

# Crimson Sky



Staff Sgt. Kevin Watters, 8th Civil Engineering Squadron Liquid Fuels noncommissioned officer in charge, replaces a mechanical joint at Kunsan Air Base, Republic of Korea, Oct. 6, 2016. 8th CES members are responsible for maintaining water treatment facilities throughout the base. These facilities provide airmen with potable water so they are continually able to Defend the Base, Accept Follow-On Forces and Take the Fight North. (U.S. Air Force photo by Senior Airman Michael Hunsaker)

## Kunsan airmen tackle water curtailment during exercise

By Capt. Kaylee Ausbun  
8th Fighter Wing Public Affairs

**KUNSAN AIR BASE, Republic of Korea** -- Members of the 8th Fighter Wing began receding from water curtailment measures Oct. 7, 2016, 37 hours after they were initiated in the middle of exercise Beverly Pack 17-1.

Halfway through the five-day exercise, Kunsan Air Base and surrounding areas encountered increased winds and rain associated with Typhoon Chaba, resulting in increased sediment and debris in one source of water for Kunsan.

Airmen from the 8th Civil Engineer Squadron switched the water flow to another source in order to clean out the clogged filters. Shortly after making the switch, airmen discovered a valve that allows water to flow onto base had become inoperable, leaving Kunsan with one option; initiate water conservation efforts until a steady flow of water was available.

“With the amount of mixed up sediment and debris on our filters, we were replacing them every 30 minutes,” said Senior Master Sgt. James

Onder, 8th CES Infrastructure superintendent. “As soon as we saw that the valve was faulty, we knew we had to act quickly because we were limited to the water we had stored in the towers.”

Around 1 p.m. Oct. 5, 2016, U.S. and Republic of Korea Air Force members were notified of the issue and were asked to follow strict water conservation efforts such as limiting water use for hydration and basic hygiene needs like brushing teeth and shaving. Other routines that expel a lot of water like showering and doing laundry, were put on hold until 8th CES could maintain a steady flow of water to the base.

“Asking our maintainers, defenders and other airmen who just finished a 12-hour shift wearing additional protective equipment to not shower was not an easy decision to make,” said Lt. Col. Patrick Kolesiak, 8th CES commander. “However, it was necessary to conserve the water we had on hand until a permanent fix was in place.”

Multiple units responded with ways airmen could meet their basic needs

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## Crimson Sky

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**7th AF/CCC nominated for PACAF command chief position****By Senior Airman Victor J. Caputo**  
**51st Fighter Wing Public Affairs**

**OSAN AIR BASE, Republic of Korea --** Headquarters Air Force recently announced the nomination of the current 7th Air Force command chief master sergeant as the next Pacific Air Forces command chief.

Chief Master Sgt. Anthony Johnson, who has been the senior enlisted leader for 7th AF here since November 2015, was nominated to replace Chief Master Sgt. Harold "Buddy" Hutchinson, who has served in the Air Force for more than 30 years.

"To be nominated to be the PACAF command chief is an honor," said Johnson. "I was TDY and the first person I called was my wife to give her the news. I was overwhelmed with emotion."

Johnson's position at PACAF will have him advise

the PACAF commander on all matters relating to the 45,000 enlisted personnel throughout the command, while his duties at the 7th AF saw him provide advice about issues pertaining to almost 10,000 Air Force personnel stationed across the Republic of Korea peninsula.

"I have the opportunity to serve and work for the betterment of the Airmen of this command, and in some cases the whole Air Force, and I think that's just outstanding," said Johnson. "It's a blessing to serve and I'm very thankful and blessed to be where I am today. I'm sad to leave, but I look forward to being able to continue serving with 36 different countries, not just Korea. To continue to serve in PACAF will be challenging but rewarding because we have outstanding people that will continue to meet the expectations of the commander."



**Chief Master Sgt. Anthony Johnson, 7th Air Force command chief, poses with a University of Alabama football in his office at Osan Air Base, Republic of Korea, Oct. 13, 2016. Johnson was recently nominated to be the next Pacific Air Forces command chief master sergeant. (U.S. Air Force photo by Senior Airman Victor J. Caputo)**

# Osan's firefighters raise awareness for fire prevention

By Staff Sgt. Jonathan Steffen  
51st Fighter Wing Public Affairs

sprays a fire hose during Fire Muster 2016 on Osan Air Base, Republic of Korea, Oct. 13, 2016. Osan's firefighters organized the fire muster to bring awareness to Osan for Fire Prevention Week Oct. 9-15. Fire Prevention Week theme this year is "Don't wait, check the date" reminding everyone to replace smoke alarms every 10 years.

OSAN AIR BASE, Republic of Korea -- U.S. Air Force Staff Sgt. Justin Jordan, 51st Security Forces Squadron military working dog trainer,



Team Osan 36th Aircraft Maintenance Unit weapons load team members load an AGM-88 HARM onto an F-16 Fighting Falcon during the 51st Maintenance Group's Weapons Load Crew of the Quarter competition at Osan Air Base, Republic of Korea, Oct. 14, 2016. The AGM-88 Harm is an air-to-surface tactical missile designed to seek and destroy enemy radar-equipped air defense systems.



