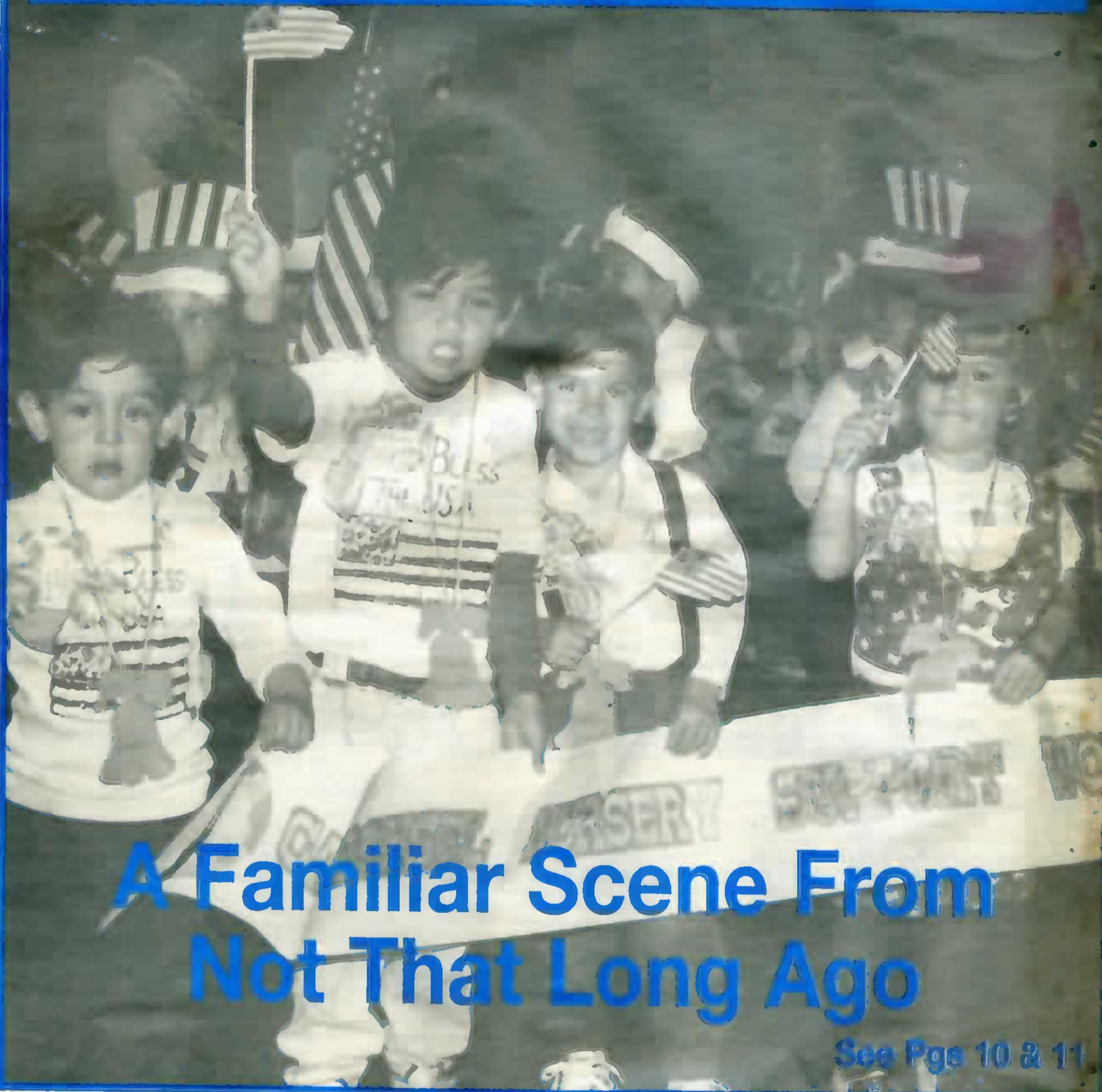


Louisiana

# Guard sman

VOLUME 5, NUMBER 2 FEBRUARY/MARCH 1992



## A Familiar Scene From Not That Long Ago

See Pgs 10 & 11

This newspaper is an Authorized Publication for members of the Louisiana National Guard. Contents of the Louisiana Guardsman are not necessarily the official views of, endorsed by, the U.S. Government, Dept. of Defense, Dept. of the Army, or the Louisiana National Guard.

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ON THE FRONT COVER: This scene was repeated more times last year than some care to recall. This year, the 165th Transportation Battalion participated in Optimal Focus 92, a Forces Command directed call-up exercise. For more photos and story see pages 10 and 11. (Photo by SSG Paul J. Sylvest, 241st PAD)

ON THE FRONT COVER of our last issue: In the Dec 1991/Jan 1992 issue of the Louisiana Guardsman we failed to give photo credit to SGT Lucas J. Landreneau, Jr., for the top photo on the front cover.

Louisiana Army National Mardi Gras Guardsmen lead the way for the Department of the Army and National Guard Bureau Army Communities of Excellence Team to decide that Louisiana is the best when it comes to customer service. (Photo by SSG Carl Waelde, 209th PSC, LAARNG)

Editor's Note:

The Louisiana Guardsman is incorporating the La. Family Assistance Newsletter into our paper. Look for the pull-out section (pages 7, 8, 13 & 14) in each issue for news on family matters and more.

Louisiana was notified on April 1 that we swept away with first place in the ACOE competition. You can bet there's no April Fool's there!

# ACOE Success Times Three

By SGT Kristi L. Moon  
241st PAD

Members of the Department of the Army and National Guard Bureau Army Communities of Excellence Evaluation Team never experienced anything quite like their visit with the Louisiana National Guard.

When the team stepped out of the Jackson Barracks Enlisted Club after breakfast, they were greeted by the Olympia Brass Band, Mardi Gras-

costumed guardsmen, banners, beads, doubloons and people filled streets.

All the hoop-la concentrated on one single effort: proving that the Louisiana Army National Guard serves its communities better than any other state, which involves winning \$200,000.

The three day visit by the team was filled with creole food, cajun hospitality, good humor and proof of the quality services the guard

provides for its customers.

Other ventures during their stay included a tour of the French Quarter and a trip to central Louisiana to visit sites like Camp Beauregard, the Louisiana Military Academy and the NCO Academy.

Considering all the effort put forth for this visit, when we win the big bucks, we will have proven ourselves in the eyes of those who matter - our customers and our soldiers.



LAARNG 1992 GOALS  
"LEADING AND CARING"



- 12. PROMOTE GOOD PHYSICAL AND MENTAL HEALTH AND WELLNESS WITH INDIVIDUAL SOLDIERS AND EMPLOYEES AND WITHIN UNITS.

Louisiana Guardsman  
The Adjutant General, La. Army  
and Air National Guard  
Maj. Gen. Ansel M. Stroud, Jr.

Chief of Staff (Army)  
Col. Paul D. Alford, Jr.

Deputy Commander (Air)  
Lt-Col. Harry A. Troclair

Public Affairs Officer  
1st Lt. Maria L. Jonkers

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Original articles pertaining to Louisiana National Guard units or individuals that would be of interest to the Guard community may be submitted to La. National Guard, Office of the AG, LANG-PAO (SGT Moon), Jackson Barracks, New Orleans, La. 70146-0330.

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Members of Petron, Inc., from Alexandria, La., remove one of the nine underground storage tanks recently discovered at Jackson Barracks. This tank was found in Area A across from Post Security. (Photo by SGT Kristi L. Moon, 241st PAD)

## Tanks Traced Back To WWII Era

By SGT Kristi L. Moon  
241st PAD

The Louisiana National Guard continues its plight to better its facilities by insuring compliance with environmental standards.

Last November, nine underground storage tanks (USTs) were discovered at Jackson Barracks, the historic training facility in New Orleans. Research proved these tanks were filled with contaminated water and were improperly closed.

In order to comply with Department of Environmental Quality (DEQ) standards the tanks had to be removed. The Director of Facilities Engineering - Environmental Section and Petron, Inc. from Alexandria, La. removed the tanks and the contents of each. The entire project took approximately 10 days.

According to Chad Bordelon, the Hazardous Waste Compliance Officer for Facilities Engineering, the origin of these tanks is unknown. Bordelon researched aerial photographs as far

back as 1936. At that time houses and trees filled the sites where the tanks were found.

Up until 1939, the time when Jackson Barracks was federalized for WWII, this site housed the 108th Cavalry (which is now the 205th Engineer Battalion). Photographs from this era show stables and buildings over the tank sites.

During WWII Jackson Barracks served as a distribution point for ships on the Mississippi River. Ships unloaded their cargo which

continued its journey by motor vehicle from Jackson Barracks. The use of fuel would explain need for such large storage tanks. Each tank had a 14,200 gallon capacity.

This is the only supporting evidence to explain the origin of these tanks. There are no records of installation anywhere in the state.

Records or not, now, Jackson Barracks is safer by complying with DEQ standards.

## Gulf War Yields Tax Benefits/Breaks

By Master Sgt. Linda Lee, USA  
American Forces Information Service

Some federal tax benefits are available to service members who served in the Persian Gulf combat zone during Operations Desert Storm and Provide Comfort.

The breaks apply only to service in the area after Jan. 17, 1991, when it was declared a combat zone. They will continue until the area is redesignated.

Those who did not serve in the combat zone but received hazardous duty pay or imminent danger pay in support of the war also qualify for the breaks.

The combat zone consists of Bahrain, Iraq, Kuwait, Oman, Qatar, Saudi Arabia, United Arab Emirates, the Red Sea, Persian Gulf and the gulfs of Aden and Oman. It also includes part of the Arabian Sea.

The major federal tax benefit, said Defense Finance and Accounting Service officials, involves the amount of income subject to taxation. For enlisted service members and warrant officers, all pays are tax-exempt for the period served in the combat zone. Only the first \$500 each month in the combat zone is tax-free for commissioned officers. Finance officials said one day's duty in the combat

zone or in direct support of the operation qualifies the entire month's pay for tax exemption. The tax break ends on the last day of the month the individual leaves the combat zone.

Following departure, a service member has at least 180 days to handle several tax matters, said finance officials. These include buying a house to postpone paying tax on the sale of a previous house, filing federal tax returns and paying any federal taxes owed. For those individuals owed a tax refund, interest is paid on the amount from April 15, said Navy CDR Patrick Kusiak, a DoD tax expert.

According to Kusiak, federal taxes owed by a service member who died as a result of the gulf war are forgiven for that year. Any federal taxes the service member owed from the previous year are also absolved.

Under certain circumstances, a service member who was hospitalized because of injury or illness directly related to the gulf war can qualify for the tax break through the month of the release from the hospital.

DoD finance officials stress, however, these breaks are for federal taxes only. For state and local tax information, service members should check with the appropriate agency.

Unit tax advisers and legal offices can assist members whose taxes are affected by the gulf war. Help is also available at local IRS centers or by calling toll free 1-800-829-1040. Service members stationed overseas may write to:

Internal Revenue Service  
Assistant Commissioner  
(International)  
ATTN: IN:C:TPS  
950 L'Enfant Plaza South, SW  
Washington, DC 20024  
USA.

IRS Publication 945, *Tax Information for Those Affected by Operation Desert Storm*, provides step-by-step guidance and information on federal taxes for service members. For a copy of the booklet, call toll free 1-800-829-3876 or write to:

Internal Revenue Service  
Forms Distribution Center  
PO Box 25866  
Richmond, VA 23289  
USA. ☐



COL Fred A. Palmer, Commander of Troop Command congratulates members of the 415th Rifle Team at an awards ceremony in Baton Rouge, February 8th. (Photo By SPC Mike Ritter, 241st PAD)

## 415th MI BN - Goes to First Rifle Tournament

BY SPC Mike Ritter, 241st PAD

A band of young guns from the 415th Military Intelligence Battalion shot down their first ever rifle tournament and will represent Troop Command in the upcoming state meet.

