

### Combined Federal Campaign Update

The Department of Defense has indefinitely suspended all Combined Federal Campaign activities, including solicitation in the workplace. Those wishing to donate in the interim may submit their CFC pledge through the myPay system at <https://mypay.dfas.mil/mypay.aspx>.

## Services, AAFES holiday hours

Page 13



## Global Strike Any target, any time

Page 4

# ROBINS REV-UP

October 11, 2013 Vol. 58 No. 39

## NEWS

### YOU CAN USE

#### Services up and running

Most previously closed services have reopened. The following 78th Mission Support Group activities are still closed: the Auto and Wood Hobby shops and the library.

#### CE capabilities limited

The 78th Civil Engineer Group's manning is now at 100 percent, but due to the lack of funding, the unit's capabilities are limited by supplies on hand, and to recurring maintenance. Custodial services are being performed for child development centers and fitness centers, but other base custodial services are limited to bathroom cleaning and restocking twice per week. The trash contract service is back to normal, but grounds maintenance is paused pending fiscal 2014 funding.

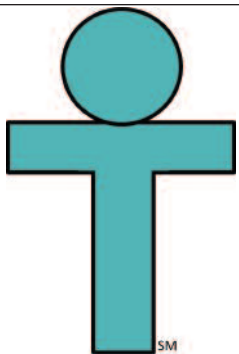
#### Motorcycle Safety Foundation course cancellation

Due to recent events associated with the government shutdown and furloughed workers, the availability of rider coaches to conduct Motorcycle Safety Foundation training is at a standstill. As a result, the 78th Air Base Wing Safety Office has suspended all motorcycle safety training classes until further notice.

Any questions or concerns can be directed to Brandon Mitchell, Motorcycle Safety Program manager, at [brandon.mitchell.20@us.af.mil](mailto:brandon.mitchell.20@us.af.mil) or 472-2059.

### A Moment in Time

On Oct. 15, 1958, Air Mobility Command Headquarters transferred executive management responsibility for the C-130A Hercules cargo-transport aircraft to the Warner Robins Air Materiel Area at Robins Air Force Base.



## Officials share civilian pay update

BY ROBINS PUBLIC AFFAIRS

Many civilian employees here have seen distinct changes in their current leave and earnings statements due to the government shutdown. It all depends on a number of factors, including whether or not the employees were furloughed and, in some cases, whether or not they took leave during the last five days of the Sept. 22 through Oct. 5 pay period.

Those among the group of furloughed employees who have since returned to work have found their take-home pay to be only 60 percent of what they normally earn.

That's because they were furloughed for four of the 10 days in the two-week pay period.

Many exempt employees have also found



**About Military Pay**  
Military personnel should expect a normal paycheck Oct. 15.

a dramatic decrease in the amount of take home pay in their paychecks. That's because of an error in the Defense Civilian Pay System which coded some of their hours for the pay period and that of thousands of other employees across the Department of Defense as furloughed instead of regular time.

Affected employees should expect to receive guidance from their supervisor or timekeeper on how to correct their time for that period.

Meanwhile, Headquarters Air Force Materiel Command Financial Management officials have outlined the pay and entitlements most civilian employees should anticipate their two October paychecks.

The following listing distinguishes civilian categories and what employees within each should expect for the pay dates of Oct. 11 and Oct. 25, 2013:

#### Exempt

Exempt employees were not furloughed on Oct. 1 because funds were available to pay them.

► see PAY, 7



## A tale of two countries ...

U.S. Air Force photo by TOMMIE HORTON

Canadian Cpl. David Erazola, common ground entry technician with the 8 Air Communications Control Squadron, shows a STINGER antenna to 5th Combat Communications Squadron members during a two-week interoperability training event between the two units which began here Monday. See more photos on page 8.

## New program a 'Capstone' for the future

BY JENNY GORDON

[jenny.snider.ctr@us.af.mil](mailto:jenny.snider.ctr@us.af.mil)

As of Sept. 1, military members retiring or separating from the service will now take part in a mandatory Capstone process, a new program under the Transition Assistance Program.

For those attending mandatory pre-separation counseling at the Airman & Family Readiness Center, this new additional process validates career readiness standards as listed on DD Form 2958.

"This was established to evaluate service member preparedness so they could successfully transition from a military to a civilian career," said Tiffany Englehart, community readiness specialist.

Standards basically include a list of 17 items which must be completed before members transition out of the service.

After attending Pre Separation Counseling and the five-day Transition GPS Workshop, a Capstone appointment is scheduled to discuss those items.

Members are responsible for such things as having an individual transition plan, 12-month, post-separation budget, a job application package or education package if applicable, and more.

"We're really trying to take care of our veterans to make sure they're ready for the workforce when they leave the military," she said. "That's why we do this - to make sure they're taken care of and prepared when they leave us."

