

Combat Airlifter

440th Airlift Wing, Pope AFB, N.C.

"Vincit qui primum gerit"

January 2008 Volume 2, No. 1



Leading the way
in logistics

Exciting new year before us, be part of the 440th's success story

Wing Commander
Col. Merle D. Hart

Director, Public Affairs
Dennis J. Mehring

Wing Chief, Public Affairs
Lt. Col. Ann Peru Knabe

Public Affairs Staff
Capt. Jim Ivie
1st Lt. Jeff Schoen
Master Sgt. Kevin Brody
Tech. Sgt. Steve Staedler
Staff Sgt. Erica Neubauer
Liz A. Stoeckmann

MultiMedia Staff
Tech. Sgt. Cynthia Aidoo
Senior Airman Susan Parent
Senior Airman Jacqueline Pender

Office of Public Affairs
440th Airlift Wing
374 Maynard St. Suite 301
Pope AFB, NC 28308-2409
Phone: 910.394.5455
FAX: 910.394.5459

<http://www.440aw.afrc.af.mil>

This funded Air Force newspaper is an authorized publication for members of the U.S. military and their families. Contents of the **Combat Airlifter** are not necessarily the official view of, or endorsed by, the U.S. government, Department of Defense or Department of the Air Force. Content is compiled, originated and developed by the Public Affairs staff of the 440th Airlift Wing, Air Force Reserve Command.

All photos are Air Force photos unless otherwise indicated in the photo byline.

On the cover:
Master Jennifer Drewitz, 440th Airlift Wing logistics manager, is considered a hybrid. Hybrids are a group of Airmen who moved to Pope Air Force Base, N.C., in 2006 to set up the wing's new location.

photo by Master Sgt. Kevin Brody

by **Col. Merle D. Hart**
Commander, 440th Airlift Wing

I thank each of you who made 2007 an exceptional year for our wing. Extraordinary efforts were necessary to move our wing into its next grand chapter, and so many of you rose to this tall task. Those who contributed will always remember the overall success of what occurred along with their contribution that aided it.

There is no better time to be assigned to the 440th than now! Our wing is undergoing rapid growth with the influx of many great folks who will learn about our unit history, attach themselves to our legacy of excellence and dedicate their individual talents to ensure we are vibrant, relevant and ready for the future.

This year will be an exciting and action packed year as we establish the Reserve Command's first active association. Our focus is on creating clear direction with definable milestones and achieving clear success. Creating future success requires positive thought, planning and plenty of action. Leadership, like success, requires positive action at all levels.

The hard work by many of you made the movement of our wing to Pope Air Force Base, N.C., an overwhelming success. I cannot fully express the ap-

preciation and pride I have for the innovation, motivation and efforts of all who took an active part. The legacy of success continues to shine and remains bright. The focus of a dedicated stable of fine work horses can clear many acres of ground, then plow, prepare and plant for the future. Many acres are already planted and more are being cleared and prepared today. The work is not over. Many of you who just came on board are needed to keep clearing ground and pressing the unit forward.

Safety is vital to our overall success. While establishing ourselves in our new roles, responsibilities and environment, we need to take the necessary precautions and practice proper procedures to ensure the safety of personnel and equipment. This next year's actions will require the same level of dedicated work as our last. Let us continue the legacy of safety with a goal of no injuries or loss.

Again I give my sincere gratitude to those who made 2007 a successful year for the 440th. While we can reflect upon and recognize the success of the past, we should be extremely excited about the adventure that lies ahead in our future. Your continued efforts will create new legacies as we venture into our new chapter. Let us work hard, safe and smart. What a great time it is to be a member of the 440th Airlift Wing. Together we will make 2008 a remarkable and memorable year.



photo by Joe Oliva



photo by Lt. Col. Ann Peru Knabe

Active duty and Reserve Army Paratroopers from Fort Bragg, N.C., prepare to jump out of a 440th C-130 during a recent Joint Airborne/Air Transportability Training exercise at the Sicily Drop Zone in December. The 440th's 95th Airlift Squadron C-130 provided airlift for the JAATT exercise.

440th recruiters ranked third in nation

by Dennis Mehring

The Air Force Reserve Command moved the 440th Airlift Wing to Pope Air Force Base, N.C., in June, but the unit was having an impact on North Carolina long before then.

Reserve units primarily recruit their members from the people who live and work in the communities where they are located. A Reserve recruiting flight was put together that began working in December 2006. Nine men and women, all Air Force NCOs, opened offices in North Carolina on Pope AFB, in Fayetteville, Greensboro and Charlotte and also in Greenville, S.C.

Recruiters start tracking their job performance on Oct. 1, the first day

on the federal government's fiscal year calendar; so the 440th's recruiters started work three months after everyone else did.

The performance of military recruiters is closely tracked, so being rated 45th out of 45 Reserve Recruiting Operating Locations did not make anyone smile. They have reason to smile now.

When the recruiting numbers were added up in June, the North Carolina recruiters had gone from 45th (dead last) in the nation to 5th.

