeants who will in turn provide the gifts to the proper 301st families after the December UTA.

If you know of a family in need and would like to submit their names for the Angel Tree, please contact your First Sergeant or the Family Support Center. Family

names will not be known to the gift bearers as the cards will only have a child's gender, age, size, and desired gift.

If you want to participate in providing gifts, you will find this special Angel Tree in the hallway of the 301st Fighter Wing Headquarters, Bldg. 1654.

Thank you for help and generosity. The Family Support Center staff hope all 301st Fighter Wing families have a joyful holiday season.

Gifts from heart not measured by cost

Maj. Ted Nickolson
301st Fighter Wing Chaplain's Team

If you're like most people, you are facing one of the most difficult decisions of the year: trying to find the right gift for the right person. You want to be efficient with your time and money, but still convey your love or friendship for others by what you give.

I have a friend whose mother-in-law would always leave the Manufacturer's Suggested Retail Price (translation: if you paid this amount, you paid too much) tag on the gifts she would give in order to let him and his wife know the "cost" of the gift they were being given.

The Scriptures tell us about wise men from the East, the Magi, who were the first givers of Christmas gifts. They traveled long distances to honor the Child in the manger by bringing gifts. They demonstrated that they realized all they had belonged to God by giving back to the King of Heaven appropriate and valuable gifts.

In O. Henry's short story, *The Gift of the Magi*, Jim and Della, a poor, young couple, search for the perfect gift to give to each other. Della decides to sell her most prized possession (her long, beautiful hair) to

buy a watch chain for her husband. Jim sells his most precious possession (his grandfather's gold watch) to buy expensive combs for his wife's beautiful hair. Jim and Della, at first glance, did not seem to give "wise" gifts, but they did give the best kind of gifts: those that involved sacrifice and love of another.

But the real reason for the season is the original gift-giver, God, and the giving of His Son. The circumstances around which the Advent of the Christ occurred were neither expensive nor extravagant when He gave us the gift of the ages. He gave us His most precious gift, not out of obligation, but out of love, to bring back people who have gone astray.

Even if your faith is different from Christianity, the tradition in America is to celebrate this season with gift-giving. You, as a member of the 301st Fighter Wing, know what it means to sacrifice. You give your time and part of your life to serve for the greater good of your friends, families and nation.

So when you go out to buy gifts for your friends and family, remember, the value of the gift is not measured by the price tag, but by the honor and condition of your heart when you select and give the gift. And the best gift you can give this season is to offer up yourself in service to God and others.

**(RECRUITING,
continued from page 1)**

within the Air Force Reserve Command – they do an amazing job promoting the Air Force Reserve.”

And the response has been favorable. Here in Texas, the response for recruiter visits is very high, especially at the high schools. “We have overwhelmingly positive responses because we live in a very patriotic area [whose community] wants to do everything they can to show their support for the military and for the mission we accomplish. We normally receive a warm welcome wherever we go to advertise our programs. However, up in the northern states it can be extremely difficult promoting the military message,” said Senior Master Sergeant Richard Roneree, 301st FW senior recruiter.

But it’s more than a message the recruiters are sharing. Recently, during the 301st FW annual picnic, several new recruits were invited to meet wing personnel and to be

welcomed into the 301st FW family. “We do more than just sign people up,” Sergeant Roneree said. “We are in the business of welcoming our new recruits into a great life that involves developing strong relationship as well. We take the time to build a friendship that goes on even after they leave for basic training.”

“For me, my best time so far in the military has been as a recruiter.”

*-- Senior Master Sgt.
Scott Terpening,
Recruiter Arlington,
Texas*

Along with the yearly goal accomplishment, the wing’s recruiting service also fostered several awards and personal accomplishments for its six recruiters. The section’s top recruiter for 2007 is newly promoted Master Sergeant Jesse Garcia. So far in fiscal

year 2008, according to officials, he has already signed up nine recruits for October alone. “Right now our recruiting staff is working with a high morale based on last year’s successes,” said Sergeant Roneree. “We have a goal of 10 recruits per month which is 10 percent of our goal. We accomplished 13 percent for October. This means we are ahead of the game and are building momentum to have an even greater 2008.”

But with every great program comes the opportunity for additional growth and incentives. Currently, the Air Force Recruiting Service is looking to add to its numbers. “This year especially, we are pushing recruiter applications so others can be a part of a fantastic group of men and women that are making a difference for our military,” Arlington, Texas, recruiter Sergeant Terpening said. “For me, my best time so far in the military has been as a recruiter.”

And as for recruiter incentives, there’s the *Get I*

Now program. This is a new program allowing reservists to quickly and easily refer people who may be interested in the Air Force Reserve. Last year’s top *Get I Now* performer was Staff Sergeant Ed Hartman who received several awards for his accomplishments as well as an F-16 incentive ride. “The *Get I Now* recruiting program was fun and easy – I am so excited about the Air Force Reserve and when you’re excited about something, it’s easy to tell people,” Sergeant Hartman said.