(Left)U.S. Air Force Staff Sgt. Mathew Berry, 51st Aerospace Medicine Squadron flight and operation medical technician, carries a dummy during Fire Muster 2016 on Osan Air Base, Republic of Korea, Oct. 13, 2016. Osan's firefighters organized the fire muster to bring awareness to Osan for Fire Prevention Week Oct. 9-15. The fire muster put together teams of four in a relay race with teams competing in a variety of firefighting skills.

(Right)U.S. Air Force Staff Sgt. Justin Jordan, 51st Security Forces Squadron military working dog trainer, sprays a fire hose during Fire Muster 2016 on Osan Air Base, Republic of Korea, Oct. 13, 2016. Osan's firefighters organized the fire muster to bring awareness to Osan for Fire Prevention Week Oct. 9-15. Fire Prevention Week theme this year is "Don't wait, check the date" reminding everyone to replace smoke alarms every 10 years. (U.S. Air Force photo by Staff Sgt. Jonathan Steffen)

# U.S. and ROKAF airmen faceoff in loadcrew competition

By Senior Airman Michael Hunsaker  
8th Fighter Wing Public Affairs

**KUNSAN AIR BASE, Republic of Korea --** Airmen from the 38th Logistics Squadron, 80th Aircraft Munitions Squadron and 35th AMU participated in a Weapons Load Crew of the Quarter competition at Kunsan Air Base, Republic of Korea, Oct. 14, 2016. The event had several teams who squared off in a timed munitions load. This was the first year the ROK Air Force and U.S. Air Force competed in the event together.



**Staff Sgt. Dwight Hunter, 80th Aircraft Maintenance Unit load crew member, secures an inert munition during the Weapons Load Crew of the Quarter competition at Kunsan Air Base, Republic of Korea, Oct. 14, 2016. The event consisted of members from the 38th Logistics Squadron, 80th AMU and 35th AMU competing in a timed munitions load. This was the first year the ROK Air Force and U.S. Air Force participated in the event together.**



**Senior Airman Isamar Perez, 80th Aircraft Maintenance Unit load crew member, moves an inert munition during the Weapons Load Crew of the Quarter competition at Kunsan Air Base, Republic of Korea, Oct. 14, 2016. The event consisted of members from the 38th Logistics Squadron, 80th AMU and 35th AMU competing in a timed munitions load. This was the first year the ROK Air Force and U.S. Air Force participated in the event together.**



**Load crew members from the 38th Logistics Squadron accept a trophy during the Weapons Load Crew of the Quarter competition at Kunsan Air Base, Republic of Korea, Oct. 14, 2016. The event consisted of members from the 38th Logistics Squadron, 80th AMU and 35th AMU competing in a timed munitions load. This was the first year the ROK Air Force and U.S. Air Force participated in the event together.**



**Members of 38th Logistics Squadron, 80th Aircraft Munitions Squadron and 35th AMU conclude the Weapons Load Crew of the Quarter competition at Kunsan Air Base, Republic of Korea, Oct. 14, 2016. The event consisted of members from the 38th Logistics Squadron, 80th AMU and 35th AMU competing in a timed munitions load. This was the first year the ROK Air Force and U.S. Air Force participated in the event together. (U.S. Air Force photo by Senior Airman Michael Hunsaker)**

## Women can prolong their lives by taking these steps



Womens Health Oct 2016

By J.D. Levite

*Air Force Surgeon General Public Affairs*

**FALLS CHURCH, Va.** -- Everyone - children and adults and men and women - should take charge of their own health to ensure they're able to live a long and healthy life. One of the most important things women can do to maintain good health is schedule an annual Well Woman visit with their healthcare provider.

Well Woman exams help assess individual risks for women and can provide services for immunizations, contraceptives, screening for disease and counselling for sexually transmitted infections.

"This is probably the most important thing women can do for their health," said Maj. Joshua Duncan, the chief resident for General Preventive Medicine Residency with the Uniformed Services University of Health Sciences. "An annual Well Woman visit is an opportunity to detect and prevent disease."

He said it's also used as one of the ways to screen for domestic violence. "Unfortunately, abusive relationships often go unrecognized. This is also an opportunity for us to help people who may be in domestically violent relationships."

When it comes to immunizations, Duncan said the vaccine for the Human Papillomavirus is a huge success for women. It's a form of primary prevention, which means the vaccine prevents the disease from ever happening in the first place.

HPV is "the virus that causes genital warts and cervical cancer," Duncan said. "We don't get many cures for cancer, and this is a way to prevent one type of cancer, which I think is pretty awesome."

To achieve the best results, the vaccine usually starts at a young age, and women entering their child-bearing years should start getting Papanicolaou tests, or Pap smears. This test checks for changes caused by HPV, and it's something women in their 20s should get every three years.

"A lot of women are reluctant to come in because of Pap smears. It's probably not the most comfortable experience for many patients" Duncan said, "but for women age 30 and over we're now spacing it to every five years as long as they're getting the blood test (that looks for HPV), too."

Another thing women in this age group should consider is folic acid supplementation. Folic acid can help prevent birth defects in case of pregnancy, and Duncan said most women's multivitamins include it.

