



The Flying Razorback

188th Fighter Wing

Arkansas Air National Guard

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December 2011

New board provides forum for concerns

Commentary by Geoff Gibson

Wing director of psychological health

I am proud to be affiliated with the 188th Fighter Wing of the Arkansas Air National Guard, and I am impressed daily by your dedication and sacrifice. Yet, there remain potential issues that undermine morale and teamwork in our shops and squadrons.

Examples may include: Conflict between members and leaders; apparent lack of action by leaders to address members' concerns; procedures and requirements that are duplicated or overly-burdensome; and apparent lack of resources to support members and their families.

Some members have described these situations as "an elephant in the room" that everyone knows

SEE BOARD PAGE 6

Upcoming events

December to remember

The Airman and Family Readiness Office will be holding a children's Christmas party, Sunday, Dec. 4 at the 188th Fighter Wing's Citizen Airman Dining Facility from 2 p.m until 3:15 p.m.

Up in the air

The 188th Fighter Wing will be hosting events for family members Dec. 3-4. The events include: Observation of A-10C Thunderbolt II training at Razorback Range; flying an A-10 simulator; and the chance to fly on a KC-135 Stratotanker while observing A-10s air-to-air refuel (spouses only). For more information, including reservation procedures, see Page 3 of this publication.

Gas Hogs



Airmen with the 188th Fighter Wing conduct "hot-pit" refueling during a Unit Training Assembly at the 188th Nov. 6. Crew chiefs with the 188th Aircraft Maintenance Squadron, ordnance specialists with the 188th Maintenance Squadron and fuels specialists with the 188th Logistics Readiness Squadron complete the refueling process with the aircraft's engines running. The process is required training for Airmen and is a common practice in the United States Central Command Area of Responsibility. The objective of hot-pit refueling is to increase the number of sorties by decreasing the number of thru-flight inspections required each time the engines shut down. (U.S. Air Force photo by Airman 1st Class Hannah Landeros/188th Fighter Wing Public Affairs)

Flying Razorbacks fuel Warthogs as engines run

'Hot-pit' refuels save time, lives on ground

By Airman 1st Class John Hillier
188th Fighter Wing Public Affairs

FORT SMITH, Ark. — Gassing up one's car or truck is a short, simple process that thousands of people do each day. When "hot-pit" refueling an A-10C Thunderbolt II

"Warthog," however, putting fuel in the tanks becomes a much more complex exercise.

Hot-pit refueling is the process in which an aircraft's engines are not shut down during refueling. This is done so that aircraft are able to generate additional sorties without having to be taken out of service for the inspections and maintenance

required upon engine shut-down, which saves valuable time, especially in a wartime scenario.

For Airmen in the 188th, the four to five minutes they spend fueling each jet requires hours of careful preparation and training, said Staff Sgt. Brian Phillips, a fuels

SEE HOT-PIT REFUEL PAGE 7



The Flying Razorback

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188th Fighter Wing commander

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188th Fighter Wing vice commander

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The Flying Razorback

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The Flying Razorback news articles and information are welcomed. Articles for publication should be submitted via e-mail to heath.allen@ang.af.mil and heathallen188@gmail.com.

188th Fighter Wing vacancy announcement: Logistics Readiness Squadron first sergeant

The 188th Logistics Readiness Squadron is projecting a vacancy for the position of first sergeant. This is a master sergeant's position that could be filled by any technical sergeant that can be promoted to master sergeant, or any current master sergeant, who possesses the qualifications listed below.

The qualifying requirements for this position are that technical sergeants have two years time in grade, have completed the Noncommissioned Officers Academy course, are promoted to E-7 prior to attending the First Sergeants Academy (FSA), have a minimum ASVAB score of 41 administrative or 62 general, have a minimum of three years retainability upon completion of the FSA, and must complete the Senior Noncommissioned Officers Academy by in-residence or Career Development Course within the first three years as a first sergeant.

Also, the selected individual must complete his/her physical fitness test with a score of 75 or higher within 60 days of the class start date at the FSA. Be prepared to run; there will be no step tests administered.

This position is open to any AFSC. Upon completion of the FSA, the candidate will be placed in the 8F000 SDI, and will be paid an additional \$150 per month when in active duty status.

There will be a 30-day window of opportunity to apply that will include a unit training assembly weekend. Qualified candidates will then meet a first sergeant selection board once the application process concludes. For further information on the first sergeant's career field, research AFI 36-2113 or contact 188th Command Chief Master Sgt. Asa Carter at 1-800-446-8373, ext. 5570, or by cell phone at 479-651-8967, or contact Master Sgt. Greg Qualls.

