

# SCOPE

193rd Special Operations Wing - Pennsylvania Air National Guard - Middletown, Pa.

## *193rd lends hand in Operation Unified Response*



*Photo by Tech. Sgt. Victoria Meyer*

*A forklift places a pallet of relief supplies into the cargo area of a C-130 as the crew prepare the aircraft for a flight into Haiti's airport. More than 100 tons of supplies have been taken into Haiti by way of the 193rd Special Operations Wing's C-130 aircraft.*

*By Airman 1st Class Claire Behney*

Public Affairs Specialist

When the Haitians' world shook, the 193rd Special Operations Wing responded.

It's been well over a month since the 7.0 magnitude earthquake devastated southern Haiti and well over a month since three aircraft and more than 50 Airmen of the 193rd deployed on a humanitarian mission in support of the relief efforts in Haiti.

Staged outside of the devastation area, two C-130s and one Commando Solo have flown for a combined total of more than 430 flying hours since deploying Jan. 14.

"Our first flight in there (Haiti) was just a few days after it happened, so we were pretty much there at the forefront when everything first started," said C-130 pilot Matthew.

The C-130s are working missions to deliver relief supplies

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Snow removal duty

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**193rd Special Operations Wing  
Dining Out**

R.S.V.P. to 2010 dining out

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Brig. Gen. Eric G. Weller  
Commander

Lt. Col. Susan Stuck  
Wing Executive Officer

Capt. Jay Ostrich  
Chief of Public Affairs

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#### THE VOICE OF THE QUIET PROFESSIONALS

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Middletown, PA 17057  
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## State Command Chief Perspective



*By Chief Master Sgt. Ralph Braden*

#### State Command Chief

As you read this month's article you may get a sense of déjà vu. Déjà vu is defined as, "The illusion of having already experienced something actually being experienced for the first time." Reading this article is not a déjà vu experience. If you have been keeping up with my articles you will be aware that I wrote an article concerning the new physical fitness test a few months ago. This topic is so important that it bears repeating.

What is so important that I need to write two articles on the same topic within four months? I am concerned that some of our Airmen will not take this new program seriously and that it could affect promotions or possibly even careers in our Pennsylvania Air National Guard.

The new Fitness Program can be found in Air Force Instruction 36-2905 and it goes into effect July 1. Reviewing the instruction you will find that the fitness program will change significantly. Like every change that occurs, some of the changes make your life easier and some of the changes make things more challenging. A little preparation and a good understanding of the new fitness program will enable you to overcome any testing challenges you may face.

One of the changes to the program is minor. However, you may need to spend a

little time and/or money to ensure that you meet the requirement. The physical training uniform will be required to be worn during all fitness assessments. I suggest that you find your PTU and try it on now. If you find your PTU and it fits you're good to go. If you don't find your PTU or it doesn't fit that's where the monetary expenditure comes into play.

The components of the fitness test remain the same. The components are run time, waist size, push-ups and sit-ups. What has changed is that in addition to the minimum score of 75 to pass the fitness test there is now a minimum standard for each component of the test that varies dependant on gender and age. If you score below the minimum standard in one of the components you do not pass the fitness test.

Another change to the program is a reallocation of component points to emphasize the importance of cardio vascular. The run time point value increases from a maximum of 50 points to 60 points. The waist size point value decreases from a maximum of 30 points to 20 points. The push-up and sit-up point values remain at 10 points each.

The aerobic component is still a 1.5 mile run; however, the step test is gone. There is a 1 mile walk for those medically exempted from the run. To run or walk is not a member's choice; it depends on how you answer the fitness screening questionnaire, which has changed. The maximum waist measurement for males is 39 inches and for females it's 35.5 inches. Any measurement larger than that, you do not pass the fitness test.

If you perform the physical fitness test between now and July 1 you will be scored under the current standards. In addition, you will be provided the score you would have received under the new standards for self assessment.