Team captain Dane Karvois said few expected his team to win, but heads were turning when the M.I.'s banged out a first round score of 40-40-39-38-37-37.

The team prepared for the Troop Command meet by getting together

for dry-fire exercises on Friday nights before drill and zeroing their weapons at a private range in Baton Rouge.

"When we picked the team one of the prerequisites was coming in on Friday nights. These guys wanted to be here," Karvois said.

Other members of the team are high shooter Cadet Kirk Stulen, Sgt. Jason Lachney, Sgt. Nathan Smith, Spc. Henry Patron, Spc. Juan Cota, Spc. Mark Parent, Spc. Thomas Sawyer, Pvt. Charles Watts, and Sgt. 1st Class Paul Daughty.

## ESGR Reports Success

BY Madro Bandaries  
Public Affairs/ LA ESGR

The Louisiana Committee for Employer Support of the Guard and Reserve completed its best year ever, since the establishment of the national office (NCESGR) more than twenty years ago. Operation Desert Shield and Storm thrust the Guard and Reserve onto center stage as America's citizen-soldiers were called to duty in numbers not seen in decades. The 100,000 activated as the year began grew to nearly a quarter of a million as SHIELD became STORM and the coalition forces achieved their remarkable victory. The achievements by our Guard/Reserve forces put to rest the few lingering doubts concerning the effectiveness of America's Total Force policy.

The most gratifying aspect of the Persian Gulf War was the unqualified support shown by the citizens of the U.S. for their reserve forces. As a group, the nation's employers were second to none in their support. Despite the hardships imposed by the short-notice loss of employees for an uncertain period of time, the vast majority complied with the law concerning the rights of our citizens soldiers and many of them even exceeded their legal obligations, providing pay and benefits to activated Guard/Reserve members and their families.

DESERT SHIELD/STORM also brought out the best in our network of ESGR volunteers as well. With thousands of Guard/Reserve personnel being mobilized, the committee volunteered hundreds of hours of their time to meet a situation that they and employers felt would never develop. When reemployment problems developed

following release from active duty, committee members again stepped to the front, providing information, informal mediation, and timely problem resolution or referral for hundreds of Guard/Reserve personnel.

In the leadership role on the local level, were State Chairman Ned Diefenthal, Executive Director Mike Martinez, and Assistant Executive Director Mary Ann Touchard. The success of the Louisiana ESGR was in their hands and they met the challenge. Their leadership led to Louisiana's recognition as the model ESGR committee for other states.

Other direct results from your ESGR state committee were the changes in state law which authorized Power of Attorney for departing personnel, solving the problem of academic refunds and college credit for personnel in school and the deferment of State Income Tax for same. In addition, laws were passed to defer the expiration of professional licenses and allow elected officers to retain their post if called to active duty.

In the area of public relations, the Louisiana Committee presented 207 DESERT SHIELD/STORM Seven Seals Awards to Louisiana employers who assisted with personal support; 274 "My Boss is A Pro" awards upon the nomination of individual Guard/Reserve members; and one Pro Patria award (NCESGR's highest employer award) to Ms. Carroll Suggs and her company, Petroleum Helicopters, Inc.

Our committee stands ready to assist you with Employer/Employee problems. Our new Executive Director is Lt. Col. John Landry, Jr. He can be reached at Jackson Barracks (504) 278-6311.





CSM Richard Graham

## 204th ASG Salutes Graham

The NCOs and soldiers of the 204th Area Support Group recently saluted Command. Sgt. Maj. Richard Fergus Graham in a formal military retirement ceremony, December 8th. This was a unique form of recognition as the entire ceremony was centered on NCO leadership from the Commander of Troops (ASG New Command. Sgt. Maj.) to section sergeants. Maj. Gen. Ansel M. Stroud, Jr. presented Graham with the Meritorious Service Medal for his thirty-nine years of military service.

Graham served his country from November 17, 1952 to December 1, 1991 with the last six years as the command sergeant major of the 204th Area Support Group. This outstanding NCO served as rifleman, motor sergeant, first sergeant,

Battalion CSM and of course as the ASG CSM. Graham stated in his retiring remarks that, "The National Guard is unique for it allows a soldier to grow both in his civilian and military career at the same time...as I progressed in the civilian world my NCO skills and challenges developed in the same manner."

In keeping with the importance of this superior soldier's retirement, HC 204th ASG conducted the ceremony as part of the unit's family day. No family day is complete without friends and fellow soldiers, so the unit invited several of Graham's former commanders. The crowd of over 100 guests made this retirement for Graham a special occasion that he and the soldiers of the command will remember for years to come.

## Defining the Role of Support Operations

Reprinted from the Drug Guard of Louisiana Newsletter

The Louisiana Army and Air National Guard Counter-Drug Program (CDP) headlined with its inception nearly three years ago.

The conceptual mission was to provide support to federal, state and local law enforcement agencies across the state, but without a firm handle on how guardsmen would serve in a support role, the future of the program was up for discussion.

With fewer than fifteen original members supporting three sites, the CDP had a slow beginning, but defining the role of the National Guard gradually became easier. As law enforcement agencies recognized a need for more manpower, the CDP began to grow. The support guardsmen provided became a vital part of statewide drug enforcement efforts.

Nearly three years later, the impact of the CDP in the "War on Drugs" is evident by the growth of its members and the result of its work.

With more than 50 sites and over 150 guardsmen in support roles, the

burden of the agencies to do it all has greatly diminished. Now, each soldier has an active role in providing assistance to a particular law enforcement office.

Some of the support activities guardsmen provide include: surveillance, data processing, fingerprinting, inventory of contraband, case file and warrant preparation, field interviews, video arrests and seizures, etc.

As a force multiplier, each guardsman also has the flexibility to provide impromptu assistance wherever needed.

The recent evaluation by the National Guard Bureau reflects on our commitment to get ready and stay ready.

This carries forward a belief, "The more we do, the more we can do; the more busy we are, the more leisure we have," quoted from William Hazlitt (1778-1830).

Only the budget can limit the potential of the CDP, but it can't overshadow our accomplishments. We have proved to be a valuable state resource.

## Say no to Drugs!

## 209th PSC - Mobilization With Imagination

BY SPC Mike Ritter  
241st PAD

Only a year after the 209th Personnel Services Company helped thousands of Louisiana Army National Guard troops deploy for Operation Desert Shield/Storm, M-Day soldiers have spent recent drills practicing for yet another mobilization.

"We were able to learn a lot from last year," said 209th PSC Commander Capt. Robert Fink. "We were able to pack smarter and train harder [for the REMOB exercise]."

Even with the experience still fresh in their minds, the 209th was not above using some imaginative simulations in order to make the exercise realistic.

Without their truck, the 209th packed their equipment into an empty space marked off with tape,

the exact size of the bed of the truck. The equipment could only be loaded through one area of the truck, the imaginary door. "Hey, watch out, you just dented my fender," someone said when another soldier violated the dimensions of the imaginary truck.

Fink said the simulations were important because "You don't want to find out that you don't have enough room for your equipment at the last minute."

209th First Sgt. Vic Crozat said that this year's training might have been just as realistic if not more than last year's. Because of last year's wartime strains on equipment, the 209th mobilized without some of their vehicles and had to transport some equipment in POVs.

Crozat said, "This was a complete mobilization exercise."



Members of the 209th Personnel Services Company packaged their equipment and simulated transportation as they completed their recent mobilization exercise at Jackson Barracks. (Photo by SGT Kristi L. Moon, 241st PAD)

## Guard Assists In 2nd Largest Coke Seizure

(Reprinted in part from a New Orleans Times - Picayune article written by Michael Perlstein)

Members of the Louisiana National Guard Counter Drug Team and U.S. Customs officials recently completed the second largest drug seizure in the history of the Port of Orleans.

The teams inspected a suspicious cargo of adhesive tape aboard the Panamanian-flagged container ship, Condor I at the Poland Street Wharf in New Orleans. The seizure netted 3,450 pounds of cocaine with a street value of about \$40 million, according to J. Robert Grimes, regional commissioner of U.S. Customs.

The shipment, from Colombia, was about to be transferred to a ship

bound for Mexico when officers spotted the stash, Grimes said. Cocaine is often shipped to Mexico for processing, then smuggled across the border into the United States, he added.

Several individuals instrumental in the seizure were recognized by U.S. Customs officials and the Counter Drug Program with certificates of appreciation and cash bonuses.

From the Louisiana National Guard, Tech. Sgt. Sandra Pendra, who actually found the packages of cocaine, accepted her share of the credit and a \$250 bonus. The entire drug team, under the supervision of Sgt. First Class Willie McLester, were given awards for their support to Customs for the past three years.



Members of the Louisiana National Guard Counter Drug Program were present as U.S. Customs officials recognized key individuals involved in a recent drug seizure. Pictured l to r are: COL Thomas Rodrigue, Director of Military Support; TSGT Sandra Pender, recipient; Robert Grives, U.S. Customs official; ILT Pat Griffin, CDP Coordinator-Air; SFC Fernando Guitterez, CDP NCOIC. (Photo by SGT Kristi L. Moon, 241st PAD)

## Demand Reduction Underway

A pilot program for drug demand reduction efforts is being launched by the Department of Public Safety and Corrections (DPSC), Office of Youth Development (OYD), and the Louisiana National Guard. The objective of the program is to keep kids off of drugs and out of jail.

Lt. Col. James McCall, Drug Coordinator for the Louisiana National Guard, met with key representatives from DPSC to identify what kind of support National Guard volunteers could give to the Drug Demand Reduction Initiatives.

McCall emphasized the Adjutant General's goal of using National Guard volunteer activity to support on-going Drug Demand Reduction projects at unit/community levels.

Five target areas across Louisiana have been chosen for the pilot volunteer programs in addition to North Highlands Elementary School in Baton Rouge. The five areas are Monroe, Alexandria, Lake Charles, Baton Rouge, and New Orleans.

The organization of this support program stems from the increasing number of young people in Louisiana who are turning to drugs and alcohol. The problem is widespread, but unless a viable alternative is offered, kids will continue using drugs.

Due to the large number of kids on probation, Juvenile Service Officers don't have the time to devote to role modeling. But while it is important, it is also necessary for adults to serve as role models to kids of all ages.

That's why it was requested that the National Guard get involved.

Some of the volunteer support proposed for National Guardsmen includes: recreational activities with kids on probation, providing transportation, counseling, Big brother/sister program, mentorship for chemical dependents, Wilderness Training, administrative assistance to DPSC, career counseling, adopting an area group home, etc. With any consistency of effort, volunteer

support from the National Guard could have a tremendous impact on Drug Demand Reduction.

After monitoring the programs in the five target areas, area representatives from DPSC and the National Guard will review the progress. Lessons learned from this project could help filter into a refined program to be used statewide and throughout other state and community youth services.

Some of the key players who have given of their time and energy in organizing this worthwhile effort include: Dr. Angela Ledford, Southwest Regional Center, Richard Thompson, Department of Education, Bill Winters, Criminal Justice Department, Reginald Parquet, Office of Youth Development, Larry Smith, Department of Public Safety and Corrections, Reginald Grace, Office of Youth Development, Bob Whitefield, Office of Youth Development, and Michael Cross, National Trainer, Detroit Kids Male Responsibility.

In February, Lt. Col. McCall attended the Fifth Army Drug Demand Reduction conference in Albuquerque, N.M.

"The Louisiana National Guard Drug Demand Reduction Plan for fiscal year '92 has been selected as one of the nation's top eight," Lt. Col. McCall said. "Because of this plan, the National Guard Bureau is funding Louisiana with 'seed money' to further the state's drug prevention efforts," he added.

"Drug Demand Reduction is a new field of involvement for the National Guard and it's great that our Louisiana National Guard has been recognized by the National Guard Bureau as one of the nation's best."