Women going into their 50s or older should expect to start getting mammography, which is a screening tool that checks for breast cancer, and should be aware of their bone health.

"Women over 65 are at an increased risk for osteoporosis," Duncan said. Osteoporosis is a disease where bones lose the strength they once had and can result in broken bones and increased injury after falls, but there are medications women can take to help strengthen their bones. He also said women younger than 65 may be at increased risk for osteoporosis, and their risk factors will be reviewed during an annual Well Woman visit.

The three most important things women can do to stay healthy is commit to an annual Well Woman checkup every year, take charge of their own healthcare, and speak up.

"What patients do at home is far more important than anything we can do in an office visit," Duncan said. "We are there to provide education and provide some services, but healthcare is a partnership and our patients are the ones responsible for doing all the heavy lifting."

He added some of the things women can do on their own is maintain a healthy diet and constant exercise, practice safe sex, and even learn more about themselves through their family's history.

"Women who have a family history of cervical cancer or ovarian cancer may be at increased risk for developing breast cancer. There's a genetic mutation that puts them at increased risk. So if this is something that runs in your family, it's important to let your provider know during your annual visit."

Duncan said women who are more prepared for their healthcare visits will see positive impacts in their health.

"By staying on top of these preventive services, you can prevent diseases," he said. "You can catch them early enough that we can intervene and provide treatments that prolong your quality of life and let you do the things you want to do for a longer period of time."

Two resources Duncan recommended include WomensHealth.gov and AHRQ.gov, which has a section to help patients come up with questions they should be asking with every visit to the doctor.

**Continue from page 1**

including water buffalos and portable toilets placed in various locations on base, and plans for dissemination of bottled water and hand sanitizer if a steady flow of water continued to be unavailable.

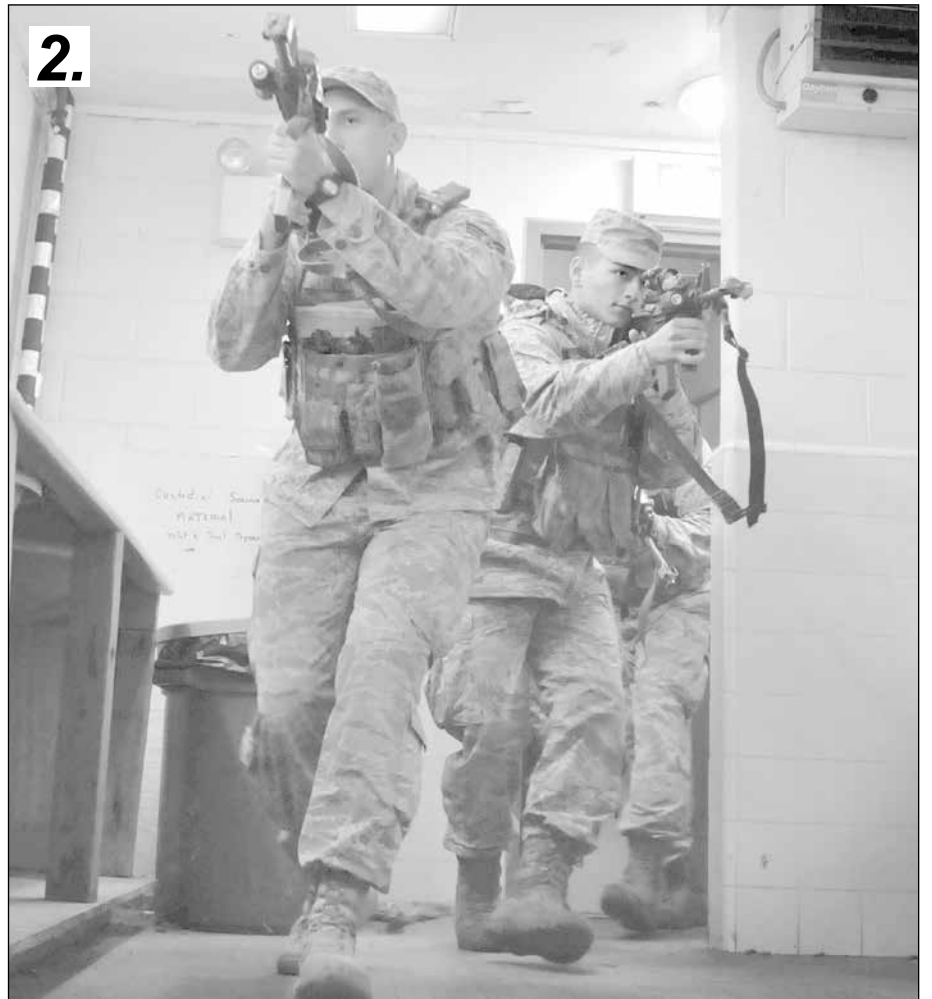
By working around the clock, 8th CES, the Red Devils, were able to clean out the clog from the original water source, sending water to begin processing through the water treatment plant and ultimately fill back up water towers on base. In the meantime, 8th CES airmen continued to repair the faulty valve connecting water to the base.