188th Fighter Wing vacancy announcement: Maintenance Group officer

The 188th Maintenance Group will be conducting interviews for a traditional maintenance officer position.

Applicants will need to have a current passing score on Air Force Physical Training Test, passing scores on the Air Force Officer Quali-

fication Test and complete the AF Form 24. These items need to be turned in no later than Dec. 20, 2011.

Interested individuals should contact Master Sgt. Craig Gardner at the 188th Fighter Wing Recruiting Office at 479-573-5147.

Undergrad Pilot Training board slated for February

The 188th Fighter Wing will conduct an Undergraduate Pilot Training board in February 2012. The deadline to submit packages is Monday, Jan. 9, 2012. For more information, including package requirements, con-

tact Tech Sgt. Jeff Mathews at 479-251-1571 or at William.Mathews@ang.af.mil. Interested applicants can also contact Master Sgt. Craig Gardner at 479-573-5147 or at Terry. Gardner@ang.af.mil.

December Citizen Airman Dining Hall menu

Saturday, Dec. 3

Holiday meal: Turkey and dressing, ham, mashed potatoes, yams, corn on the cob, green beans, assorted pies, ice cream (chocolate and vanilla), coffee, tea and milk.

Sunday, Dec. 4

Hamburgers, cheeseburgers, hot dogs, chili dogs, chips, baked beans, ice cream (chocolate and vanilla), coffee, tea and milk. Note: Short-order line available Sunday only.

188th Unit Training Assembly news

Upcoming drills

Dec. 3-4

Jan. 7-8

UTA pay dates

Dec. 13

Jan. 18



188th families invited to special events during December UTA

188th Operations Group

FORT SMITH, Ark. — The 188th Fighter Wing will be hosting multiple events for family members during the wing’s Unit Training Assembly Dec. 3-4. Family members will be afforded the opportunity to observe the Flying Razorbacks’ A-10C Thunderbolt II “Warthogs” training at the 188th’s Detachment 1 Razorback Range, located at Fort Chaffee Maneuver Training Center.

There will be four opportunities Dec. 3-4 for family members wishing to attend the Razorback Range event. Those families interested in this event should meet in the Home Depot parking lot across the street from the 188th. Busses will transport family members to and from the range. Meeting times are at 8 a.m. and 12:30 p.m. each day of the UTA. The range event will span approximately 3.5 hours.

Another opportunity available to 188th family members during the December UTA is the chance to operate an A-10 flight simulator on base. These slots are limited and are likely to fill up quickly. To make a reservation, please call 479-573-5502. Family members will meet at the 188th Operations Group building for this event.

The 188th will also be conducting four “Spouse Lift” flights for the spouses of unit members. The deadline was originally Nov. 18 but at press time, officials were exploring the possibility of extending this deadline to accommodate more spouses.

The “Spouse Lift” flight allows spouses to fly in a KC-135 Stratotanker, where they will watch from the aircraft’s fuel boom as 188th A-10s conduct air-to-air refueling. Spouses will meet at the 188th Operations Group building. Times will be announced at a later date. Please e-mail Joshua.Parnell@ang.af.mil for additional information about this opportunity.

All three events allow family members a



An A-10C Thunderbolt II “Warthog” with the 188th Fighter Wing prepares to refuel with a KC-135 Stratotanker from the 185th Air Refueling Wing of the Iowa Air National Guard over the Mojave Desert near Nellis Air Force Base, Nev., Oct. 14, 2009. (U.S. Air Force photo by Capt. Heath Allen/188th Fighter Wing Public Affairs.)

Flying Razorback family matters

Event	Location	Date/Time
Flight training	Meet: Home Depot parking lot Event location: Razorback Range	Dec. 3-4/8 a.m. and 12:30 p.m.
A-10 flight simulator	188th Operations Group building	Dec. 3-4/TBA
“Spouse Lift”	188th Operations Group building	Dec. 3-4/TBA

Flight simulator reservations: Call 479-573-5502 (limited slots available)

Spouse Lift info: E-mail Joshua.Parnell@ang.af.mil

chance to see what it is their loved ones do and why it’s important to the mission.

It is very important that family members

bring their military ID cards for all events.

The one exception is those dependents not old enough to possess a military dependent ID card.