If you are not exercising regularly you need to start now! July 1 will be here before you know it and you need to be sure that you are prepared.




# Promotions

*for the month of January*

## Promotion to Master Sergeant

Timothy S. Greiner 148 ASOS

## Promoted to Technical Sergeant

Timothy J. Blasco 193 OSF

Brian L. McFadden 211 EIS

Joshua A. Millard 148 ASOS

## Promoted to Staff Sergeant

Andrew J. Schreiber 193 MXS

Andrew J. Hoke 193 AMXS

Aiden F. Kaskela 271 CBCS

James M. Heistand 201 RHS

Joseph J. Hottenstein 193 OSF

Princess C. Glick 193 CES

Daniel J. Murray 201 RHS

## Promoted to Senior Airman

Deigo Alcalde 271 CBCS

Freddie E. Stump 193 MXS

Corey E. Burnett 201 RHS

## Promoted to Airman

Ceaera R. Dickinson 193 SOW

# ***Congratulations!***

# News In Brief

## 193rd awarded AFOUA

The 193rd Special Operations Wing has been awarded the Air Force Outstanding Unit award based upon meritorious service for the time period of Jan. 1, 2008 to Sept. 30, 2009. This marks the fourteenth AFOUA the 193rd has received.

Brig. Gen. Eric G. Weller, commander, 193rd Special Operations Wing said, "Teamwork is the name of the game and this Unit is the definition of teamwork. The award narrative included accomplishments from every aspect of the 193rd SOW. What's even more amazing is that this award comes only one year after our last one. I am incredibly proud to be associated with such a professional organization; your accomplishments are eye watering."

## G-RAP end announced

As of Feb. 4 the Guard Recruiting Assistant Program has been terminated. Not all questions have been answered at this time, but based on the numbers in AFRISS, the National Guard Bureau no longer has the finances to support this program.

The program itself is remaining, but not in the Air National Guard. The Army will continue to use the program. Currently the ANG is over end strength nationally and this is good news.

For more information, visit <http://www.193sow.ang.af.mil> and see the question and answer sheet from the Force Support Squadron superintendent, Chief Master Sgt. Steven Hile.

Please also contact Master Sgt. Howard Schappell for more information at extension 2254 or Chief Master Sgt Steven Hile at 2281.

## Nominate employer for ESGR award

Providing pay and benefits during deployments, sending care packages to deployed employees, allowing time off, and celebrating military service with send-off and homecoming ceremonies are just a few commitments that the Guard and Reserve's top employers are honored for each year.

ESGR officials are asking Guard and Reserve servicemembers to begin 2010 with a resolution to speak out and honor their patriotic employers.

"With ongoing global operations, support from employers for Guard and Reserve service is more critical now than ever," said officials with the Employer Support for the Guard and Reserve.

The ESGR's mission is to gain and maintain employer support for Guard and Reserve service by recognizing outstanding support.

For more information on how to nominate your employer visit [www.esgr.org](http://www.esgr.org).





# Chief: Honest feedback impacts personnel, mission



*By Chief Master Sgt. Robert J. Peters*  
112th operations superintendent

I'm a full time technician with the 112th Air Operations Squadron and serves as the operations superintendent. As a supervisor, if you aren't providing feedback to the people you supervise and lead on a regular basis, you may be setting them up for failure. Long before my military career, I have tried to live by the old cliché of "treat others as you want to be treated." Most importantly, be open and honest with people. I'll explain a few of my personal feedback philosophies and I hope you can take something good away from it.

