



Col. Anthony B. Basile
174th FW Commander

Col. Kevin W. Bradley
Vice Commander

Chief Master Sgt.
Mark Atkinson
Command Chief Master Sgt.

Public Affairs Office

Capt. Sandi VanWormer
1st. Lt. Anthony Bucci,
SrA Cheryl Strong

Editorial Team

Lt. Col. Mary Jo Timpano
Lt. Col. Carey Merritt
TSgt. Colleen Weed
SSgt. Sue South

Publication Team

TSgt. Kevin Brody
(Team Leader)
TSgt. JD Martin
TSgt. Sandi McAllister
Civ. Terri Scanlin

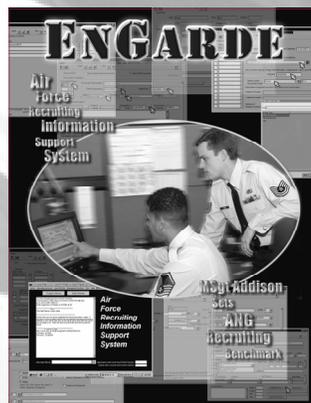
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The EnGarde
174th Fighter Wing
6001 E. Molloy Road
Hancock Field
Syracuse, New York 13211-7099

Comm: (315) 454-6651
DSN: 489-9651
FAX: (315) 454-6145
DSN: 489-9145

Table of Contents

- 3 **Commander's Comments**
- 4 **Chaplain's Corner**
- Family Readiness**
- 5 **Entitlements Update**
- Health Promotion Article**
- 6 **Section Spotlights**
- 7 **Award Recipients**
- 8 **Recruiter Sets Benchmark**
- 9 **AMXS**
- 10 **African-American History Month**
- Enlistments/Retirements**
- 11 **Education Announcements**
- 12 **Base Announcements**
- 14 **Twenty Great Reasons to Stay Past Twenty**
- 15 **Alumni**



About The Cover

MSgt. Brad Addison 174th FW recruiter created a new AFRISS continuity, which is depicted on the cover. He is shown here walking TSgt. Joe Call through the AFRISS program.

Vision Statement

Our Vision is a world class fighter wing comprised of diverse individuals powered to meet all challenges, and win. We accept nothing less.

Mission Statement

Provide combat ready personnel, aircraft, and equipment prepared for world wide deployment. To deter or attack and destroy enemy surface and airborne forces in support of joint operations; and to support civil authorities at the direction of the governor.

COMMANDER'S COMMENTS



Lt. Col. Kevin J. Brown, 152nd AOG, Commander

I would like to use this Commander's Comments article to introduce myself to 174th Fighter Wing team and the extended Hancock Field Air Guard family. My immediate predecessors Colonel Tom "Spider" Webster and Colonel Joe "Boomer" Bulmer were well known to all of you, having come over from the 174th to lead the transition for the 152nd Air Operations Group into the newest Air Force Weapon System the Falconer Air Operations Center.

My background is all Air National Guard. I was fortunate to serve with the 136th FIS at Niagara Falls and 141st FS at McGuire AFB, NJ. When the Air Force retired the F-4 Phantom we moved onto the KC-135 at McGuire and later at Niagara Falls. Over the years I have seen the Air Force transition from the Cold War checkered flag fixed base model to the Expeditionary Air Force construct and the Global War on Terror. I have seen Air National Guard units filling national defense requirements from air defense alert intercepting Russian Bear bombers probing our defenses to fighter caps over our Homeland for Operation Noble Eagle. I have seen Guard units deploying to the Balkans, the Horn of Africa, the Middle East, and Southwest Asia meeting challenges following the Cold War and the rise of international terrorism. Each time the Guard was called to duty, through volunteerism and activations, the Guard was there for Our Country.

I know all the 174th FW has been called on to do since the Cold War, beginning with Desert Storm. On September 11, 2001, I dropped my kids at school and started for work. I was listening to the news on the car radio wondering how anyone could hit the World Trade Center on such a clear day when the second plane hit. I literally spun my car around to get back to our house in Liverpool and call the base. At home, I called in to the unit and turned on the television. On the news the Pentagon was

now on fire. That is when I heard from the 174th-as the first two F-16's from Hancock Field screamed off the runway and rose over my house in defense of Our Country. That was one of the most reassuring sounds I have ever heard and I knew then and there it was only the first mission of many to come. I knew the Guard would be called on as never before and I knew we would answer that call.

Today, the 152nd is the leading ARC unit in the AOC business. Hell, we deployed to Enduring Freedom, Noble Eagle and Iraqi Freedom before we even came out of conversion. We could never have done that without the support we receive from the 174th FW. Facilities, personnel, training, finance, recruiting, medical, supply, communications, you name it; you probably support us with it. We thank you.

For us, the 32nd Wolfhounds (a.k.a. Slobbering Dogs), USAFE's Air Operations Group, are counting on the 152nd. The certification of the USAFE AOC could not have happened without 152nd augmentation. The 152nd is up on Eurowatch--USAFE's standing C2 for its AOR. Now, as we establish connectivity the 32nd needs us to work towards real time support and floor exercises to meet training requirements for both units.

The 174th Weapons and Tactics shop and the 152nd are also exploring training opportunities on AOC functions such Time Sensitive Targeting. So we may have more interaction at the operations level, as well as mission support level. From me, thanks to everyone at the 174th for helping us run smoothly. See you around the patch.

Quick Draw

ENLISTED LEADERSHIP & DEVELOPMENT LEVELS

By Chief Master Sgt. Mark Atkinson, 174th FW, Command Chief



The three leadership and development levels in the Air Force are the Tactical, Operational, and Strategic levels. These levels directly correlate the scope of an enlisted person's duties and primary responsibilities to mission requirements as well as the type of development needed to serve at this level. These levels apply across the entire spectrum of the enlisted

force structure.

Tactical Level: This level of leadership normally applies to Airman Basics through Technical Sergeants. At the tactical level, Airmen and NCOs perfect their primary skills. They are trained, attend Professional Military Education (PME), and achieve their 5- and 7-skill levels. They strive to become the best technicians and team members they can be. As they increase in rank, they also begin to train others and serve as first line supervisors and NCOICs of sections (Note: Only NCOs and Senior NCOs may serve as NCOICs). The primary focus at the tactical level is accomplishing all assigned work as efficiently as possible using the personnel and resources available.