McCall stated that Maj. Gen. Ansel M. Stroud, Jr., Adjutant General of Louisiana, has placed a high priority on the Louisiana National Guard supporting drug prevention efforts throughout the state. ♦



Col. R. Philip Marler, commander of the 159th MASH, spoke to students at Xavier University's Premedical Awareness Day in support of the Louisiana National Guard's Minority Recruiting Program. The program is aimed at informing minority students of the options offered by the National Guard. (Photo by SPC Rebekah Lloyd-Smith, 241st PAD)

## The Search Continues For Qualified Soldiers

The Recruiting and Retention office expanded its efforts in seeking qualified individuals for the Officer Corp by visiting local universities to recruit individuals for the Louisiana Army National Guard.

On February 1, Col. Philip Marler, commander of the 159th MASH and Maj. Clarence A. Becknell, Recruiting and Retention Specialist, were guest speakers for Medical Awareness Week at Xavier University in New Orleans.

Marler addressed Pre-Medical students of his experiences and opportunities he was afforded when he joined the National Guard. He also spoke to students on how they too can have the same opportunities

as he did by joining the Guard and receiving the benefits from the programs the guard has to offer to medical students.

According to Becknell, "The National Guard is not just looking for individuals, we are looking for the best. Our local universities have individuals who can meet our challenge, all we have to do is make them aware of what we have to offer them, we have to be visible."

On February 20, Becknell and Lt. Susan Keller spent an afternoon with medical students from Xavier discussing the types of programs and benefits available through the Louisiana National Guard.

# Louisiana National Guard Family Assistance Program



Office of the Adjutant General, LANG-DPA-FS Jackson Barracks  
New Orleans, LA 70146-0330

### !!LOOK FOR FAMILY NEWS AND UPDATES IN THE LOUISIANA GUARDSMAN

Soldiers and family members desiring news or updates in the area of Family Assistance should look in the LOUISIANA GUARDSMAN starting with this issue. The Public Affairs Office has generously agreed to incorporate our State Family Assistance Newsletter into the Louisiana Guardsman to get information to you more often.

### REIMBURSEMENT FOR FAMILY SUPPORT GROUPS AND VOLUNTEERS

The State has established a nonappropriated fund for the purpose of reimbursing Family

Support Groups and volunteers who have spent their personal funds on travel, telephone calls, printing, mailing costs, newsletters, child care, and other expenses in support of the State Family Program.

Requests for reimbursement must be approved by the Unit Commander. A Commander's certification letter must accompany all requests for reimbursement that are submitted.

The funds will be for reimbursement only. There will be no advance payments made out of these funds. Reimbursement checks will be issued within 3 - 4 weeks of receipt of documentation. This program will last only as long as funding allows.

Reimbursement forms and instructions have been mailed both to units and Family Support Group Leaders, and are enclosed in this

correspondence for your use. Questions should be directed to the State Family Assistance Office at 1-800-541-5860.

Types of reimbursements authorized for Family Support Group Activities are:

a. Long distance telephone calls from residential service for official support of group business (checking on families, setting up meetings, telephone trees, etc..).

b. Publishing and mailing of support group newsletters when the commander has recognized certain correspondence as official business and no government funds are available. This includes cost of paper, copy costs, envelopes, stamps, etc..

c. Child care where volunteer services cannot be performed if child care is not provided. Child care for

family support group meetings and other direct support qualify. The maximum hourly rate paid will be \$2.00. This rate is based on Army standards.

d. Mileage for support groups activities will be based on the current government rates for reimbursement. The mileage and purpose of the meeting must be stated.

e. Volunteer training and travel necessary for training.

f. The above and any other reasonable incidental expenditures by volunteers. Expenses must be in direct support of Family Programs. Enclosed for use by Volunteers/Family Support Groups are the previously mentioned Reimbursement forms. (These forms may be reproduced, as needed).

#### REIMBURSEMENT FOR: TELEPHONE COST FOR VOLUNTEERS IN SUPPORT OF FAMILY PROGRAMS

NAME: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_  
 COPY OF TELEPHONE BILL MUST BE ATTACHED FOR REIMBURSEMENT

PERSON CALLED: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_  
 SUBJECT: \_\_\_\_\_ DATE: \_\_\_\_\_  
 PERSON CALLED: \_\_\_\_\_ PHONE NUMBER: \_\_\_\_\_  
 SUBJECT: \_\_\_\_\_ DATE: \_\_\_\_\_

APPROVED BY: \_\_\_\_\_  
 (NAME, TITLE OF APPROVING AUTHORITY)

RECEIVED:\$ \_\_\_\_\_  
 VOLUNTEER SIGNATURE: \_\_\_\_\_  
 ENCL 1 REIMBURSEMENT FOR VOLUNTEERS/FAMILY SUPPORT GROUPS

#### REIMBURSEMENT FOR: NEWSLETTERS, PRINTING AND MAILING COSTS FOR VOLUNTEERS IN SUPPORT OF FAMILY PROGRAMS

NAME: \_\_\_\_\_  
 DATE: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_  
 RECEIPTS FOR PRINTING AND MAILING COST(S) MUST BE ATTACHED FOR REIMBURSEMENT ALONG  
 WITH A COPY OF YOUR NEWSLETTER.

NUMBER OF PAGES: \_\_\_\_\_  
 NUMBER OF COPIES MADE: \_\_\_\_\_  
 COST PER PAGE: \_\_\_\_\_  
 TOTAL COST OF COPIES MADE: \_\_\_\_\_  
 NUMBER OF COPIES MAILED OUT: \_\_\_\_\_  
 COST OF ENVELOPES: \_\_\_\_\_  
 COST OF PAPER: \_\_\_\_\_  
 COST OF POSTAGE: \_\_\_\_\_  
 OTHER EXPENSE: \_\_\_\_\_  
 TOTAL COST: \_\_\_\_\_

APPROVED BY: \_\_\_\_\_  
 (NAME, TITLE OF APPROVING AUTHORITY)

RECEIVED:\$ \_\_\_\_\_  
 VOLUNTEER SIGNATURE: \_\_\_\_\_  
 ENCL 2 REIMBURSEMENT FOR VOLUNTEERS/FAMILY SUPPORT GROUPS

REIMBURSEMENT FOR: CHILD CARE COSTS FOR VOLUNTEERS IN SUPPORT OF FAMILY PROGRAMS

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_  
 DATE: \_\_\_\_\_ FOR: \_\_\_\_\_ (NUMBER OF CHILDREN) \_\_\_\_\_  
 TIME IN: \_\_\_\_\_ AMOUNT PER HOUR: \_\_\_\_\_  
 TIME OUT: \_\_\_\_\_ TOTAL NUMBER OF HOURS: \_\_\_\_\_  
 TOTAL COST: \_\_\_\_\_  
 CHILD CARE PROVIDER: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_ PHONE: \_\_\_\_\_  
 ACTIVITY: \_\_\_\_\_

APPROVED BY: \_\_\_\_\_  
 (NAME, TITLE OF APPROVING AUTHORITY)

RECEIVED:\$ \_\_\_\_\_  
 VOLUNTEER SIGNATURE: \_\_\_\_\_  
 ENCL 3 REIMBURSEMENT FOR VOLUNTEERS/FAMILY SUPPORT GROUPS

REIMBURSEMENT FOR: TRANSPORTATION COSTS FOR VOLUNTEERS IN SUPPORT OF FAMILY PROGRAMS

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_  
 RECEIPTS FOR TRANSPORTATION COSTS: MILEAGE AT TWENTY-FOUR CENTS (\$.24) PER MILE

DATE: \_\_\_\_\_ MILEAGE: \_\_\_\_\_ PURPOSE: \_\_\_\_\_  
 POINT OF DEPARTURE: \_\_\_\_\_  
 POINT OF ARRIVAL: \_\_\_\_\_  
 DATE: \_\_\_\_\_ MILEAGE: \_\_\_\_\_ PURPOSE: \_\_\_\_\_  
 POINT OF DEPARTURE: \_\_\_\_\_  
 POINT OF ARRIVAL: \_\_\_\_\_

TOTAL MILEAGE: \_\_\_\_\_  
 TOTAL COST:\$ \_\_\_\_\_

APPROVED: \_\_\_\_\_  
 (NAME, TITLE OF APPROVING AUTHORITY)

RECEIVED:\$ \_\_\_\_\_  
 VOLUNTEER SIGNATURE: \_\_\_\_\_  
 ENCL 4 REIMBURSEMENT FOR VOLUNTEERS/FAMILY SUPPORT GROUPS

REIMBURSEMENT FOR: INCIDENTAL EXPENDITURES FOR VOLUNTEERS IN SUPPORT OF FAMILY PROGRAMS

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_  
 ADDRESS: \_\_\_\_\_  
 RECEIPTS MUST BE ATTACHED FOR REIMBURSEMENT  
 TYPE OF EXPENDITURE: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

PURPOSE OF EXPENDITURE: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

TOTAL COST: \_\_\_\_\_ APPROVED BY: \_\_\_\_\_  
 (NAME, TITLE OF APPROVING AUTHORITY)

RECEIVED:\$ \_\_\_\_\_  
 VOLUNTEER SIGNATURE: \_\_\_\_\_  
 ENCL 5 REIMBURSEMENT FOR VOLUNTEERS



# 769th Engineers - More Than Just Builders

## Chargin' Charlie Wins First Place

The First Annual 769th Engineer Battalion (C)(H) Softball Tournament for TY-91 was held on December 14, 1991. Charlie Company commanded by Capt. Gregg Putnam created, organized, and hosted the tournament in Gonzales, La. Teams from Companies A, B, C, and HSC participated in the event.

Company C advanced to the championship round by defeating Company A in the first game by a score of 16-3. HSC's detachment (representing HSC) won a hard fought nail-biter game against Det. 1 Company B (representing Company B) on the last pitch 15-14 to advance to the championship game.

Company C earned bragging rights by beating HSC 14-9 in the final game. The championship game was highlighted by a fourth inning grand slam homerun by Spec. Toby Waguespack from Det. 1 Company C to help seal Charlie Company's victory.

An extremely vocal home crowd, lead by Staff Sgt. Dewhurst and Spec. Raven, cheered (more like jeered) Charlie Company to victory. The crowd showed no mercy on any of the participants and all agreed they had a fantastic time. The defeated softball teams left with promises for next year's tournament and rumors of a basketball competition.

Members of the "Champion Charging Charlie Softball Team" were 1st Sgt. Carroll Smallwood (coach), Sgt. Lawrence Arceneaux, Sgt. Anthony Bercegeay, Spec. Randy Delaneuville, Sgt. 1st Class James Griffin, Sgt. Jeffery King, Pvt. 1st Class Mathew Kivett, Spec. Craig LeBougois, Staff Sgt. Martin Longa, Spec. Matt Michel, Cadet Robert Nance, Sgt. Shane O'Brien, Spec. Keri Templet, Pvt. 1st Class Paul Thomassie, Sgt. Christopher Trahan, Pvt. 1st Class Chad Villavaso, and Spec. Toby Waguespack.



LTC Randy Hilborn, commander 769th Engineer Battalion presents the first place trophy to the winners of the first annual 769th Engr Bn Softball Tournament. Accepting are CSM Larry Boudreaux (center) and CPT Gregg Putnam, of Co. C, 769th Engr Bn.

## 3rd Annual Military Ball Held

"Something Extra" is what members of Co. C, 769th Engineer Battalion got in December at their 3rd Annual Military Ball.

Unit members, families and friends enjoyed music by the band "Something Extra" at the Gonzales Recreation Center in celebration of the units accomplishments during training year '91.

Brig. Gen. Wylie A. Abercrombie, Assistant Adjutant General spoke to the crowd about the Constitution, Pearl Harbor, the National Guard and our role in protecting this

country. Other distinguished guests included Col. Edmund J. Giering, III, Commander 225th Engineer Group, Col. Walter R. Weaver, Jr., Director of Surface Maintenance, the 769th Engineer Battalion Commander Lt. Col. William R. Hilborn, and the commanders and staff members of the 769th Engineer Battalion.

Unit members raised money to host the function throughout the year with numerous fund raising activities. The hall was decorated with patriotic colored balloons, streamers, and table centerpieces.



