

STUCK IN THE MIDDLE WITH YOU: NORTH RAMP EASES ACCESS TO OPS AND MAINTENANCE



SOUTHERN
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Leadership and followership

This month, I will be celebrating my thirtieth year as a member of the United States Air Force. To say that today's Air Force is the same one as the one I joined in 1986 would be true to a degree, but also a fallacy. We may be the same in name, but we certainly aren't the same in spirit.

Over the years, I have observed many changes, but the one thing that has remained constant has been the diversity of leadership styles exhibited by the men and women who lead us. The Merriam-Webster online dictionary defines leadership as "the power or ability to lead other people," but ask anyone what it means to be a leader, and you are likely to get answers from all across the board.

Leadership style is one thing that changes from person to person. It is the sum total of a person's experiences, observations, and perceptions on how to lead. Some organizations may require a leader to be strong, while others may lend themselves more towards the passive leader. Regardless of which style an organization may favor, our duty as followers can help ensure the success or failure of any leader who is appointed over us. Leaders need followers. There is a big difference between following blindly and being a good follower. Good followers contribute to the decisions that their leaders make. They provide helpful insight and apply their expertise to assist their leader in making good, informed decisions. With leader-



COL. DONALD RICHEY
Commander, 908 OG

ship often comes additional knowledge of a situation. Criticizing leaders for their decisions, when you don't have all the facts that your leader may possess, is counter-productive. Supporting your leader with facts, knowledge, and insight can make all the difference in the decisions that they make, and ultimately improve the decision making process our leaders utilize.

As we ponder over the departure of Col. Willis, and look forward to the arrival of Col. Condit, offer yourself up as good followers and help assist in the transition of our new leader as he takes command of our wing. His success will hinge largely upon how well we, as followers, support him as he strives to take the 908th to new heights of success.

COVER PHOTO:

Maintainers from the 908th Air Maintenance Squadron work on aircraft parked on the North Ramp, which became operational in April.



"Providing combat-ready support across the spectrum of operations"

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U.S. Air Force Photo by Lt. Col. Jerry Lobb

A MOMENT WITH THE CHAPLAIN

SENIOR AIRMAN
DUSTIN G. TURNER

June marks the midpoint of our trip around the Sun. This is the month that we transition from spring to summer, and if you live in Alabama that brings mixed feelings. Long summer days also mean unbearably humid, hot conditions. If you are guarding a post or working on the flight line, these upcoming hot days may not be seen as very pleasant.

One great thing about June is the celebration of Father's Day. Father's Day is always a mixed bag of emotions for me (just like the mixed feeling of summer's temperature) because my father died almost 16 years ago. After he died I really did not think much about Father's Day for many years.

After my own children were born, Father's Day started to grow in meaning again. Now, as a Father of three boys I can look at Father's Day as a joyous occasion once again.

My children express how much they love me, and I get to evaluate myself as a Father. This is very important to do often. Father's Day gives me a chance to reflect on how well I am doing as their dad. No matter what job or hobby we are doing, it is always important to evaluate our performance if we want to continue to improve. Being a father is no different. Without constant reviews, we tend to fall into a rut that keeps us from being the best we can be.

I encourage each dad this Father's Day to reflect on the wonderful job God has given to us. Being a father means we get to invest in the lives of our children daily. We get to guide them into being men and women of character, integrity, and faith. To whom much is given, much is expected, so be sure to give your children your all.

Welcome new commander

Col. David J. Condit assumed command of the 908th Airlift Wing, Air Force Reserve Command, Maxwell Air Force Base, Ala., May 15.

A change of command ceremony will be held to signify this transition on June 4 at Polifka Auditorium at Maxwell's Squadron Officer College.

He commands the more than 1,200 Airmen of the wing with a mission to provide unrivalled theater airlift and agile combat support across the spectrum of military operations.

Under his leadership, the wing will continue to provide aeromedical, flight, maintenance, logistics, engineering, security forces, communications, and services vital in support of the wing's mission.

Through these units, the wing provides direct support to the active-duty components of the Army and Air Force.