Operational Level: This level normally applies to Master Sergeants through Chief Master Sergeants who typically work at the Numbered Air Force (NAF) level and below. This is where

Senior NCOs transition from being expert technicians and first line supervisors to leaders with broader operational leadership, supervisory, and managerial responsibilities. They continue to develop their ability to use their expertise, experience, management skills, and leadership skills to convert direction from their superiors into mission accomplishment. The majority of our enlisted force will spend their entire careers at the tactical and operational levels. This is where their natural strengths – the technical skills, experience, and day-to-day mission focus of the enlisted force – are most required.

Strategic Level: This level normally applies to Chief Master Sergeants, and a few other Senior NCOs, assigned to higher headquarters. These leaders serve in key leadership positions at the Department of Defense, Headquarters Air Force, Major Commands (MAJCOM); direct reporting units, and select agencies and headquarters. They continue to develop their knowledge of Air Force institutional management processes, challenges, and vision to improve their ability to advise senior leaders, participate in top-level decision making processes, draft policies, manage career fields, and lead far-reaching programs. The primary focus at this level is the strategic leadership and management of the force to best meet current and future requirements.



Chaplain's Corner

By Lt. Col. Timothy Bejian, 174 FW, Chaplain



Greetings From Your Chaplain

February is upon us, which means that winter is half over. But around here that doesn't mean a whole lot. If you recall, last year it snowed in May, so whenever winter ends, it ends. In the meantime, we do as we have always done; we live one day at a time. Speaking of one day, Valentine's Day is just around the corner. Now if you're a married guy, this means you had better buy the Mrs. some flowers and chocolates. If you are not married and want to be, flowers and chocolates definitely help. Some of you emotionally challenged insensitive male types might be asking 'how does flowers and chocolate help'? Well I am glad you asked. They are what I call Relationship Builders.

There are things, which are true for both guys and gals, that can build up a relationship and there are things that can destroy a relationship. And I do not have to list any of them because each of us knows from experience what helps and what hurts. What we often forget though is that there are limits and breaking points. Guys are guilty here, but it isn't gender specific. How often have we not paid attention to our relationships, or worse, purposely done things that we know will hurt or even destroy

them? If things have gotten to this point, flowers and chocolates are not going to help.

I do not know about you, but this is getting to be a rather dismal message. So what am I trying to say? What I'm trying to say is do not give up. If your relationship is good, it can get better. If it is broken, it can be healed - if you're willing to do what it takes. Taking out of context some of the words of the Apostle Paul who said; "but one thing I do: forgetting what lies behind and reaching forward to what lies ahead."

Valentine's Day may be a nice opportunity to do something nice for that special person in your life. But a good and growing relationship requires more than flowers and chocolates. It takes commitment, care, work, a lot of patience and love.



May God grant you
all of these and more!
Chaplain Tim



Family Readiness News

By Terri Scanlin, 174th FW Family Readiness Coordinator

The American Red Cross distributes a pamphlet titled "Get to Know Us Before You Need Us". The pamphlet lists the services they offer to military members and their families. Red Cross services are not just for

active duty military personnel – you, as an Air National Guard member, and your family members are entitled to their services – get to know them before you need them. Copies of their pamphlets are available in the Family Readiness Office – please stop by and pick up a copy or call me and I will be happy to mail one to you.

Additionally, the Red Cross responds to more than 67,000 disasters each year. Red Cross disaster relief focuses on meeting people's immediate emergency disaster-caused needs. Disaster strikes quickly and without warning. You may be forced to evacuate your neighborhood or be confined to your home. What would you do if basic services – water, gas, electricity or telephones – were cut off? One way you can help yourself is to have a disaster supply kit prepared in advance. Below is a list of items the Red Cross and the Department of Homeland Security recommend. These items are the basic necessities, so add extra comfort items as you see fit.

Water, 1 gallon per person per day (recommended three day supply)

Food, non perishable, canned items (recommended three day supply)
Radio and extra batteries
First Aid Kit: Gauze, band-aids, hand sanitizer, antiseptic wipes, cold pack, scissors, tweezers, bandages
Whistle
Dust masks or cotton t-shirts
Baby wipes for sanitation
Can opener
Plastic sheeting and duct tape
Garbage bags and ties
Special needs items for babies such as diapers and formula
Bedding
Clothing - think about climate in your hometown
Matches
Personal hygiene items
Signal flare
Flashlight
Important documents like insurance paperwork, wills
Cash
Paper plates, plastic wear, paper towels
Toilet paper
Books, toys etc...

Visit the Red Cross website, www.redcross.org/services/disaster/, for more information.

NOTE: The Family Readiness Office has moved to Bldg. 641, Room 129. Please feel free to stop by and visit the new office. There are many informational booklets, useful websites and benefit pamphlets available for you and your family!
Phone: 315-454-6577, Fax: 315-454-6578, Email: terri.scanlin@nysyra.af.mil

Entitlements Updates

By Maj. Charles Hutson, I74FW, Comptroller



There are several recent entitlements changes, which impact many members. The Financial Services Office would like to share the following information with you.

Combat Tax Exclusion and Inactive Duty

Inactive Duty (UTA, PT, AFTP, TPPA) performed during the month that Combat Tax Exclusion applies is no longer tax-exempt. Until a few months ago there was conflicting guidance within the Department of Defense Financial Management Regulation, which has now been clarified.

UTA Make-up Policy

The Air National Guard Bureau's UTA Make-up policy previously reported to you is null and void. RUTAs, BUTAs, and SUTAs can be made up any time within the fiscal year. In other words, the policy stands just as it did in FY04.

Accrued Leave on Long-Tours

There is a rule that members can only be paid for up to 60 days of accrued leave in their career. There are two exceptions to the rule:

1. Leave earned in a combat zone /contingency operation does not count towards the 60-day career maximum.
2. Leave earned on a 365-day tour or less can be cashed-in and not count towards the 60-day career maximum. (However, once the leave is carried over to a new tour beyond 365 days, it counts toward the 60-day career maximum.)

Tolls for Home-station Travel

Tolls on mileage-only claims for guardsman commuting to home-

station are no longer reimbursable per the Joint Federal Travel Regulations (JFTR). Therefore members who may not have been using Thruway passes (hopefully everyone was) should start doing so. Tolls associated with TDY travel away from home-station are still reimbursable via DD 1351-2 travel voucher.

Reimbursement for TDY Internet Connectivity

Charges for computer internet connections used for official Government business while TDY away from home-station is reimbursable on the DD 1351-2 travel voucher. The Approving Officer may approve these charges after the TDY when appropriate, just as long-distance business-related telephone calls are approved.