The Capstone, a multi-step

► see CAPSTONE, 7

## BASH PROGRAM

## PROTECTS AIRCRAFT, WORKS WITH MOTHER NATURE

BY ROBINS PUBLIC AFFAIRS

With fall migration underway as birds fly south for the winter, 50 percent of Robins' annual bird strikes will occur during the period from late summer through early fall.

Part of the installation's Bird/Wildlife Aircraft Strike Hazard program, or BASH, involves staying abreast of flying patterns and placing recommended restrictions on aircraft flying hours.

In fiscal 2013, there were 53 bird strikes on aircraft at Robins. Two of those resulted in damages to an aircraft, according to Master Sgt. Joe Greene, 78th Air Base Wing Flight Safety NCO.

Hundreds of thousands of birds fly through Robins airspace from late August to early November, with most being very small and weighing just a few ounces.

They fly below 3,000 feet and become airborne within a few hours following sunset.

Because of that, aircraft restrictions are recommended to avoid flying at night below 3,000 feet.

Among wildlife travelling through our region during this time period are northern vultures. Flocks of sandhill cranes also migrate through the area on their way to southern Georgia and Florida.

Blackbirds from the north will also arrive for the winter, leaving here in late February to mid-March. These flocks can contain more than one million birds, roosting in the swamp to the east of the airfield at night.

These birds depart the swamp shortly before sunrise, heading west, and can be seen flying over the airfield for up to an hour.

Often, they resemble a broad cloud, flying no higher than 300 to 400 feet.

With both fall and spring migrations, the BASH program continues to evolve to ensure safety and maintain awareness.



U.S. Air Force file photo by SUE SAPP

Danny Jones shows a bird cannon used to scare birds away from the flight line. Hundreds of thousands of birds fly through Robins airspace from late August through November.

# Second Front



U.S. Air Force graphic

## We all have a role to play in energy

BY ROBINS PUBLIC AFFAIRS

As October's Energy Action Month continues, everyone has the opportunity to do their part to conserve energy.

The theme for this month is "I am Air Force Energy," because everyone has a role in ensuring energy security, and achieving the mission to fly, fight and win in air, space and cyberspace.

The observance provides Airmen an opportunity to learn about the impact of energy to the Air Force's mission as part of a national campaign led by the Department of Energy.

The goal is to inspire the force to be more efficient so they can give the Air Force an assured energy advantage.

"Energy is key to modernizing our Air Force and doing more with less," said Kathy Ferguson, Acting Assistant Secretary of the Air Force for Installations, Environment and Logistics. "Every gallon of fuel and watt of energy we save allows us to have more resources to meet other Air Force priorities."

In fiscal 2012, the Air Force spent \$9.2 billion on energy – almost 10 percent of the total budget. In a time of fiscal uncertainty, it's important that everyone does their part in helping conserve resources.

Each day everyone should continue to turn off their computer monitor when its not in use for more than 20 minutes. Reduce idling in vehicles as even 30 minutes of idling can burn through a gallon of gas. Consolidate personal appliances like coffee makers or microwaves in break rooms.

Look at the job you do each day and keep evaluating how you use energy and

finding ways to do it smarter.

As a result of base efforts, Robins reduced its overall energy cost by \$1.5 million this year. That was attributed to conservation efforts such as the installation of high-mast lighting controls, the creation of Energy MISER, or Measure and Investigate Site Energy Reduction teams who closely investigate facilities for ways to improve opportunities for reducing energy consumption, and many other projects.

A change in our energy culture has been felt as well from everyone playing a daily role in conserving electricity.

"Every little bit helps," said Terry Landreth, 78th Civil Engineer Group Energy Office supervisor.

As a reminder, October's Energy Action Month contests, sponsored by the Robins Energy Office, are underway.

Nominations are due Oct. 22 for the Energy Champion, "Catch Someone Doing Something Right," contest. All base personnel are eligible. Nominate someone exemplifying energy awareness and smart energy behavior; include examples of what the person is doing. Send nominations to 78 CED/CE Energy Office at 78.ABW.energy.office@robins.af.mil. The winner will receive a plaque.

Mission partner leadership may nominate up to three buildings for the "How low can you go," building versus building competition. All buildings are eligible, but must be on an automatic meter reading system for electricity. Buildings housing multiple organizations are eligible.

An award will go to the building with the largest percentage reduction in energy consumption.

## Defense travel system update

All travelers need to update their profiles in the Defense Travel System.

► Authorizing officials and base personnel must ensure all data is correct and current, to include their government travel card information.

► Base personnel (travelers) will have to establish a Tripcase Account prior to departure. This is a web-based site and application which will allow travelers to obtain their invoices/itinerary. Each individual must use their office government emails only.

► Local passengers can make travel reservations and booking via phone at 1-855-327-2534 during normal business hours and afterhours at 1-888-818-1975. The local number for Robins, 468-3101, is no longer associated with Manassas travel.