When the numbers were added up in October, the 440th's recruiting staff was No. 3 in the nation.

Senior Master Sgt. Lonnie Taylor, the 440th Recruiting flight chief, said the numbers were "a testament

that we are the absolute best at what we do. Pope AFB is on the map and we conducted nearly a clean sweep of the recruiting awards" for the last fiscal year.

The 440th's recruiters finished 3rd of 45 operating locations by recruiting 161.72 percent of their goal by bringing in 198 recruits even though they started three months late and could only recruit non-prior service members. The 440th Carolina Flight's dramatic performance earned the staff the Commander's Emphasis Gold Award.

Master Sgt. Jo Ann Shaw, who has an office in Greensboro and was recognized as the top recruiter, was named a member of the Century Club, an award given to recruiters

who bring in more than 150 percent of their assigned goal.

Senior Master Sgt. Lonnie Taylor was awarded the Gold and Silver Medals as the Top Senior Recruiter and Sergeant Shaw earned the Top Line Recruiter award and was also honored for Outstanding Achievement.

The Carolina Flight also earned the Gold level Recruit the Recruiter Award.

A "Superior Achievement Award - Top 50" went to Tech. Sgt. Charles Anderson, a Greenville, S.C., based recruiter.

The Pope AFB Operating Location was also named the top OL in the Carolina Flight and was also honored for recruiting excellence.

440th Partners with Reserve, Active Duty Airmen and Soldiers in Operation Toy Drop

By Lt. Col. Ann Peru Knabe

It was a return to the past for Maj. Glenn Collins, a C-130 pilot assigned to the 440th Airlift Wing at Pope Air Force Base, N.C.

The Reservist who used to belong to the Army spent his fair share of time jumping out of aircraft before becoming a pilot with the Air Force. Last month he flew five missions in support of Operation Toy Drop; 223 paratroopers jumped out while Major Collins flew over the Sicily Drop Zone on Fort Bragg, N.C.

But for Major Collins, Operation Toy Drop meant more than joint Air Force – Army training.

“This mission was particularly rewarding because it provided valuable training while serving

the greater military community during the holidays,” he said, explaining the charitable emphasis on the collection of gifts in Operation Toy Drop. “We also performed international training with the Irish Army jumpmasters, which helped our U.S. troops earn their foreign jump wings.”

Celebrating its 10th year, Operation Toy Drop is an international exercise that trains allied jumpmasters to work with U.S. active duty and Reserve paratroopers. The soldiers’ airlift is provided by active duty and Reserve

C-130 aircrews.

Named after Sgt. 1st Class Randy Oler, the founder of the original toy drop, the mission attracts international jumpmasters and U.S. soldiers eager to earn international jump wings. The majority of the event is run by Fort Bragg’s Civil Affairs and Psychological Operations unit. The airlift was provided by the 2nd Airlift Squadron and 95th Airlift Squadron – Air Force Reserve.

This year’s participants included jumpmasters from Canada, Chile, Germany and Ireland.

“It’s a meaningful exercise,” said Sgt. Kai Becker, a German airborne soldier participating in Operation Toy Drop. “As a jumpmaster I get to give American soldiers wings after they jump, and it’s a wonderful way to meet other airborne soldiers



from around the world.”

Sergeant Becker said the toy drop made the event extra special. “I donated a car for a young boy,” he said. “Maybe it will be the son of a deployed soldier who receives it.” The German jumpmaster described the weekend as an exciting buildup to the jump.

“First we (U.S. and international soldiers) donate a toy or two,” he explained. “Then the soldiers

get a lottery number. The random number determines what chalk they will fly on the next day, and what international jumpmaster they will work with. The event is very festive.”

By Saturday morning, hundreds of paratroopers lined up at the Sicily Drop Zone. At timed intervals, the C-130s landed and the soldiers marched onto the aircraft with the engines still running. Within five minutes, the C-130s took off in the dust, and a short time later the soldiers jumped from the C-130s as hundreds of families and friends watched from the ground.

Mission Commander Capt. Adam Shockley, a navigator with the 43rd Airlift Wing, monitored the C-130s from the Sicily Drop Zone.

“Everyone wins in Operation Toy Drop,” he said, holding a radio to his ear as he watched soldiers jump from a C-130.

“This is the first year the 440th is a player, and we’re seeing integration between the active duty and Reserve, and learning from each other in the process. We’re also seeing the Army and Air Force work together, and including the foreign jumpmasters. It’s really an amazing operation.”

Operation Toy Drop veteran 18th Airborne Corps Army Sgt. Major Kevin Quinn agreed.

“By bringing all these people together, we are exchanging a lot of knowledge,” said the soldier. “We share practices, procedures and techniques for a good cause, and will be better prepared for NATO missions and combined joint operations.”

More than 1050 soldiers jumped this year, averaging about 50 per plane.