Spring 2012 Guard Tuition Incentive Program enrollment deadline approaching

The Guard Tuition Incentive Program (GTIP) enrollment deadline for the spring 2012 semester is Dec. 15, 2011. Anyone wishing to enroll needs to meet the following criteria: AFQT of 50 or higher and less than 10 years in the Arkansas National Guard.

The enrollment forms are located in the 188th Fighter Wing Base Education and Training Office in the Hugh B. Correll Headquarters Building. Individuals with questions can call Senior Master Sgt Bryan Peters at 479-573-5330; Master Sgt. Shawn Shaffer at 479-573-

5205; or Tech Sgt. Keith Freeman at 479-573-5360.

CLEP no longer available
Effective Dec. 31, 2011, CLEP tests will no longer be available at the 188th Fighter Wing. All members wishing to take a CLEP test will need to take the tests at a National Testing Center. The

following local colleges are National Testing Centers: Northwest Arkansas Community College; University of Arkansas-Fort Smith; Arkansas Tech University; and the University of Arkansas in Fayetteville. Any questions can be directed to Sergeant Peters at 479-573-5330.



New research on post-deployment substance abuse could help Arkansas National Guardsmen

By Geoff Gibson

Wing director of psychological health

Participants for a research project are needed, and you may be able to help! The research project, "An Ethnographic Study of Post-deployment Substance Abuse and Treatment-seeking," is being conducted by University of Arkansas researchers. Your participation may benefit you, but also helps the National Guard by identifying and overcoming barriers to seeking help for members' problems with alcohol or drugs.

If you have deployed and have experienced any issues with alcohol or drugs, you can volunteer for a confidential interview with a University of Arkansas researcher, and you will receive \$50 for your participation. This interview can be held at any reasonable and convenient location you desire (including your home or nearby coffee shop, etc.), so travel need not be a burden for you.

Additionally, other benefits for participation include \$10

-\$30 for any follow-up interviews you complete, \$10 for referring additional members for participation, free screening and referral for further services if desired, and vouchers for free treatment if needed.

You will receive cash for your participation and the information you provide may help us build a stronger Air National Guard! Call the study coordinator at 501-257-1250 to confidentially volunteer for this study.

For further information, you may also contact the Department of Veterans Affairs Institutional Review Board (IRB) office at 501-257-6521 (the IRB is responsible for overseeing the confidentiality and ethics of this study).

You may also contact the 188th Fighter Wing director of psychological health, Mr. Geoff Gibson at 479-573-5742, for questions about this study or for any other questions or concerns you may have.

All secure



Airmen with the 188th Security Forces Squadron conduct a room-clearing exercise during a Unit Training Assembly Nov. 6 at the 188th Fighter Wing. (U.S. Air Force photo by Airman 1st Class Hannah Landeros/188th Fighter Wing Public Affairs)

188th Fighter Wing Airman and Family Readiness news

Compiled by Eva Patton

188th Airman and Family Readiness

U.S. Senate Youth Program

The United States Senate Youth Program is a unique educational experience for outstanding high school students interested in pursuing careers in public service. The 50th anniversary program will be held in Washington, D.C., March 3-10, 2012.

Two student leaders from each state will spend a week in Washington experiencing their national government in action. Student delegates will hear major policy addresses by Senators, cabinet members, officials from the Departments of State and Defense and directors of other federal agencies, as well as participate in a meeting with a Justice of the U.S. Supreme Court.

All transportation, hotel and meal expenses will be provided by The Hearst Foundations. In addition, each delegate will also be awarded a \$5,000 College Schol-

arship for undergraduate studies, with encouragement to pursue coursework in history and political science. For more information, visit www.usenateyouth.org/.

PSA contest

The 2012 Youth Advocate of the Year Awards nominations and the 2012 Public Service Announcement (PSA) Contest are now open. Do you show leadership? How are your speaking abilities? Do you have creative skills and are interested in developing a video for advertisement. Do I have your attention? Then go to the following website to learn more: www.kickbuttsday.org. Entries are due by Jan. 27, 2012. You just might be the winner of a grant and/or scholarship. What are you waiting for?