Condit earned his Bachelor of Science degree in Psychology from Colorado State University in 1989 and was commissioned a second lieutenant in the U.S. Air Force through the Reserve Officers' Training Corps. His experience includes military special operations and

reconnaissance, and he has completed multiple deployments for combat operations. He taught leadership and behavioral science at the Air Force Academy, worked as a research psychologist, and has been a professional aviator for more than 24 years. Most recently, he was the commander of the 403rd Operations

Group, 403rd Wing, Air Force Reserve Command, Keesler Air Force Base, Miss. He was responsible for all matters pertaining to the operational readiness and effectiveness of the Operations Group comprised of the 5th Operational Weather Flight, the 403rd Operations Support Squadron, the 53rd Weather Reconnaissance



COL. DAVID J. CONDIT
Commander, 908 AW

Squadron "Hurricane Hunters," the 815th Airlift Squadron "Flying Jennies," and the 345th Airlift Squadron "Golden Eagles," an active-duty associate unit. The 403rd Operations Group operates the only aerial weather reconnaissance squadron in the Department of Defense and represents the first C-130J total force integration between active-duty and reserve personnel.

Change of Command

908th Airlift Wing members are cordially invited to attend the Change of Command for Incoming-Commander Col. David J. Condit, and Outgoing-Commander Col. Adam Willis. The ceremony will be presided over by Maj. Gen. Stayce D. Harris, Commander, 22nd Air Force, Dobbins Air Reserve Base, Ga.

Date: June 4

Time: 10 a.m.

Location: Polifka Auditorium, Squadron Officer College

Key Spouses build strong Wing

By Amy Brooks, Key Spouse

The Key Spouse program consists of volunteers committed to building a strong 908th Airlift Wing community. The Key Spouse members work within your squadron or group to help connect families with information and support services.

The goal of our Key Spouse members is to assist families in finding and utilizing the resources they need. Our Key Spouses are not there “to fix” the problem, but to help get the families the resources they need. While the time commitment to the Key Spouse organization is minimal, the contribution to the 908th Airlift Wing members and families is exponential!

The mission of the Air Force is to fly, fight and win in air, space and cyberspace. Our 908th Airlift Wing members earn top honors in their field! Our Key Spouse organization is essential to building a strong and resilient 908th family.

If you are interested in becoming a part of our Key Spouse organization or need information on support or resources, please contact Amy Brooks, amybrooks@gvvc.com or Chief Master Sgt. Martha Roy, martha.roy@us.af.mil.



Help is here: Protecting members from dishonest lenders

By Lt. Col. Denise Kerr, AFRC HQ, Washington, D.C.

Each year, thousands of people throughout the country fall victim to unscrupulous lending practices.

Fortunately for active-duty, reserve component members, and their families, Office of Servicemember Affairs, provides assistance with consumer financial challenges through education, monitoring of complaints, and coordinating with federal and state agencies on military protection measures.

“In 4 ½ years, we’ve secured over \$11 billion in relief for 25 million consumers and over \$100 million came out of enforcement actions focused on protecting service members, veterans and their families,” said Holly Petraeus, assistant director of the Office of Servicemember Affairs, which is part of the Consumer Financial Protection Bureau.

Part of OSA’s mandate is to monitor military complaints, look for trends, and coordinate with federal and state agencies, Petraeus said.

According to the Corporation of Enterprise Development, more than one in 10 households with incomes below \$30,000 annually have used alternative financial service credit products, such as payday and auto-title loans. With annual interest rates at 400 percent or higher for payday loans, few can afford to pay the money back on time, they to take out additional loans and get trapped in an unrelenting cycle of debt.

“In the early 2000s, there was an alarming increase in the number of businesses offering the new phenomenon of ‘payday loans’ and a corresponding increase in the number of service members taking advantage of that easy money, often without the ability to repay what they borrowed,” Petraeus said.

Congress passed the Military Lending Act in 2006 to protect service members on active duty and their families by capping rates at 36 percent. Many lenders took advantage of the loopholes and continued to target the military with high-interest loans.

Petraeus said she encourages Reservists to visit the CFPB website at www.consumerfinance.gov where they will find a variety of assistance, including financial tools to help in buying a home or paying for college, information on filing a complaint, and retirement calculators.

“We have over 1,000 questions in ‘Ask CFPB’ where we put the most common consumer questions that we receive,” Petraeus said. “There are a number of them in there that have military-specific information in the answers.”



Hilyard commands Aeromedical Squadron

By Andrew Stamer, 908 AW/PA

Lt. Col. Mike Hilyard assumed command of the 908th Aeromedical Evacuation Squadron, Maxwell Air Force Base, Ala., on May 14.

Hilyard had been acting as the squadron's commander since September and accepted the passing of the unit's flag from Col. Donald Richey, 908th Operations Group Commander, in front of his unit to signify the formal passing of responsibility, authority, and accountability to him as the unit's new commander.

Hilyard directs more than 75 Airmen with a mission to provide inflight medical care to injured and ill patients.

"I don't think that there is a finer officer in my group to lead the aeromedical evacuation squadron," said Richey. "What Mike brings to the table is experience."

Prior to becoming an officer, Hilyard had spent 26 years in the Air Force, rising to the rank of senior master sergeant.

"He's seen how to lead from the senior NCO level, he's seen how to lead from the company grade officer level, and the field grade officer level," said Richey.

In September, Hilyard was asked to take on the task of temporary or acting commander of the squadron, and Richey said he's seen only good things since that time.

"The environment seemed to improve, people were happy, and I never had to ask Mike for anything," he said. "It's one of the few squadrons I have in my operation that has been the most self-sufficient, combat coded units ... because it's led by someone with maturity that has a lot of mature people constantly going back and forth ... to contribute to the fight on terrorism."

For Hilyard, the culmination of his career started when he entered the Air Force in January of 1975.

"During those years, I've had some good leaders and some not so good leaders. I've tried to remember the good traits of every single one of them, and also the bad to make sure that I did not become that type of leader," Hilyard said.

"The main task of a leader is to make sure that the people he leads have all the training and support they need to be successful," he said.

"In this business," he continued, "that would be to send the AE crews and support personnel into harm's way. My solemn promise to every squadron member is when that time does come, you will have all the tools you will need to be successful, to bring home our wounded warriors."

"The number one asset the Air Force has is the people. I will strive to take care of each and every one of you," Hilyard said.

Hilyard served as an Air Reserve Technician from 1988 to 1996 before receiving his commission in 1998 through the

Air Force Reserve Derving Airman Commissioning Program. He became an ART for a second time in 2007.

As a member of the Air Force Reserve, he has directed ground aeromedical evacuation combat operations supporting several conflicts and contingencies, including Hurricane Rita relief, Operation Enduring Freedom, and Operation Iraqi Freedom. He is an Aeromedical Evacuation Operations Officer with more than 585 days of real-world deployment experience.



Col. Donald Richey, 908th Operations Group Commander, passes the 908th Aeromedical Evacuation Squadron guidon to Lt. Col. Mike Hilyard, signifying his assumption of command. (Photo by Andrew Stamer)

Sowing seeds of hope

By Lt. Col. Jerry Lobb, 908 AW/PA

Staff Sgt. Montaski McCoy has been planting seeds in a poor, crime ridden West Montgomery neighborhood for the past three years. While planting various vegetables, his real ambition is to sow seeds of dreams of a brighter future for kids and young people in the area.

As a Reservist, McCoy is an Air Terminal Operations Center Specialist with the 25th Aerial Port Squadron. He has a Bachelor's Degree in Chemistry from Auburn University, but currently dedicates his time and resources to serving his community.

McCoy acquired his first of three overgrown lots and began converting them into community gardens, in 2013. "I didn't have a real clear vision, but I felt the call to just go and start working on the property. My intent was to offer kids in the area an alternative to the smoking, drugs, and violence that surrounds them."

Using a borrowed pick axe, McCoy began breaking up the hard ground and removing the bricks and stones from the sections of the lots he intended to plant. As he worked, adults and kids stopped by to ask what he was doing. Some who stopped stayed for a bit and started helping him. Once the ground was broken, he began planting tomatoes, broccoli, lettuce, collard greens, Brussel sprouts, squash, sweet potatoes, watermelon, and other various fruits, vegetables, and



Before and after photos of the Mildred Street lot. (Photos by Staff Sgt. Montaski McCoy)



Staff Sgt. Montaski McCoy shows neighborhood children in West Montgomery seedlings taking root where they had planted them at a community garden. He started it to help get them interested in alternatives to the smoking, drugs, and violence that is prevalent in the area. Once McCoy started building the garden, neighbors pitched in to help. He has seen able to educate them on how plants and vegetables are grown and the work involved in bringing them from the garden to the table. (Photo by Lt. Col. Jerry Lobb)



herbs. When kids would come and ask to help, McCoy said he'd have them take measurements, write them down, and do some basic math. He also explained to the kids what each plant in the garden produces.

The produce from the plots is given away to neighbors and those who've helped him clear and plant the vegetables.

"Gardening has provided a common interest, and an avenue to start conversations with people in the community," McCoy said. "There is one young man I've been talking with who would like to do better than he has so far. He's asked about my military service and now is preparing to take the ASVAB test so he can join the military and better himself."

McCoy also volunteers at a local Salvation Army shelter. "One day at the shelter I saw this family of five who were there because they didn't have anything, yet they seemed happy, enjoying having a meal together. When some of my friends who are doing well are unhappy, I take them with me

to volunteer to get a different perspective."

When he needed help to clear trees, brush and junk from one of his garden lots, he paid shelter residents to perform the work. In a week, he and his new team of friends were able to complete a job that would have taken him several weeks working alone.

Elenor Saloman, a elderly resident living near one of McCoy's gardens said, "His garden looked really nice last year. I enjoyed seeing it. It is great that he shares the garden with kids in the neighborhood so they can see where their food comes from. We have a lot of vacant lots and I think it would be nice if more young people had a chance to plant seeds and grow something they can eat."

McCoy summed up his intentions saying, "I'm trying to sow some seeds, to plant some visions in the minds of the kids. I hope to mentor, to inspire them, to see that they can do better and fulfill their dreams."



Years in the making: North Ramp opens

The move of the 908th Airlift Wing C-130H Hercules from the West Ramp to the North Ramp in April places the aircraft closer to both Operations and Maintenance.

"The location is more centralized between the two maintenance squadrons," said Maj. Brian Horton, Maintenance Operations Officer, 908th Maintenance Group.

The new parking allows for increased capacity of future aircraft, and its central location allows for increased security, said Horton. It also saves man hours and money because increased clearance behind the planes gives the ability to complete full-up power runs without the need of towing the aircraft to run pads. And, being further away from the active runway "gives personnel a safer location to work with less chances of being involved in an incident on the runway."

"This should result in better support for the overall mission, while increasing the synergy and effectiveness of the overall operation," said Col. Jimmie "Pat" Brooks, Vice Commander, 908th Airlift Wing. "In addition to these facts, they look really, really good over there."



(Counterclockwise from left) Staff Sgt. Leonard Grantham, Load Master, 357th Airlift Squadron shows youth leaders from Autauga County schools the C-130H Hercules. Tech Sgt. Larry Livingston, 908th Maintenance Squadron, is coined by Air Force Chief of Staff Gen. Mark Welsh. Col. Jimmie "Pat" Brooks, Vice Commander, 908th Airlift Wing, and Col. Ronald Banks, Vice Commandant, Air War College, present Lt. Col. Michael Henderson the Reserve Component Award for his research paper on the reserve component's role in national security while a student at Air War College. Command Chief Master Sgt. Owen Duke, Sr., places a bayonet on a rifle during his retirement from the 908th Airlift Wing. Maj. Meghann Allison, Commander, 908th Logistics Readiness Squadron, sings the national anthem prior to the Montgomery Biscuits Military Appreciation Night game. Senior Master Sgt. Robert Reaves, 908th Air Maintenance Squadron, speaks to the audience at his retirement ceremony. Col. Adam Willis, former 908th Airlift Wing Commander, is hosed down by his wife Elyse Willis after his "fini" flight with the 908th. Staff Sgt. Kathryn Dearing, 25th Aerial Port Squadron gives blood during a Red Cross blood drive, which collected more than 30 units of blood.





New to the 908th

Tech Sgt. Michael Kinman, MXS
Staff Sgt. Elisabeth Adkins, CES
Staff Sgt. Justin Brown, AMXS
Staff Sgt. Amanda Harris, 357 AS
Staff Sgt. Christopher Hendrix, OSS
Staff Sgt. Michael Patterson, 25 APS
Staff Sgt. Frandora Vorster, AW

Senior Airman David Holcomb, 25 APS
Senior Airman Griffin Scarbrough, 357 AS
Airman 1st Class Jade Brown, LRS
Airman 1st Class Amanda Crumley, AMXS
Airman 1st Class Richard Evans, CES
Airman 1st Class Christopher Redmond, AMXS
Airman 1st Class Jeremy Sampson, MXS

Preparing to Disembark

Senior Master Sgt. Timothy A. Oliver, SFS
Master Sgt. William C. Bearden, MXG

Master Sgt. Stephanie R. Rudolph, MSG
Tech Sgt. Sonya F. Deramus, 25 APS

2016 NCO INDUCTION CEREMONY

Husband Auditorium Bldg 1403
Sat., June 4, 2016 at 1400

Followed by Promotion Cookout Celebration
Ritchey Center from 1900-2200

Wing POC TSgt Dickerson 334-953-0543, 908th 56'ers Organization

BRIEFS

KHOBAR TOWERS 20 YEAR ANNIVERSARY TRIBUTE

The AF Enlisted Heritage Hall at Maxwell AFB will rededicate and commemorate the 20 Year Anniversary of Khobar Towers attack on June 23. The exhibit pays homage to the fallen, survivors and family members affected by this tremendous tragedy that took the lives of 19 Airmen in Khobar, Saudi Arabia, June 26, 1996.

INVICTUS GAMES CELEBRATES SERVICE MEMBERS

The second Invictus Games for wounded, injured, and sick military personnel was hosted in Orlando, Fla., May 8-12. The event honors and celebrates the service of war veterans, and acts as a healing tool to help the veterans recover from physical and mental trauma. The games brought

together more than 450 competitors from 14 nations to compete in 10 sports. Toronto will host in 2017.

RESERVIST'S BOOK MAKES CSAF'S 2016 READING LIST

The Air Force's top officer selected a biography written by an Air Force Reservist for inclusion on the Chief of Staff Reading List 2016. *At All Costs* by Chief Master Sgt. Matt Proietti tells the life and death story of Medal of Honor recipient Chief Master Sgt. Richard L. "Dick" Etchberger, a ground radar superintendent during the Vietnam War. Etchberger was posthumously awarded the Medal of Honor in 2010 – 42 years after he was killed in March 1968. The reading list is a common frame to help every Airman become better, more effective advocates of air and space power.

Gaining Altitude



James K. Groce



Russell Fields
Jason W. Martin
Kimberly L. Nunweiler
Lakita N. Trudell



Joy M. Bates
Brady A. Harley
Jamie J. Hicks
Shannon N. Jones
Brandon C. Williams



Justin C. Brown
Amanda A. Crumley
Kirsten H. Czerpak
Marius L. Davis
Shanteya Leverettewilson
Jeremy S. Slaughter



Cecilia C. Jenkins



Joshua J. Mahone



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- * Make reservations, cancellations or changes at least 48 hours prior to your arrival.
- * Maxwell Toll-Free **1 (800) 673-9356**
Direct **(334) 953-8557/8558**
- * Input your unit authorization code
(Given by unit's First Sergeant)
- * Dial **953-8557 or 953-8558**
- * Upon request, input USER ID
- * Upon request, input PIN number, then "#."
PIN is assigned during Newcomers. **If not known, contact 908th Services.**
- * Make, change, cancel, check reservation
Reservation: input arrival date followed by departure date, then type [ADT, IDT, or both (ADT: Annual Tour, Mandays, Special Tour) (IDT: UTA, AFTP, RMP, Make-up UTA). UTA is IDT.]
> ADT only? Call Lodging: **(334) 953-6133**
- * If a scheduled UTA weekend, system will tell you where you will be staying

Questions?

Contact Tech. Sgt. Cedrea Young
(334) 953-1690, option 1
Emer cell: (254) 258-1884
DSN: 493-7332 cedrea.young@us.af.mil

Checkout time:

No time to go to the front desk, or phone charge? Drop the keys in the drop box in Bldg 682 (Main Lodging) for your convenience.
DO NOT USE this box if you have charges on your bill.

In accordance with AFI 34-246 smoking is prohibited in lodging rooms. You may be charged a minimum of \$50 for cleaning for violating this AFI.

UTAs FY16

June 4-5
July 9-10

Aug. 6-7
Sept. 10-11

UTAs FY17

Oct. 1-2
Nov. 5-6
Dec. 3-4
Jan. 7-8
Feb. 11-12
March 4-5

April 1-2
May 6-7
June 3-4
July 8-9
Aug. 5-6
Sept. 9-10

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908TH UNIT TRAINING ASSEMBLY

June

Start	End	Event	Location/OPR
Friday, June 3, 2016			
1500	TBD	Commander's Staff Meeting	Bldg 1056/Wing Conf Rm
1700	TBD	First Sergeants' Meeting	Holiday Inn Express, Prattville
Saturday, June 4, 2016			
0600	TBD	Fit to Fight Testing Session One	HAWC
0730	0800	** Sign In **	Orderly Room
0900	TBD	Fit To Fight Testing Session Two	HAWC
0800	1030	Newcomer's MPS Inprocessing	Bldg 1056/Classroom
0800	1100	Lab work/DNA/HIV/Blood testing	Bldg 760/Lab
0800	1530	Physicals	Bldg 760/Floor 1
0830	1530	Immunizations	Bldg 760/Floor 1
0900	1000	UDM Meeting	Bldg 848/CF Classroom
0900	1000	Fitness for duty (DD 689 & Fitness Letter)	Bldg 760/Floor 1
0900	1000	First Duty Station Briefing	Bldg 1056/Classroom
0900	1000	SAPM Training	Bldg 1056/CC Conf Room
0930	1000	TDY/PCS Outprocessing	Bldg 1056/Rm 111/DPMSA
1230	1530	CDC Testing	Bldg 903/FSDE
1300	1330	DDR Trusted Agent Class	Bldg. 760/Floor 3 Classroom
1330	1400	Fitness for Duty (DD 689 & Fitness Letter)	Bldg 760/Floor 1
1400	1500	2016 NCO Induction Ceremony	Husband Auditorium
Sunday, June 5, 2016			
0600	TBD	Fit To Fight Testing Session One	HAWC
0630	0700	Sign In	Orderly Room
0900	TBD	Fit To Fight Testing Session Two	HAWC
1300	1400	3S2 Training/Wing Training	Bldg 903
1300	1500	3D Comm Element Training	Bldg 848
1300	1400	3D0X1 Knowledge Operation Training	Bldg 1056
1600	-	Sign Out	Orderly Room

Support functions' schedule

Activity	Dates & hours of operation	Location/Ext.
Newcomers' Trg FLT	Sat 0730-1700	Bldg 1056/Rm 101
MPS Customer Svc	Sat 1300-1700 / Sun 0700-1300 M-F 0900-1600 (Closed 1300-1600 every Wed except drill week)	Bldg 1056/3-5522
Reserve Pay	MTTHF 0800-1600 / Wed 0800-1200 Sat 0900-1600 / Sun 1230-1500	Bldg 1056/3-6722
Fitness For Duty	Sat 0900-1000 ** Bring DD Form 689 & Fitness Letter **	Bldg 760 2nd Floor/ 3-5714
Medical Records	Sat 0800-1500 / Closed Sun	Bldg 760 2nd Floor/ 3-5714
Individual Equipment		Bldg 1154/3-6020
Clothing Sales	Sat 0900-1500	Bldg 851/3-7505
Restricted Area Badge	M-F 0730-1600	Bldg 502/3-4283
Geneva Conv Cards	M-F 0730-1600	Bldg 502/3-4283
Dining Hall	Breakfast: 0600-0800 Brunch: 1030-1300 Dinner: 1600-1800	Bldg 668/3-5127
Lodging Office		Bldg 682 /240-5600
Photo Lab	M-F 0730-1630 / Sun 1300-1500	Bldg 926/3-7981
Comm Help Desk	Sat 0800-1600 / Sun 1300-1500	

IMA program options

By Master Sgt. Chance Babin

With Air Force Reserve Command's end-strength increasing by 2,100 Airmen from fiscal year 2015 to 2016, AFRC's Recruiting Service is striving to meet its goal of 8,500 accessions for FY16. One strategy recruiters are using involves trying to get people to transfer from the unit program to the individual mobilization augmentee program.

Unlike traditional Reservists who serve one weekend a month and two weeks a year, IMAs, who are assigned to active-duty Air Force units, respond to a training schedule based on the needs of the host organization. IMAs are assigned to funded positions and participate with the host organization for 24 to 48 training periods each year. Oftentimes, they complete their annual training requirements all at once. And IMAs, just like their unit Reservist counterparts, receive military pay, benefits and retirement points.

With the unit program, consisting of air reserve technicians and traditional Reservists, currently at 107 percent manning and the IMA program at 86 percent manning, the Recruiting Service is implementing a plan to target Reservists in overage positions and attempt to get them to consider opportunities in the IMA program.

"With end-strength on the rise, the Recruiting Service hired eight seasoned recruiters (two per squadron) to specifically target key vacancies in an effort to robust IMA manning while at the same time effectively manning AFRC," said Capt. Robert Bruce, Recruiting Service chief of operations and training at Robins Air Force Base, Ga.

One of the critical-skills recruiters working this issue is Master Sgt. Tracey Barry of Dobbins Air Reserve Base, Georgia, who has been highly involved at Homestead Air Reserve Base, Fla. Working with leaders of the 482nd Fighter Wing at Homestead, Barry began talking to Reservists during their

drill weekends about the IMA program. Her main targets were members in the medical field.

"Homestead gave me full support across the board," she said. "I set up a table in the chow hall at lunch and had folks who had an interest in seeing if there were any opportunities in the IMA world to sign up for a meeting."

For many, the IMA program is an attractive option since it offers greater flexibility when completing inactive duty training. Barry said at Homestead a lot of the traditional Reservists travel three or four hours, sometimes longer, for unit training assembly weekends.

"Force development opportunities, promotions, the opportunity to complete all annual requirements in one shot, possibly working closer to home and getting more job experience" are all benefits of the IMA program, Barry said.

The sergeant said having critical-

skills recruiters involved in the process of working the packages for Airmen wanting to transfer from the unit to the IMA program takes a lot of work off of the shoulders of members of the force support squadron.

"The undermanned force support squadrons love the fact that the critical-skills team is working these packages," she said.

Traditional Reservists who move to the IMA program are filling critical vacancies.

"By working together, we can find force development opportunities and hopefully retain as many qualified Airmen as possible as we work toward 100 percent effective manning, Bruce said."

For information on becoming an IMA, contact your local recruiter.

**908th Airlift Wing
401 W. Maxwell Blvd.
Maxwell AFB AL 36112-6501**

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TO THE FAMILY OF:



2nd Annual Kickball Tournament

CALLING ALL UNITS, ORGANIZATIONS & THE COMPETITIVE IN HEART!!!

Date: Saturday, 6 Aug 2016

Time: 1730

Location: Softball Complex

Cost: \$40 (Per Team)

Fun + Food + Kickball = Awesomeness

1ST Place Trophy & Awards

Presented by

908 AW 56'ers







908AW KICKBALL TEAM OF THE YEAR



POC: TSgt Earl Dickerson 953-0543