## New Trends Set For Training

The entire 769th Engineer Battalion recently completed its annual weapons qualification.

All units are required to perform weapons qualification, so what makes this any different?

In times of budget constraints and cuts, the efforts the battalion took to save and conserve make the event newsworthy.

For starters, all 883 members of the 769th Engr Bn completed their weapons qualification during a regular MUTA-4 drill weekend. No additional training periods were required because of the close proximity of the units to the ranges. All eight units of the battalion are located within a 45 mile radius of

their headquarters in Baton Rouge. "This better utilization of time allows us to increase training in other important areas" said 1st Lt. Michael Deville, battalion S-1.

Because of the strong Guard-community relationships in that area, the unit arranged for the use of four police ranges in Baton Rouge. With the cooperation of local, city and parish police, the 769th cut down expenses on travel and reduced the probability of accidents.

"All commanders will be forced to come up with innovative ideas to do more with less to higher standards," said Lt. Col. Randy Hilborn, 769th Engineer Battalion commander.

## Chaplain Dedicated To More Than His Calling

BY SPC Mike Ritter  
241st PAD

Some people will go out of their way to do a good deed. But few will go as far as Capt. Drex Morton, a chaplain in the

769th Engineer Battalion. Every month Morton hops on a plane in Detroit to drill with the engineers in Baton Rouge.

After a stint in the Navy, Morton joined the Louisiana National Guard a year ago, before being offered a position at St. Michael's Lutheran Church in Plymouth, Mich.

Frequent flier miles not

withstanding, Morton said the benefits of being in the guard far outweigh the cost of traveling.

"I'm not in the guard for the money, it's the service," Morton said.

Morton said the job of a chaplain is to encourage and motivate, which comes easy in the 769th.

"The battalion officers and NCOs have really been supportive of the ministry," Morton said. "This is a tight-knit group, when you've built relationships like this it's hard to just leave."

Morton will remain with the 769th until their annual training this summer.

In the photo to the left, CPT Drex Morton, Chaplain of the 769th Engineer Battalion conducts services in a relaxed outdoor ceremony in Baton Rouge, far from his normal ministry in Plymouth, Mich. (Photo by SPC Mike Ritter, 241st PAD)

# 165th Trans Bn Completes 'Opti

## ... "This u just go through

Compiled from Information  
Provided by  
204th ASG PIO Staff

Last year Louisiana units were activated and left for Southwest Asia. This year, the 165th Transportation Battalion did everything but leave the country.

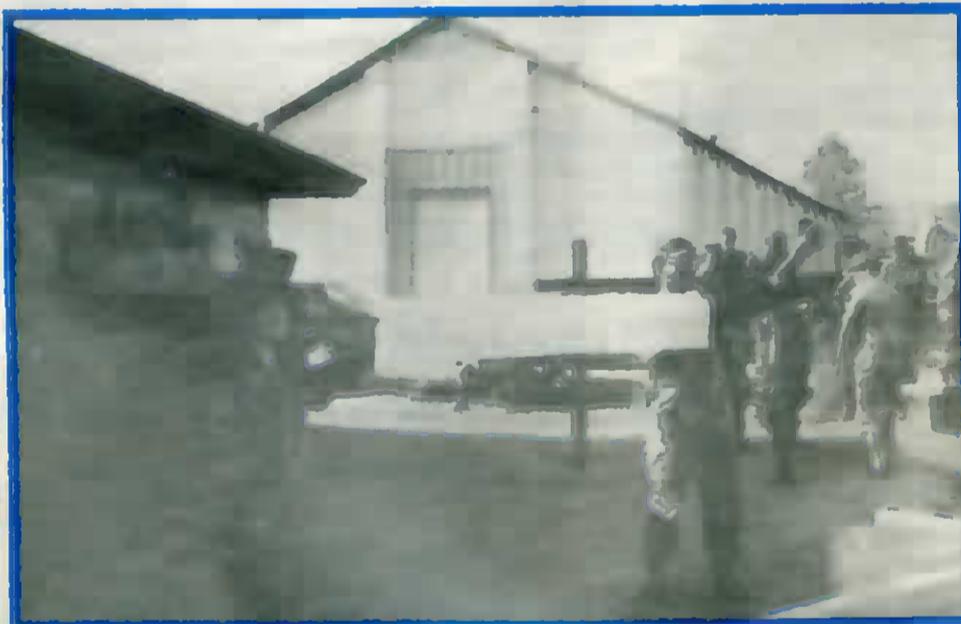
The battalion participated in "Optimal Focus 1992", the FORSCOM-directed mobilization readiness exercise which included Army Reserve and National Guard components.

Under the command of Capt. Robert Smith and Sgt. 1st Class Carl McAlister, the officers and NCOs conducted a realistic exercise with no simulation. This included personnel processing, legal services, and individual show-down inspections.

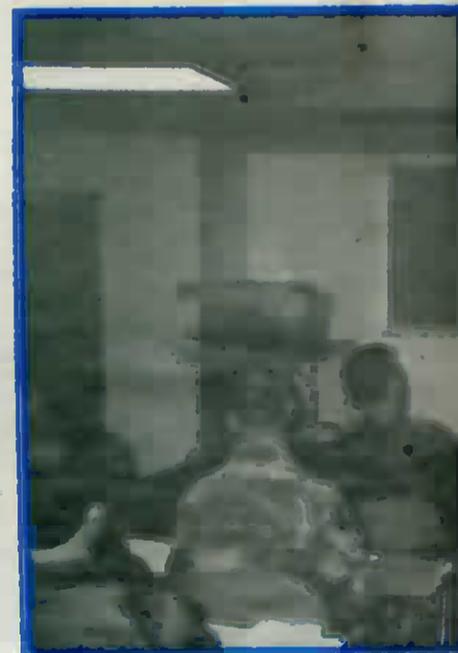
The soldiers of the battalion actually loaded sealed containers representing commercial carriers onto military buses. This "no simulation" spirit was carried out in



HHD, 165th Transportation Battalions final formation prior to unit departure.



204th ASG Judge Advocate General prepares soldiers for entrance onto active duty.



165th Transportation Batta  
1992.

# Optimal Focus 92' With No Simulation

**Unit did not  
execute the motions..."**

all categories of the mobilization, including facility management where the unit prepared to open a Family Assistance Center.

"This unit exceeded the standards for this exercise... and the use of the Family Support Group was nothing less than commendable," said 5th Army Senior Evaluator Lt. Col. Steven R. Todd.

The members of the 165th Transportation Battalion conducted the required phase III convoy departure procedures. The unit loaded all transports, had the higher headquarters accept the facility and departed with a crowd of spectators cheering farewell.

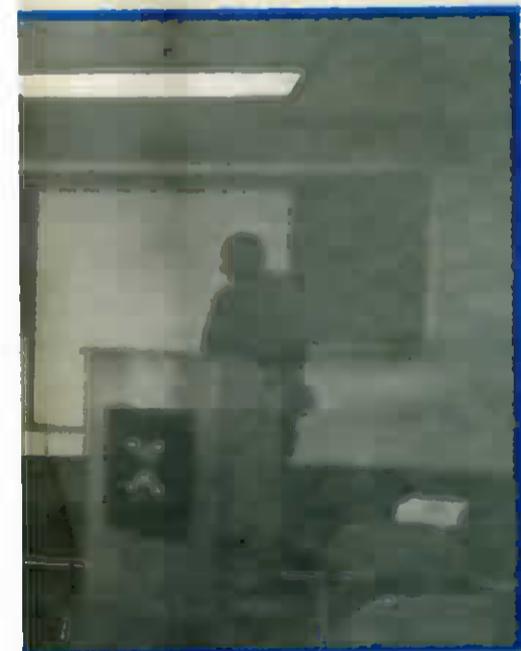
The results of the exercise can best be expressed by the operations NCO's evaluation for the 5th Army division when he commented, "This unit did not just go through the motions but executed this exercise to a solid logical conclusion... It is obvious they can mobilize in their assigned time period with no problems."



**HHD 165th Transportation Battalion members prepare vehicles for Advance Party movement.**



**Soldiers pack unit equipment to 5th Army standards. (All photos by 204th ASG PIO Staff)**



**Unit performance exceeds standards, Optimal Focus**

## 2224th Tours Germany.

BY MAJ. L.S. Crapanzo  
2224th Med Det PAO

Three members of the 2224 Medical Detachment (Dental Services) LAARNG participated in an OCONUS KPUP (Key Personnel Utilization Program) tour in Shape, Belgium from September 7 to September 12, 1991. Army Dental Corps officers, Capt. Robert Bergeron and Capt. Joseph Monceret along with Spec. Ryan Young were attached to the 196th General Hospital Dental Clinic at Supreme Headquarters of the Allied Powers of Europe (S.H.A.P.E.) in Belgium.

Their mission was to help reduce the three month waiting list for

military dependents requiring dental care. The dental officers treated 270 patients during their three week tour of duty and totally eliminated the clinic's backlog of patients awaiting care. They performed a full range of dental care including preventive, restorative, and surgical procedures. They also attended a continuing education seminar conducted by the 89th Medical Detachment from Heidelberg, Germany.

During 1990 and 1991 numerous other dental officers and enlisted personnel from 2224 Medical Detachment have distinguished themselves and their unit by serving KPUP Tours in Germany.



SGM Ernest J. Guerra



Major Mom, MAJ Paula Nunez, administered the Oath of Enlistment to her son PVT Jason P. Smith in February. "The guard has always provided a strong foundation of values for both of us," Nunez said, "and Jason will do well in any unit." Jason is assigned to the 812th Medical Company (Air Ambulance) in New Orleans, as an aircraft structural repairer. He leaves for basic and AIT in August of this year.

## Guerra Serves Lifetime

BY SGT Lucas J. Landreneau, Jr.  
241st PAD

Sgt. Maj. Ernest J. Guerra has been a member of the Louisiana Army National Guard longer than many members have been alive. His 35 years as a Guardsman have one very striking feature - he has never been activated. In fact he has never been on an annual training outside of the United States.

His Guard career began when he joined the 141st Field Artillery as a cook in 1956. He left the artillery in 1967 and became a field first sergeant with the 204th Area Support Group who had just returned from a tour of Germany. In

1968 the 204th was expecting to be activated for duty in Indochina but those plans were cancelled.

The only non-annual training active duty Guerra has seen, outside of mobilizing for several hurricanes in the last few decades, was during Operation Desert Storm where he assisted with the deployment of the many units from La. who served in the Persian Gulf.

"I really feel I've been cheated because I haven't had an annual training outside the United States but I also feel lucky that I didn't have to endure the hardships like some of my friends who were activated during wartime," Guerra said.



The Louisiana National Guard's 'Drug Demand Reduction' Program did its part to combat the war on drugs during the Mardi Gras season by riding in area parades. McGruf, the crime dog. (SPC Gary Greene), TSGT Vicky Shelton, and SFC George Lovell represented the Guard in Chalmette's festivities. (Photo by SGT Kristi L. Moon, 241st PAD)

# Updates On Commissary Use For Guard/Reserve

**COMMISSARY USE BY NATIONAL GUARD AND RESERVE MEMBERS AND THEIR AUTHORIZED Family Members (EMERGENCY GUIDANCE)**

The Commissary Privilege Card (ADD form 2529) for 1992 WILL NOT be mailed to Army Reserve and National Guard Units for several months. Until the 1992 Commissary Cards arrive from the United States Army Finance and Accounting Center (USAFAC), Army Reserve and National Guard soldiers and their eligible family members will continue to use the Commissary Privilege Card that was issued to them during 1991.

Commissary officers will date and initial the Commissary Card in the same manner that it was done during 1991. When the 1992 cards are received by the units, only the

remaining member of visits will be authorized. Visits made using the 1991 Commissary Card will be annotated on the new Commissary Card.

According to Lt. Col. Ron Becker at the National Guard Bureau, if a soldier has lost or destroyed the 1991 Commissary Card, then the unit is authorized to issue a new card. Soldiers to whom this applies should contact their respective units.