Sergeants Tom Fahrenholz and Christian Rhode, both German jumpmasters, pause for a moment as U.S. paratroopers board an Air Force Reserve C-130 during Operation Toy Drop. The exercise included jumpmasters from Canada, Chile and Ireland, and active duty and Reserve paratroopers and Airmen from the U.S. The 440th Airlift Wing, Air Force Reserve, supported the combined joint exercise with C-130 airlift. More than 1,050 paratroopers jumped during the exercise.

photo by Senior Airman Susan Parent



Santa's elves: Reserve and Guard fly children to the 'North Pole' on Santaliner

by Lt. Col. Ann Knabe

After participating in "Operation Santaliner," Staff Sgt. Robert Landeck told his wife he didn't need anything else for Christmas.

"The joy of seeing the excitement and happiness on these children's faces was more than I've

ever wished for," said the 440th Airlift Wing flight engineer, referring to a special community relations program for children with life-threatening illnesses. "They were thrilled to be heading to the 'North Pole' to see Santa. You could just feel it and see it when you talked with them. It brings a

whole new meaning to the holidays through the eyes of a child."

Lt. Col. Andrew Krafft and Senior Master Sgt. Daniel Hirn joined Sergeant Landeck on the Santaliner, a KC-135 Stratotanker assigned to the 128th Air Refueling Wing in Milwaukee. Guardsmen taxied around the runway as excited children waited in the back of the aircraft to "land at the North Pole."

The children visited the flight deck, ate lunch and even "talked to Santa" on the radio. "Santa," of course, was really Airmen working the command post radio less than a mile away.

Once the children landed at the "North Pole," they were greeted by Santa himself in a festive winter wonderland.

The "flight" to the North Pole has been taking place for more than two decades. The national program includes 20 cities. Prior to moving to Pope Air Force Base, N.C., the 440th offered its own C-130 Hercules and Airmen to support the program. Wanting to keep the tradition alive, the three 95th Airlift Squadron aircrew members offered to help the 128th.

"Because of the severity of their illnesses, every child has an escort," said Colonel Krafft. "This way each of them gets special attention throughout the event."

Colonel Krafft said the experience was priceless. "I stayed with a young cancer patient who wanted to climb back in the boom area," he explained. "He was amazed at the experience, and his feelings of excitement and awe were contagious."

Sergeant Landeck said he talked with all the children and their families, but was most struck by a 6-year-old boy.

"He wasn't sure if he should believe in Santa Claus. But after our trip to the 'North Pole,' there was no doubt in his mind Santa existed. He smiled the whole flight; it was absolutely incredible."

All three Reservists agreed the experience is one of their best memories of 2007.

"It's a wonderful way to partner with the Guard to have an impact on our local community," said Colonel Krafft. "None of us will ever forget the magic of Santaliner."



photo by Staff Sgt. Jeremy Wilson

Lt. Col. Andrew Krafft, 95th Airlift Squadron, helps a young Santa fan feel the magic of the season.

2nd Airlift Squadron brings proud history to 440th Airlift Wing

by Capt. Jim Ivie

The 440th Airlift Wing will soon add another squadron with a proud history when the 2nd Airlift Squadron joins the wing in 2008. Currently an active duty C-130 flying squadron under the 43rd Airlift Wing, the 2nd AS history goes all the way back to 1935.

The 2nd AS began as the 2nd Transport Squadron at Olmstead Field, Penn., on July 2, 1935. At that time, its primary duty was transporting supplies and personnel to all parts of North and South America using the Bellanca C-27 "Aircruiser".

Soon after the start of World War II, the unit was transferred to Stout Field, Ind., where it provided transition training for new pilots in multi-engine cargo aircraft. In July 1942, the squadron moved again, this time to Kellogg Field, Mich., and was designated the 2nd Troop Carrier Squadron.

In October 1942, the 2nd AS was transferred to Pope Field, N.C., where it began flying the Douglas C-47 to provide air and ground training of airborne infantry and parachute troops.

On Feb. 17, 1943, the 2nd entered the fight overseas for the first time when it transferred to the China-Burma-India theater to serve under the 10th Air Force. Here, the unit supported the famed "Merrill's Marauders" and the Mars Task Force

in the battle for Burma. It also supported British forces in their battle for Mandalay Island.

After liberating Burma, the squadron returned to India to fly supplies to southern China over the Himalayas, a mission that became known as "Flying the Hump."

This proved to be one of the most dangerous flying missions of World War II due to poor weather, monsoon seasons and the high altitude of the flights over the mountains.

After the end of World War II, the 2nd AS was moved to China on Aug. 24, 1945, where it provided transportation support to the Chinese Army. The squadron finally returned to the U.S. on Dec. 4, 1945, and was deactivated on Dec. 24, 1945.

For its heroic efforts in World War II, the 2nd AS received two Presidential Unit Citations and three Campaign Stars for Battle Participation while its personnel earned numerous Distinguished Flying Crosses, Air Medals, Bronze Star Medals, and Soldier's Medals.