► TMO hours are 7:30 a.m. to 4:30 p.m., Monday through Friday. Walk-in service ends at 4 p.m.

For more information, call Ken Hudson, passenger travel supervisor at 472-0110 or commercial 478-222-0110.

## Volunteer Victim Advocate training for the SAPR Program

BY SEXUAL ASSAULT RESPONSE COORDINATOR

The Sexual Assault Prevention and Response office will hold a 40-hour training course for SAPR Volunteer Victim Advocates Oct. 21 through 25, from 8 a.m. to 4:30 p.m. at the Robins Conference Center.

Victim Advocates provide essential support, liaison services and care to victims of sexual assault. They ensure victims receive the necessary care and support until it is no longer needed. The Air Force relies on volunteers to fill this critical function.

Their responsibilities include providing crisis intervention, referral and ongoing non-clinical support, including providing information on available options and resources to assist the victim in making informed decisions.

Active duty military personnel, Reserve or National Guard personnel in active status, and DoD civilian employees may serve as VAs. Applications and other information

required for VAs maybe found on the Sexual Assault Response Coordinator Share Point:

<https://efs-east.deps.mil/AirForce/RobinsSAPR/Shared%20Documents/Forms/AllItems.aspx>

The following people may not serve as VAs because of the potential for legal, professional, or community conflicts of interest: *Individuals on G-series orders; first sergeants; chief master sergeants; individuals associated with law enforcement or investigations; individuals assigned to the Office of the Staff Judge Advocate; Military Treatment Facility personnel working in clinical roles with whom assault victims may come in contact; individuals assigned to Equal Opportunity offices; individuals assigned to the Office of the Installation Staff Chaplain; or individuals assigned to the wing's Inspector General staff.*

For more information or to schedule an interview, call the SARC's office, at commercial 478-327-7272 or DSN 497-7272.

**Safety saves lives.  
Start your savings account today.**

# NEWS FROM AROUND THE AIR FORCE

## Last cargo mission out of FOB Sharana

**FORWARD OPERATING BASE SHARANA, Afghanistan** – The aircrew of “Growler 51” set out a few hours before sunrise Sept. 28 to fly the last of the U.S. cargo out of Forward Operating Base Sharana before the base was officially transferred to the Afghan government.

Twelve hours and three round-trip flights later, the 774th Expeditionary Airlift Squadron Airmen completed the mission.

Maj. Devin Cummings and 1st Lt. Brent Stevens, 774th EAS pilots, took turns maneuvering the aircraft around deep cloud banks and over the Hindu Kush mountain peaks during the 40-minute flights, alternating their route for weather concerns.

The cargo yard and parking ramp looked deserted on arrival with only a couple dozen passengers and a few pallets left for transport.

This FOB is no stranger to those in the C-130 community. Sharana has a short runway that is only accessible by smaller planes.

“Everyone that’s deployed to Afghanistan on C-130s has pretty much been there,” said Staff Sgt. Nick Sanborn, 774th EAS loadmaster and Vacaville, Calif., native. “I’ve been deployed four times and I’ve probably been [to Sharana] more than 50 times.”

Sharana was officially transferred to the Afghan government Oct. 1, underscoring International Security Assistance Force’s commitment to meeting President Obama’s drawdown goal for 2014.

“The U.S. and Coalition partners have closed or transferred about 90 percent of the ISAF installations in Afghanistan,” said Lt. Col. Mark Madaus, Basing Current Operations chief, at ISAF Joint Command. “Basing reductions, closures and transfers remain on track to meet 2014 objectives.”

The last U.S. Army soldiers at Sharana, the 2nd Security Forces Assistance Brigade, Combined Joint Task Force 101, focused on training and advising the Afghan National Army in the region.

## Investigation report details causes of FOB Shank C-130 accident

**SCOTT AIR FORCE BASE, Ill.** – Air Mobility Command released the results of an investigation on a C-130 accident in Afghanistan May 19 in which there were no fatalities or significant injuries.

The Accident Investigation Board report determined that on the C-130’s second landing attempt at Forward Operating Base Shank, the aircraft speed was too fast for the current landing conditions, causing it to go off the end of the runway. FOB Shank is a high altitude airfield and at the time had a weather advisory for winds gusting at 25 to 35 knots.

The crew members calmly and safely ran through their emergency response procedures to evacuate passengers to safety, resulting in no fatalities or significant injuries.

The aircraft was assigned to the 19th Airlift Wing at Little Rock Air Force Base, Ark., and flown by deployed members of the 451st Air



U.S. Air Force photo by AIRMAN 1ST CLASS DANA BUTLER

## Hawk landing

Airmen from the 748th Aircraft Maintenance Squadron offload one of the two HH-60G Pave Hawk helicopters from a C-17 Globemaster III at Royal Air Force Mildenhall, United Kingdom.