Boys & Girls Club scholarship

Boys and Girls Club of America/Marquette University Youth of the Year Scholarship is now SEE **FAMILY READINESS PAGE 6**





The Flying Razorback member spotlight

Hometown: Springdale, Ark.
Job title: Radiology technologist (civilian); knowledge operations management (military).
In the 188th: I joined in 2009.
Education: Northwest Arkansas Community College; Springdale High School.
Goals: To save up for my kid's tuition and watch them grow up.
Favorite TV show: "Scrubs".
Favorite actor: Clint Eastwood.
Favorite color: Green.
Favorite animal: Honey badger.
Favorite comedian: Richard Pryor.
Favorite movie: Anything from the 1980s.
Favorite restaurant: Twin Kitchens Thai Restaurant.
Favorite soft drink: Root beer.
Favorite foods: Anything with spice.
Favorite book: Bible.
Favorite author: God.
Favorite song: "Sara Smile" by Hall & Oates.
Favorite musician: Deitrick Haddon.
Favorite word or phrase: "Do what".
Favorite super hero: The Incredible Hulk.
Favorite U.S. President: William Jefferson Clinton.
Favorite historical figure: Mother Theresa.
Favorite sport: National Football League.
Favorite pro sports team: San Francisco 49ers.
Favorite sports individual: Barry Sanders or Jerry Rice.
Favorite football team: Arkansas Razorbacks.
My worst job ever: Hanging chickens.
Hobbies: Flag football, kickball.
My dream shopping spree: Lego Land.
Place I'd most like to visit: Japan.
Favorite cartoon character: Snake Eyes.
Favorite automobile: 1949 Mercury Coupe.
My first car was: A pair of Nikes.



(U.S. Air Force photo by Airman 1st Class Hannah Landeros/188th Fighter Wing Public Affairs)



Staff Sgt. Richard Danford

My worst habit: Surfing YouTube too much.
My pet peeves: People not doing their share of the work.
I am proudest of: My family for helping me through life.

What scares me the most: Getting attacked by squirrels.
The person I admire most: Jesus.
The best day of my life: Birth of my two daughters.

Air Force launches cutting-edge culture and language Website

MAXWELL AIR FORCE BASE, Ala. — The Air Force Culture and Language Center, part of Air University's Spaatz Center here, recently launched a new public website to provide information on the Air Force's efforts to increase cross-cultural competence — a critical warfighting skill cited by Secretary of Defense Leon Panetta in an August memorandum to all

Defense Department personnel. The site, www.culture.af.mil, highlights all AFCLC departments and programs, including free courses that provide Community College of the Air Force credit for Airmen and other cross-cultural competence media resources. Additional training and educational resources are offered to DOD members through the AFCLC's private site,

at wwwmil.maxwell.af.mil/afclc/, which requires users to have a Common Access Card and be on a .mil or .gov server. AFCLC's public site is a one-stop shop, which also provides links to external culture, language and negotiation learning sites. Some examples include the Defense Language Institute Foreign Language Center, the Marine Corps' Center

for Advanced Operational Culture Learning, the Army's Training and Doctrine Command Culture Center, and the Defense Equal Opportunity Management Institute. For more information, contact the AFCLC at 334-653-7729 or via email to afclc.pa@maxwell.af.mil. (Article courtesy of the Air Force Language, Region and Culture Program Office.)



Remember sacrifice as the true reason for the season

Commentary by Maj. Robert Hodde
188th Fighter Wing chaplain

“Merry Christmas you old Savings and Loan!” exclaimed an overjoyed George Bailey as he ran through the streets of Bedford Falls. George was afforded an opportunity few, if any, of us have been given: The occasion to view the world as if we have never existed.

The concept of “what if” fails to intrigue me. I concur with the words of Robert Kennedy and ask, “why not?”

Reflecting on the role of George Bailey, played by Jimmy Stewart, brings back wonderful memories of Christmas. My brother-in-law Alan not only claimed this cinematic tribute as his favorite, but the greatest move

ever made. The mere thought of a steaming cup of hot cocoa, chestnuts roasting on an open fire, and watching Cap-pa’s “It’s a Wonderful Life” almost entices me to begin my Christmas shopping.

Of the many characters played by Jimmy Stewart, perhaps none had greater impact than his role as a bomber pilot during World War II. Unlike some Hollywood celebrities during the war, Stewart was not content with entertaining. He was determined to see real combat.

The future star would command the 703rd Squadron at Tibenham and Old Buc. Along with his fellow officers from the 2nd Air Division, Stewart flew nu-

merous sorties. His dedication to service would earn him the Distinguished Flying Cross by order of Gen. Jimmy Doolittle, commander of the Eighth Air Force.

The holidays have a way of invoking memories for all of us. Some we cherish, some we would just as soon forget. When I pontificate about the reason for the season, a word that adequately summarizes the event is sacrifice. The mere thought of God leaving the portals of Heaven to walk among the lowly — the creator mingling with the creation and the divine with the common. All of this required a tremendous sacrifice.