Forty-seven years later, on June 2, 1992, the unit was reactivated as the 2nd Airlift Squadron under the 23rd Fighter Wing. Under the new Air Combat Command, the squadron took possession of 16 C-130E Hercules transports at Pope Air Force Base, N.C. In the spring of 1997, the squadron joined the 43rd Airlift



photo by Lt. Col. Ann Peru Knabe

Capt. Adam Shockley, a navigator with the 2nd Airlift Squadron, calls from the ground during a recent exercise involving the 440th and 43rd Airlift Wings. Captain Shockley's flying squadron will become part of the 440th Airlift Wing in 2008.

Wing under reorganization to Air Mobility Command.

The 2nd AS has distinguished itself in numerous multinational cooperative efforts, humanitarian relief, combat, and combat support operations such as Provide Promise, Provide Hope, Desert Calm, Vigilant Warrior, Joint Guardian, Joint Forge, Cooperative Key, Southern Watch, Noble Eagle, Enduring Freedom and Iraqi Freedom.

In addition, the squadron has provided airlift support to the President and Vice President of the United States.

The squadron was recognized as the "Best Overall Squadron" at the Airlift Rodeo '94 competition and

earned the "Best Aircrew" award at Rodeo '96.

The 2nd AS also earned the Air Force Outstanding Unit Award for the periods July 6, 1992, to July 5, 1994; May 31, 1995, to Mar. 31, 1997; July 1, 1998, to June 30, 2000; Jun 1, 2002 to May 31, 2004; and June 1, 2004 to May 31, 2006.

"The 2nd Airlift Squadron is going to be a vital part of our wing operations," said Col. Merle Hart, 440 AW commander. "The Reserve and active duty synergy will help maximize our effectiveness in today's Total Force environment. It's (the association) really a win-win situation, and a first of its kind in the Air Force."

440th aircraft from World War II survives six decades, links 95th AS to its rich past

by Lt. Col. Ann Peru Knabe

After more than 60 years, a sturdy member of the 440th Troop Carrier Group was finally recognized for its service — literally.

A French soldier on duty on a Bosnian air base recognized an old C-47 aircraft – the exact airframe flown during World War II by the 440th TCG. Further inspection of the plane’s original data plate showed its roots belonged to the U.S. military. That set off a chain of events that led the

telephone ringing in Col. Merle D. Hart’s office.

“This may seem like an extremely strange phone call,” said the voice on the other line to Colonel Hart, commander of the 440th Airlift Wing. “But I have some information you will probably be very interested in.”

Chris Buckner certainly did have some exciting news to share with Colonel Hart. Mr. Buckner called to say a C-47 once belonging to the 440th TCG had been located in Bosnia. Turns

out the aircraft, named “SNAFU Special” had been flown by Mr. Buckner’s father, Staff Sgt. Joseph Buckner, a radio operator, during World War II.

Originally assigned to the 95th Squadron, the C-47 had been shot up during supply drops in Bastogne during the Battle of the Bulge. It was also flown during Operation Market Garden.

The aircraft also dropped paratroopers around St. Mare-Eglise on D-Day. After the war it flew with the French Air Force, and was later sold to a



Air Force file photo

The SNAFU Special, a C-47 used by the 95th Airlift Squadron in World War II, was recently discovered in Bosnia. The aircraft’s World War II crew was comprised of Pilot 1st Lt. James P. Harper, Copilot 2nd Lt. Donald M. Smaltz, Radio Operator Staff Sgt. Joseph Buckner and Crew Chief Tech. Sgt. Lafayette Nerren. The surviving son of Sergeant Buckner, Mr. Chris Buckner, was contacted by a museum curator from Merville, France, when the aircraft was “rediscovered” in Bosnia Herzegovina. The aircraft is being restored in France, and will be rededicated on June 7, 2008.

Czechoslovakian airline. The C-47 was finally retired in 1994 and ended up on the base in Bosnia. Mr. Buckner told Colonel Hart the aircraft was recently discovered at a European Forces base outside of Sarajevo. The aircraft was still intact, but far from pristine.

But the C-47 wasn't out of danger. During the Bosnian War, the aircraft was hit by machine guns to keep from being used. By happenstance, a French soldier saw the SNAFU Special and called a cease-fire so he could look at the aircraft. He found the original data plate that identified the C-47 by Army contract. Like its four crew members, the aircraft had "survived" more than 60 years. Mr. Buckner told Colonel Hart he had found out about the "SNAFU Special" in August when he was contacted by a museum in Merville, France.

"A woman with very thick French accent introduced herself to me on the phone," said the younger Buckner. "At first I thought it was a scam. But then she asked me if I was the son of Staff Sgt. Joseph R. Buckner of the 95th Squadron, 440th Troop Carrier. At that point I knew she wasn't a fraud."

The woman then asked him if he ever heard of the SNAFU Special. It was the same aircraft his father flew in World War II, and from that point on he became personally involved in the aircraft's move across Europe. Once museum curators identified the C-47's tail number, 43-15073, as belonging to the 95th Squadron, 440th TCG, they were eager to bring the aging aircraft to France.