What is Feedback? Feedback is a form of communication. Regardless, if used in your civilian or military job it's a communication tool and when properly used, it should explain duties, responsibilities, and be clear to the subordinate what is expected of him/her. Feedback is extremely important to the successes or failures of our personnel and ultimately has an impact on the mission. Feedback can be delivered several ways. Formal feedback is recorded on AF 931/932's and AF IMT 724a/b. Informal feedback may be as simple as a pat on the back for a job well done, acknowledging someone's accomplishments at commander's call, or presenting a

squadron coin. These are just a few of our military types of feedback processes, the method and manner in which these are administered will depend on the purpose of the feedback. We are required to complete a formal feedback on our subordinates annually; however, don't mistake or confuse this mandatory feedback for daily informal feedback. Nor should the formal feedback be used when a letter of counseling would be more appropriate. Additionally, we tend to think of the feedback process as being that once a year mandatory requirement, when in fact; feedback should be used throughout the year.

Both negative and positive feedback is extremely important to both the subordinate and supervisor. By providing feedback on a consistent basis, you are informing the subordinate of what's expected of them and just as important, allows them to know how well, or not so well, they are performing. When completed honestly, accurately and in a timely manner, it will give the subordinate the opportunity to grow and develop within the organization, essentially strengthening both the individual and ultimately everyone benefits.

## Negative feedback

None of us enjoy telling someone they aren't doing things well; however, try to look at negative feedback not so much as bad performance, but rather performance outcomes which could be better. I've known a few supervisors who have thought if they just ignored the situation or "turn a blind eye", the problem would go away or resolve itself. Truth is, it will never go away on its own. Additionally, if not addressed, the subordinate may think what they are doing is right and the problem(s) will continue or potentially worsen. My philosophy is timing. Address the issue right away versus waiting until behavior and expected performance is substantially low before addressing the issue and don't wait for the next mandatory feedback cycle to address the problem. As a supervisor, you have the inherent responsibility to ensure the people you supervise

have all the tools to succeed. Negative feedback must always be accomplished in private never in front of an audience. Not only is it the most unprofessional approach thinkable, you will lose trust, respect, and confidence from everyone. Finally, make it a goal to turn the negative situation into a positive one. This can be accomplished by providing good concise suggestions for improvement and by continuously following up on the progress. You are not only doing your job well, you are showing the individual you sincerely care about their success.

## Positive feedback

Everyone likes to hear they are doing a good job. This should be the enjoyable and rewarding part of supervising. However, if not done properly, it could all be meaningless to the receiver. In other words, timing and acknowledgement are very important. Depending on the significance of the job well done will determine how you reward the individual. Furthermore, be specific about what the accomplishments were. Don't simply say in passing, "Hey great work." Stop and take the time to tell them what it was they did and why it was worth mentioning. Thank them and tell them to keep up the great work and that their hard work is not going unnoticed. Be sincere and show some excitement and enthusiasm for them when recognizing a job well done. More significant accomplishments may be worthy of acknowledgement at commander's call or submitting them for an award. Unlike negative feedback, positive feedback can, in most cases, be acknowledged in public.

If you're using a feedback program for your subordinates, good work! If not, you need to get started today. When used constructively, honestly and in a timely manner, it is one of the most powerful tools at our disposal. We as managers are empowered and have the responsibility to ensure our subordinates are working to the best of their abilities. Giving them the right tools to do the job is a step in the right direction of becoming successful.



**Have a story to tell?** Contact your public affairs office and share the good news!  
**Job vacancy?** Scope advertising works for you to get the word out!



## Aircraft, Airmen work hard in wake of Haiti devastation (continued from Page 1)

to the people of Haiti. The aircraft are loading supplies at their staged location and flying into the local airport of Haiti. Once the aircraft land, the supplies are unloaded and the aircraft and crew depart again to continue with the cycle. This cycle has led to the delivery of more than 100 tons of cargo.

"We took supplies ranging from water, to HUMVEES, to extension cords, as well as some personnel," said Matthew, who was deployed for three weeks in support of Operation Unified Response. "Over the whole trip we probably hauled about 250 Americans back to the states."

Matthew said through interactions with the Americans the aircraft transported back to the United States he learned of their great appreciation for what the Wing was doing.