According to Sergeant Roneree, the *Get I Now* program is being redeveloped so it will be even easier to refer people. “We are working to engage the units by creating a buzz so people will work as a team to help introduce more people into the Air Force Reserve.”

“The Air Force Recruiting Service goal this year is 8,000,” said Master Sergeant Jason Tudor, Public Affairs NCO Air Force Reserve Recruiting Service, “so we are doing our best to get the word out so everyone can see what a great job Air Force Reserve recruiters are doing in helping to bring in great people for tomorrow’s mission.”

“We have done well in the past year, but believe me it’s more than just our office doing the work to increase our military strength,” Sergeant Roneree said. “Our wing administrative services work with us from day one when we receive a new recruit. But it’s our wing commander [Col. Kevin Pottinger, 301st FW commander] who has helped us gain a greater vision for the future. He has a heart for recruiting and it has shown.

Our future successes will not be based solely on one recruiting service, but rather the whole 301st FW working together to get the job done.”



Col. Kevin Pottinger (center in black), 301st Fighter Wing commander, expresses his approval with the newest wing recruits following an enlistment ceremony. All the recent enlistees helped to top off another successful year of recruiting for Air Force Reserve. (U.S. Air Force Photo/Tech. Sgt. Stephen Bailey)

**Information
removed
for Web
publication**

**(AFNEWS,
continued from page 9)**

Air Force-directed formal training, MAJCOMs will be removed from the scheduling process by March 2008 and units will work directly with AFPC. Until that time, all units will continue to follow current guidelines for scheduling through their base and MAJCOM offices.

As part of the centralization process, designated e-mail boxes and a dedicated phone line will be added for training requests.

“Once we work out the details, it will be a great benefit to the Air Force,” said Chief Master Sgt. Kenneth Cunningham, chief of DPS’ Air Force Education and Training Branch. “We’ll be able to develop better relationships with the functional managers and meet the training needs of specific Air Force Specialty Codes more effectively.”

“With reductions in manpower at the major commands, the centralization of formal training became a ‘must do,’” said Colonel Foote. “Now, our focus is to do it as effectively and efficiently as we can for our customers.”

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TO THE FAMILY OF

OPSEC tip of the month -

“The 301st Fighter Wing OPSEC team wishes you happy holidays and a very healthy 2008.”



PROMOTIONS, REENLISTMENTS and NEWCOMERS

Promotions

701 MDS

Senior Airman Thomas Olivas
Senior Airman Talyshia J. Orr

301 AMDS

Tech. Sgt. Oge J. Bennett

301 FW

Tech. Sgt. Christina Simon

301 MXS

Staff Sgt. Edwin Rodriguez
Master Sgt. Trinidad B. Ortega

Reenlistments

301 AMXS

Tech. Sgt. Kyle Hutchison
Senior Airman Spencer Renteria

Tech. Sgt. Darryl Roland

73 APS

Staff Sgt. Jennifer Pflughaupt

301 SFS

Master Sgt. Clyde Buchanan
Senior Airman Veronica Rodriguez

Newcomers

301 FW

Staff Sgt. Susan A. Avalos

701 MDS

Airman 1st Class Carol Baca
Senior Airman Michael E. Coleman
Senior Airman Dulce Y. De Jesus
Staff Sgt. Jessica Y. Padilla
Capt. Romica R. Caceres
Capt. Douglas Lim

301 LRS

Senior Airman Jecinta J. Bailey

73 APS

Capt. Dave C. Barker

610 SFS

Staff Sgt. Steven Dale Baugher
Staff Sgt. Rayna E. Casiano
Chief Master Sgt. Michael P. Grady

810 CEF

Master Sgt. Christopher A. Bowen

301 CES

Senior Airman Natasha L. Daily
Senior Airman Clinton D. Holy
Senior Airman Cory D. McCray

10 AF

Staff Sgt. Kelli D. Hayes

301 SFS

Senior Airman Staci R. Hoffman
Staff Sgt. Melissa E. Abrew

Staff Sgt. Russel A. Lane

Tech. Sgt. Thomas E. Host, Jr.

301 AMDS

Senior Airman James N. Hamilton
Tech. Sgt. Lyndon B. Moton
Capt. Sean S. Hsia

610 RSG

Capt. Kelly R. Keller

301 MXS

Airman 1st Class Amanda M. Lopez
Airman 1st Class Misha A. Powell
Airman 1st Class Garrett S. Seale
Senior Airman Kenneth A. Koonce
Senior Airman Karina M. Lopez
Staff Sgt. Jakarsha S. Carter
Staff Sgt. Seth K. Hardy

457 FS

Tech. Sgt. Jennifer A. Myers

301 AMXS

Senior Airman Jamie D. Brown
Senior Airman Autumn R. Cole
Senior Airman Patrick L. Metzger
Senior Airman Richard W. Vermillion
Staff Sgt. Christopher Parker
Staff Sgt. Seth J. Thomason
Maj. Deshawn K. Stewart