By coincidence, the site of the museum was a German shore battery during World War II that British paratroopers landed at to take out the guns prior to the Normandy invasion. On Veterans Day this year, the presidents of Bosnia and Herzegovina released the aircraft to France, contingent upon them picking it up. By the end of November, a team of French engineers had taken the plane apart and shipped it to the museum.

Colonel Hart said the aircraft's movement involved diplomatic efforts and a group of committed historians. Mr. Buckner wrote letters to ev-



Staff Sgt. Joseph Buckner was the radio operator on the SNAFU Special during World War II. His son was called when the aircraft was found in Bosnia Herzegovina earlier this year.

everyone he knew trying to move the plane, including representatives, senators and a former ambassador.

"The French's interest in today's 440th is extremely high," Colonel Hart said. "They were ecstatic to find out the 440th is still in existence, and plan to rededicate the plane on June 7, 2008."

The emotions tied to the SNAFU Special affect more than today's Airmen.

"It's been a tremendous emotional rollercoaster," Mr. Buckner said. "Everyone took their first deep breath in several months when we found out the C-47 had crossed into France."

Although his father passed away several years ago, Mr. Buckner said he would have been "totally amazed and incredulous" to find out the SNAFU Special was still around.

"According to flight logs, my father spent more time on this plane than anyone," Mr. Buckner said. "Like today's patriots, my father had perseverance, dedication to duty and dedication to his country. He was a manager from a hardware store who wound up crossing the ocean, getting shot at and almost not making it back. That's a lot like our Airmen of today, hometown heroes doing the unthinkable when the unthinkable is needed."

Want to be part of the living history of the 440th? Join HRDC!

The 440th Airlift Wing is undergoing an exciting time of transformation. During the last year, we moved several hundred miles across the nation to a new home at Pope Air Force Base, N.C. Along with the physical move of equipment and aircraft came the move of our greatest asset -- our people.

Recruiting and retention continue to be critical keys to the wing's success in the next few years. We have a record number of new Reservists, many who have never worn the uniform before. The senior leadership is placing great effort in reaching out to our new Airmen, while retaining the "corporate knowledge" of seasoned veterans.

Part of the wing's strategic plan involves the integration of input from Airmen from all levels. The Human Resource Development Council is the focal point for ideas for improvements, the advancement of mission and individual excellence.

The 440th HRDC has created six subcommittees geared toward supporting airmen needs, making reserve participation easier & more efficient, ultimately improving overall wing effectiveness. The six subcommittees include

- Recruiting and Retention
- Heritage (Diversity and Wing History)
- Cyber Squad (computer and related technology solutions for Airmen)
- Airmen and Family Support
- Awards and Decorations
- An ad-hoc committee for different issues that may come up

Reservists are encouraged to attend the monthly HRDC meeting during the primary UTA at 1:30 p.m. on Sundays in the second floor conference room of building 308.

"Our best ideas come from the Airmen themselves," said Col. Timothy Ward, 440th Airlift Wing vice commander. "If you have a complaint, HRDC is the place for you to voice your concern and bring in ideas for improvement. Together, we can all make a difference."

The HRDC focuses on identifying the most critical issues affecting our wing, and coming up with the best solutions to resolve or minimize these issues.

ABC program offers Reserve Airmen fast track to bachelor's degree

by Capt. Jim Ivie

A new program called the Air University Associate-to-Baccalaureate Cooperative gives enlisted Airmen the ability to more easily earn their bachelor's degree through accredited universities. An agreement between the Community College of the Air Force and dozens of colleges and universities will allow Airmen with their CCAF degree to transfer a minimum of 60 credits from CCAF toward their bachelor's degree.

"This is a wonderful avenue for Airmen to earn their bachelor's degree," said Tech. Sgt. Nisha White, education and training technician for the 440th Airlift Wing education and training office.

"I'm finding a lot of people already have enough credits for their CCAF degree and they don't even know it, and with this program they are

already at least half way toward their bachelor's degree."

The 60 transferable credits are only a minimum. Many Airmen will have more than 60 credits available to transfer and could be much closer to their bachelor's degree than they realize, said Sergeant White.

New schools are being added to the program all the time and there are several tuition assistance options available, even for reservists. In addition, once Airmen sign up and transfer credits, the ABC program can be continued after separation or retirement from the military.

Another advantage to the ABC program is that it can all be managed online through the Air Force Portal and the Air Force Virtual Education Center. Airmen can explore degree programs, reg-

ister for classes, apply for tuition assistance and track their progress toward their degree from their home computers. All classes are also offered online. "This is really a great program for our enlisted force," said Chief Master Sgt. Karen Brandt, 440th AW chief of education and training. "It is easy to find an accredited school to transfer your credits to and to get your degree from because CCAF has done all of the work for you."

Anyone interested in learning more about the ABC program should visit the Air Force Portal and the Air Force Virtual Education Center or contact Sergeant White at 910-394-4027 or Nisha.White@pope.af.mil, or stop by the education office in building 397, room 102. Sergeant White is available anytime during the week or during UTA weekends.