Expeditionary Wing.

The AIB report is the result of a thorough investigation that included data from historical records; Air Force directives and guidance; engineering reports; witness testimony and input from technical experts.

## No fiscal 2014 budget, tuition assistance suspended

**WASHINGTON (AFNS)** – With the U.S. government failing to pass a fiscal 2014 budget, all tuition assistance for classes starting on or after Oct. 1 will be suspended until further notice.

As a result, effective immediately, the ability to apply for TA through the Air Force Virtual Education Center is on hold.

“Airmen with approved TA for FY14 may incur debt with their school should they attend classes,” said Kimberly Yates, the Air Force force development office. “Students should take action to withdraw from their current class or pursue using another funding source, such as the Montgomery GI Bill or the Post 9/11 GI Bill.”

As information becomes available, it will be posted on [www.af.mil](http://www.af.mil) and the AFVEC site, which can be accessed via the Air Force Portal.

## TSP to continue operations during shutdown

**FORT GEORGE G. MEADE, Md. (AFNS)** – As the closure of government activities continues, the Thrift Savings Plan, the retirement savings program for federal employees and service members, will carry on operations.

Since neither the TSP nor the Federal Retirement Thrift Investment Board depend on congressional appropriations, investment activities will continue as usual, according to a TSP news release. In addition, current investments and resulting gains are held in trust for the participants and neither congress nor the administration has access to the funds.

If military pay and allowances for uniformed members will continue, so will any scheduled con-



U.S. Air Force photo by 1ST LT. CHRISTOPHER MESNARD

## Fight'er flight

An F-15C Eagle prepares to refuel with a KC-135R Stratotanker, en route to the Arctic Challenge Exercise in Ørland, Norway. The F-15C in coordination with fighters from other nations provided the air-to-air attack element in many of the scenarios during the exercise.

tribution allotments to the TSP funds. Civilian employees, on the other hand, have options to consider when it comes to additional furlough days.

Because the shutdown is expected to last only a short time, government agencies should not send a Form TSP-41, Notification to TSP of Nonpay, the release stated.

While federal employees are not paid during a furlough, TSP contributions from pay deductions will also stop and any contributions to Federal Employees’ Retirement System accounts will likewise be halted.

For more information about the effects of a sustained furlough, please view the TSP factsheet at <http://www.tsp.gov>.

– compiled by Holly Logan-Arrington

## Airpower for America

# GLOBAL STRIKE ... ANY TARGET, ANY TIME

Global strike – a significant portion of America’s deterrence capability – means the nation can project military power more rapidly, more flexibly, and with a lighter footprint than other military options.

With the expertise of more than 26,000 Airmen, the Air Force’s nuclear and conventional precision strike forces can credibly threaten and effectively conduct global strike by holding any target on the planet at risk and, if necessary, disabling or destroying it promptly – even from bases in the continental United States.

These forces possess the ability to achieve tactical, operational, and strategic effects in the course of a single combat mission.

Global strike missions include a wide range of crisis response and escalation control options, such as providing close air support to troops at risk, interdicting enemy forces, inserting special operations forces, and targeting an adversary’s vital centers.

Whether employed from forward bases or enabled by in-flight refueling, global strike derives from a



U.S. Air Force photo by ED ASPERA

An F-15 from the 4th Fighter Wing, Seymour Johnson Air Force Base, N.C., takes off from the Robins flight line. Robins provides Programmed Depot Maintenance and unscheduled repair activities on F-15 aircraft.

wide-range of systems including bombers, missiles, fighters and other aircraft.

Against a backdrop of increasingly contested air, space and cyber environments around the world, the

Air Force must maintain its ability to hold any target at risk.

In efforts to counter our global strike advantage, some states that do not share our interests and values are hardening and burying key weapons and command and control facilities. The Air Force will maintain its ability to neutralize such targets so that America’s military credibility will remain uncontested, allies will not worry, and potential adversaries will not be emboldened to challenge us. This capability, unmatched by any other nation’s air force, will be of growing importance as America rebalances its force structure.

The Air Force will focus future efforts on modernizing global strike assets to ensure that American forces are prepared to act when, where, and how they are needed.

**Editor’s note: This is the seventh entry of a nine-part series from Chief of Staff of the Air Force Gen. Mark Welsh’s office.**

## ROBINS REV-UP

COMMANDER  
Col. Christopher Hill

## HOW TO CONTACT US

Robins Public Affairs  
620 Ninth Street, Bldg. 905  
Robins AFB, GA 31098  
468-2137  
Fax 468-9597

## SUBMISSION GUIDELINES

Submissions must be received by 4 p.m. Wednesday, the week prior to the requested Friday publication.