While repairs were being made to the water line, engineers fully utilized a number of contingency assets kept on base for water production. One team produced thousands of gallons of water with a Reverse Osmosis Water Purification Unit. A second team of 8th CES airmen distributed the water around base in water buffalos.

“Our engineers could not have done this without coordinating across the base,” said Kolesiak. “Defenders from the 8th Security Forces Squadron used their vehicles to move water buffalos. Logistics readiness professionals provided the equipment and supplies needed to purify and transport the water. 8th Force Support Squadron airmen stood ready to provide additional potable water had it been required. Bioenvironmental engineers ensured that the water produced is safe to drink. This was truly an installation-wide response.”

Beginning at 2 a.m. Oct. 7, 2016, 8th CES airmen began restoring water to buildings in staggered, formulated process to fix any leaks, clogs or other issues as soon as they were identified. Kunsan has lifted all curtailment measures at this time, however airmen are reminded to continue using water conservation efforts per normal operations.

“I could not be more proud of this Wolf Pack team,” said Col. Todd Dozier, 8th FW commander. “In the face of real world and exercise challenges, the professionalism displayed by these airmen is second to none.”



(1) Staff Sgt. Kevin Waters, 8th Civil Engineering Squadron Liquid Fuels noncommissioned officer in charge, uses a reciprocating saw to remove bolts on an old elbow support stand at Kunsan Air Base, Republic of Korea, Oct. 6, 2016. 8th CES members are responsible for maintaining water treatment facilities throughout the base. These facilities provide airmen with potable water so they are continually able to Defend the Base, Accept Follow-On Forces and Take the Fight North. (U.S. Air Force photo by Senior Airman Michael Hunsaker)

(2) U.S. Air Force 8th Security Forces Squadron, Alpha Sector mid-shift members, perform room-clearing procedures during exercise Beverly Pack 17-1 at Kunsan Air Base, Republic of Korea, Oct. 6, 2016. The U.S. Air Force and Republic of Korea Air Force provide combat capabilities and training by performing exercises throughout the year to enhance communication and interoperability between military forces so they are prepared to fight as a combined force.

(3) Staff Sgt. Jeffery Grasso, 8th Civil Engineering Squadron Structures craftsman, cuts an elbow support stand to size at Kunsan Air Base, Republic of Korea, Oct. 6, 2016. 8th CES members are responsible for maintaining water treatment facilities throughout the base. These facilities provide airmen with potable water so they are continually able to Defend the Base, Accept Follow-On Forces and Take the Fight North.

(4) U.S. Air Force Capt. Jacob Houder, 162nd Wing National Guard pilot, parks an F-16 Fighting Falcon from the 8th Fighter Wing outside of its hanger bay during Beverly Pack 17-1 at Kunsan Air Base, Republic of Korea, Oct. 4, 2016. The U.S. Air Force and Republic of Korea Air Force provide combat capabilities and training by performing exercises throughout the year to enhance communication and interoperability between military forces so they are prepared to fight as a combined force. (U.S. Air Force photo by Senior Airman Colville McFee)

## DoD Civilians, Service Members Must Remain Non-Partisan, Apolitical



Federal employees need to be aware of legal restrictions on their political activity.

By Jim Garamone

WASHINGTON -- Surveys show Americans respect the U.S. military more than most institutions in the country, in part, because it is viewed as non-partisan.

Service members and DoD personnel need to keep it that way.

Service members and DoD civilians swear an oath to protect and defend the Constitution of the United States. It doesn't matter who is elected or what party that person represents. DoD personnel will follow the lawful orders of the commander in chief.

### Tradition

There is a long tradition of being apolitical in the American military. No one knew what party General of the Army Dwight D. Eisenhower belonged to while he served in the military. In 1948, President Harry S Truman told Eisenhower he would step down if Ike decided to run as a Democrat. The general waved that offer off, and in 1952, ran and won as a Republican.

In a more recent example, Army Gen. Colin L. Powell waited until he was retired to declare himself a Republican and serve as the secretary of state.

According to DoD Directive 1344.10 and service regulations, active-duty personnel may not engage in partisan political activities, and all military personnel should avoid the inference that their political activities imply or appear to imply DoD sponsorship, approval or endorsement of a political candidate, campaign or cause.

Service members on active duty may not campaign for a partisan candidate, engage in partisan fundraising activities, serve as an officer of a partisan club or speak before a partisan gathering. Active-duty service members may, however, express their personal opinions on political candidates and issues, make monetary contributions to a political campaign or organization, and attend political events as a spectator when not in uniform.

### Hatch Act

DoD civilians are restricted by law in the types of partisan activities they can engage in. It varies by grade, position and agency.

The governing law is the Hatch Act of 1939. The purpose of the Hatch Act is to ensure that federal programs are administered in a nonpartisan fashion, to protect federal employees from political coercion in the workplace, and to ensure that federal employees are advanced based on merit and not based on political affiliation, according to information on the U.S. Office of Special Counsel's website. The Hatch Act has been amended several times since first passed in the Roosevelt Administration to cover changing circumstances -- the rise of the Internet, for example.

The act defines political activity as "an activity directed toward the success or failure of a political party, candidate for partisan political office or partisan political group."