Area Commissaries have been contacted, therefore, we do not anticipate any problems associated with this emergency guidance. Soldiers or family members who incur a problem should ask to speak to the Commissary Manager. The State Family Assistance Office (1-800-541-5860) should be informed of any problems associated with soldiers and/or their family members using the commissaries.

**COMMISSARY PRIVILEGES FOR RETIRED SOLDIERS AND INDIVIDUAL READY RESERVE/INDIVIDUAL MOBILIZATION AUGMENTEES (IRR/IMA)**

National Guard units are not authorized to issue Commissary Privilege Cards (DD Form 2529) to Retirees and/or IRR/IMA Soldiers. The Army Personnel Center (ARPERCEN) is the only agency authorized to issue Commissary Privilege Cards (DD Form 2529) to Retirees and IRR/IMA Soldiers.

Retirees who desire a Commissary Privilege Card should direct their requests to:

ARPERCEN  
RETIRED ACTIVITIES  
DIVISION  
ATTN: DARP-PAR-C  
POC: MAJ COLON  
9700 PAGE BLVD ST LOUIS, MO  
63132-5200  
1-800-325-8311  
IRR/IMA

Soldiers who desire a Commissary Privilege Card should direct their requests to:

ARPERCEN  
INCENTIVE ADMINISTRATION  
CENTER  
ATTN: DARP-PAS-EVC  
POC: MAJ CLARK  
9700 PAGE BLVD ST LOUIS, MO  
63132-5200

1-800-452-0201 Further questions should be directed to the State Family

Assistance Office, 1-800-541-5860 or (504) 278-6325.

# Outreach Program Underway Nationwide

Boys and Girls Clubs of America's Desert Storm Outreach Program, funded by a grant from the Department of Defense, is up and running. The announcement coincides with the anniversary of the end of the Persian Gulf War, on February 27.

The program will encourage Boys & Girls Clubs nationwide to reach out to some 20,000 young people - the children of local National Guard and Reserve personnel that were alerted, activated or deployed during Desert Storm. These military dependents will be invited to join the Boys and

Girls Clubs at no cost.

The grant represents the first time the Department of Defense has ever awarded funding to an outside agency to provide service to the youth of military personnel, according to Thomas Garth, National Director of Boys and Girls Clubs of America.

"Of greatest concern to the Department of Defense in awarding the grant was the impact of the Persian Gulf conflict on Reserve and National Guard dependents," said Garth. "Whereas the children of active-duty personnel are conditioned

to having one or both parents away for extended periods and often under perilous conditions, the Gulf conflict has been an especially traumatic experience for Reserve and Guard families. This outreach effort will help provide some of the stability and guidance that these children have lacked for the past year."

February 27 marks the one-year anniversary of the end of Operation Desert Storm. But for many of the children of armed forces personnel, the conflict continues," said Garth. "Boys and Girls Clubs are uniquely qualified to provide them with

structured programs and professional adult guidance on a daily basis."

Boys & Girls Clubs of America is the nations fastest-growing youth development organization with a primary focus on young people from disadvantaged circumstances. More than 1,340 professionally-staffed Boys & Girls Club facilities provide daily service to more than 1.7 million young people in the areas of drug and alcohol prevention, delinquency intervention, health and fitness, career exploration and educational enhancement.

# Veterans Eligible For Federal Employment

Expanded Job Opportunities in the Federal Service! Public Law 102-16, effective March 23, 1991, makes it even easier for federal agencies to hire Armed Forces Veterans who served during and after the Vietnam era.

The VRA (Veterans Read-justment Appointment) authority is a special hiring program. Eligible veterans do not have to take examinations or compete with nonveteran candidates. VRA appointees are initially hired for a two-year period. Successful completion of the two-year VRA appointment leads to a permanent civil service appointment.

**Who is eligible for a VRA appointment?** Veterans who served more than 180 days active duty, any part of which occurred during the Vietnam era (August 5, 1964 to May 7, 1975) and have other than a dishonorable discharge, are eligible if they have (1) a service-connected

disability or (2) a campaign badge (for example, the Vietnam Service Medal).

Post-Vietnam-era veterans, who entered the service after May 7, 1975, are eligible if they served on active duty for more than 180 days and have other than a dishonorable discharge.

The 180-day service requirement does not apply to veterans discharged from active duty for service-connected disability.

**How long are veterans eligible for VRA appointments after they leave the service?** Vietnam-era veterans qualify for VRA appointment until 10 years after discharge or until December 31, 1993, whichever date is later.

Post-Vietnam-era veterans are eligible for 10 years after the date of their last discharge or until December 17, 1999, whichever date is later.

Eligible veterans with a service-connected disability of 30 percent or more can be hired without time limit.

**Are there any other restrictions on eligibility for a VRA appointment?** No. Under the new VRA law, all veterans described above are eligible. (The law eliminated a previous requirement that VRA appointees have fewer than 16 years of education.)

**What jobs can be filled under the VRA authority?** Federal agencies now can use the VRA authority to fill any white collar position up through GS 11, blue collar jobs up through WG 11, and equivalent jobs under other federal pay systems.

**How do veterans apply for VRA appointments?** Veterans should contact the agency personnel office where they want to work. Agencies recruit candidates and make VRA appointments directly

without getting a list of candidates from OPM.

**Are disabled veterans entitled to special consideration?** Agencies must give preference to disabled veterans over other veterans.

**Is training available after appointment?** In some cases, agencies provide special training programs for VRA appointees. A program could include on-the-job assignments or classroom training.

**Can VRA appointees work part-time?** Agencies may be able to set up part-time work schedules for individuals who want to attend school or handle family or other responsibilities.

For more information contact United States Office of Personnel Management, Career Entry Group Staffing Policy Division, 1900 E Street, NW, Washington, DC 20415-0001

# Tips On Job Applications

BY Donna Miles  
American Forces Information  
Service

Ever wonder why some civilians get the plum federal jobs when you have the same qualifications and don't?

According to Laverne F. Linnenkamp of the Office of Personnel Management, the reason might be in your Standard Form 171, the civilian application for federal employment.

Linnenkamp pointed out that selecting officials see your SF-171 long before they see you. In fact, if they're not impressed with what's on your SF-171, they may never see you at all. Normally, only people who rate "highly qualified" on the basis on their applications are ever interviewed.

That means your SF-171 needs to be clear, concise, and complete, Linnenkamp said. Clarity

The cliché about first impressions could hardly hold more truth than with SF-171's. As the first link between you and a potential employer, your application makes an important and lasting statement about you, your personality and your work habits.

That means your SF-171 should be direct, easily understood and neatly presented, Linnenkamp explained.

Use your SF-171 to communicate with, not impress, selecting officials. Avoid acronyms, abbreviations or specialized language that the reader may not understand - a big pitfall for people with military experience, Linnenkamp said. Break descriptions into short, snappy sentences and paragraphs. If they're not overused, headings, bullets or dashes can help make points stand out.

Use active verbs. Use "typed" instead of "was assigned to the typing pool"; "directed" rather than "was responsible for directing." Linnenkamp said this gives the impression of someone on the go - a "can do" person.

Double-check for typing errors and improper grammar. Have someone else review the form as well. If you don't type, consider paying someone to type it for you.

Aim for a clean, well-organized presentation that invites reading. Your SF-171 should be pleasing to look at, not crowded.

If you're constrained by the space provided on the form for narrative, use a continuation sheet. Linnenkamp said some people put their application information on a word processor and print it out in the SF-171 format. Others have it professionally printed, even on colored paper, to make it stand out, he said. Conciseness

Think of your SF-171 as a novel - a story that condenses your entire work history into three or four pages, Linnenkamp advises. Reviewing officials don't want an encyclopedia,

just a brief description of the experience and job training that qualifies you for a particular job.

Your SF-171 is designed to stand alone, without attachments. You might think job descriptions, certificates of training, awards, letters of recommendation or resumes stapled to your SF-171 will strengthen it. In reality, they'll show that you can't follow directions.

Focus each experience block on your SF-171, Linnenkamp advised. Move the most important duties or those most applicable to the job you're seeking to the top. Avoid rambling in your descriptions, particularly if the experience isn't directly related to the job you're shooting for. Downplay trivial or unrelated duties. Summarize experience gained more than 15 years earlier unless it has direct relationship to the job you want.

Don't be tempted to plagiarize your job description in the experience blocks. Personnel specialists will spot the "personnelese" immediately. The impression will be that you're too lazy to write about your experience in your own words, Linnenkamp warned.

Make every attempt to show professional growth as you describe your career progression, he said. Each job description should show broader experience and more skills and responsibilities than the last. The point, Linnenkamp said, is to show that you're not just marking time, but building a career. Completeness

In keeping your SF-171 short and to the point, don't omit important information for the job you're shooting for.

Reread the vacancy announcement carefully to make sure your SF-171 addresses all the listed knowledge, skills and abilities the employer is seeking. Check to make sure you described some of the more impressive projects you've completed. Linnenkamp said the point is to show you made a contribution rather than just followed routine, no matter what the job level.

Linnenkamp said many people forget to mention valuable training picked up through military schools, career specialty training, in-service workshops, conferences, private study, correspondence courses and leadership orientation.

Your SF-171 should list any honors, awards or fellowships you've received, whether from past employers, schools or civic, church or professional organizations.

Linnenkamp said people tend to omit honors like "Soldier of the Week" or "Newspaper Carrier of the Year" because they consider them to be insignificant. These honors, no matter how long ago they were received, demonstrate motivation and achievement and should be noted whether they're related to the job or not, Linnenkamp pointed out.

Don't forget to mention volunteer experience. Whether you served as president of the PTA or church council secretary, your work may have provided career-enhancing training. In addition, volunteerism proves you to be a well-rounded, civic-minded person - a big plus in some employers' books, Linnenkamp pointed out.

Once you've completed your SF-171, Linnenkamp recommended setting it aside for a few days before

a final review. Only then, when you're 100 percent satisfied with it, should you send it to a potential employer.

By coming to the application fresh - just as a potential employer will - you're better able to see the picture you've painted of yourself, he said. Ideally, he summarized, you've put your best foot forward and shown that you're willing to work and that, given a chance, will make a good employee.

## Age Has Its Privileges

Young men who will turn 26 in 1992 will be reaching an important milestone, according to the Selective Service System. Beginning on Jan. 1, 1992, men who were born in 1966 and were required to register with Selective Service in 1984 will be turning 26 and will no longer be eligible for induction should a draft be reinstated. Selective Service does not have the authority to accept late registration after a man reaches his 26th birthday.

Selective Service officials warned that, with few exceptions, a man who fails to register before turning 26 will permanently forfeit his eligibility for certain programs such as federal student aid, job training, and most federal employment in addition to facing possible prosecution as a felon. Some states also require registration for state student aid, entrance to state-supported colleges and universities, state employment, and permission to practice law.

Men ages 18 through 25, who have not yet registered, can avoid the risk of prosecution and loss of eligibility by registering promptly at any local post office. Failure to register is a felony punishable by a fine of up to \$250,000, up to five years in prison,

or both.

A man is exempt from registering while he is on full-time active duty in the U.S. Armed Forces. Cadets and midshipmen at the service academies are included in the exemption. Members of the National Guard and Reserve Forces not on full-time active duty must register unless they have reached age 26 or are already registered.

Lawfully admitted nonimmigrant aliens (for example, those on visitor or student visas and members of diplomatic or trade missions and their families) are not required to register. Parolees and refugees who are aliens residing in this country must register.

Those who are unable to register due to circumstances beyond their control - for example, those who are hospitalized, institutionalized, or incarcerated - do not have to register until they are released. After release, they have 30 days in which to register. Handicapped men who live at home must register if they are reasonably able to leave the home and go into a public place. A friend or relative may help a handicapped man fill out the form if he is unable to do so by himself.



## 165th Trans Bn FSG Praised

The Family Support Group (FSG) of the 165th Transportation Battalion was praised for the role it played during the unit's recent Optimal Focus mobilization exercise.