They should be e-mailed to [lanorris.askew@us.af.mil](mailto:lanorris.askew@us.af.mil) and [vance.janes@us.af.mil](mailto:vance.janes@us.af.mil)

Submissions should be of broad interest to the base populace. For information, call Lanorris Askew at 472-0806.

## DELIVERY

To report delivery issues, call 472-0802.

The Robins Rev-Up is published by The Telegraph, a private firm in no way connected with the U.S. Air Force, under exclusive written contract with Robins Air

Force Base, Ga.

This commercial enterprise Air Force newspaper is an authorized publication for members of the U.S. military services. Contents of the Robins Rev-Up are not necessarily the official views of, or endorsed by, the U.S. government, Department of Defense, or Department of the Air Force.

The appearance of advertising, including inserts or supplements, does not constitute endorsement by the Department of Defense, Department of the Air Force, or The Telegraph.

Everything advertised in this publication shall be made available for purchase, use, or patronage without regard to race, color, religion, sex, national origin, age, marital status, physical or mental handicap, political affiliation, or any other non-merit factor of the purchaser, user or patron.

INTERNAL INFORMATION  
CHIEF  
Geoff Janes

EDITOR  
Lanorris Askew

PHOTOGRAPHERS  
Sue Sapp  
Tommie Horton  
Ed Aspera  
Misuzu Allen  
Raymond Crayton

STAFF WRITERS  
Jenny Gordon  
Holly Logan-Arrington

# ALL in a Day's WORK

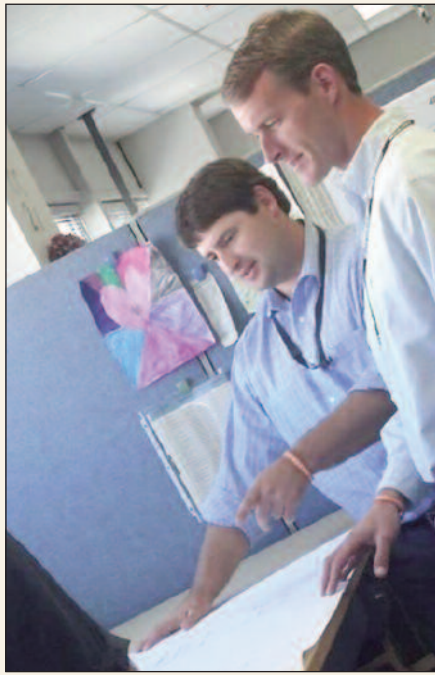
**Name:** Jonathan Foster

**Work title:** Mechanical engineer

**Unit:** 402nd Aircraft Maintenance  
Group Engineering Flight

**Hometown:** Pontotoc, Miss.

**Number of years in federal service:** 8



U.S. Air Force photo by JENNY GORDON

**What does your work involve at Robins?** "My work as a mechanical engineer involves designing and acquiring aircraft ground support equipment and facilities."

**What do you enjoy most about your work?** "The amount and types of resources that are available to us, the level of discretion we have as engineers in crafting and implementing solutions and the professional collaborative work environment that I get to work in."

**How does your work contribute to the Robins/DOD mission?** "My office is responsible for maintaining and improving several key component utility means of aircraft production. Our contributions affect the degrees and likelihoods of successful Robins aircraft production rates."

**What prompted your interest in your career?** "This career offered me an opportunity to broaden my engineering experience from research and development into involvement within the logistics

arena. I am working toward becoming a national security and resource strategy advisor; and both historical and contemporary logistical concerns remain a pinnacle aspect of success for industrial economies, war planning in general, and individual military campaigns."

**Who has been the biggest influence in your life?** "I have the best dad on earth. I talk to him every day, and he seems to find something positive about everything I pursue."

"He has always placed faith in my plans and pursuits, and he has lived his life as a consummate servant leader, patriotic citizen, and loving father and spouse. Every person that I have met who worked for him has told me two things, 'They loved him, and they loved working for him.'"

**What's something people would be surprised to know about you?** "I'm an adjunct professor at GCSU."

*Positive workplace relationships  
enable everyone  
to perform at their very best*

# FROM THE COMMAND DOWN

## BE MORE VIGILANT: Protect passwords, government systems

BY BRANDICE O'BRIEN  
Tinker Air Force Base Public Affairs

In an era when identities can be easily stolen and networks compromised, Air Force Sustainment Center officials are urging its network users to be more careful. By adhering to two requests, the number of attempted hacker intrusions and virus downloads can be drastically reduced.

Officials stress that AFSC network users should never plug non-government USB devices including cell phones and MP3 chargers into the system. Also, if user names and passwords must be sent via email, send them in separate and encrypted messages. That way if someone does hack into a message, he doesn't have both the user name and the password. Air Force systems include the Air Force Portal, My Pay, Thrift Savings Plan and the Employee Benefits Information System.