How is your report card?

OPRs and EPRs determine your future

by Senior Master Sgt. Gerald Green

In elementary school when the dreaded report card was due, your parents would ask, "Is this report card going to be a good one?" Some of us would cringe and say "I think so." In the Air Force, there is a report card due on each of us, yearly for officers and every two years for the enlisted Airmen. Instead of dreading this report card we need to make sure the report is a proper documentation of our performance in the Air Force.

The OPR and EPR are mandated under Air Force Instruction 36-2406. The AFI states the system provides meaningful feedback to individuals on what is expected of them, advice on how well they are meeting those expectations, and advice on how to better meet those expectations. They become the source to provide a reliable, long-term, cumulative record of performance and potential based on that performance. They provide officer central selection boards, senior NCO evaluation boards, and other personnel managers the sound information to assist in identifying the best

qualified officers and enlisted personnel. The evaluation system focuses on performance. This reflects the fact that how well the individual does his or her job, and the qualities the individual brings to the job, are of paramount importance to the Air Force.

Performance is most important for successful mission accomplishment. It is also important for development of skills and leadership abilities and in determining who will be selected for advancement through assignments and promotions. The evaluation systems emphasize the importance of performance in several ways—using periodic performance feedback, as the basis for formal evaluation reports, and, for officers, through performance-based promotion recommendations.

All Airmen need to take an active role in their OPR/EPRs. They need to have a good report card. Everyone gets "a grade," from the wing commander to the newest Airman assigned to the wing. If you are a NCO or an officer, you also will be writing performance reports.

The single most important tool for the rater and those getting rated is the feedback session. Clearly stated "feedback is the *single most important* means for changing behavior." This valuable tool should be used on a regular schedule by the supervisor and the Airman taking the opportunity to review and change behavior with their job if necessary and reinforce good work performance.

Recently I was asked if the EPR was really that important for the enlisted force. The perception was that they cannot be that important due to the fact that sometimes they are three or four months late so maybe not that important. We know that the Air Force relies on the OPR/EPR system to gauge the ability for personnel to perform their duties. If you want a successful career in the Air Force Reserve it is up to you to make your performance report a good one. That next promotion, that deserved award, and the satisfaction of contributing to the "Quality Air Force" will be the result!

Mother, son enjoy benefits of Air Force Reserve while serving together

photo and story by Master Sgt. Kevin Brody

If asked, what does the 440th Medical Squadron NCOIC have in common with biomedical equipment technician; the answer would be the McKnights.

Master Sgt. Janet McKnight, a 15-year veteran with the 440th Medical Squadron, serves with her oldest son of three, Senior Airman Brandon McKnight.

During the summer between his junior and senior year of high school, Airman McKnight joined the Air Force Reserve before attending basic military training and his 11 month biomedical equipment technician school at Sheppard Air Force Base, Texas.

Although more than a decade spanned between their enlistments, both McKnights joined the military because each had a sense of patriotism

and were looking for a way to earn a college degree.

“Joining the Air Force was my way of saying I was not going to attend the same university as my father and follow in the foot steps of my four sisters,” said Sergeant McKnight, smiling. She explained that the Army was her son’s first choice to declare his independence.

The younger McKnight confirmed that he was going to be different than his parents, but in the end he was glad he listened to their experience.

Airman McKnight said working with his mother on base has been an interesting and unique experience.

“It’s not a nightmare like some people might think,” he said. The younger McKnight explained his mother was a little protective and mothering at first, but said it was also helpful to have all her experience as a new Airman. He recalls that the Air Force was not totally new to him. As a young boy, his mom would bring him to the base and he became familiar with the surroundings and people and this helped when he arrived on base in uniform.

“For the first few years, it was challenging not to address my ‘coworker’ as ‘mom,’” he said.

Sergeant McKnight said she was pleased and relieved to have her son in the military and at the same base.

“This keeps Brandon away from his mischievous ways,” she said. “I really enjoy the opportunity to share work experiences with him.”

Airman McKnight’s brothers have also shown interest in the military. Younger brother Rob leaves Jan. 15 for active duty Air Force, and the baby, Allen, is thinking about Reserve Officer Training Corps after finishing high school.

As for Airman McKnight, his immediate goal is to complete his bachelor’s degree and earn an active duty commission. He’d like to accomplish this goal before “Master Sgt. Mom” retires from the military.



photo by Master Sgt. Kevin Brody

Master Sgt. Janet McKnight and her son, Senior Airman Brandon McKnight, both serve with the 440th Medical Squadron at Pope Air Force Base, N.C.

440th PROMOTIONS

The following Airmen have been promoted to the rank indicated.