The family support group leader acted as the commander's advisor and coordinated with the 204th Area Support Group's Family Assistance officer and HQ STARC to open the Mobilization Family Assistance Center (MFAC).

In addition, the FSG and other key members of the LAARNG Family

Assistance team briefed the troops on the final pre-departure meeting to be conducted on the evening prior to the unit convoy's departure.

The lessons of Desert Shield/Storm have made Family Support Group procedures in the 204th ASG and the 165th Trans Bn nothing less than exceptional.

"This form of Family Assistance involvement into total mobilization is now the new standard for the 204th," said Col. William Thomas, III, commander of the 204th ASG.

# The Louisiana National Guard - From A Black History Perspective

By CPT William O. Johnson

In the spirit of Black History Month, I would like to briefly examine Black History in the Louisiana National Guard and offer my perspective on where we've been, where we are, and where Blacks and other minorities can go in the Louisiana National Guard.

We are fortunate to be citizens of a state with such a diverse history and culture - one which transcends lines of religion and national origin, as well as race. Louisiana is particularly rich in Black History and culture.

## Where We've Been:

There is more to Black History in Louisiana than slavery and cotton fields. During the time of Spanish rule of Louisiana, blacks enjoyed great accomplishments in military as well as civilian pursuits. These "FREE MEN OF COLOR" were physicians, craftsmen, store owners, businessmen and other professionals. In military pursuits, they commanded marine vessels and land troops even before the War of Independence. Like many of us today, these blacks were proud and felt a deep civic pride and responsibility.

Later, while Louisiana was still under Spanish rule, these free Negroes were organized into companies and became an integral part of the colonial militia. They were the envy of the general negro population in other parts of the Union. Their peacetime duties included patrolling New Orleans streets after dark and the general maintenance of law and order. Arguably, Louisiana could lay claim to the first Black Militia in U.S. history.

During the Battle of New Orleans, black volunteers formed an all black battalion. They fought as part of General Andrew Jackson's army that defended New Orleans against the British.

We have continued to participate in large numbers as part of Louisiana's military forces. In addition to individual active duty participation, blacks were among the

many Louisiana Guard units activated for the World Wars, Korea, Vietnam and the Persian Gulf.

## Where We Are:

Blacks today make up about 31 percent of the total force of the United States. In Louisiana, blacks are about 34% of the national guard.

Despite this numerical parity to the national average, Louisiana has recently been sharply criticized by the National Guard Bureau and others for the imbalance between the numbers of blacks/minorities serving in senior leadership positions and employed full time by the National Guard.

Blacks in fact do occupy positions in the National Guard of varying levels of rank and responsibility. In my career which spans over 12 years, I have seen black company commanders, first sergeants, and even sergeants major, battalion commanders and general staff officers of flag rank. In the Air Guard, there are black pilots and commanders. However, the criticisms are specifically pointed at the ratio of black/minority leaders to black/minority service members.

As commandant of HHC, 256th Infantry Brigade, I am one of only six blacks who command at the company level in this state. There are 113 company-level commands in the state of Louisiana. To reach the same numerical parity at the company command level as general membership, there would need to be 34 more black commanders. And this doesn't begin to speak of the female disparities.

On the Noncommissioned Officer (NCO) side, there are 13 Black First Sergeants and one black Sergeant Major.

While I can see where these disparities would be discouraging to a black soldier, I refuse to subscribe to the notions of quota systems and the old "Us against them" excuses. These points of view I would dismiss as pointless demagoguery.

Why not quotas? Consider briefly the notion of only promoting the next/first 34 black 1st Lieutenants to Captians and placing them in command of various companies

around the state. Consider further that this is done without regard to proven ability, success at the Lieutenant level, or demonstrated potential for command on the part of these new Captians. Consider even further still that no other Lieutenants will be promoted or new commanders assigned until the promotion and reassignment of the 34 blacks are accomplished.

Even the most hopeless demagogue can see the disaster that would result. A few possibilities include: literally thousands of soldiers would be victims of "less-than-the-best" leadership and administration of their units; good, capable and qualified black and non-black officers would leave the National Guard for the Reserves or leave military service completely; and most importantly, the future of probably the finest militia organization in the United States would be effectively squelched.

Let's face it. Just as every other class or social group, we have our "TEN PERCENT". That 10 percent is made up of "trouble makers", problem soldiers, APFT failures and individuals who don't meet the height and weight standards of the Army, etc.

Who do we want in charge of OUR National Guard anyway? The BEST QUALIFIED commanders and leaders, or the BLACKEST? I'll opt for the BEST QUALIFIED every time.

The point I hope I've made is that this so-called "disparity" amounts to yet another in the long line of leadership challenges we face in the National Guard. As leaders, we all must shoulder some of the load and take responsibility to recognize leadership potential in all of our soldiers and maybe especially our minority soldiers.

The challenge is to instill in the minds of those young, potential leaders the right attitudes and drive it takes to succeed. The ground work is probably already laid or he/she wouldn't be here in the first place. We must do this with every one of our soldiers - minority or not - or we risk throwing away the future of the Louisiana National Guard.

## Where We Can Go:

Where we can go is only limited by us and what we choose to do or not do about the future.

It's become almost a cliché to say "We've come so far." The fact is, we really have come far as a people and within this society. But, it's equally as cliché to point out "We have so far to go."

The latter has perhaps never been more true than it is today. With all the tools and opportunities available, we as a people can not waste this chance to overcome - to get to the promised land. Yet, I'm sad to say I see us wasting these opportunities and tools every day. It seems we take a step back for every two we take forward. We've grown accustomed to making and accepting excuses for not doing and being our best. Instead of "Be all you can be!", it seems we've adopted "Be all you can STAND!" - which apparently ain't much!

These criticisms don't apply to all of us, but they do apply. They are intended to wake up those of us who have fallen asleep or who were never awake. I hope to remind myself and everyone else that we've got to recognize the opportunities, challenges and responsibilities that face us. Only then can we appreciate how much in debt we are and how much we owe:

To those who walked this ground with much more against them than their own bad attitudes, we owe thanks for the opportunities we now have. To those who walk with us and recognize our abilities and our potential, we owe continued fervor and above par performance in every responsibility and challenge. To those who have yet to walk "the walk" we owe the challenge of our successes today.

Finally, in recognizing that no nation or society truly achieves greatness unless its people achieve greatness, I offer the challenge that there is much greatness for us to yet achieve. What will you do to get us there?





David Causey (left), an SLU industrial technology student, demonstrates the prostheses made for him by (from left to right) Toby Hinton, and Master Sgt. Fred Bouchard. Not pictured is Dwayne Jolibois who also helped design the prosthesis. (Photo provided by the Hammond Daily Star)

## 236th Member Helps Design Prosthesis

BY 2 LT Holly F. Lanoux  
HQ, LANG/POA

Master Sgt. Fred Bouchard, a member of the 236th Combat Communication Squadron in Hammond is an industrial technology instructor at Southeastern Louisiana University. He was recently tasked with developing the equipment necessary to make SLU's welding lab safe and accessible to a wheelchair-bound student, David Causey.

Causey is a 1984 graduate of Southeastern. He earned his degree in elementary education and has since retired from teaching. He is now pursuing a second career as a designer for the physically challenged.

Bouchard recruited two research and development honor students to assist with the design and implementation of this monumental task. The lab booths (the place where the welders shield themselves from the bright welding flashes) had to be redesigned to accommodate Causey's

wheelchair.

"One of our goals is to not alter the original equipment to the point that it cannot be put back to regular use," Bouchard said.

A wheelchair-height welding table had previously been made for an IT student who was also wheelchair bound. A special lead-hemmed apron was constructed so as to encase Causey from the flying sparks.

"The electrode holder was the hardest part," Bouchard said. "I just could not get it right. Then one day when I was taking a bath, it hit me! I jumped up, dried myself off and then I'm up here at school, working it out."

Bouchard said the experience has given him a better understanding of what handicapped people are really like. Jim Owens, SLU's IT department head, agreed. "We never viewed any of this as a problem. It was a challenge, a learning experience for everyone — professors, assistants and Causey's fellow students."

## WWII Opened New Doors for Military Women

By Master Sgt. Linda Lee, USA  
American Forces Information Service

The military services enjoy a well-known reputation for equality.

Through history, the U.S. military has been a place where minorities could succeed. Giving equal opportunities to women is just the latest example.

The last door closed to women, serving in actual combat, may open within the next few years. A presidential commission is scheduled to meet this year to make recommendations on whether all military career fields should be open to women or some should remain closed.

But equal opportunities for women in the military haven't always been there. Take World War II. That's when today's military women can trace the beginning of their continuous service. That's the first time they weren't automatically discharged and sent home at the end of hostilities.

Women have served in the U.S. military throughout the country's history in medical and other support-type jobs. During World War I, some women even served in Europe. But they were discharged after the armistice in 1918.

When the United States entered World War II in 1941, the country needed to dramatically increase its military strength to fight a war across the Pacific and Atlantic oceans. But the manpower just wasn't there. Military

planners said it was again time to depend on women, this time to actually fill the roles vacated by men sent to the battlefields.

Congress approved the establishment of the Women's Army Auxiliary Corps in May 1942. A little over a year later, the WAAC became a component of the Army, the Women's Army Corps, instead of an auxiliary outfit.

In July 1942, the Navy formed the WAVES, Women Accepted for Voluntary Emergency Service. The Coast Guard's SPARs, from the service's motto "Semper Paratus," was set up in November. That same month, the Marine Corps started the Marine Corps Women's Reserve. No nickname for them, said Marine Corps officials. They were Women Marines.

The last organization established was the Women's Air Service Pilots. Nicknamed the WASPs, it was established in August 1943 and fell under the U.S. Civil Service.

Women quickly answered the recruiting calls, which included "Free a Man to Fight," "Free a Marine to Fight," and "The WAVES Need You." By the time the war ended in 1945, more than 250,000 women had signed up.

But they quickly ran into some major disparities: They could not give orders to men, their ranks were different, their pay was less, and only the Army would permit them to serve outside the continental United States. And law restricted the ranks of the organizations' directors and officers. The head of the WAVES, for example, could be only a lieuten-

ant commander.

Women overcame these inequalities and others as the war continued to rage. The services assigned women to intelligence, communications and administrative duties; transportation and aviation jobs; and even as gunnery and flight instructors.

At war's end, the services demobilized most women on active duty. The WASPs were deactivated in December 1944, and the Coast Guard followed suit, closing the door on the SPARs soon after the allied victory.

The Army, Navy and Marine Corps kept small nuclei of women on active duty following the war to avoid having to start from scratch the next time the country went to war. By 1947, only 14,500 women remained in the military. But they were still in the service, something that women had not been able to do after a war before.

In 1948, another major hurdle was overcome. Congress passed the Women's Armed Services Integration Act, which provided regular and reserve status for women in the Army, Navy, Marine Corps and the newly formed Air Force. It limited the number of women who could serve to 2 percent of the total force and prohibited women from rising above the rank of commander/lieutenant colonel. The law did allow for one colonel/captain to serve as director of each women's branch. The Coast Guard opened its doors to women following legislation in 1949. 🐾



159 TFG crew chiefs watch as their aircraft prepare for departure during Red Flag.  
(Photo by SSG Suzanne Chaillot, 159 TFG/PA)

# 159th TFG Captures Red Flag

159 TFG CAPTURE RED FLAG  
BY SSGT Suzanne Chaillot  
159 TFG/PA

Ten F-15 aircraft and close to 100 support personnel from the Louisiana Air National Guard's 159th Tactical Fighter Group deployed to Nellis Air Force Base, Nevada, to participate in Red Flag maneuvers this January.

Red Flag is a simulated combat exercise involving the tactical air forces of the United States and allied aircraft from Germany, the United Kingdom and the Republic of Korea. Red Flag provides realistic simulated combat missions to aircrews, like Sentry Mudbug exercise produced by the 159th TFG annually.