Reimbursement for TDY Laundry Services

Expenses for laundry/dry-cleaning while on a CONUS TDY away from home-station, for at least seven consecutive nights are reimbursable up to an average cost of \$2 / day. This does not apply to laundry/dry-cleaning immediately before or following the TDY.

Just a Reminder

There are two charges to claim when you use the Government Travel Card for an ATM advance:

1. Claim the fee charged by the ATM machine; usually \$1.00 - \$2.50.
2. Claim 3 percent of the amount of your ATM advance. This is interest charged by Bank of America on the cash advance.

Fun Fact for Chocolate Lovers... Chocolate: You may not have to be sparse with your "KISSES"

By Maj. Janice Priester-Bradley, I74FW, Health Promotions Educator



Usually when asked to choose between a piece of fruit or a ... yummy creamy milk chocolate bar; the chocolate prevails. Wait! Good news, this is not necessarily a bad choice.

Chocolate comes from a plant like your fruits and vegetables. These plants contain an antioxidant called polyphenols. Polyphenols, as reported by the Journal of Science, can help reduce the risks of heart disease, cancer, and help enhance immune function.



When comparing a piece of fruit to milk chocolate bar...CHOCOLATE wins hands down! For all those dark chocolate lovers...the news is even

better. Dark chocolate has twice the heart-healthy polyphenols.

Do not ditch your fruits and vegetables just yet. There is a naughty side to chocolate. It remains high in saturated fats and weighs heavily in the calorie department as well.

It is OK to indulge; it actually has some positive benefits. A Hershey Kiss a day may keep that doctor away!!

“Section Spotlights”



MEDICAL GROUP SPOTLIGHT

Name: Edmund Daley
Rank: Major
AFSC & Title: 46N3/Nursing Services
Hometown: Oneida, New York

Major Ed Daley maintains numerous roles at the 174th Fighter Wing. He has been a member since March of 1976. He is a clinical nurse assigned to the Medical Group and has an additional duty as the Officer in Charge of staff development for nursing services. In addition, he has been a full time firefighter at Hancock Field for the past 15 years and has been a nursing instructor at BOCES since 1998. Major Daley has participated in many deployments. His most recent include time in Saudi Arabia during 2000-2001, 9 months of active duty after 9/11/01, and deployments in support of Iraqi Freedom to both Kirkuk, Iraq in 2003 and Aludeid, Qatar in 2004. His hobbies include: playing the guitar, skiing, and spending time with his family. Major Daley credits his nursing expertise and professional qualities to his vast experiences with the Air National Guard.

MAINTAINER SPOTLIGHT

Name: Brent R. Forbes
Rank: Staff Sergeant
AFSC & Title: 2A772 / Non Destructive Inspector (NDI)
Hometown: Baldwinsville, NY



SSgt. Brent Forbes is assigned to the 174FW MXS Non Destructive Inspection (NDI) shop and has been a member of the 174 FW for the past 12 years. He has participated in numerous deployments to include Operation Northern Watch, Coronet Nighthawk, Operation Enduring / Iraqi Freedom, Combat Archer, and Air Warrior. SSgt. Forbes has been assigned to the Aircraft Structural Repair shop as a temporary Air Technician for the past year and half, and most recently he has become a fulltime Air Technician in the Non-Destructive Inspection shop. In his off duty time, SSgt. Forbes enjoys snowmobiling, snowboarding, fishing and spending time with his family, daughter Isabella and wife Heidi.



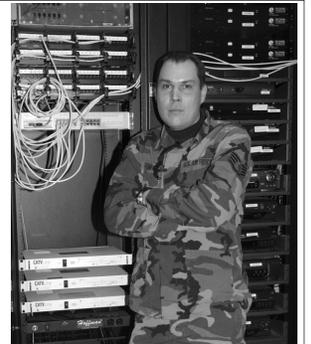
OPERATIONS GROUP SPOTLIGHT

Name: Ryan S. Bleyle
Rank: Senior Airman
AFSC & Title: 1W051 / Weather Technician
Hometown: Brockport, NY

SrA. Ryan Bleyle is a Weather Technician and has been a member of the 174 FW for eight months. He was also served in the active duty Air Force as a weather technician under the AFSOC MAJCOM, stationed at Hurlburt Field, FL for four years. He has participated in numerous deployments to include Operation Enduring Freedom and Operation Iraqi Freedom. SrA. Bleyle attends SUNY Brockport enrolled as meteorology major. His hobbies include: Playing basketball, soccer, football, and tennis. He also likes to lift weights, travel and fish. Some of the things that SrA. Bleyle likes about the NYANG: it allows you to serve this great country while attending college so I better your education and achieve the job you want in the civilian world.

SUPPORT GROUP SPOTLIGHT

Name: John J. Kempisty
Rank: Staff Sergeant
AFSC & Title: 2E6X3 - Telephone Systems
Hometown: Clay, NY



SSgt. John Kempisty recently moved from the Command Post to become a Telephone Systems Technician for the 174th Fighter Wing Communications Flight. He has been a member of the 174 FW for eight years. Previously, he was an Avionics, Guidance and Control Systems Specialist while on active duty. While on active duty, he was stationed at RAF Woodbridge, UK and Randolph AFB, TX. Prior to becoming a full-time technician, SSgt. Kempisty worked for several telecommunications and networking companies in New York State. His hobbies include: hunting, fishing and spending time with his daughters Jordan and Kalysta, his son T.J. and his better half, Veronica. Some of the things that SSgt Kempisty likes about the NYANG: working with great people like MSgt. Louis Bruno, TSgt. Bruce Fong and MSgt. Todd Sargent.

174th Fighter Wing
Outstanding Airman, Noncommissioned Officer, and
Senior Noncommissioned Officer of the Year for 2004



Airman of the Year
SrA. Bradford R. Hunter
174th AMXS/MXAA



NCO of the Year
SSgt. Melissa E. Forsyth,
174th FW/FM



SrNCO of the Year
SMSgt. David M. Lathrop
174th MXG/MXMF

174th Fighter Wing
Outstanding Airman, Noncommissioned Officer, and
Senior Noncommissioned Officer of the Quarter
for the period of 1 July – 30 September 2004



Airman of the Quarter
SrA. Timothy S. Reinhardt
174th MSG/SFS



NCO of the Quarter
TSgt. Vidva S. Serrato
174th OG/OSF



SrNCO of the Quarter
MSgt. Mark D. Graham
174th MXG/MXS

174th FW Recruiter Sets Air National Guard Benchmark

I* Lt. Anthony L. Bucci, 174 FW, Public Affairs Officer

An Air National Guard Recruiter from the 174th Fighter Wing created a new continuity guide that has been adopted by the Air Force Education Training Command for future training of all Air National Guard recruiters.

MSgt. Brad Addison of the 174th FW recruiting office condensed a continuity guide for utilizing the Air Force Recruiting Information Support System from 134 pages to 18 pages including screen captures to better illustrate the procedures required to navigate through this new system.

MSgt. Addison has been in the 174th FW for over 10 years, the last five in the recruiting office. He started his career in personnel before making the switch to recruiting in 1999. He was born and raised in Syracuse and was recently named the "Flying Unit Recruiter of the Year" for Region 5, which is made up of New York, New Jersey and the New England States.

"I am not at all surprised by MSgt. Addison's creation of a continuity guide for the AFRISS program. As the resident expert for Region 5 conducting training and attending workshops he has been the go to guy for simplifying and enhancing this program. MSgt. Addison is an exceptional employee with a strong commitment to his work, I am confident that he can do anything he sets his mind to!" said Col. Harvey Vanwie 174th FW Mission Support Group Commander.

"In addition to MSgt. Addison's direct impact on recruiting to our ANG units in Central New York, he has also had a direct impact on all ANG recruiting offices through his efforts at AFRISS training, the development of the AFRISS training guide, and in training the ANG Recruiting Instructors. The active duty Recruiting school has recognized his skills and has requested that he advise them on developing similar tools for active duty recruiters and Military Support Flight. MSgt. Addison is known nationally for his support to ANG recruiting efforts" said Maj. Barbara Hisel 174th FW Director of Personnel.

The Air National Guard had been using a tailored version of the AFRISS system for approximately three years, and this continuity guide was designed to aid in manipulating the system. The system allows recruiters to track every detail about a potential recruit from the beginning to the end of the process, while retaining flexi-

bility in allowing current data to be available at the fingertips of the recruiter. This continuity guide was newly created for the Air National Guard with a one-year probationary period, after which the guide would become mandatory.

MSgt. Addison was given the new continuity guide to serve as a test person for the Air National Guard, an additional task for which he volunteered. "It took me a good four months to learn this continuity guide inside and out. I wanted to feel comfortable operating AFRISS without using the guide", said Addison. However, when MSgt. Addison was done assimilating this information he knew there had to be a more effective way of explaining the continuity guide so as to better utilize the AFRISS program.



When the continuity guide proved to be cumbersome and not as user-friendly as it could be, MSgt. Addison decided to do something about it. "I just decided there had to be an easier way to do it", said Addison. One of his first thoughts was to include visual cues within the continuity guide so the person using it could see what it was supposed to look like. However, he did not want to increase the size of the continuity guide in fact he wanted to create an abridged version.

After he determined what it was he was looking to accomplish, he realized he would need someone to help him with the editing, layout and eventual testing of the continuity guide's effectiveness. MSgt. Addison asked MSgt. Gregory Giamas 174th FW Personnel Systems Manager for help in revising this continuity guide so as to ensure it flowed properly and was user-friendly. MSgt. Addison had noticed various continuity guides that MSgt. Giamas created for various functions within personnel using

the Military Personnel Data Systems, which were helpful and visually pleasing.

MSgt. Giamas has been a member of the 174th FW since 1994 after spending 10 years on active duty in the U.S. Air Force. During his career he has acquired a wealth of knowledge to include administration functions, computer skills, and a talent for layout designs. "Since being in personnel I have always tried to create a product that is simple enough for anyone to follow regardless of their proficiency with the process. My focus when creating these continuity guides is the traditional guardsman who is only here one weekend a month", said Giamas.

MSgt. Addison began collecting all of the necessary information to include screen snapshots with explanations for creating this continuity guide. He then forwarded the material to MSgt. Giamas who began to lay it out in MILPDS, with the whole process only taking a few weeks.

“Working with MSgt. Addison was a smooth collaborative effort, he is a total professional who is very dedicated to his profession and the Air National Guard”, said Giamas.

Even though MSgt. Giamas was not a recruiter he would serve as the tester for the continuity guide’s readability and ease in manipulating the AFRISS program. MSgt. Addison’s desired goal was to create a continuity guide that could be used by any recruiter regardless of their familiarity with the AFRISS program. This is exactly the reason why he wanted MSgt. Giamas to test the continuity guide.

“If someone who was not a recruiter and had never been exposed to the AFRISS program could navigate through this system with only the help of the continuity guide I created then I knew it would be an effective tool”, said Addison. However, it was more

than an effective tool for using AFRISS. It changed the way potential recruiters were taught at the Air National Guard Recruiter Course located at Lackland Air Force Base, San Antonio, Texas.

“We built the ANG Recruiter’s course around the continuity guide modified by MSgt. Addison, in addition to giving each graduating recruiter a copy to take back to their unit”, said MSgt. Mynor Castillo ANG Recruiter Course Instructor. I have seen many continuity guides that were developed to assist in using the AFRISS program, but none were as user-friendly and concise as MSgt. Addison’s version, said Castillo. “For him to take time out of his schedule and go above and beyond his job description is a testament to his dedication to the recruiting field and the Air National Guard”, said Castillo.

“When I heard about MSgt. Addison’s impact on the AFRISS system I was impressed but not surprised. MSgt. Addison is an outstanding recruiter; he won the 2004 ‘Flying Unit Recruiter of the Year’ award. He is a very knowledgeable professional. This attribute is visible through his demonstrated actions and exceptional military bearing. He is the epitome of an Air Force recruiter”, said MSgt. Danielle Brentson 174th Mission Support Group First Sergeant.



Aircraft Maintenance Squadron (AMXS)

By MSgt. Joe Healey, I74FW, Crew Chief

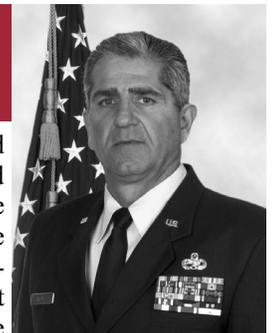
I am MSgt. Joe Healey, I am a full time technician and work on the flight line as a dedicated crew chief. I am the Aircraft Maintenance (AMXS) First Sergeant. My Air Force career started in Nov. 1963. I joined the 174th Fighter Wing in May of 1987.

The Aircraft Maintenance Squadron (AMXS) is primarily comprised of 150 individuals spread through three different elements (Avionics, Weapons, and Flight line). These elements’ mission in life is to train our assigned personnel and generate/regenerate, employ, turn and repair our assigned aircraft. The Aircraft Maintenance Flight Chief is Chief Mike Will. The Production Supervisor is MSgt. Jeff Drake, through our expeditor. MSgt. Ed Begel and our Element Supervisors, make all this happen. Each element contributes in different ways along each of those processes. I will quickly touch on each of these elements.

SMSgt. Curtis Metzger is in charge of the **Avionics Element**. This element is responsible to ensure the aircrafts’ communication/navigation, instrument/ flight controls, offensive and defensive systems among others, are all serviceable and in working order for the pilots to use during their sorties. This element is constantly upgrading various systems throughout the aircraft through software and hardware upgrades and the use of a good deal of test equipment. If you think it sounds like a lot, you are right. These people are the technical gurus of AMXS and deal with the most troubleshooting and repair of the aircraft systems and wiring.

The **Weapons Element** is supervised and run by SMSgt. John Fortino. To the naked eye, these are the people who put the bombs and missiles on the aircraft so the pilots can do their job. They are responsible to maintain the items on the aircraft (launchers & pylons) that suspend the bombs and missiles, and troubleshoot the aircraft when there are problems with the stores management system (SMS). Behind the scenes is where a good deal of this elements work takes place. Training is really the name of the game when it comes to this element. In fact, there is an entire chapter in ANGI 21-101 dedicated to their responsibilities and training requirements.

Last, but certainly not least are the **Flightline Elements**. That is plural, because we have two elements; we refer to them as "A" & "B" Flight Elements. SMSgt. Martin Brady and SMSgt. Darryl Nielsen manage these. These elements contain the aircraft dedicated crew chiefs. Dedicated meaning that each crew chief is responsible for one particular aircraft. They are the people who check the entire aircraft over prior to, during and after every single sortie. These people are the epitome of the "jack of all trades" phase. They are ultimately responsible for clearing that particular aircraft for flight everyday and are charged with an enormous amount of responsibility.





African-American History Month

By SMSgt Eugene Roberts, I74FW, Human Resource Advisor

What are we celebrating each February during Black History Month? We are recognizing, honoring and celebrating the accomplishments of those African Americans who throughout history have sacrificed so much to advance a cause that Americans of all races seem to take for granted... Freedom.

In 1619 the first African slaves arrive in Virginia, a trend that would continue for more than 240 years until the Thirteenth Amendment abolished slavery in the United States in 1865. For the next 89 years, African-Americans led what some would call a second-class existence with the exception of the sciences, medicine and mechanics with notable advances from people like George Washington Carver, Thomas Jennings, Sarah Boone, and scores of others.

The tide for civil rights began turning in 1954 with the Brown vs. Board of Education case. This case found "separate but equal" education was not equal and led to the eventual desegregation of public schools. Thurgood Marshall, who was the attorney for the NAACP, would become the Supreme Court's first black justice 13 years later.

In 1955, Rosa Parks, a 43-year-old black seamstress, was arrested in Montgomery, Alabama for refusing to give up her seat at the front of the "colored section" of a bus to a white passenger, defying a southern custom at the time. The ensuing bus boycott, which lasted for more than a year, resulted in bus desegregation.

Little Rock Central High School was desegregated in September of 1957, but not without controversy. Governor Orval Faubus ordered the Arkansas National Guard to bar the nine black students from entering. Even after an injunction was issued and the nine went back to the school, a mob of 1000 townspeople prevented them from remaining at school. Finally, President Eisenhower interceded on behalf of the nine. With 1000 paratroopers and 10,000 National Guardsmen to ensure their safety, on Sep-

tember 25, the school was desegregated.

1960 marked the lunch counter sit in at Woolworth's in Greensboro, NC, where Joseph McNeill, a black college student, was refused service. He and three other students returned the next day, and every day thereafter. In two weeks time there were similar protests in 11 cities in the Deep South. Despite beatings, heavy court fines, and imprisonment, the "sit-ins" continued, and because of the national publicity, the lunch counters were finally desegregated. The original 4 protesters were served lunch at the same Woolworth's counter six months after the protests started.



President Kennedy in 1962 ordered Federal Marshals to escort James Meredith, the first black student to enroll at the University of Mississippi, to campus. A riot broke out and before the National Guard could arrive to reinforce the marshals, two students were killed.

I feel that the turning point for civil rights in America began in August 1963 with the March on Washington, where Dr. Martin Luther King Jr. gave his "I Have a Dream" speech to a crowd of 200,000. This speech galvanized the movement and led to the establishment of laws that further define and guarantee the rights of all Americans. Even though our resolve is tested constantly with challenges to Affirmative Action and other policies, Black History Month is a time to look back at where we've been, and truly marvel at our accomplishments.

Enlistments and Retirements for October to December 2004

Enlistments

- AB Owens, Adam STUFLT
- A1C Bullock, James STUFLT
- A1C Hodson, Ryan STUFLT
- A1C Keegan, Bronwen STUFLT
- A1C Keegan, Travis STUFLT
- A1C Labarr, Adam SFS
- A1C Meaney, Heather CES
- A1C Miller, Michael STUFLT
- A1C Peterson, James, C STUFLT
- A1C Schmitt, David STUFLT
- SrA Fulmer, Brandon, S MXS
- SrA Maugiri, Kelly MDG
- SrA Murdock, Michael AMXS
- SrA Space, Jonathan AMXS
- SSgt. Chrysler, Sean AMXS



- SSgt. Devito, William SFS
- SSgt. Hancock, Jason AMXS
- SSgt. Hillhouse, Nicholas 274ASOS
- SSgt. Mencil, Christopher CES
- SSgt. Stickel, William MDG
- TSgt. Carrabba, James CES
- TSgt. Jackson, Donna FW
- MSgt. Maclean, Bernadine MDG
- Maj. Meyer, Michele 138 FS

Retirements

- MSgt. Darrigo, April MDG
- MSgt. Mertens, Michael 138FS
- MSgt. Varre, Michael MDG

Congratulations!

1-800-883-4484

Community College of the Air Force

By MSgt. Rosemarie Murray, 174 FW, Education and training NCOIC

Community College of the Air Force (CCAF) is a program to bring together military and civilian educational experiences into associate degree programs directly related to enlisted job specialties.

CCAF is a fully accredited institution open to all enlisted members of the Air Force and Air National Guard. CCAF translates Air Force technical training and on-the-job training into college level semester hours.

To earn an associate's degree from CCAF, students must have a high school diploma (or equivalent) and complete a minimum of 64 semester hours of college work, including:

- A minimum of 24 semester hours of technical education, normally earned through Air Force schools affiliated with CCAF or regionally accredited civilian schools.
- A minimum of 15 semester hours of general education normally earned through civilian schools.
- A minimum of 6 semester hours in management, usually earned through professional military education or civilian education courses.

- 4 semester hours of physical education earned by completing basic military training.
- A minimum of 15 semester hour of program electives

If you are interested in pursuing your CCAF degree, please stop by the Education and Training Office, located in the Wing Headquarters building, for more details.

Attention AGR's

If you utilize the tuition assistance program for college courses, please be advised that the Base Education and Training Office requires that you submit an official grade report to us. This is IAW AF1227, which indicates that documentation for successful completion of a course must be submitted to update your education records.

Failure to do so may result in collection of funds to reimburse the Air Force tuition program.

If you have any questions, please contact the Education and Training Office at x147, x148 or x409

Education and Training Survey

The Education and Training Office is currently conducting a survey of our unit members. Please take a moment to answer the questions below and return this form to your 1ST Sergeant by 12 noon on Sunday March 6, 2005. Thank you for your assistance!

Check any that apply.

1. What is your current civilian education level?

High School Graduate _____
3 - 30 College credits _____
31 - 60 College credits _____
61 - 90 College credits _____
Associate's Degree Completed _____
Bachelor's Degree Completed _____
Master's Degree Completed _____
Post Graduate Work # _____ credits

2. Do you have a Community College of the Air Force Degree?

Yes _____ No _____

3. Are you interested in taking CLEP/DANTES tests to earn college credit?

Yes _____ No _____

4. Are you currently enrolled in a CDC course?

Yes _____ No _____

5. If yes to #4, how do you feel your training is progressing?

- a. I am receiving adequate training. _____
b. I am not receiving adequate training. _____

(If b, please explain)

6. Are you interested in using the resource center in the Education and Training Office to search for scholarships and other financial aid information?

Yes _____ No _____

7. Are there other Education and Training needs that you feel need to be addressed? If so, please list below.

8. If you wish to meet with someone in the Education and Training office, please fill out your name, phone number and Best time to make an appointment.

Name _____ Phone Number _____

Best time for an appointment _____

Base Announcements

Scholarship Opportunity Available to Military Spouses

The National Military Family Association (NMFA) is excited to announce that applications are now being accepted for the NMFA's Joanne Holbrook Patton Military Spouse Scholarship Program. The scholarships are awarded to Uniformed Services spouses (active, retired, reserve, guard or survivor) to obtain professional certification or to attend post secondary or graduate school for an academic year.

Scholarships are normally in the amount of \$1,000.00. The scholarship funds may be used to assist with tuition, fees, books, and school room and board, so long as the funds are paid directly to the educational institution involved. The 2005 Awards were made possible through a donation from General Dynamics and several individual donors. Applications are only accepted online and are due on March 31, 2005.

NMFA recognizes that the military lifestyle presents unique challenges to military spouses. Frequent moves can interfere with military spouses' ability to complete their post secondary education, thus negatively impacting their professional development and long-term career progression. NMFA's military spouse scholarship program is one step toward helping military spouses gain the education that they need to reach their full career potential.

About NMFA

The National Military Family Association is the only national organization whose sole focus is the military family and whose goal is to influence the development and implementation of policies that will improve the lives of those family members. The Association's mission is to serve the families of the seven uniformed services through education, information and advocacy. For more than 35 years, its staff and volunteers, comprised mostly of military family members, have built a reputation for being the leading experts on military family issues.

Tax Year 2004 W-2 Information

Civilian employees will automatically receive a mailed copy unless they request "electronic only" by changing the setting in MyPay NLT 1 Dec 04. Any change you may have made last year is still in effect. Civilian W-2s will be available on MyPay on 6 Jan 05. Civilian W-2s will be mailed out NLT 14 Jan 05.

If you have an active MyPay account, W-2s will not be mailed unless you change the setting in MyPay NLT 1 Dec 04. Any change you may have made last year is still in effect. AGR W-2s will be available on MyPay on 10 Jan 05. AGR W-2s will be mailed out NLT 24 Jan 05.

If you have an active MyPay account, W-2s will not be mailed unless you change the setting in MyPay NLT 1 Dec 04. Any change you may have made last year is still in effect. Guardsman W-2s will be available on MyPay on 27 Dec 04. Guardsman W-2s will be mailed out NLT 5 Jan 05.

You can visit MyPay at <https://mypay.dfas.mil/mypay.aspx>. More information on W-2s is posted on the website.

Fort Drum Commissary Sale Calendar

Email: Robert.smith02@deca.mil
Phone: (315) 772-6581

LOOK FOR THESE UPCOMING SALES EVENTS THIS
YEAR AT THE FORT DRUM COMMISSARY

MARCH 18 & 19 - March into Savings / Fill Your Freezer SALE - Sale will be held in Warehouse. Great Savings on selected frozen food items. Purchase by the case or the unit.

STORE OPERATING HOURS

SUNDAY 1000 - 1800
MONDAY CLOSED
TUESDAY THRU FRIDAY 0900 - 2000
SATURDAY 0900 - 1800

Early bird shopping 0730 -0900 Tues - Friday (**15 items or less**) Commissary **will be OPEN** on Tuesday following Monday Holiday. Call ahead: (315) 772-5294 or 772-7457
Visit WEB site: www.commissaries.com

Check out the Bottom of your Register receipt for upcoming events at your commissary.

Cooperative Family Literacy Program

Literacy Volunteers of Greater Syracuse (LVGS) teaches people how to read, write and speak English. They do that by training tutors for one-on-one or small group instruction; using a collaborative tutoring model, which is student-centered, and providing literacy services in the workplace. They serve both children and adults functioning at or below the 6th grade level.

If you would like to volunteer your services to this worthwhile organization and be part of "ProLiteracy America" please contact Sheila Elmer or Shiann Brown at (315) 471-1300.

Additionally, LVGS is launching a new program called the Cooperative Family Literacy Program. The goal is to assist parents in creating an environment for their children to achieve a strong literacy foundation. Volunteers are needed to tutor these families and how to support one another's ongoing literacy development.

This program is one of the most significant in our community in making a difference in our youth and committing to their future. I encourage those with the time and desire to consider these programs.

If you need any assistance or have any questions please call or e-mail Lt. Col. Timpano.

Free Tax Preparation and E-filing

TurboTax is offering military personal free tax preparation and e-filing. Normally this is \$30.00 for Federal and \$20.00 for state. You have to enter the site at www.statetaxfreedom.com. Then click on "Do You Qualify?" to see if you qualify for this free service.

Fitness Center Rules

Enter and Exit through Main entrance only

- Entrance facing engine shop is emergency exit only. Do not use as a short-cut to and from the BX.

Must have clean footwear, bring change with you

- Do not wear in from outside.

Bring a towel with you

- Small hand towel will do.
- Do not use cleaning clothes to wipe yourself down.

Authorized Personnel Only

- Military members of the 174 FW, 152 AOG, and 274 ASOS.
- Civil Service Technicians, Civilians and State employees at Hancock Field.
- Other active or reserve members when in direct support of Hancock Field.

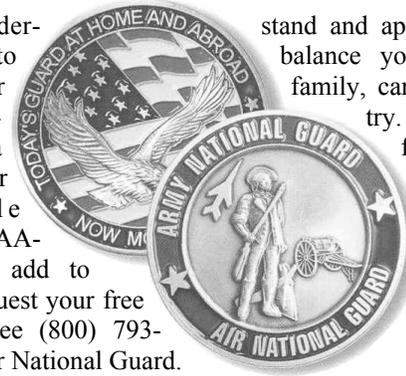
Unauthorized Personnel

- Students
- Dependents
- Retirees from any branch of service to include 174th Retirees
- Active Military personnel from any other branch of service unless in direct support of Hancock Field.

The authorized/unauthorized personnel stated above is due to Legal issues. All others request must be approved in writing by the 174th FW/CC. To ensure the longest life possible for our new Fitness Center we will be mandating several new simple rules. We look forward to everyone's cooperation. Thank-you!

USAA "Coins" for You!

"We understand what it means to your family, career, community and counting you a free National Guard or Reserve coin. Available exclusively from USAA-don't miss the chance to add to your collection". Request your free coin today. Call toll-free (800) 793-GCNAF for National Guard.



stand and appreciate what it means to your family, career, community and counting you a free National Guard or Reserve coin. Available exclusively from USAA-don't miss the chance to add to your collection". Request your free coin today. Call toll-free (800) 793-GCNAF for National Guard.

Partnership for Fiscal Integrity Program

PFI operates under an Under Secretary of Defense (Comptroller) charter to use reserve component personnel on a fee for service basis supporting DoD Working Capital Activities when regular active duty personnel are not available and PFI reservists are more cost effective than civilian employees or contractor support. All reservists on PFI active duty tours are volunteers who utilize either civilian and/or military skills in jobs supporting Defense Working Capital Activities. <http://www.dtic.mil/pfi/>



Departments of the Army and the Air Force
NATIONAL GUARD BUREAU



KNOW THE FACTS ABOUT FILING A COMPLAINT OF DISCRIMINATION

If you are a National Guard military member, AGR (Title 32 USC), or an applicant for membership and you feel you have been discriminated against due to race, color, religion, gender (Including sexual harassment), national origin, or retaliation (based on EO activity) you must file within 180 days...



Twenty Great Reasons to Stay Past Twenty

Reprinted with the permission of Lt. Col. Tom Mason, 109th AW, Director of Personnel

Lets face it: the post 9/11/01 operations tempo and concerns over deployments have some of our Air National Guard members who initially planned on longer military careers, now mulling over the decision to hang up the uniform and retire as soon as they reach twenty good years of service. However now more than ever, the ANG and the 109th Airlift Wing has a vital need to retain our well-trained and experienced mid-career members.

Your Air National Guard retirement date is a significant decision, usually influenced by family, employment, and personal aspirations. Or, sometimes unit-level fore management constraints don't allow everyone to stay in until their mandatory retirement date. However almost anyone in good standing who wants to serve past twenty years of service can do so successfully, often times reaching a level of rank and success beyond even their own expectations. There are great reasons to remain part of the Air Guard!

Consider these reasons to stay past twenty:

1. The pay chart does not top out until 26 years of service.
2. Every day served in military status earns another point for retired pay; two for each UTA day; longer careers equal larger pensions.
3. By mentoring our new generation of recruits, you preserve the rich legacy of the 174th and pass along invaluable experience and wisdom that helps shape our future.
4. Promotion potential increases with longevity-most senior master sergeants & chief master sergeants were promoted at 24 years or more years of service; Command Chief earned his rank at 30 years of service.
5. Unparalleled Educational benefits: free credit-bearing DANTES testing for members and spouses, credit toward CCAF Associate's degrees; free Professional Military Education that is highly regarded in the civilian sector. **
6. Tuition Assistance for college: G.I. Bill assistance for \$282/month and up; State Tuition Assistance of up to \$4,350 a year for the first 4-year degree, certain career fields qualify for Student Loan Repayment Plans and/or the GI Bill Kicker. **
7. Tax deferred savings plan: Uniformed Thrift Savings Plan (TSP) allows you to invest up to 10% of your base pay tax deferred in a 401k to build a considerable nest-egg (www.tsp.gov).
8. Special low premiums for life insurance-up to \$250,000 SGLI

for member and \$100,000 FSGLI for spouse-this is not limited to military status, you are covered 365 days a year!

9. Great Morale Welfare & Recreation resort discounts including Florida Disney's Shades of Green, Hawaii's Hale Koa, discounted event tickets, and more.
10. Family member Educational Scholarships. **
11. Secure and regular Paycheck- the monthly drill check can help build savings, defray student expenses, or supplement a civilian income.
12. Friendships- Guard work & activities builds rewarding relationships and fosters a unique sense of teamwork and belonging-remain part of a winning team.
13. Opportunities for mid-career retraining to other critical skills. **
14. Employer Support of Guard and Reserve: protects your civilian employment from adverse impact from your military service and highlights you Guard contribution- plus really cool benefits like getting your boos a C-130 ride!
15. Great Family Support Programs- fun social events for families and expert advice, assistance and support to help prepare for and cope with family separation. ***
16. Extra work opportunities: many sections on base have opportunities to serve and earn income beyond just the 48 UTA Periods and 15 days of annual Training.
17. New Your State Patriot Plan provides many Financial, Educational and Park Access benefits and legal protections while serving. (www.dmna.state.ny.us/members/patriot)
18. Medical and Dental care for those on orders over 30 continuous days; also all Guard members receive free annual medical checkups and inoculations.
19. Travel opportunities- while TDY you've seen and done some great things a civilian might never experience; ever deployments are personally & professionally rewarding; Guard members also have a higher priority for Space- A travel than retirees.
20. Because your continued service is highly valued by the citizens of our Nation, our State, and the ANG.

And because all the great reasons that brought you into the Guard are still great reasons to seriously consider serving past twenty!