At this special time of the year I think of my fellow, and

female, Airmen, Sailors, Soldiers and Marines, many of whom are in harm’s way even as we speak.

Last night I slept in a comfortable bed because they were willing to sleep in their boots. My children live in a world of freedom because of the ultimate sacrifice made by another’s child.

As we pause and reflect upon the holidays it matters not if one proclaims, “Merry Christmas”, “Happy Hanukkah”, or “Kwanza”. The fact remains many have sacrificed for us to enjoy this season.

During the hustle and bustle, the tinsel and holly and the grandeur and glitz, may we pause and give thanks to those who when asked to answer the call said, “why not?”.

188th Fighter Wing promotions

To Master Sergeant
Steven Eubanks



To Technical Sergeant
Troy L. Cooper
Aaron P. Weisenfels



To Senior Airman
Joshua T. Cooper



Board

Continued from page 1

about, but no apparent action is taken to resolve.

You may have raised concerns in the past, only to have received no response or apparent resolution. Or, you may have learned that it is easier just to “keep my mouth shut” rather than to raise your concern. In both cases, inaction harms morale and teamwork in your shop. I invite you now to take your concern to the Community Action Information Board (CAIB) so that we can work together to resolve your concern.

The CAIB is a commander-led community forum for members to get resolution for any issue that affects quality of life, community, or readiness of the 188th. Col. Tom Anderson, 188th Fighter Wing commander, supports this forum as a way for members to have their concerns resolved, and as a way to build trust and unity within our wing.

The CAIB, which meets quarterly, is led by Col. Anderson and is comprised of wing leadership and others in the wing. Members and their families are encouraged to attend so that their issues can be raised and their concerns met with answers and action. The CAIB is your opportunity to have your concern heard and addressed, and to watch as wing leadership listens and

takes members' concerns seriously.

At the CAIB quarterly meeting, the Integrated Delivery System (IDS) committee reports on concerns and recommendations for the wing. Also, unit members and their family members share any concerns they have. Then Col. Anderson can immediately address these issues with wing leadership.

Once an issue is raised, one of these three outcomes will occur: Immediate resolution of the issue by leadership; immediate explanation by leadership regarding the status of the problem and solution; and referral to the IDS for review, analysis and further recommendation.

If no resolution can be reached at the wing level, the concern may be escalated to the MAJCOM CAIB or to the Air Force CAIB for resolution (refer to AFI 90-501 for further details).

Please send your concerns to Mr. Geoff Gibson, wing director of psychological health/CAIB executive director, at 479-573-5742 or contact Mrs. Eva Patton, Airman and Family Readiness Office/IDS chair, at 479-573-5167 so that we can begin working on solutions for your issues.

If you wish, you may confidentially share your concerns with me so that your identity is not disclosed; we want to help you get your issue solved. Addressing issues through the CAIB and IDS can solve problems that impact readiness and quality of life, so please speak up, and let your voice be heard.

Family Readiness

Continued from page 4

available. Three youth will be winners of a full scholarship valued at more than \$31,000 per year and is renewable for up to four years provided the accepted student remains in good academic and disciplinary standing. Visit www.marquette.edu to see if you are eligible.

Hot-pit refuel

Continued from page 1

specialist with the 188th Logistics Readiness Squadron. In addition to the laboratory testing and storage maintenance required for a typical refuel, Airmen must inspect their fuel trucks from top to bottom for any malfunctioning component, Phillips said.

There are more than 100 items on their inspection checklists, each of which must be in working order before that truck can be used for a hot-pit refuel, he said. Even something as small as a turn signal can cause a fuel truck to fail the inspection, Phillips said.

The most important item on the inspection list is to pressurize the fuel hoses and check them for leaks, Phillips said. There is hot exhaust coming from both the truck and the aircraft, and either one could ignite fuel vapors from a leaking hose, he said.

Phillips said that at the refueling pit, everything is organized to minimize safety hazards, especially that of fire. Crew chiefs and ordinance specialists go over the aircraft in a staging area, before they are allowed to enter the refueling pit, said Tech Sgt. Tony Crockett, a crew chief with the 188th Aircraft Maintenance Squadron. They ensure that the aircraft's weapons are disarmed, and communicate with the pilot about any issues that may have occurred in flight, Crockett said.

While hot-pit refueling is commonly accomplished to generate additional sorties in the United States Central Command Area of Responsibility, it also allows the 188th's Airmen opportunities to keep current on their required training here at home station, Crockett said.

Guardsmen must meet the same training requirements as active-duty Airmen, which can



Airmen with the 188th Fighter Wing conduct “hot-pit” refueling during a Unit Training Assembly at the 188th Nov. 6. The process is required training for Airmen and is a common practice in the United States Central Command Area of Responsibility. The objective of the process is to increase the number of sorties by decreasing the number of thru-flight inspections required each time the engines shut down. (U.S. Air Force photo by Airman 1st Class Hannah Landeros/188th Fighter Wing Public Affairs)

be an arduous challenge for traditional Guardsmen who only have two days per month to train, Crockett said.

In order to maintain current certifications to accomplish hot-pit refuels, crew chiefs must perform the procedure at least once every 180 days, Crockett said. If they allow the training certification to expire they must complete the entire certification process from the beginning.

Master Sgt. Haden Key said ensuring that training is up-to-date with Air Force standards is paramount as the 188th prepares for another deployment in 2012. Key is a crew chief with the 188th and is responsible for training Airmen on hot-pit refueling procedures.

Key said the quickest possible turnaround on an A-10 after the engines shut down is approximately an hour and a half. Once the engines shut down, a thru-flight inspection must be accomplished and often maintainers must wait on fuel trucks to arrive.



A crew chief with the 188th Aircraft Maintenance Squadron marshals an A-10C Thunderbolt II “Warthog” in preparation for a “hot-pit” refuel at the 188th Fighter Wing during a Unit Training Assembly Nov. 6. (U.S. Air Force photo by Airman 1st Class Hannah Landeros/188th Fighter Wing Public Affairs)

In a hot-pit refuel, fuel trucks are staged and awaiting the aircraft arrival. Key estimates the hot-pit refuel saves more than an hour of downtime per aircraft.

“In a combat situation we need to be able to turn these aircraft and get them back in the air as soon as possible,” Key said. “If there aren’t any tankers available

for our pilots to refuel, this is an important process to get our jets ready to go and back to helping save lives on the ground.”

The 188th completed its first combat deployment in the A-10 when it traveled to Kandahar, Afghanistan in support of Operation Enduring Freedom in 2010.

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To the family of:

Join the 188th Fighter Wing Your hometown Air Force

New recruiting referral program benefits Air Guard members

The new Air National Guard Referral Rewards Program was created for current and retired ANG members who are helping to recruit new Airmen. To get started, log on to www.refer2ang.com to create an account.

Once an account has been created, members will receive a welcome kit in the mail, which contains Referral Rewards Program business cards with your unique four-digit code. This code is the key to claiming your rewards!

When you send a potential Airman to a recruiter, make sure the potential Airman gives your card or code to the recruiter. Once the individual joins, it will be noted on your online

account. Then you can choose your reward. It's that easy!

Rewards are redeemed via a tiered system. After your first recruit joins, you can choose a reward from the first tier. When your second recruit joins, you can pick a reward from the second tier, and so on. The more new Airmen you find, the more valuable the reward you are eligible to receive.

The ANG Referral Rewards Program is a voluntary program that is a benefit for current Airmen and retirees of the ANG.

Your story is our number one recruiting tool so let potential Airmen know how you have benefited from being in the Arkansas ANG.

New incentives, bonuses available

The Air Force Specialty Codes (AFSCs) below are eligible for the Air National Guard national and local incentives. These incentives are effective Oct. 1, 2011, until Dec. 31, 2011. The incentive program will be reviewed each quarter by the National Guard Bureau to determine which AFSCs will be authorized a bonus.

The incentives for non-prior service enlistments include \$20,000 cash and the G.I. Bill

Kicker. Current members may receive \$7,500 cash for a three-year reenlistment and \$15,000 cash and the G.I. Bill Kicker for a six-year reenlistment.

Contact Technical Sgt. Keith Freeman in the 188th Retention Office at 479-573-5360 for any questions regarding reenlistments. Contact the 188th Recruiting Office at 479-573-5728 with questions concerning joining the Air National Guard.

2A3X3	TACTICAL AIRCRAFT MAINTENANCE
2W0X1	MUNITIONS SYSTEMS
2W1X1	AIRCRAFT ARMAMENT SYSTEMS
3E7X1	FIRE PROTECTION
3M0X1	SERVICES
3P0X1	SECURITY FORCES