The exercise conducted at Nellis is comprised of two teams: The Blue Forces versus the Red Forces.

The "Blue Forces" are most of the deployed aircraft and personnel. The Blue Force employ various tactics to attack such targets as mock airfields, vehicle convoys, tanks, parked aircraft, bunkered defensive positions and missile sites on the Nellis Range.

"Red Force" threats included electronically simulated surface-to-air missiles and anti aircraft artillery, communications jamming forces and opposing enemy air force flying the F-16A.

The "Red Force", F-16A aircraft and pilots stationed at Nellis AFB are known as "Adversaries", is specially equipped and trained to use the tactics and techniques of potential aggressors.

The adversary pilots attack and try to prevent "Blue Forces" from penetrating into target areas.

The Red Flag staff commended the expertise flying displayed by the 159th and record breaking 3 to 1 kill ratio. It was noted that it was the best tactical performance to date of any visiting flying unit.

"Our success was largely due to the great job of our support personnel," stated Lt. Col. Tom Donaldson, 159th's Assistant Deputy Commander of Operations. "Our aircraft were superbly maintained allowing us to perform to our optimum capacity."

The Louisiana Militia was responsible for self-sustaining aircraft maintenance with a real world commitment to mobilize. The unit packed supplies, activated support personnel and loaded them in specialized military airlift command cargo aircraft and deployed along with their fighters, as they would anywhere in the world.

Once at Nellis, the Militia was self sufficient just as in an actual wartime deployment. "Our aircraft

held up great, we had no major breakdowns to contend with," remarked Sgt Steven Molero, crew chief for the 159th, "Also it was great being around so many different aircraft."

A typical Red Flag exercise involves 12 to 18 core unit aircraft (F-16s, A-10s), a variety of attack fighter and bomber aircraft (F-111s, A-7s, F-4s, B-52s), reconnaissance aircraft (RF-4s), electronic countermeasures suppression aircraft (EF-111s, EA6Bs, and F-4GS), air superiority aircraft (F-15s, F-4s), airlift support (C-130s and C-141s), search and rescue aircraft (HH-53s and HC-130s), aerial refueling (KC-135s) and adversary aircraft (F-16As) totaling 80 plus aircraft per exercise. The E-3A Airborne warning and Control System (AWACS) aircraft played a significant role in the training by using its unique radar capabilities to monitor and support various aspects of the air effort.

Like 159th's Sentry Mudbug exercise, Red Flag uses a computerized Aircraft Combat maneuvering Instrumentation System (ACMI).

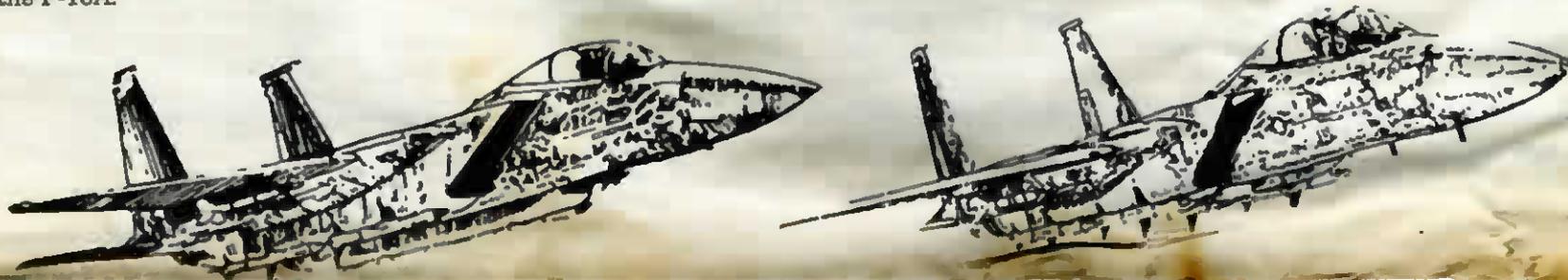
The Red Flag Measurement and Debriefing System (RFMDS) provides real time monitoring of aircraft with real time simulations of weapons employment.

Popularized in the movie "Top Gun", the system tracks aircraft and monitors engagements, threats and targets on a high resolution graphic screen. Mission data, digital audio and video are recorded and available for replay during debrief.

Missions were conducted on a vast tactical bombing and gunnery range at Nellis AFB, northeast of Las Vegas. The total land area occupied by Nellis and it's restricted ranges is more than 4,742 square miles.

"The major difference between Red Flag and Sentry Mudbug is the land mass. Our exercise is flown strictly over the Gulf of Mexico," stated Col Mike Sember, Group Commander of the 159th TFG, "The air-to-ground tactics proved very challenging at Red Flag."

Exercises such as Red Flag and Sentry Mudbug test and challenge the training of aircrews who fly the most sophisticated aircraft in the world. They maximize combat readiness, capability and survivability by providing realistic training in combined air, ground, and electronic threat environment, while providing for a free exchange of ideas between forces.





Col. Michael G. Sember, Commander of the 159th TFG, receives the Air Force Outstanding Unit Award from Brig. Gen. Ralph J. Melancon, Sr. Assistant Adjutant General (Air) in December 1991.

## 159th TFG Team Fosters Safety

The Louisiana Air National Guard's 159th Tactical Fighter Group's pride, trust and true desire for improvement earned them the Tactical Air Command Flight Safety Award.

The award was handed down through the Department of the Air Force, Headquarters Tactical Air Command, Langley Air Force Base, Virginia.

The commendation was presented to the unit by Col. Michael Sember, Group Commander of the 159th, in tribute to their team effort from October 1990 through September, 1991.

General John M. Loh, TAC Commander, wrote, "The Group's pride, trust and a true desire for improvement earned them the Tactical Air Command Flight Safety Award. This award is a tribute to their team effort which fosters a culture of safety through quality performance."

Maj. Gen. Ansel M. Stroud, Jr., Adjutant General of Louisiana, added his written congratulations of "No finer tribute can be paid to a military organization than to commend them for safely accomplishing their mission in a safe and efficient manner."

## 236th CCSQ Goes Extra Mile

BY 2LT Holly F. Lanoux  
HQ LANG/PAO

The 236th Combat Communications Squadron, Louisiana Air National Guard was honored for their contributions to the Louisiana Special Olympic Committee at an award banquet held at the Hyatt Regency.

Award recipients and presenters were entertained during cocktail hour by the Riverwalk Band Ensemble. Mrs. Louisiana 1991, Mary West gave the welcome address and Jim Henderson, from WWL-TV served as the evening's emcee.

The 236th CCSQ was one of many to be recognized for their contributions to the La. Special Olympics, the Olympians and the local communities. Master Sgt. Jim Cooper received the award on behalf of Maj. Gen. Ansel M. Stroud, Jr.

Adjutant General for Louisiana. Stroud's support for the games allows the 236th to participate.

The 236th CCSQ received the Extra Mile Award for consistently supporting this worthy event "above and beyond the call of duty." They have been relentlessly giving of themselves for the past nineteen years. The Extra Mile Award is not presented annually. The last award of this kind was presented four years ago.

The Olympians have a saying which both the presenters and the recipients can appreciate. "Let me win, but if I do not win I will be brave in the attempt." The courage and dedication these participants have to offer serve to inspire those who volunteer to go the "extra mile" by assisting the La. Special Olympics Committee.

## 159th TFG Receives AF Outstanding Unit Award

Louisiana's 159th Tactical Fighter Group received the Air Force Outstanding Unit Award for exceptionally meritorious service for 1989 and 1990. Presented by Brig. Gen. Ralph J. Melancon, Sr., Assistant Adjutant General for Air, in December, the Outstanding Unit Award honors all the units of the 159th TFG.

The citation accompanying the Air Force Outstanding Unit Award noted the 159th trained in the tropics; Puerto Rico; the sub-arctic; Cold Lake, Canada; Europe; Iceland; Scotland; Germany; Far West, Colorado and Arizona. The 159th TFG simulated air combat against every fighter type in the United States and Canadian Service. The 159th TFG flew 9,581.1 hours and 8,361 sorties - more than any other Air National Guard F-15 Eagle unit. This flying was safe, as the 159th TFG won the Tactical Air Command Flying Safety Award and the McDonnell Douglas Flying Excellence Award. The 9th Air Force Inspector General rated the 159th TFG excellent on both an Operational Readiness Inspection and a Unit Effectiveness Inspection.

For the two years, the 159th TFG flew more types of missions, more places and more than any

comparable unit. While doing so, the TFG stayed combat ready at all times, and maintained a 24 hour air defense alert from its U.S. Naval Air Station New Orleans home.

In his remarks, Melancon praised the overall effort, excellence, dedication and professionalism of every member of the 159th TFG. Melancon stressed the high honor the AFOUA represents, as being recognized and certified as one of the best units in the entire U.S. Air Force. Air National Guard units compete with not only other ANG units for this award, but also against active Air Force and Air Reserve units worldwide.

The December award is the first Air Force Outstanding Unit Award presented to the 159th TFG. The ancestors of the 159th TFG, the World War II 885th Bomb Squadron (Heavy)(Special) won two unit citations for its special operations in the Mediterranean Theatre of Operation in 1944 and 1945.

All members of the 159th TFG are authorized to wear the AFOUA ribbon while assigned to the 159th TFG. All persons who were members of the 159th TFG during any part of 1989 or 1990 are authorized to wear the AFOUA ribbon permanently, without regard to their assignment.

## Air Guard Retirees Recruiting Members

BY 2LT Holly F. Lanoux  
HQ LANG/PAO

The Louisiana Air National Guard Retirees Association is composed of both retired guardsmen and active members of the various units that makeup the state's Air National Guard.

"A lot of people think that they have to actually be retired to join the Association and that is simply not the case," said Col. Frank Musso, president of the Retirees Association. "Approximately 55-60 percent of our members are still active in the Guard."

The Retirees Association was founded by Lt. Col. C.A. Vix, Jr., who retired from the Air Guard in 1982. He established the association primarily as a social organization.

According to Musso, Vix founded the organization as a way of keeping in touch with old friends and felt this was a way former guardsmen could continue the relationships they established with people they had

worked with and shared similar experiences with for 20, 30, or even in some cases 40 years.

The retirees try to get together at least four times a year. The most recent gathering occurred Feb. 2 at the 159th Tactical Fighter Group. According to the bylaws of the association, people who have completed 20 good years of creditable military service towards retirement are eligible to become members. Medically discharged members with 10 years of service are also eligible. Members who come to the Guard from the active services must be guardsmen for five years before they can become members.

"Although the association is social in nature," Musso said, "if there is anything that we can do to help the Guard, of course we will do it."

The current membership is at approximately 150 members and about 12 honorary members. For information about membership contact Musso at (504) 649-5771.

## 214th EIS - Experiences Wildlife At Avon Park

BY MAJ Noel J. Ricord  
214 EIS

For some northerners, there is nothing like becoming a snowbird in the winter and flying to southern Florida to enjoy the balmy weather. Fourteen members of the 214 Engineering Installation Squadron (LA ANG) pretended to be snowbirds and spent two weeks of this winter at Avon Park Air Force (Bombing) Range (AP AFR). These unique southern snowbirds were anxious to go to AP AFR because they heard tales about the wild-life in and about the Avon Park area and they were eager to join in the fun. Avon Park is near Tampa, Florida.

Do not be misled for the 214 EIS teams were committed to the accomplishment of their military mission, which was simply described as the installation of two OK-423 Control Monitor Group for simulcast capability at both Bravo and Charlie Ranges within AP AFR. In the control towers, Range Control Officers, observe and communicate with the flying operations, ensuring safety. This job relocated some equipment to permit better space utilization in the cramped control tower cab.

At each site, the teams installed equipment racks, fabricated and installed control cables, audio cables, and RF cables from the control tower to the new equipment room beneath the control tower.