"USB devices can easily spread malicious logic," said Staff Sgt. Ryan Gebert, 78th Air Base Wing Network Security noncommissioned officer in charge.

Prinston Wilson, 72nd ABW/SC Information Assurance officer who also handles network violations and credential disclosures, agreed.

"We pick up a lot of things on our cell phones. If you're using your phone as a flash drive and saving to it, and it picks up a virus; once it gets into our system it work



courtesy photo

**USB violations have been reduced dramatically over the past eight months due to Group Policy Object capability being implemented at Robins.**

its way up," Wilson said.

"Credential disclosures have become a growing problem. Hackers can do a lot with your information. They can take your social security number, job history and personal data, put the data together and use it to gain access into other systems."

In August, there were 12 reported AFSC violations, three for USB incidents and nine for account credential disclosures, or ACDs.

Wilson said oftentimes a credential disclosure occurs when a user is in a rush and sends their list of user IDs and passwords unencrypted through email to their personal email address. When these user IDs and passwords are sent unencrypted, they can easily be picked up by hackers and used to gain unauthorized access to government systems.

"Usually people keep the same password for a lot of systems and when hackers find out one password, they can figure out access into other systems," he said.

If a USB violation or credential disclosure is found on a government system, the account is disabled and only a commander - colonel or above - can unlock the account. The commander will also have to fill out a memo explaining the incident and actions that were taken.

"USB violations have been reduced dramatically over the past eight months due to Group Policy Object capability being implemented," said Ryan Moorman, AFSC Logistics Portal Content manager at Wright-Patterson Air Force Base, Ohio. "Robins Air Force Base, Ga., implemented this capability first and has had no USB violations since."

The GPO capability is a policy that forces a computer to block a driver from being loaded when a flash device is plugged in. The driver is the necessary component that lets an operating system and flash drive communicate. Without a driver, a computer won't read a USB, Moorman said.

"There is no steady trend of ACDs based off the statistics of the past six months, however due to the sudden rise in August, AFSC leadership has looked to create awareness on the issues across the center," Moorman said.

## Communication key in protecting security clearance during financial hardships

BY STAFF SGT.  
DAVID SALANITRI  
Air Force Public Affairs Agency

WASHINGTON — As the government shutdown continues, Air Force leadership wants their civilian workforce to communicate well and as often as possible if financial challenges arise — something that could impact one's security clearance.

With such a large number of civilians possessing security clearances, including many workers in the space and cyber theaters, leaders want the civilian force to know the steps to take if financial hardships are incurred during the current furloughs.

"If you find yourself in a situation where financial problems or significant debt are a concern to you, it is best to let the chain of command know early and enable them to help you work through the problem," said Maj. Neil Whelden, Security and Special Programs oversight officer.

If a financial issue is caught early, Air Force teammates are in place to help, Whelden said.

According to The

White House's Information Security Oversight Office, there are conditions that could mitigate security concerns.

Those include "...conditions that resulted in the financial problem were largely beyond the person's control (e.g. loss of employment, a business downturn, unexpected medical emergency, or a death, divorce or separation), and the individual acted responsibly under the circumstances," according to the memorandum titled Adjudicative Guidelines. "The individual has a reasonable basis to dispute the legitimacy of the past-due debt which is the cause of the problem and provides documented proof to substantiate the basis of the dispute or provides evidence of actions to resolve the issue."

Officials offer these tips:

- Work with creditors to maintain debt in a responsible manner.

- Keep documentation of financial situations and communications with creditors.

*Editor's note:  
To read the full story,  
visit [www.afmc.af.mil](http://www.afmc.af.mil).*

BE SMART, ARRIVE ALIVE  
DON'T DRINK AND DRIVE

## CAPSTONE

Continued from 1

process, is required for all personnel and should occur no later than 90 days prior to separating. It does not replace pre-separation counseling. Once the list is completed and verified, the form is signed off by a commander and returned to the A&FRC. It is filed and tracked by the Office of the Secretary of Defense.

Strengthened preparedness programs such as those through TAP are the result of the VOW or Veterans Opportunity to Work Act of 2011. This veteran employment legislation helps stem the rising unemployment rate among America's veteran population.

Capstone counseling is conducted each Thursday at the A&FRC. For additional questions on Capstone, call 468-1256.

## PAY

Continued from 1

### *Pay & Entitlement Status*

*- Both Oct. 11 and Oct. 25 pay dates should include a full two week's pay, or 100 percent pay for the work performed. This includes premium pay, like overtime, and also the normal accrual of sick and annual leave.*

### **Excepted**

Excepted employees include those employees whose jobs were determined essential to continuing excepted operations and, therefore, allowed to continue working on Oct. 1.

### *Pay & Entitlement Status*

*- Oct. 11 pay date should include normal pay and leave for Sept. 22-30 and pay for work performed for Oct. 1-5. At this time, there is no paid leave from Oct. 1-5 for excepted employees.*

*- Oct. 25 pay date should include normal pay and leave.*

### **Non-Excepted**

Non-excepted employees include those employees who were furloughed on Oct. 1. These employees received written notification of their furlough status.

### *Pay & Entitlement Status*

*- Oct. 11 pay date should include normal pay for Sept. 22-30 and no pay for Oct. 1-5. Employees will receive approximately 60 percent of pay plus any premium pay earned from Sept. 22-30. The percentage earned will differ based on an employee's pay deductions. (Note: At this time, employees will not receive pay for the up to approximately 4 hours taken to accomplish an orderly shutdown on Oct. 1 until an appropriations bill passes. Similarly, non-excepted employees whose supervisors authorized them to take longer than 4 hours to accomplish orderly shutdown should not expect to be paid for the hours worked until an appropriations bill passes.)*

*- Oct. 25 pay date should include normal pay and leave.*

### **Leave**

All employees who accumulate 80 hours of Leave Without Pay, or LWOP, for the current calendar year, by the pay date of Oct. 11, will not earn leave for that pay period.

**Editor's Note:** *For those seeking available help to assist them during this time period, contact the Robins Chapel at 478-926-2821, the Employee Assistance Program at 478-327-7683, any number of financial institutions or local helping agencies.*



**U.S. AIR FORCE**  
**EagleEyes**

WATCH.REPORT.PROTECT.

**TO 468-EYES**



## 5th CCG, Canadian counterparts share knowledge, capabilities



U.S. Air Force photos by TOMMIE HORTON

Clockwise from top, Canadian Cpl. David Erazola, 8 Air Communications Control Squadron common ground entry technician, aligns a STINGER antenna which delivers real-time full-motion video for situational awareness, targeting, battle damage assessment, surveillance, convoy operations and other situations where eyes-on-target are required.

Canadian Master Cpl. Sebastien Ricard, 8 Air Communications Control Squadron aerospace telecommunications system technician, adjusts a satellite communication suite while working with the 5th Combat Communications Group here. The two-week event began Monday and will include an Open House Tuesday, at 1 p.m. at the 5th CCG training area.

Members of the 5th Combat Communications Group and 8 Air Communications Control Squadron set up and position equipment to be used during their joint training event, scheduled to continue through Oct. 18.

# National protect your hearing month

BY CAPT. ERIN ARTZ  
Audiologist

October is National Protect Your Hearing month. You may think hearing loss is 'just something that happens,' but hearing loss from noise exposure is one of the most common workplace disorders and is 100 percent preventable.

Thirty million Americans are exposed to dangerous levels of noise every day, and not just in the workplace. High noise levels can come from things such as power tools and airplanes, but also from lawn mowers, loud music and the occasional hunting excursion.

Our ears don't discriminate between noise at work and noise at home, and the effect is cumulative. Every minute of hazardous noise your ears are exposed to, the more likely permanent damage is.

But noise can cause more than just hearing loss. The World Health Organization reports that being exposed to high levels of noise for long periods of time can cause other adverse health effects such as sleep troubles and cardiovascular problems.

It's easy to identify hazardous noise in the workplace as procedures and signs identify areas and equipment that produces it.

When you are away from work, you need to be able to identify haz-



U.S. Air Force file photo by MISUZU ALLEN

**Catherine Young, a military dependent, has the volume of her portable music player tested by Capt. Erin Arts, 78th Medical Group audiologist at the base gym. A noise level of more than 85 decibels is dangerous to the ears if listened to for more than eight hours.**

ardous noise yourself.

A rule to remember is the 3-foot rule, if you're standing 3 feet from someone and you need to shout to be heard, the noise around you is most likely loud enough to be considered hazardous.

You have three options to protect your hearing in those situations.

You can move away from the noise, turn the noise down, or wear properly fitted hearing protection.

There are hundreds of types of hearing protection; some protect better than others.

The Noise Reduction Rating found on ear plugs or muffs, tells the amount of protection, if used correctly.

A higher number means more sound will be

blocked. The most important thing to remember about hearing protection is that it fits well.

Find the type of hearing protection that works best for you, and keep it in a convenient place, making sure to inspect it for damage and wear before using it.

About 10 million Americans have suffered irreversible damage from noise exposure.

Even for those who have hearing loss, it's important to protect your hearing from further loss. Hearing isn't replaceable, so you have to do the best you can to protect it when you can.

If you have questions about your hearing, follow-up with your primary care doctor or call the Base Audiology Clinic at 497-7611.