MSgt. Gregory Dzurinin
TSgt. Scott A. Jones
TSgt. Angela M. Harris
TSgt. Farrell L. Howard
TSgt. Joshua J. Meisenhelder
TSgt. Derrick J. Ray
TSgt. Barry R. Satterfield
TSgt. Faneita S. Scott
SSgt. Matthew K. Dodson
A1C Jaime R. Davis
Amn Kristal J. Brown
Amn Rajvir S. Dhaliwal
Amn Kenneth W. Malloy, Jr.

QUOTABLE QUOTES

“We all know being part of a military family isn’t easy. From frequent moves and unpredictable duty schedules, to missed birthdays, anniversaries and holidays, we ask a lot of our families. Their willingness to stand strong in the face of these demands is vital to our success and inspires us to achieve greater things - to go the extra mile.”

— **Rodney J. McKinley, Chief Master Sergeant of the Air Force, from his Enlisted Perspective: Air Force Families** <http://www.af.mil/library/viewpoints/cmsaf.asp?id=352>

FROM THE SECRETARY

In the latest Letter to Airmen, the secretary of the Air Force focuses on how Air Force people and the exchange of ideas are integral to the goals he laid out earlier this year.

“Every day our Airmen hold themselves accountable to the highest standards of safety, quality, and procedures. But when leadership communicates the Air Force goals to their people, our Airmen are enabled with the knowledge to perform their tasks and better support the Air Force mission.”

Read the complete Letter to Airmen at <http://www.af.mil/library/viewpoints/secaf.asp?id=355>.

FROM THE CMSAF

In his latest “Enlisted Perspective,” the Air Force’s top enlisted Airman comments on the new way to release promotion results which will resolve several issues with the current notification process.

“The Air Force Personnel Center will now post the promotion announcement and list directly to secure and non-secure worldwide Web sites. This new procedure ensures timely notification for everyone.”

To view the complete Enlisted Perspective, visit <http://www.af.mil/library/viewpoints/cmsaf.asp?id=354>.

ROLL CALL

Roll call is now available for subscription through Air Force Link at <http://www.af.mil/subscribe/>.

The last Roll Call for Airmen was about Personal Web Sites and Blogging. “*When associating your military affiliation on a public Web site, remember that you represent the Air Force as ambassador for the United States and Air Force. In carrying out this awesome responsibility, the lives of others and the security of our nation rest on your shoulders.*”

<http://www.af.mil/shared/media/document/AFD-071120-044.pdf>

PORTRAITS IN COURAGE

Over trouble spots or on the ground, today’s Airmen demonstrate their mettle in the face of danger — that’s the underlying message of the 2nd edition of the chief of staff’s Portraits in Courage. The 13 Airmen chosen for this edition represent a small sampling of the tens of thousands of currently deployed Airmen who courageously fulfill their missions day after day in harm’s way.

The link to the newest Portraits in Courage is available on the Air Force Link home page at www.af.mil.

DEPLOYMENT GUIDES

The “Deployed Leader’s Guide to the AEF” provides deployed leaders one place to overview the major issues they face in the area of responsibility. The guide is for all deployed members from technical sergeants to general officers.

The DLG keys on knowledge areas to provide a basic foundation to everyone.

These areas include rotation of Airmen, security and force protection, base operating support, deployed organizational structure, morale and discipline, resource management, operating in a Joint environment, sister services and host country awareness.

Used in conjunction with the Airman’s Manual, the guide ensures leaders are prepared to address the myriad of concerns they face in a deployed environment.

Published by DAPS, 25,000 copies are currently being sent to locations in the U.S. Central Command Air Forces AOR and to bases in the Cycle 7 AEF 1/2 target. Other bases will follow.

For more information, read the Air Force Print News story at <http://www.af.mil/news/story.asp?id=123075971>.

FORMAL TRAINING TO CENTRALIZE

Scheduling of all Air Force-directed formal training is being centralized at the Air Force Personnel Center. Formal training includes all Air Force-level supplemental training (security, communications, electronics, etc.) and instruction at 7-level in-resident schools, as well as training at in-resident senior NCO and NCO academies.

Currently, Air Force scheduling for these courses falls to training offices located at each major command. By March 2008, those tasks will be centralized at AFPC’s Directorate of Personnel Services.

For more information, read the Air Force Print News story at <http://www.af.mil/news/story.asp?id=123075399>.

AFIT DEGREE PROGRAM FOR 10 ENLISTED AIRMEN

Air Force Institute of Technology officials are offering 10 noncommissioned officers the opportunity to pursue an advanced science, engineering or management degree at Wright-Patterson Air Force Base, Ohio.

Airmen interested in applying for the 18-month program must be at least a technical sergeant with a minimum of eight years time in service, 24 months time on station and three years retainability upon graduation.

They must have completed the appropriate skill-level upgrade and resident professional military education schooling for their rank. Applicants must also possess a bachelor’s degree from a regionally accredited college or university.

Nominations are due to the Air Force Personnel Center at Randolph Air Force Base, Texas, by Jan. 15. Prospective students can review program requirements and nomination procedures at <http://www.afit.edu/en/Admissions/Default.cfm?l=enl>.