New coaxial cable was run from

the existing UHF and VHF antennae to the new equipment room. Finally, two GRC-171 and one GRC-211 transceivers (radios) were relocated from the control tower cab to their new location. The jobs were a real test of their abilities and provided the 214th EIS an opportunity to field multiple skilled (radio, METNAV, antenna, construction, and wide-band skilled people) teams to accomplish the job.

The surroundings of the working areas were similar to being in a battle zone. Numerous sorties were flown each day; bombs were continuously being dropped and strafing runs done on nearby targets. Bravo and Charlie ranges at Avon Park AFR are used by F-16 and A-10 pilots to practice their bombing and strafing skills. The planes would come in fast and low, startling the members with their burst of fire-power. There is nothing like hearing the real thing.

Alas, at days end, some team members were disappointed with the wild-life because it turned out to be WILDLIFE - turtles, birds, and deer. There were no deers, but "Granny" on the team fit right in with the citizenry of the area. A few of the 214 EIS members' spirits were lifted when there was talk about going cow tipping one night. Leave it to the EI troops to have fun, no matter where.

Perhaps the motto of 214th EIS should be modified somewhat to "Service with Pride (and always with a lot of fun)."

## Pinkham Makes History In Air Guard

BY 2LT Holly F. Lanous  
HQ, LANG/POA

For only the third time in Louisiana Air National Guard history, a female was promoted to the rank of senior master sergeant. Master Sgt. Heidi Pinkham, the Recruiting and Retention Programs manager for the Air Guard's headquarters unit, received her new shoulder board rank from Col. Harry A. Trosclair and Lt. Col. Madison Poche in a ceremony Feb. 5.

Pinkham serves as the focal point for all Air Guard recruiting and retention within the state. She is also responsible for developing state recruiting plans which are designed to help fill critically skilled areas.

The state of Louisiana is credited with many high awards as a result of Pinkham's service. Among those awards are: Highest Net Gain in

1986 and 1987; Highest Accession Credit in 1987; Highest Overall Manning in 1987 and 1988; and Highest Overall State Strength in 1990.

"From the day I started recruiting I wanted a challenge," said Pinkham. "This job has been the most challenging and rewarding position that I've ever had."

Pinkham began her Air Force career as a personal affairs specialist in January, 1977. Other duties include serving as a equal opportunity specialist and human relations education instructor. She began her recruiting career in October 1985.

"Senior Master Sgt. Pinkham is a good person," commented Trosclair, the executive support staff officer for headquarters. "She does a great job and has never failed to respond to a challenge."



SGT Harry Trosclair and SGT Yvette Kohen separating cable pairs for termination on GRC-171/211 Equipment Racks. (214th EIS Photo)

## MILITARY

## REUNION NEWS

### All Services

Korea Re-Visit Program  
Departure Dates: Mar. 25 & 29, 1992  
7 Day Excursion

Reunion Site: Seoul, Korea  
Sponsors: Korean Council Navy League  
Int. Korean War Assn.  
UN Korean War Allies Assn.

Open to anyone who served during the period 1950-1955

POC: Arthur J. Manger  
Olympus Travel  
2528 W. Olympic Blvd.  
Los Angeles, CA 90006  
(213) 487-0947

Only expense to veteran is group air fare to Korea. All other costs (5 star hotel, 3 meals a day, and tours) paid by the sponsors.

### Battle of Normandy Foundation

(June 6, 1944)  
POC: Chuck Morrell  
1730 Rhode Island Ave.  
Washington, D.C. 20036  
(202) 728-0572

Looking for non-divisional units (QM, Eng, Ord, etc.) that were in Normandy invasion. If your unit was there contact BNF. They are planning 50th annl. celebration and need ALL units involved.

### Air Corps/USAF

54th Troop Carrier Wing Hq  
(Organized from 374th TCG)  
Reunion Date: Jun. 18-18, 1992  
Reunion Site: Las Vegas, NV  
(TBD)

POC: Glenn McMurry  
8944 Krueger St.  
Culver City, CA 90232  
(310) 559-8331

WWII, 50th anniversary & 1st reunion attempt

303rd Bomb Group Association  
("Hell's Angels Bomb Group")  
Reunion Date: Sep. 8-13, 1992  
Reunion Site: Boise, ID

(Red Lyon Riverside Hotel)

POC: Carlton M. Smith  
3219 Cobblestone Dr.  
Santa Rosa, CA 95404  
(707) 548-3855

WWII, 50th anniversary reunion

Pilot Class 43-B  
Luke & Williams Fields, AZ  
Reunion Date: Feb. 4-6, 1993  
Reunion Site: Phoenix, AZ  
(Hotel TBD)

POC: John V. Back  
3483 E. Pasadena Ave.  
Phoenix, AZ 85018  
(602) 955-5574

WWII, 50th anniversary reunion

# 1990s: The Decade of Women In Leadership

BY 2LT Holly F. Lanoux  
HQ LA ANG/PAO

"The 1990's will be the most challenging decade the business community has ever confronted...businesses that meet these challenges with new leadership will revitalize and inspire. To a great extent that leadership will come from women," said John Naisbitt, author of the best-seller, *Megatrends 2000*.

A federal women's group was founded in October 1967 by an Executive Order. This order tasked the Civil Service Commission with identifying barriers which prohibit discrimination based on "race, color, national origin, religion and sex." The objective of the Federal Women's Program is employment and career advancement for women in the federal work force.

Interviews with eight senior ranking women in the Louisiana National Guard clearly suggest that the military men and women are on equal grounds.

"We have broken through the glass-ceiling," Maj. Paula Nunez reflects. "I am the pioneer person here. There was no one before me. I had to cut down the trees. I was the one shot at. I had to constantly prove myself."

And prove herself she did. While deployed in support of Desert Storm, Nunez was the only female officer in her brigade, and a commander at that!

"Being a commander has got to be the most rewarding experience. It's such a thrill to wear those black diamonds. It's great!", she said.

Nunez is just one example of a female Louisiana Guardsman who has set her standards high by striving towards excellence.

The emphasis in the 1990's is on producing quality products and services with Total Quality Management being the philosophy of the 21st century. TQM is implemented by educating, coaching, inspiring and gaining people's trust and commitment. The Guardswomen interviewed are setting examples of excellence.

Warrant Officer Kim Ansardi saw what guardsmen were accomplishing. After working as a civilian employee for 13 years, she joined the Guard in 1986. She started her civilian career as a clerk typist, GS-2, in 1973. In 1978, Ansardi transferred to LANG as a personnel clerk, GS-4. Ansardi eventually was promoted and was one of only six GS-6 civilians employed by LANG. This was the highest grade held by civilians at that time.

Not wanting to be left behind and passed over for promotion, she enlisted in the Louisiana Army National Guard. After serving as an enlisted person, Ansardi applied for the Warrant Officer Entry course. Not only did she complete the course, but she graduated on the Commandant's List. Ansardi was



These women are the leaders of the 90s. Pictured l to r (front row) TSGT Judie McIntyre, ILT Mary Alice Salcido, SGT Stacy Schambach, SMSGT Brenda Lomax. Front row: CW2 Kim Ansardi, 2LT Dianne Mandeville, MAJ Paula Nunez, and SGM Darlene Trahan. (Photo by SGT Kristi L. Moon, 241st PAD)

appointed a Warrant Officer in 1988 upon successful completion of the Military Personnel Officer course at Fort Benjamin Harrison as a distinguished graduate.

"I don't know if I'd want to be a commissioned officer. I'm really the stereotypical warrant officer type...the mean, old, crusty person who has been around forever and knows one little thing...and that's me. I can see myself still doing personnel 20 years from now."

Two years after becoming a warrant officer, Ansardi was promoted to CW2. She is respected by her colleagues and others for what she knows. Ansardi believes rank has not made a difference, rather knowledge and skill have made the difference.

Sgt. Maj. Darlene Trahan agrees. She believes rank really is not a factor, - abilities are the differentiators.

Trahan initially enlisted in the Guard in October 1973. At that time, women were just breaking into the Louisiana National Guard. Trahan has worked hard to achieve her rank, and she came through the ranks without a role model.

"When I came into the service, I felt that the men did not like women in the military. I really had three choices of jobs: pay, maintenance or aviation. I took a pay downgrade and went into JUMPS. I worked there until I could find a unit position and went to the 204th Area Support Group." Trahan stayed with the 204th for 12 years before moving to Headquarters STARC.

"Back then, I had to prove myself every step of the way. That is what made the few women of that time successful. Everybody up the line knew we were doing well. You had to do more."

"Now I can look back," Trahan reflects, "and I know that part of the reason I was a success or am a success is because I've gone the extra mile to prove myself. I volunteered for schools, short courses, whatever it

took to advance myself for promotion. The thought I'd like to leave to the young soldiers is to go to the next level, do the next course, whether required or not. Do all that you can do to prepare for promotion. That way, when eligible for promotion, you've already filled the squares."

These thoughts are echoed in the Air National Guard by the 159th Tactical Fighter Group's Senior Master Sgt. Brenda Lomax, the first female Master Sgt. and Sr. Master Sgt. in the Louisiana Air Guard.

"You've got to be the best that you can be!" she said. Lomax looks back to when the good old buddy system was in place. "It may not have mattered then what you knew or what you could do. It was a matter of who you knew."

Lomax recognizes that top management today is energetic. Top management positions are competitive. The Air Guard is recognizing its quality people by promoting them to these senior positions, and many of these positions are being filled by women.

Lomax is considered to be the expert in logistical and mobility matters. She started her civilian career in the Air Force Reserves in 1973. Lomax moved into the Air Guard in 1984. She has a total of 25 years in the federal and military service.

Lomax just may be the first female Chief Master Sergeant in the La. Air National Guard. Lomax feels that there is plenty of time. She is a patient person who just keeps on smiling and conquering.

I am not a look at me, look what I did' kind of person. I read the regulations, find out what I need to do in a job, and go after it. 'Gas-mask' is my new name. When I accomplish this new area (disaster preparedness), I'll be off to conquer something else."

One of the key reasons for these ladies' success is their ability to inspire commitment from their people. 2nd Lt. Dianne Mandeville

agrees. "You can only be good at so many things. The secret to successful management is being able to delegate authority."

Mandeville should know. She was recognized by the Army Communities of Excellence evaluation team for her outstanding service oriented approach towards family support group planning.

Just as the Army Communities of Excellence team is sensitive to people, readiness, facilities and services, the senior leadership of the Guard - both Army and Air - is considerate of these issues.

Sgt. Stacy Schambach from Headquarters, Louisiana National Guard said, "The only barriers to the top are ones we choose to place upon ourselves." She feels that the senior leaders are sensitive to the needs of all.

Tech. Sgt. Judie McIntyre of the 236th Combat Communications Squadron in Hammond echoed the other women interviewed. "The Air Guard leaders are sensitive to our needs. They provide the resources we need to do the job and then let us accomplish it." She also said she believes it is important to work harder than the rest if you want to succeed.

It is not enough just to be content with doing a satisfactory job. You've got to go the extra mile." McIntyre said. She feels that means making a few sacrifices now, in order to achieve the big pay-off later.

McIntyre was one of three women to enlist in the LA. Air Guard in December 1973. She has a total of 18 years of federal service, as a civilian and in the military.

1st Lt. Mary Alice Salcido, the current Federal Women's Group program manager, expects to expand the program by including the military. She said a federal women's program should include the traditional Guardsmen and the community. "This is the perfect environment for us. Not just females, I mean being part of a team - the National Guard team. I hope to get all of the units involved, males included."

As the Director of the Federal Women's Group program, Salcido has high hopes that people will want to become part of this winning team. As Guardsmen, we are already better than the rest. We wear a uniform and commit ourselves to serving our country and our state. This sets us apart from the rest."

It is evident that these women believe in hard work, education, and persistence. Each of these women believe that dedication, ambition, determination, and tenacity are traits of a successful leader.

These women will serve as 21st century role models for young soldiers and airmen - male and female. They were honored at a luncheon along with Sybil Haydel Memorial, Associate Dean at Drexel Center, Xavier University. The luncheon celebrated Women's History Month.