For civilians, there are two distinct groups. The more restrictive group includes those appointed by the president and confirmed by the Senate and individuals serving in non-career senior executive service positions; and career SES members, contract appeals board members, and all employees of the National Security Agency, the Defense Intelligence Agency and the

National Geospatial-Intelligence Agency.

The more lenient group applies to all other employees, including Schedule C political appointees.

Those in the first group are expressly prohibited from participating in political activity. They cannot engage in any political activity in concert with a political party, partisan political group or for a candidate for partisan political party. Prohibited activities include soliciting or receiving political contributions.

### Personal Opinions

However, these employees can express their personal opinions, make monetary contributions to a campaign, and attend -- but not participate in -- campaign events or fundraising functions sponsored by candidates for partisan political office or political parties.

Employees in the second group have a bit more leeway. On their own time, they may volunteer with a political campaign or political organization. Permitted volunteer activities include: organizing political rallies and meetings, making phone calls on behalf of a candidate, serving as a delegate to a party convention, and working for a political party to get out the vote on Election Day.

Federal employees cannot solicit or receive political contributions.

No one can participate in any political activities on government time or by using government equipment.

Specifically, an employee may not send or forward political emails, post political messages to a Facebook account or engage in political tweeting on government time or government equipment, or while in a federal building [including when off duty], even if the employee is using a personal smartphone, tablet or computer. Employees should never use government equipment when engaging in political activities.

### Social Media

Social media is ubiquitous these days and the preferred method of communications for many Americans. Personnel may generally express their personal views on public issues or political candidates on social media just as they would be permitted to write a letter to the editor of a newspaper.

But just like a letter, employees and service members must clearly indicate they are not speaking in an official capacity. Any posting must clearly and prominently state that the views expressed are those of the individual only, and not of the Defense Department.

Active-duty military members and civilian employees in the more restricted group are prohibited from participating in partisan political activity. They can "follow" "friend" or "like" a political party or a candidate running for partisan office; they may not "share" or "re-tweet" comments or tweets from the Facebook page or twitter account of a political party or candidate running for partisan office.

Political Activities and Members of the Armed Forces provides social media guidance for military members and Social Media and the Hatch Act offers advice to civilian employees on how to avoid violating the rules.

General guidance on the Hatch Act may be found at the U.S. Office of Special Counsel's website.

## Osan Team displays resiliency in annual Osan Cup

By Tech. Sgt. Rasheen Douglas  
51st Fighter Wing Public Affairs

**OSAN AIR BASE, Republic of Korea** -- Team Osan had the chance to take a small break from its fast operations tempo, to engage in competitions between units Sept 30, at Osan Air Base, Republic of Korea.

Osan Air Base was flooded with Airmen in the physical training uniform that day, the air filled with excitement. All uniformed military personnel on base had the chance to participate in the annual Osan Cup sports tournament, featuring a variety of events ranging from softball and CrossFit to poker.

"The last Osan Cup was the largest, most effective resiliency event that I've ever seen, and I'm very happy to have it available again this year," said Col. Andrew Hansen, 51st Fighter Wing commander.

The tournament kicked off the evening of Sept. 29 with a Chiefs vs. Eagles softball game featuring chief master sergeants playing against colonels

from different units across the base. The next 24 hours saw Airmen and Soldiers competing in a range of individual and group competitions.

Everybody was going out and getting active, quite literally strengthening their physical resiliency, said Hansen.

Each event was worth a certain amount of points, and a tally was kept of each unit's combined score. A first place award for large, medium and small unit was offered at the end of the tournament.

The 35th Air Defense Artillery Brigade took home this year's annual Osan Cup trophy after winning the large team category with 16,885 points. The top medium team was the 51st Force Support Squadron with 11,115 points, while the top small team was the 51st Fighter Wing Staff Agencies with 10,020 points.

"The number one goal for the Osan Cup was to reinforce Team Osan's cohesiveness while participating in resiliency events, and the great success of the 2016 Cup is a glaring testament to the Osan team's mentality and strength," said Capt. Joseph Correia, Osan Cup project officer.



A member from 51st Civil Engineer Squadron goes for a spike while playing against the 51st Security Force Squadron in a volleyball game during Osan Cup 2016 at Osan Air Base, Republic of Korea, Sept. 29, 2016. Osan Cup allowed units to work and compete together in a variety of sporting events.

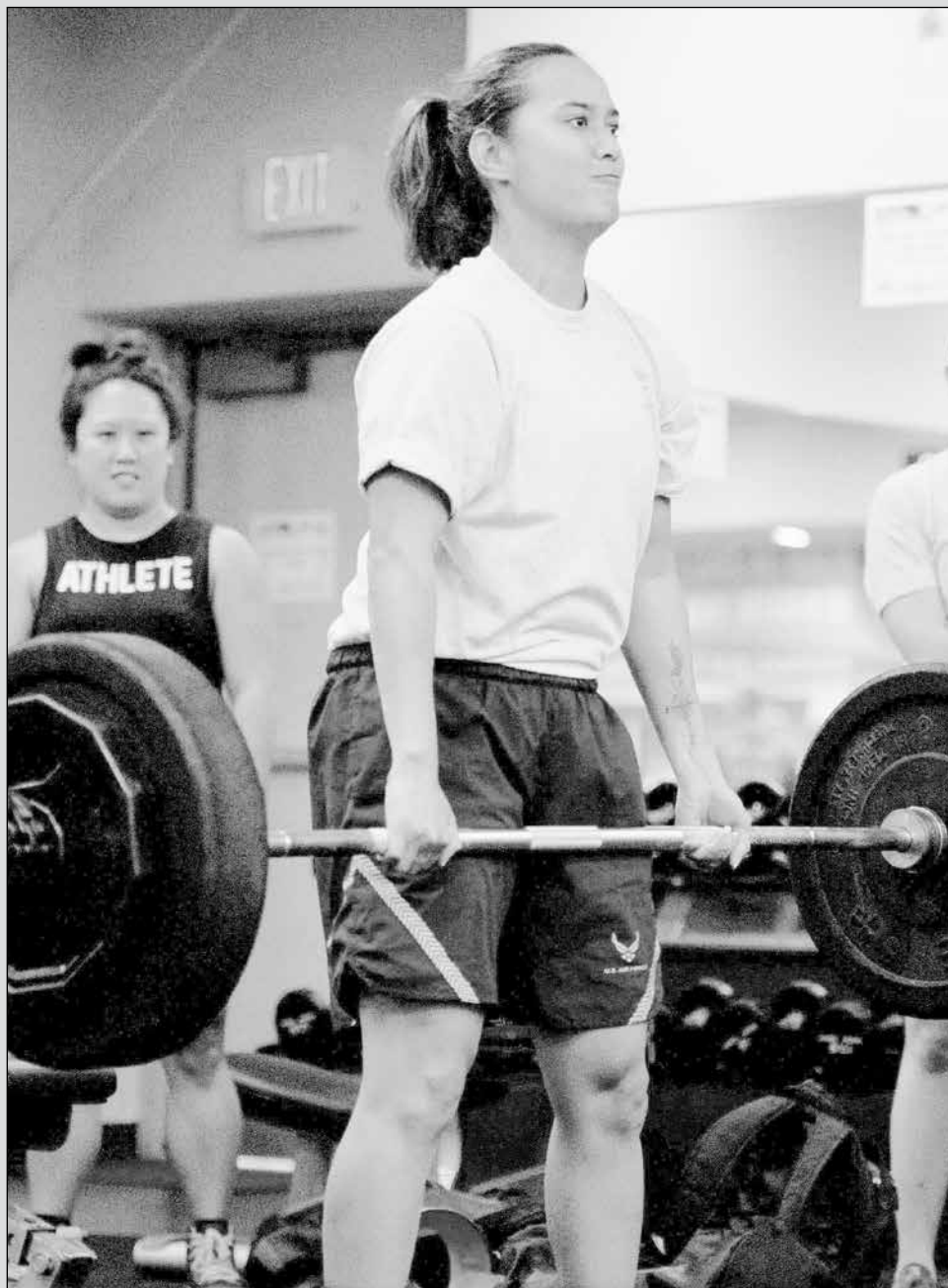


U.S. Air Force Col. Andrew Hansen, 51st Fighter Wing commander, swings for a hit during the Eagles vs. Chiefs softball game at Osan Air Base, Republic of Korea, Sept. 29, 2016. The Eagles vs. Chiefs game was one of many events during Osan Cup 2016, including basketball, volleyball and bowling. (U.S. Air Force photo by Staff Sgt. Jonathan Steffen)





U.S. Air Force Chief Master Sgt. Alexander Del Valle, 51st Fighter Wing command chief, throws a pitch during the Eagles vs. Chiefs softball game at Osan Air Base, Republic of Korea, Sept. 29, 2016. The Eagles vs. Chiefs softball game was the first event of Osan Cup 2016, a two-day sporting event to build teamwork, resiliency, camaraderie and family.



(Left) U.S. Air Force Airman 1st Class Gary Washington, 51st Munitions Squadron, pushes past a defender from the 51st Security Forces Squadron during a 3 vs. 3 basketball game at Osan Air Base, Republic of Korea, Sept. 29, 2016. The 3 vs. 3 basketball game was part of Osan Cup 2016, which also included events like darts, pool and paintball.



(Right) U.S. Air Force Col. Andrew Hansen, 51st Fighter Wing commander, throws the opening pitch to kick off Osan Cup 2016 at Osan Air Base, Republic of Korea, Sept. 29, 2016. Osan Cup is a two-day sporting event to build teamwork, resiliency, camaraderie and family. (U.S. Air Force photo by Staff Sgt. Jonathan Steffen)

# Fire Prevention Week



Firefighters from the 8th Civil Engineer Squadron, teach a group of children how to perform cardiopulmonary resuscitation while visiting Okbong Elementary School, Gunsan, Republic of Korea, Oct. 13, 2016. The visit was part of the 2016 Fire Prevention Week campaign, which will run from Oct. 9-15. This year's theme is "Don't Wait - Check the Date! Replace Smoke Alarms Every 10 Years."