For more information, read the Air Force Print News story at <http://www.af.mil/news/story.asp?id=123075843>.

AIR FORCE TO OPERATE WITH FEWER RESERVISTS

The fiscal 2008 Defense Appropriations Act funds an end-strength of 67,500 reservists. Last year the projected end strength was 74,900. The new legislation also approves 9,999 full-time air reserve technicians and 2,721 full-time Active Guard and Reserve reservists.

The defense bill provides DOD with nearly \$460 billion in discretionary funding and funds a 3.5-percent, across-the-board military pay raise for active and reserve forces.

For more information, read the Air Force Print News story at <http://www.af.mil/news/story.asp?id=123075918>.



photo by Tech. Sgt. Steve Staedler
 Capt. Josh Ziebell, 440th Medical Squadron optometrist, performs an eye exam on Senior Airman Stephen Young, a medical technician.

New MEO chief offers open door

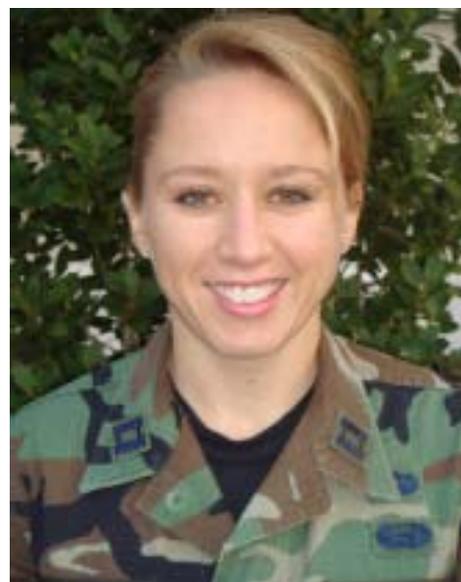


photo by Lt. Col. Ann Peru Knabe

Capt. Jessica Thomasec is the new military equal opportunity chief for the 440th Airlift Wing at Pope Air Force Base, N.C. In this capacity, she is responsible for improving mission effectiveness by promoting an environment free from personal, social, or institutional barriers that prevent Air Force members from rising to the highest level of responsibility.

“My goal is simply 100 percent contact with each member of the 440th,” said Captain Thomasec. “All members must know who we are and where to go for help. We encourage military members to try and resolve allegations of unlawful discrimination or sexual harassment at the lowest level or within their chain of command.”

The MEO chief said Airmen have several options available to assist them. They may lodge an MEO informal or formal complaint of unlawful discrimination or sexual harassment with the MEO office.

Captain Thomasec’s previous assignments include military personnel flight chief, Eglin Air Force Base, Fla., protocol officer, executive officer and squadron section commander, Edwards AFB, Calif. In addition, she deployed to Djibouti and Diego Garcia. She is a graduate of the University of North Carolina at Pembroke.

The MEO office is located in building 397 rooms 316, 317, 318, 319.

Service before Self: Featured Citizen Airman



photo by Lt. Col. Ann Peru Knabe

Senior Airman Ruel Taylor has served three years in the 440th Airlift Wing. His hobbies are family and football. He enjoys spending free time with his fiancée, Destiny, and playing with his two children, Sydney and Jaden.

The Combat Airlifter took a few minutes to chat with Senior Airman Ruel Taylor, an optometrist technician with the 440th Medical Squadron.

Civilian occupations: Optometrist technician and semipro football player

Years in football?

More than 10. “I played in high school, I played arena ball for a year, and now I play semipro with the Elkhart Shamrocks.”

Most Memorable Air Force Experience?

“When I found out the 440th was closing in Milwaukee. I seriously considered going to the Navy, and one day Colonel Hart asked me what I was going to do with BRAC. I told him I was thinking Navy, but what impressed me the most was that he listened, and didn’t try to talk me out of it. Instead he wished me luck in my decision, and told me there would always be an open door at the 440th for me. From that point on, I knew the 440th was family. The commander didn’t beg me to stay, and I felt he was really interested in me doing what was right for me. Ironically, that was the day I realized I was going to stay with the wing.”



440TH AW

IF YOU HAVE WHAT IT TAKES
TO FILL A PAIR OF THESE...
STEP UP!

photo by Master Sgt. Bill Knight

The Power of One

Do you know anyone who might be a good fit for the Reserve? Do you have friends or colleagues who want to be part of a winning team? The 440th Airlift Wing is looking for professionals to serve in the Air Force Reserve in the following critical areas:

- Aerospace Maintenance
- Aircraft Loadmasters
- Flight Engineers
- First Sergeants
- Security Forces Specialists

Refer qualified professionals through the Get 1 Program. Recommendations are recognized through the commemorative coin program.

For more information, call 1-877-786-2372 or visit www.Get1now.us

440th Airlift Wing
374 Maynard St. Suite 301
Pope AFB, NC 28308-2409

PRESORTED
FIRST-CLASS MAIL
U.S. POSTAGE PAID
Milwaukee, WI
Permit No. 1885

To the family of: