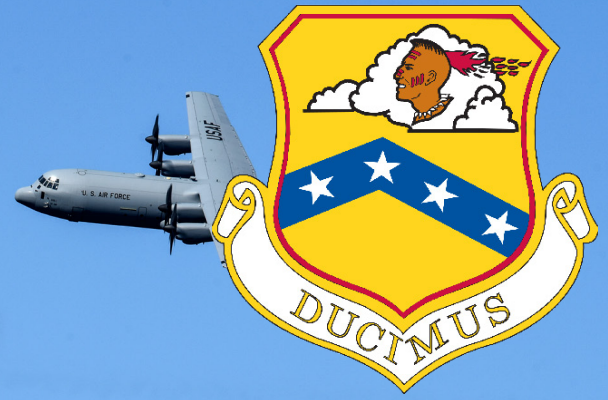


189th Airlift Wing WARRIOR

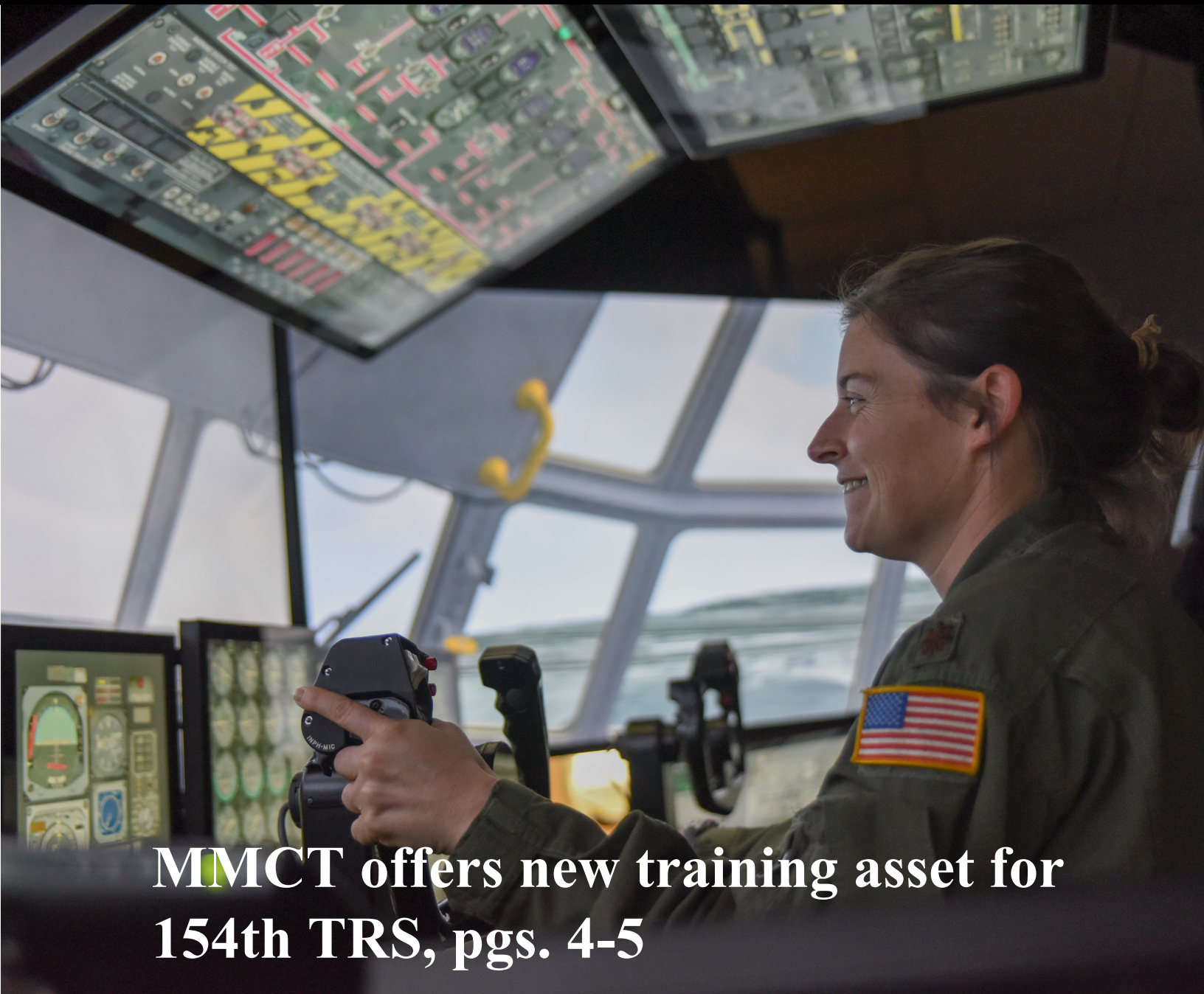


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Diversity makes us stronger together

By Col. Thomas D. Crimmins
189th Airlift Wing Commander

Greetings Warriors! This month, we are celebrating African American History Month to acknowledge all of the accomplishments and contributions that African Americans have made to our nation. This is especially relevant to our Air Force and Air National Guard, where we strive to have an incredibly diverse group of Airmen who are focused on serving our nation and accomplishing the mission.



Cultural diversity, as well as diversity of skills and knowledge, is what makes the U.S. Air Force the greatest Air Force in the world. Our Warriors bring a collective set of skills to the Arkansas Air National Guard that keep our wing ready, relevant, and credible in the state and the nation. Every day, our Airmen lead the charge as some of the most experienced operators, maintainers, defenders, and support personnel in the military. Our unique differences, personal experiences, and expertise benefit the state as our Airmen work hard to support domestic operations and the nation as more than 150 members of our wing prepare to deploy this year in support of overseas contingencies.

As we continue to prepare our Airmen for deployment and support of the mission at home and abroad, I'd like to thank not only our Airmen for their hard work and commitment, but our family members for their continued support. We are stronger together and we successfully accomplish our mission because of all of you.

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African American History Month is an annual celebration of achievements by African Americans and a time for recognizing their immeasurable impact on the history of the United States.

The annual celebration of Black Americans' achievements is credited to Dr. Carter G. Woodson. Known as "The Father of Black History," Woodson dedicated his life and career to the field of African-American history and lobbied extensively to establish Black History Month as a nationwide institution.

African American History Month grew out of "Negro History Week," championed in 1926 by noted historian Carter G. Woodson and other prominent African Americans. Originally celebrated during the second week of February, in conjunction with

the birthdays of Abraham Lincoln and Frederick Douglass, Negro History Week expanded into Black History Month in 1976. During our nation's bicentennial, President Gerald Ford officially recognized February as Black History Month, urging Americans to "seize the opportunity to honor the too-often neglected accomplishments of black Americans in every area of endeavor throughout our history."

Some 40 years later, we can still argue that the accomplishments of Black Americans are too often neglected and those who neglect them are shortsighted. The social and cultural contributions of black Americans receive most of the attention this month. As in the past, Black Americans today continue to write our nation's story with their commitment to the arts, sports, science, technology, politics and defense of the United States.



MMCT offers new training asset for 154th TRS

By Senior Airman Kayla K. Edwards
189th Airlift Wing Public Affairs

The 189th Airlift Wing recently acquired a new training asset that will continue to prepare the members of the wing and its students to fly, fight, and win. The Multi-Mission Crew Trainer, or MMCT, is a non-motion flight simulator that was designed to help meet flight crew training requirements while saving money and time. One of the main reasons that the MMCT was requested by the National Guard Bureau was to manage training requirements and mission readiness while dealing with the reality of budgetary constraints and personnel issues, explains Kevin Hubble, QuantaDyn MMCT Contractor Operator Maintenance Support manager.

“The Air National Guard looked at what could be done to keep people trained and proficient in their jobs in the C-130 flying world and this solution works,” he stated.

The MMCT can be configured to reproduce any number of conditions, such as selecting different locations, aircraft configurations, weather patterns, and emergency conditions. Also, not only does the MMCT work for flight crew members who are already proficient but it can be utilized to train new students as well. Hubble explained that the MMCT is set up to go from A to Z and can be used to train a flight crew member at any level of expertise.

“You could take a brand new flight crew member who maybe hasn’t had enough time on the plane to get his or her checklist discipline completed and bring them into the simulator for a series of training events to fine-tune their skills,” he said.

Conversely, the MMCT could also be used by a seasoned flyer who needs to reacquaint themselves with the controls and refresh what he or she already knows. This is especially true for drill status pilots, who would likely see a great benefit utilizing the MMCT. Many of the pilots assigned to the unit who are traditional Guardsmen work for civilian airlines

in a full-time capacity. Having a readily available simulator to use as a quick refresher before a check ride can provide another level of comfort for those individuals and reacquaint them with the Herc before flight.

“Flying a Boeing 737 isn’t quite the same as flying a C-130H, so if they’re flying that aircraft for the majority of the month, it’s nice to have this trainer available so they can jump in for even an hour to get their mind back into the mode of the C-130,” said Hubble.

Financially, the MMCT is a more cost-effective option for Air National Guard units. The initial cost for a full motion simulator is somewhere between \$12 to \$14 million dollars, plus operating costs and employing staff to manage it. The initial cost of the MMCT is a quarter of the cost of a full motion simulator and all that is needed is someone who is instructor operating station trained to generate all of the training scenarios needed.

From an operational perspective, the MMCT also provides a level of scheduling flexibility that does not exist with the full motion simulators that are operated by the contractors on Little Rock Air Force Base.

“Availability is a big advantage and the operating costs are minimal compared to a full motion simulator,” said Hubble.

While the MMCT is ideal for individuals who want to work on check ride preparation and systems knowledge reinforcement, it will also be particularly useful for instructors to build on the knowledge that students have about the C-130H when they come to the schoolhouse.

Mr. Hubble, a retired flight engineer who spent 30 years in the 109th Airlift Wing in the New York Air National Guard, acknowledges that the MMCT



Master Sgt. David Long, 154th TRS flight engineer, views the screens inside the Multi-Mission Crew Trainer that control the configuration of any simulated flight programmed to run for users. Long currently operates the MMCT for any flight crew members who want to jump into a seat for a simulated mission. (U.S. Air National Guard photo by Senior Airman Kayla K. Edwards)

would have been a valuable training asset during his years in the Guard.

“Our unit had a very specific mission set with the Skibird and this tool would have been worth millions of dollars to us. It could have potentially taken anywhere from eight to 12 months of training and compressed it into less than six,” said Hubble.

Master Sgt. David Long, 154th TRS instructor flight engineer, currently manages the MMCT and is optimistic about its value to the 189th AW.

“It’s open for our operators to use any time. I’ve created a guide so that anyone can come in and run a training program independently,” Long explained.

Having the MMCT opens the door for a plethora of opportunities for the wing. Not only does it provide an

opportunity for 154th TRS members to refresh their knowledge, but it also gives students the opportunity to see something that they haven’t experienced yet.

“Sometimes it can be difficult to explain what they’ll see while they’re flipping through their books. Instructors can bring them into the [MMCT] and this is the aircraft,” Hubble stated. “There’s not much that you can do in the MMCT that you can’t replicate on the aircraft and vice versa.”

Hubble also talked about other real-world training opportunities that exist with the MMCT. Eventually the goal is for every ANG unit that flies the C-130 to have an MMCT onsite. The trainer is designed to link with other MMCT units throughout the Air National Guard, making it possible for crew members to fly missions with Airmen at other units, without ever leaving their respective bases.





189th AW hosts Yellow Ribbon Reintegration event

By Tech. Sgt. Jessica Condit
189th Airlift Wing Public Affairs

The 189th Airlift Wing hosted the Yellow Ribbon Reintegration Program event, Saturday, Jan. 25, 2019, in downtown Little Rock in preparation for the wing's upcoming deployment cycle. More than 120 Airmen from the wing attended with family members to ready themselves for the hardships and stressors of a deployment.

The Yellow Ribbon Reintegration Program was

care, education and training opportunities, financial, and legal benefits. We work in government and non-government partners, including the Small Business Administration and Departments of Labor and Veterans Affairs, to provide up-to-date and relevant information to the members of the All-Volunteer force and their families.

Classes ranging from financial advice to military



Members of the 189th Airlift Wing attend a breakout session during the Yellow Ribbon Reintegration Program, Jan. 25, 2018, in Little Rock, Ark. The program is designed for National Guard and Reserve military members and their families to learn new strategies for dealing with stressors of deployment and providing resources for family members while their loved ones are away. (U.S. Air National Guard photo by Tech. Sgt. Jessica Condit)

established by the National Defense Authorization Act in 2008. According to the YRRP website, the program is a DoD-wide effort to promote the well-being of National Guard and Reserve members, their families and communities, by connecting them with resources throughout the deployment cycle. Commanders and leaders play a critical role in assuring that Reserve Service members and their families attend Yellow Ribbon events where they can access information on health

benefits for service members and their families encompassed the full-day of events. The event provided Airmen the opportunity to attend the breakout sessions that they felt would benefit them or their families the most and allowed for several different opportunities to attend.

Among the many opportunities provided were resources for the service members and their families to take advantage of while in the deployed situation. Providing a network experience, family members were able to connect with other family members,

instilling a support system within the wing. Along with valuable insight into tools and resources, families were provided lunch and an opportunity to get to know each other in a casual environment.

For more information on the Yellow Ribbon Program, visit www.yellowribbonevents.org, or call Michelle Rainbolt, the 189th AW Yellow Ribbon Program advisor at (501) 533-8653.



Check out these awesome 189th AW events!



Making Taxes Less Taxing

Tax laws have changed, and they are likely to impact service members and their families. Reviewing and understanding the possible tax implications of the Tax Cuts and Jobs Act — the most sweeping tax-reform legislation in more than 30 years, can help maximize benefits and protect against unexpected tax bills or penalties at filing time. Knowing the changes and possible effects of the reform can help members of the military community adapt in a way that reflects their personal finances and lifestyles.

- ✓ Tax laws
- ✓ Tax planning strategies
- ✓ Tax Filing basics
- ✓ Withholdings and exemptions
- ✓ Topics for Military taxes
- ✓ Record keeping for taxes
- ✓ Free tax services

Have questions about your taxes? Come to the Tax Workshop and talk with Katina Dimitro, accredited financial counselor, to get more information about your tax preparation this year.

When: Sunday, 10 February
Location: Chief's Den, Hercules Dining Facility
Time: 11am - 11:45am or 12pm - 12:45pm



189th AW Deployed Family Dinner

We would like to invite all deployers and their families, as well as anyone who would like to show their support, to join us for dinner and activities.

Please RSVP at: <https://www.eventbrite.com/e/189th-airlift-wing-deployed-family-dinner-tickets-54919074430>

When: Friday, 8 March at 1800
Location: 189AW Maintenance Hanger
Food provided by Jacksonville Church of the Nazarene
Activities provided by 189th AW Airman & Family Readiness



Air Force makes updates to enlisted evaluation policies

Secretary of the Air Force Public Affairs

Arlington, Va. (AFNS) -- The Air Force recently updated evaluation policies for enlisted Airmen, refining the process and requirements for enlisted performance reports.

The revised policies are in response to feedback from the field and are geared towards increasing flexibility for commanders and empowering performance within the enlisted corps.

“We are continuously making strides to reform our talent management system, including evaluating updates we previously made to the Enlisted Evaluation System,” said Lt. Gen. Brian Kelly, Air Force deputy chief of staff for manpower, personnel, and services. “Our focus is on making our system more agile, more responsive, simpler and more transparent to better meet the needs of our Airmen and our Air Force.”

The updated policies will impact almost every active duty enlisted Airman as well as those in the Guard and Reserve.

One of the more significant updates covers a long and widely debated subject. Under the new policy senior noncommissioned officers who complete an associate’s degree or “higher level degree from a nationally or regionally accredited academic institution” are eligible for promotion and senior rater stratification or endorsement consideration.

Prior to this update, only degrees obtained from the Community College of the Air Force could be considered for senior rater stratification and endorsement. Airmen should ensure completed degrees are updated in their personnel records in the Military Personnel Data System.

Another update focuses on equitability and streamlines the stratification process by removing ineligible Airmen from the senior rater stratification pool. The previous policy allowed Airmen with an approved high year of tenure, or HYT, retirement date to be factored into the senior rater’s endorsement allocations. For Airmen reaching HYT, performance evaluations are also now considered optional.

An additional update authorizes the senior enlisted leader, previously only an advisor, to be a voting member of the Enlisted Forced Distribution Panel. In addition, the policy affords large units the ability to use the Enlisted Force Distribution Panel process. If a designated large unit chooses not to do so, the unit commander must publish and disseminate alternate procedures no later than the accounting date for each evaluation cycle to ensure transparency.

In yet another update, commanders now have authority to designate any number of non-rated days if they determine an Airman “faced personal hardships during the reporting period.” The option provides commanders the agility to reflect periods of extenuating circumstances on annual evaluations without negatively impacting the Airman.

Air Force senior leaders also made recommendations regarding referral evaluations. Currently, a report is automatically referred when “met some, but not all expectations” is selected on the AF Forms 910 and 911. To allow raters the opportunity to identify and document potential areas of improvement, these ratings will no longer be considered a mandatory referral enlisted performance report. This particular policy change will take effect in conjunction with the staff sergeant static close out date on Jan. 31

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Troops urged caution with sharing personal info online

By Tech. Sgt. Erich B. Smith
National Guard Bureau

ARLINGTON, Va. – In recent months several National Guard members have been victims of doxing – the practice of an outside entity making public personal or private information about an individual or organization by placing it in public areas of the Internet.

The unrelated, yet similar incidents, should serve as reminders to Guard members to be mindful of what they share online, said Jack Harrison, a division chief with the National Guard Bureau’s Office of Public Affairs who oversees the NGB’s social media and web presence.

“If your post is out there in social media, it’s out there forever and whether you take it down or not is inconsequential to the outcome,” he said. “Protecting yourself starts from moment one.”

Those who carry out doxing often find the information from publicly available sources – such as social media posts, websites and other online forums – but may also use more advanced techniques such as phishing scams or hacking. Because of that, said Harrison, protecting yourself means not only watching the information shared online, but also taking note of built-in features of cell phones and computers. “The effort to protect yourself and your information isn’t only about the social media platforms,” he said. “It’s also about the technology in the laptop they have on their desk or the cell phone they hold in their hands, [and] it’s about making sure you use the technology to protect yourself.”

Harrison pointed to Bluetooth and other wireless technologies available on most cell phones and computers. When left on in a public setting they may allow others the ability to connect to the device, depending on the security features that have been enabled. That may leave the device open to hacking.

Another concern comes when uploading digital photos from a camera with geotagging features activated.

The location information saved by geotagging is embedded in the image, Harrison said, which may allow others to track an individual’s movements and location, even if that location wasn’t specified in the social media post or other areas the photos were uploaded to.

“Divulging someone’s exact location would not only be a personal security concern,” said Harrison, “but an operational security issue relative to the units in which that person serves.”

Harrison added the security concern of location tracking may allow others to determine an individual’s daily routine and timeframes that may allow access to other areas with private information, such as a home or office. Additionally, it may give away details on unit and troop movements.

Maintaining an online presence isn’t a bad thing, said Harrison, though Guard members should ensure their computer and cell phone are set so others cannot connect to them. And when it comes to social media and other online posts, Harrison cautioned Guard members to think twice about the information they’re putting out there.

“You need to ask yourself how much of your life you want to be exposed,” said Harrison, “And from a military perspective, what would your commander think? One moment of your life can easily go viral and can affect or destroy your career.”

Harrison emphasized that even if social media platforms are set to “private,” an individual’s posts can often still be shared by followers, making them visible to those the original poster may not know. Striking a balance is key, he said.

“At the end of the day, it’s all about common sense overruling the desire to be out there [on social media],” said Harrison. “You can do both, but you have to be safe and protect yourself by taking some common sense steps at the very beginning.”



Warrior of the Month: Staff Sgt. Caleb Tibbits



Rank/Name: Staff Sgt. Caleb Tibbits

Unit: 189th Civil Engineering Squadron

Guard Status: Traditional

Civilian Job: Reliability Engineer at MISO

Position: Power production NCOIC

Hometown: Munford, TN

Time on Station: 6.5 Years

Time in Service: 6.5 years

Family: Mother, Faith and father, Vin

Goals: Take the Fundamentals of Engineering exam this year, start working

toward a master's degree

Hobbies: Working on small home projects, cooking, unicycling

Most Rewarding Part of My Job:

Being able to see the fruits of my labor. I love to hear a generator operate after I troubleshoot

Why I Joined the Guard: Initially, I joined to help pay for college. Now I enjoy the opportunity to work with Airmen in different career fields and gain more knowledge





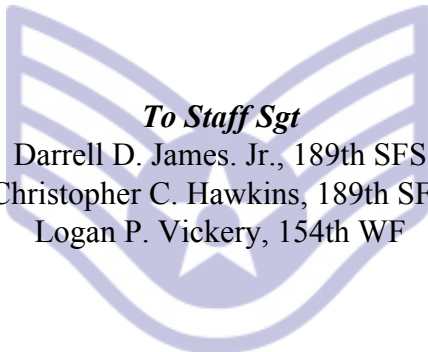
PROMOTIONS



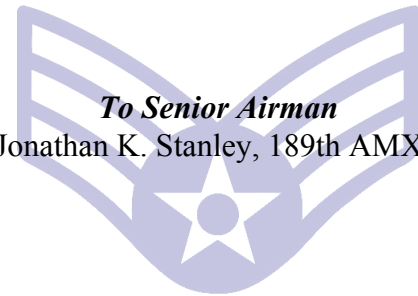
To Senior Master Sgt
Jason R Terry, 154th TRS



To Technical Sgt
William F. Gross, 189th AMXS
Boris E. Hunt, 189th LRS



To Staff Sgt
Darrell D. James. Jr., 189th SFS
Christopher C. Hawkins, 189th SFS
Logan P. Vickery, 154th WF



To Senior Airman
Jonathan K. Stanley, 189th AMXS

PME GRADUATES

Senior Noncommissioned Officer Academy

Master Sgt. Daniel Dinges, 189th MSG
Master Sgt. Matthew Lovell, 189th MSG
Tech. Sgt. Henry Williams, 189th MSG

Noncommissioned Officer Academy

Tech. Sgt. Brett Grove, 189th OG
Tech. Sgt. Justin Jordon, 189th MXG
Tech. Sgt. Robert Larman, 189th MXG
Tech. Sgt. Naomi Perez-Taylor, 189th AW
Tech. Sgt. Dane Schellenberg, 189th MXG

Airman Leadership School

Staff Sgt. Christopher Hawkins, 189th AW
Staff Sgt. Logan Vickery, 189th WF

Congratulations promotees and PME graduates on reaching the next level in the Air National Guard. Your dedication and service to the Arkansas Air National Guard did not go unnoticed! Keep up the good work!