**Contact Master Sgt. Oaksford at 454-6161

***Contact Terri Scanlin at 454-6577.

Retirement Party for MSgt. David Pauldine

Date: Saturday 5 March 2005

Time: 1800 to 2000

Place: Barbagallo's

Cost: \$25.00

Cost Includes hot buffet, chesse/cracker/pepperoni display & gift. Cash bar.

RSVP TO: SMSgt Kathie Hepp 454-6147 or
MSgt Sue Threat 454-6148
by Tuesday 1 Mar 05

Retirement Party for MSgt. Terri Scanlin

Date: Friday 1 April 2005

Time: 5:30 pm

Place: Damons Place, 8424 Damons Road,
off Route 31, Cicero, NY

Cost: \$20.00 pp.

RSVP to MSgt Rita Scheirer @ 454-6606 or
MSgt Kevin Scanlin @ 454-6819
by 25 March 2005

Now that we have survived the Holiday Season, made numerous (mostly unlikely to be culminated) resolutions, packed away the decorations and we've begun the Year 2005. Last year was a difficult one with many ups and downs, gains and losses of friends and family. Our world is in turmoil and yet, when I see a bunch of us together at events it warms my heart to know that we have a purpose, one that is far above our comprehension. At our Thanksgiving Dinner we collected a lot of toys, but met with a brick wall when we went to give them to the Chaplain's office at Ft. Drum. Even though this had been set up ahead of time. I am not sure, even after numerous telephone calls (10 to be exact), why they could not take them. It made me sad but we turned it around. I contacted the USAF Recruiters in Mattydale and they were ecstatic. What a carload we had. They went towards Operation Good Things co-sponsored by them and number of other companies, such as Channel 9 News. So my bottom line was this...a child, any child would enjoy the Season and we would help our fellow airmen in some way. Thank you to all who helped make this come true! Remember the motto AIM High.....we did and then some!

Also in reference to the above, my husband and I are part of a Troop Team. We send packages to the troops in Iraq and Afghanistan. We send about 15 packages every three weeks. I had my Brownie Troop make up Christmas bags. We have about four local military members of our church family and then we sent ten packages to the Chaplain stationed over there with the 10th Mountain Division. At our October meeting I was selling magnets to help defray the mailing costs (about \$10 – 12 per pkg.). Thank you to everyone who purchased these and to

those who sent other donations to me for this purpose. Your help allowed us to mail out 18 packages. for Christmas...yeah! We recently received a thank you from a Major stationed there. He told of how wonderful it was to receive something from home, to know that they are thought of. Isn't that the point? In that respect, DoD recently published a website to assist those who wish to do this. Although they do not endorse it, they state that the websites are checked periodically to ensure that they are legitimate. Some sites include www.defendamerica.mil/support_troops.html and www.AnySoldier.com. AAFES also has a program that can send some comfort and joy to the troops. "Gifts from the Homefront" – send \$10 and \$20 personalized gift certificate – they use it like cash in the BX's. "Help Our Troops Call Home" – check this out at the BX or link to www.memberconnections.com. For more information contact me and I will send you the whole message with other links.

OTHER NEWS

Many memberships are/or were due Oct – Nov – Dec so many of you have received "Have your forgot" letters. This is the busiest time of the year for membership renewals so your prompt atten-

tion is appreciated. Thanks to those who took the time to correct any errors.

If you have a picture, old ones, that you would like to have put in the EnGarde – either scan it to me or send it to me. I will gladly return it to you when we are done. But please remember to identify who is in the picture when you send it.

TAPS:

Boycheck, Catherine, Capt. (Ret.) – 174FW Clinic, passed away on 2 December 2004. Capt Boycheck accompanied the unit to Phalsbourg, FR having been assigned to the Medical Squadron as a nurse. She retired from the VA Hospital, Syracuse, NY after thirty years. She is survived by her two children and condolences may be sent to 164 Forest Hill Dr, Syracuse, NY 13206.

Ziorjen, Adolph, SSgt. (Ret.) died on December 14, 2004. He is survived by his lovely wife Anna, who resides at 5 Golden Bear Path, Ormond Beach, FL 32174,



Gil Richardson, Medic, 174th Medical Squadron

Webb, Walter A., Col. (Ret.) – passed away on January 9, 2005. He was originally assigned to the 138FS. He accompanied the unit to Phalsbourg, FR and was also activated to Canon AFB, NM in 1968. He was the Commander for the 174TFW Combat Support Squadron.

NEWS:

We recently heard from Andy Messer, he says he is doing fine and would love to hear from some of his old friends. His email is amesser@twcny.rr.com. Also had a recent email from USAF RetireeTom Swanson. They currently reside in Seaford, VA, he can be

reached at TGSwanson@cox.net. First Sergeant(Ret) Vince Coon, recently underwent surgery for a previous shoulder injury. He's home and will be recuperating for a month or so. Floyd Dufore has also been a little under the weather and did a short stint in the hospital. Get Up and Get Going Wishes to All!

It is the **VETERAN**, not the preacher who has given us freedom of religion.

It is the **VETERAN**, not the reporter, who has given us freedom of the press.

It is the **VETERAN**, not the poet, who has given us freedom of speech.

It is the **VETERAN**, not the campus organizer, who has given us freedom to assemble.

It is the **VETERAN**, not the lawyer, who has given us the right to a fair trial.

It is the **VETERAN**, not the politician, who has given us the right to vote.

It is the **VETERAN**, who salutes the **Flag** and serves with the **Flag**, only to rest under the **Flag**. -Anonymous



VIETNAM WALL EXPERIENCE™

The Vietnam Wall Experience

A replica of the Vietnam War Memorial in Washington, D.C. will be on display at The New York State Fair Grounds Entrance corner of Bridge Street on May 6th, 7th and 8th.

The display will be open to the general public 24 hours a day during its stay. The Vietnam Wall Experience will be hosted by a variety of volunteers including active duty, retired military personnel, veterans organizations, civic groups and The Dignity Memorial Staff along with the Vietnam Veterans of America #103. Volunteers are UR-

GENTLY needed beginning at 1700 hrs on May 3rd through 0800 hrs on May 9th to help erect, program assistance and dismantle the memorial.



To volunteer, please call 1-866-677-2273.

For more information about the Vietnam Wall Experience, visit the website at

www.VietnamWallExperience.com

ENGARDE

174th Fighter Wing
New York Air National Guard
Headquarters
6001 East Molloy Road
Hancock Field
Syracuse, New York, 13211-7099

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