"They said that it was pretty backed up getting out of Haiti and that they waited in line for hours," said Matthew. "Some people were even turned away and told to come back at a later date, so they were thankful for the ride."

While the mission of the C-130 is to transport supplies and personnel, the mission of the Commando Solo is all about transmission.

The Commando Solo's mission is to fly over the devastation area broadcasting information regarding relief efforts to the people of Haiti through FM and AM frequencies.

"We're doing what's called a real-time relay," said Aaron, an airborne communications system operator. "Voice of America broadcasts out of the United States from multiple locations, primarily the east coast and southeast coast of the U.S. and we receive it on the airplane and then rebroadcast it on the different frequencies."

Commando Solo is broadcasting the VOA messages on five different frequencies in French-Creole, the native language of Haiti, Aaron said.

The Haitian government advises what messages are broadcasted to their people. The messages are primarily in regards to health concerns and where to find water, as well as, non-interference messages, advising Haitians to not interfere with the help coming to them, said Aaron.

This mission marks the first time Commando Solo has provided direct support of humanitarian aid.

"It's a great opportunity to get in and do what we can to help since it is a very versatile platform as far as what we are capable of doing," said Aaron. "It's also a great testament to the Unit that we are able to go down there and help the people out when they need it."

The Solo's milestone of involvement is already proving to have a significant impact on the Operation Unified Response mission.

"Radio is having a huge impact; it's the only way that they're



*Photo by Tech. Sgt. Victoria Meyer*

*Airmen of the Commando Solo's electronic communication systems team operate key pieces of equipment to provide informative messages to the people of Haiti. The Commando Solo and its crew flew missions ranging from five to 14 hours.*

getting information," Aaron said. "I think it's very important that we're up there doing what we're doing just to get some information to the people so they know what to do, what to expect and where to go to get what they need to survive."

The length of the deployment for the 193rd is still undetermined as Airmen and aircraft work together to provide much needed aid to the people of Haiti. Whether transporting supplies or broadcasting information, the Wing continues its faithful role in support of Operation Unified Response.

*(For the purposes of OPSEC, last names withheld.)*



*Photo by Senior Master Sgt. David Hawkins*

## Airmen on snow removal duty

*Airmen of the 193rd Special Operations Wing are busy clearing snow from the flight line after the Harrisburg area received 36 inches of snow from two snow storms between Feb. 4 and 11. This was the most snow the area has seen since 1996. Airmen of the Wing also worked hard to clear the parking lots, roads, side walks, and entrance ways to the buildings of base.*

## Update from 193rd SOW Association

*By Senior Airman Kathleen Garrity*

193rd SOW Association Recording Secretary

The 193rd Special Operations Wing Association has been very busy over the last month. Awards donated by local businesses and the Association have been given out to the Outstanding Airmen of the Year recipients. Newsletters were sealed and labeled during our February Board of Directors meeting. Association members can expect them in their mailboxes soon!

Remember that the 193rd SOW Association is here for you. If you or someone you know is in need of assistance please give us a call. A recent assistance request was approved by the Associa-

tion to cover the cost of postage for the upcoming Women's History Month event invitations. The invitations are to be mailed to all retired women.

Retired Chief Master Sgt. Glenn Parsons will be available in the family support office during February drill. Please feel free to stop by to become a member, pay dues, ask questions/comments, or to request assistance.

Just a reminder, the Association's new Web site is now up and running. A new feature on the Web site allows you to follow the Association on Twitter. Be sure to sign up to receive notifications, read event postings and see who the board members are.



**Check out the Association on the web at [www.193sow.org](http://www.193sow.org) to read news, learn more about the Association and its members, or to register to become a member.**



# Sounding Off

*What you need to know to keep you flying...*

## February blood drive announced

Unleash the hero in you, Feb. 20 from 8 to 11:30 a.m. by registering for the upcoming blood drive in the dining facility atrium. The bloodmobile bus will be located in front of the Headquarters Building. This drive aims to support Central Pennsylvania-based individuals in need of blood.

If you would like to schedule an appointment ahead of time, please contact Master Sgt. Denise Teats, extension 2426 or Tech. Sgt. Amy Snyder at extension 2566.

Walk-ups are always welcome on the day of the drive!

## FS officer opening announced

The 201st RED HORSE Squadron is seeking applications for a traditional guard Force Support officer position. This opportunity is available to officers up to major and enlisted individuals seeking a commissioning opportunity.

Resume and cover letter should be submitted to Master Sgt. Robert Stock at robert.stock@ang.af.mil no later than March 19.

## Leukemia fundraiser announced

There will be a Robert Bahl's Leukemia Fundraiser held Feb. 20, 2010 at Clearview Lanes in Mt. Joy from 6 to 9 p.m. Everyone is welcome and encouraged to bring family and friends.

Money raised will go toward a donation in honor of Staff Sgt. Robert Bahl. Please come out and support this great cause. Donations are welcome if you are unable to attend.

Reserve your tickets now with Master Sgt. McMurray, Master Sgt. Porta, Staff Sgt. Oakley, Senior Airman Ritchie, or Master Sgt. Madole.

## Women's history month celebration

The 193rd is "Writing Women Back Into History" by hosting an event to celebrate women's contribution to the 193rd. Retired Wing females are being invited to attend so take advantage of this opportunity to meet our history makers and help support our heritage. Maj. Gen. Jessica L. Wright, commander, Pennsylvania National Guard will be a guest speaker at the event which will be held Mar. 6 at 8:30 a.m. All past and present members of the Wing are encouraged to attend.

## Officer seminar announced

The Officer Professional Development Seminar will be held May 11-14 in Shambach Hall, 201st RED HORSE Squadron, Fort Indiantown Gap. Seminar information and the registration form can be found on the 193rd global front page under education/retention and information.

Please forward the completed registration forms to Tech. Sgt. Pamela Nee at pamelanee@ang.af.mil.

## TriCare representative scheduled

A representative from TriCare will be in the lobby of Building 81, Saturday from 11 a.m. to 1:30 p.m. Resource material will be available and the representative will be able to answer any questions you may have.

Stop by to learn about the benefits of TriCare and what they can do for you!

## What's on the Menu

### Constellation Cafe

Hours of operation: 11:30 a.m. to 1:00 p.m.

#### Saturday

##### **Main Line:**

Southern fried catfish  
BBQ boneless beef ribs  
Mashed potatoes  
Black eyed peas  
Rice  
Corn-on-the-cob  
Home-made potato salad

Coleslaw

Hush puppies

##### **Snack Line:**

Chicken Tenders

Hamburger

Cheese Burger

Baked Beans

French Fries

##### **Clancy's:**

Fajitas

Hamburger

Cheese Burger

Baked Beans

Chips

Dessert

Beverage

#### Sunday

##### **Main Line:**

Mr. Z's baked chicken

Pepper steak

Ginger rice

Mashed potatoes

Gravy

Mixed vegetables

##### **Snack Line:**

Hamburger

Cheese burger

Chicken Tender

Baked Beans

French Fries

##### **Clancy's:**

Hamburger

Cheese Burger

Chicken Tender

Baked Beans

Chips

Dessert

Beverage

**UTA Payday: March 5**



# 193rd command chief position announced



Brig. Gen. Eric G. Weller would like to announce the opening of the 193rd Special Operations Wing command chief master sergeant position. The command chief master sergeant serves as a member of the commander's staff to advise and assist in matters concerning enlisted members of the Wing. Eligible candidates are any current chief master sergeants and promotable senior master sergeants. Promotable senior master sergeants will be required to follow the current Wing promotion instruction prior to promotion.