(Left) Firefighters from the 8th Civil Engineer Squadron, teach a student how to extinguish a fire while visiting Okbong Elementary School, Gunsan, Republic of Korea, Oct. 13, 2016. The visit was part of the 2016 Fire Prevention Week campaign, which will run from Oct. 9-15. This year's theme is "Don't Wait - Check the Date! Replace Smoke Alarms Every 10 Years."



(Right) Firefighters from the 8th Civil Engineer Squadron, talk with a group of children about how to extinguish a fire while visiting Okbong Elementary School, Gunsan, Republic of Korea, Oct. 13, 2016. The visit was part of the 2016 Fire Prevention Week campaign, which will run from Oct. 9-15. This year's theme is "Don't Wait - Check the Date! Replace Smoke Alarms Every 10 Years." (U.S. Air Force photo by Staff Sgt. Chelsea Browning)

# RED FLAG-Alaska 17-1 lifts off at JBER

By Tech. Sgt. Robert Barnett  
 Secretary of the Air Force Public Affairs Command Information

WASHINGTON (AFNS) -- The Air Force deputy chief of staff for manpower, personnel and services spoke on recruiting and retaining the best and brightest and keeping military families together during an Air Force Association breakfast Oct. 12 in Arlington, Virginia.

Lt. Gen. Gina Grosso is responsible for strength management, education and training, compensation, resource allocation, and the worldwide Air Force services program.

Grosso sees her responsibilities as encompassing a “cradle to grave” approach to human resources, from recruitment and development to assignments and retention, she said. This also includes sustaining and regenerating Airmen and family programs to ensure their care and wellness.

“Our personnel system is really rounded and all encompassing, (so we) have to really think – how do we tap into the talent that we have all across the Air Force,” Grosso said.

The Defense Department is leading the way with transformational efforts that will greatly modernize Air Force policies, with the ultimate goal of optimizing recruitment, retention, and overall productivity. The Air Force has cross-functional working groups aiming to accomplish those objectives and the initiatives of the Human Capital Annex to the Air Force Strategic Master Plan, the Air Force’s core strategic document.

Following the annex, the service will modernize its approaches to attracting and recruiting, development, talent management, resiliency, retention, diversity and inclusion, and optimize its approach as a total force of active-duty Air Force, Air National Guard and Air Force Reserve.

“How do we think differently about matching people’s desires with the big requirements of the Air Force?” Grosso asked. “We’re going to let individuals define themselves – these are qualitative characteristics. Then our (recruiters) will be able to define what they are looking for, and then we’re going to do a match. We’ll compare that with traditional processes and see if we’re doing better.”

Grosso also noted more joint spouses are being assigned together.

“There is a very high success rate,” she said. “We match 95 percent, so it’s higher than people think ... I think we can get to 100 percent, but it requires us to think differently.”

Career progression is another area Grosso wants to improve on.

According to Grosso, many people are happy where they are but have to move when they get promoted. In the future, Grosso hopes that system can be improved upon as well.

The all-volunteer Air Force competes with some of the best companies for human resources, and these companies are becoming smarter at attracting and retaining the country’s top talent by understanding the demands of millennials, she said.

The Air Force must increase attraction and retain talent in order to meet the challenges of the future, Grosso added. Talent management is about more than numbers; it’s about what is gained as an organization with diversity of thought and experience. Leadership will continue to think of ways to increase diversity and inclusion, not just for today’s Airmen, but to ensure tomorrow’s Airmen are part of the team to bring Air Force capabilities to the joint fight.

“It’ll be interesting to see how all those come together,” she said. “I think we’ll see a very different assignment process in the end, and hopefully satisfaction will go up.”



(Above) Paratroopers with the 4th Infantry Brigade Combat Team (Airborne), 25th Infantry Division, U.S. Army Alaska, gather at Hangar 1 before a jump at Joint Base Elmendorf-Richardson, Alaska, Oct. 12, 2016. The jump was part of Red Flag-Alaska 17-1, a training exercise for U.S. and international forces flown under simulated air combat conditions.

(Right Above) A C-130 Hercules from Joint Base Elmendorf-Richardson performs a touch-and-go landing during Red Flag - Alaska 17-1 Oct. 12, 2016. RF-A is a joint exercise focused on improving combat readiness of the U.S. military and international forces, which included the Republic of Korea Air Force and Royal New Zealand Air Force this iteration.

(Right Below) Paratroopers with the 4th Infantry Brigade Combat Team (Airborne), 25th Infantry Division, U.S. Army Alaska, prepare to board a Royal New Zealand Air Force C-130 Hercules during Red Flag Alaska 17-1 at Joint Base Elmendorf-Richardson, Alaska, Oct. 12, 2016. Red Flag-Alaska exercises are focused on improving the combat readiness of U.S. and international forces and providing training for units preparing for Air Expeditionary Force taskings.



## AF manpower, personnel, services leaders talks recruiting, retention

By Tech. Sgt. Robert Barnett

Secretary of the Air Force Public Affairs Command Information

WASHINGTON (AFNS) -- The Air Force deputy chief of staff for manpower, personnel and services spoke on recruiting and retaining the best and brightest and keeping military families together during an Air Force Association breakfast Oct. 12 in Arlington, Virginia.

Lt. Gen. Gina Grosso is responsible for strength management, education and training, compensation, resource allocation, and the worldwide Air Force services program.

Grosso sees her responsibilities as encompassing a “cradle to grave” approach to human resources, from recruitment and development to assignments and retention, she said. This also includes sustaining and regenerating Airmen and family programs to ensure their care and wellness.

“Our personnel system is really rounded and all encompassing, (so we) have to really think – how do we tap into the talent that we have all across the Air Force,” Grosso said.

The Defense Department is leading the way with transformational efforts that will greatly modernize Air Force policies, with the ultimate goal of optimizing recruitment, retention, and overall productivity. The Air Force has cross-functional working groups aiming to accomplish those objectives and the initiatives of the Human Capital Annex to the Air Force Strategic Master Plan, the Air Force’s core strategic document.

Following the annex, the service will modernize its approaches to attracting and recruiting, development, talent management, resiliency, retention, diversity and inclusion, and optimize its approach as a total force of active-duty Air Force, Air National Guard and Air Force Reserve.

“How do we think differently about matching people’s desires with the big requirements of the Air Force?” Grosso asked. “We’re going to let individuals define themselves – these are qualitative characteristics. Then our (recruiters) will be able to define what they are looking for, and then we’re going to do a match. We’ll compare that with traditional processes and see if we’re doing better.”

Grosso also noted more joint spouses are being assigned together.

“There is a very high success rate,” she said. “We match 95 percent, so it’s higher than people think ... I think we can get to 100 percent, but it requires us to think differently.”

Career progression is another area Grosso wants to improve on.

According to Grosso, many people are happy where they are but have to move when they get promoted. In the future, Grosso hopes that system can be improved upon as well.

The all-volunteer Air Force competes with some of the best companies for human resources, and these companies are becoming smarter at attracting and retaining the country’s top talent by understanding the demands of millennials, she said.

The Air Force must increase attraction and retain talent in order to meet the challenges of the future, Grosso added. Talent management is about more than numbers; it’s about what is gained as an organization with diversity of thought and experience. Leadership will continue to think of ways to increase diversity and inclusion, not just for today’s Airmen, but to ensure tomorrow’s Airmen are part of the team to bring Air Force capabilities to the joint fight.

“It’ll be interesting to see how all those come together,” she said. “I think we’ll see a very different assignment process in the end, and hopefully satisfaction will go up.”

## Indo-Asia-Pacific Air Chiefs meet, discuss strengthening regional security through partnership

By Staff Sgt. Michael Smith

Headquarters Pacific Air Forces Public Affairs

TOKYO, Japan -- Air force leadership from nations throughout the Indo-Asia-Pacific region gathered here Oct. 12 through 14 to discuss how their militaries can partner together and leverage airpower to confront regional challenges.

The symposium, hosted by the Japan Air Self-Defense Force, invited Gen. Terrence J. O’Shaughnessy, Pacific Air Force commander, as a guest speaker for the forum and he started off by commending the U.S. and Japan relationship.

“This indeed is a momentous year for our two nations as it marks the 65th anniversary of our strong alliance and allowing us the opportunity to share our thoughts in a gathering of such distinguished fellow airmen from so many partner nations,” O’Shaughnessy said. “2030 is only 14 years away and while we can’t predict with great detail what the future will look like, we all certainly are shaping that future as leaders in our air forces. The decisions we make today will have lasting impacts on our air and overall military capabilities well into the future.”

“Our partnership and collaboration are fundamental to the future of air power and its contribution to regional security. Our gathering here today is a great testament to the fact that, despite the diversity and vastness of our Indo-Asia-Pacific region, as airmen, we have much in common.”

While in Tokyo, the air chiefs also attended the Japan International Aerospace Exhibition. With 792 Japanese and international companies, the event displayed commercial and military technology, from new air turbine components to a life-sized display of the first F-35A that JASDF recently received.

“A couple weeks ago, I was privileged to be with General Sugiyama in Fort Worth, Texas, where he accepted Japan’s first F-35,” O’Shaughnessy said. “The rollout ceremony in Fort Worth was a symbolic start to our collaboration in a new dimension, the 5th generation arena. Together with other F-35 coalition nations, this is the beginning of a new era in air power.”

According to O’Shaughnessy, regional security and prosperity are all goals that the nation’s share together; that the nations should work together to deepen interoperability.

“From working level airman to larger multilateral exercises like Red Flag-Alaska or Cope North and everything in-between, our air forces learn valuable lessons from each other,” O’Shaughnessy said. “Exercises and engagements like these not only build capability and understanding among us. It also sends a strong message to our adversaries and potential adversaries.”

“The Indo-Asia-Pacific is our home. Its success will ultimately come from how we work together, how we leverage our individual strengths to achieve our common aspirations. Just like sports, everyone on the team brings a unique capability or talent.”



Participants of the Air Force Forum Japan pose for a photo in front of a Japan Air Self-Defense Force XC-2 cargo plane at Iruma Air Base, Japan, Oct. 13, 2016. The event, hosted by JASDF, allowed Air Chiefs from nations throughout the Indo-Asia-Pacific region to discuss training standardization, improve interoperability and discusses their capabilities with one another. (U.S. Air Force photo by Staff Sgt. Michael Smith)