Eligible applicants should submit at the minimum a letter of intent, current resume, colored copy of awards and decorations, current physical assessment, and record of individual personnel to Lt Col. Susan Stuck, wing executive, by close of business March 7.

## 2010 children's easter party

This year's Easter Party will be Saturday, March 27 from 12:30 to 2:30 p.m. at Doc's Family Fun Center in Middletown. Skating time is between 12:30 and 2:30 p.m., but you may arrive as early as 12:15 p.m. Please note this is a non-drill weekend and is designed for the member's children. All children need to be accompanied by an adult. We will have a fun filled afternoon that includes roller skating, games and prizes. Food will be available for purchase if you desire for \$2.00 per person, at your own expense, consisting of hot dogs, chips, drink, etc.

In order to properly plan for the volume of responses this year, please complete this registration form as soon as possible and return it to the family support office in Building 81 or mail it to 193rd SOW/FRG, Attn: Sandy Scott or Tracey McCarthy, 81 Constellation Court, Middletown, PA 17057.

All attendees must be registered by close of business March 19.

In turn, the registration will allow accountability for attendance insuring you and your children receive a ticket for entrance to the roller rink and will make sure everyone will be properly welcomed and included in our activities.

The Easter Bunny may even be able to attend! Remember to bring your camera for keepsake memories.

*Please detach and return as soon as possible* .....

Number of adults attending \_\_\_\_\_ Name of all adults attending \_\_\_\_\_

Home E-mail Address \_\_\_\_\_ Phone Number \_\_\_\_\_

Name of Unit Member \_\_\_\_\_ Total number of children attending \_\_\_\_\_

Name and age of children attending \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_





R.S.V.P. by March 25th to reserve your seat at the  
*193rd Special Operations Wing Dining Out*  
 April 17, 2010

**Who:** 193rd Members and their Spouses/Guests  
**Where:** Harrisburg Hilton  
**Time:** Cocktail hour commences at 6 p.m.  
 Dinner is served at 7 p.m.  
**Dress:** Military, Mess Dress or Semi Formal Uniform  
 Civilian, Semi Formal Attire  
**Price:** E-1 thru E-4: \$25 per person  
 E-5 thru E-9 and retirees: \$30 per person  
 Officers: \$35 per person

*\*Please note:* rooms are available at the Hilton,  
 be sure to ask for the '193rd special event rate' when reserving your room at the Hilton.  
 (Rooms may be booked online at  
[http://www.hilton.com/en/hi/groups/personalized/MDTHHHF-OPS-20100417/index.jhtml?WT.mc\\_id=POG](http://www.hilton.com/en/hi/groups/personalized/MDTHHHF-OPS-20100417/index.jhtml?WT.mc_id=POG))

### Banquet Menu

#### *Chicken*

Gruyere Cheeses, Prosciutto and Spinach Stuffed Chicken Roulade  
 with Fine Herb Jus Lie, Saffron Rice and Julienne Vegetables.

#### *Vegetarian*

Baked Eggplant Rollantini with Herbed Sauce Cheese,  
 Fresh Tomato and Basil, Herbed Orzo and Julienne Vegetables

#### *Beef*

Roasted Prime Rib of Beef with Horseradish-Scented Jus Lie,  
 White Truffle-Infused Mashed Potatoes and Julienne Vegetables.

With your entrée selection, please make check or money order payable to 193rd Dining Out Fund  
 and return to Senior Master Sgt. M. Scott Richmond,  
 76 Constellation Court, Middletown PA, 17057, [michael.richmond@ang.af.mil](mailto:michael.richmond@ang.af.mil)

Please detach and return to Senior Master Sgt. M. Scott Richmond .....

Rank: \_\_\_\_\_ Name: \_\_\_\_\_ Spouse/Guest: \_\_\_\_\_

Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_ Unit: \_\_\_\_\_

# \_\_\_\_ Chicken    # \_\_\_\_ Vegetarian    # \_\_\_\_ Beef