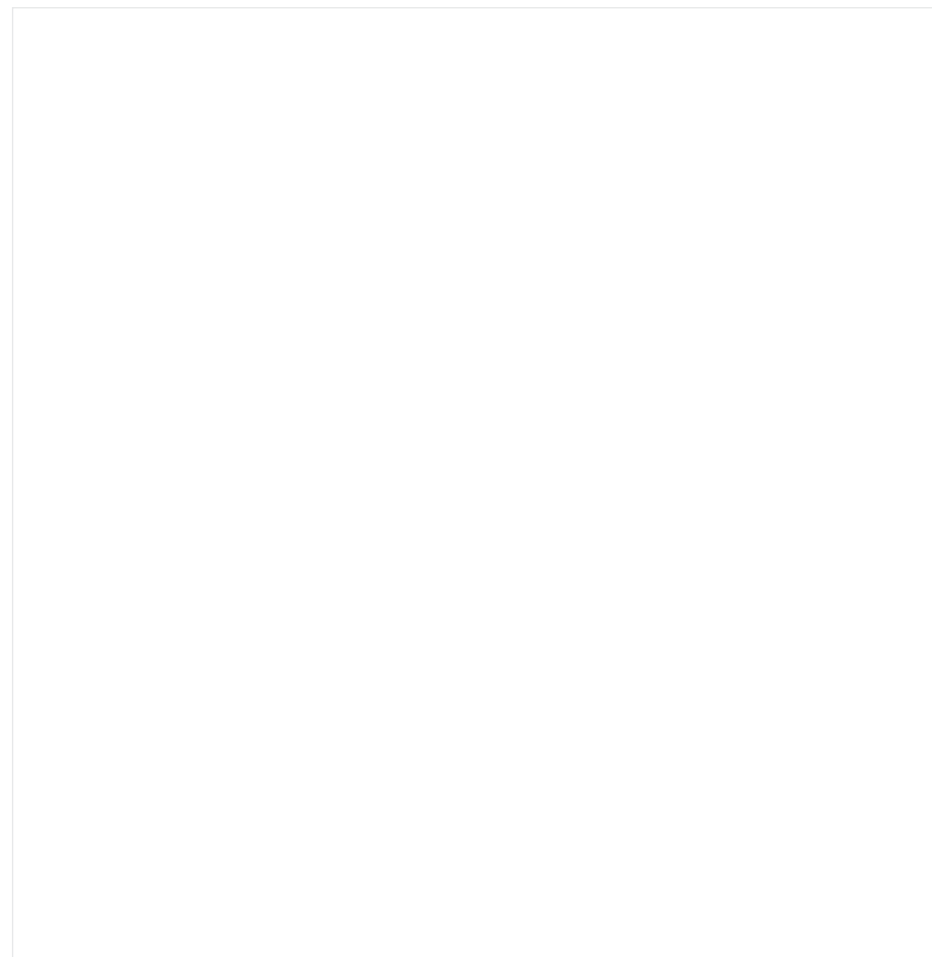




Courtesy photos

Six 78th Civil Engineer Group Emergency Management Flight members decided to put a twist on their physical training routine Oct. 4 as they collected trash while walking or jogging the 3.2-mile fitness trail, dubbing it "Dash for Trash." At left, Staff Sgt. Jennifer Rider removes garbage collection tools from a truck. Above left, Staff Sgt. Shellie Vincent and Airman 1st Class Aaron Harris, pick up garbage next to Luna Lake. Above right, Senior Airman Joseph Sherry and Airman 1st Class Aaron Harris clear the roadway. Other team members included Tech. Sgt. Terri Adams, Senior Airman Joseph Sherry and Airman 1st Class Jeffrey Quisenberry. In all, the group collected more than 45 gallons of garbage.

## ***RECYCLE YOUR TRASH***



## Counselor Connection

### Lessons learned from EEO

**BY ROBINS OFFICE  
OF EQUAL  
OPPORTUNITY**

T-Mobile USA, Inc., a major telecommunications company, violated federal law by discriminating against an employee because of her religion, the U.S. Equal Employment Opportunity Commission charged in a lawsuit it filed.

According to the EEOC's suit, T-Mobile violated federal law by firing a newly hired employee rather than accommodating her religious belief that she can't work during her weekly Sabbath, which she observed from sundown Friday to sundown Saturday.

The employee was hired as a customer service representative at T-Mobile's Augusta, Ga. call center. The EEOC said T-Mobile required the employee to undergo a full eight weeks of training, but discharged her when she requested an accommodation of not working the three training days scheduled during her Sabbath.

According to the EEOC's suit, the employee explained to T-Mobile managers that her religion prohibited her from working on the Sabbath and offered to make up the three training days during other times, but T-Mobile refused to provide the request and fired her. The EEOC also alleges that T-Mobile subjected the employee to disparate treatment based on her religion when it allowed other trainees

to take three days off for non-religious reasons without terminating them.

Religious discrimination violates Title VII of the Civil Rights Act of 1964, which requires employers to make reasonable accommodation for employees' and applicants' sincerely held religious beliefs as long as it doesn't pose an undue hardship on the business.

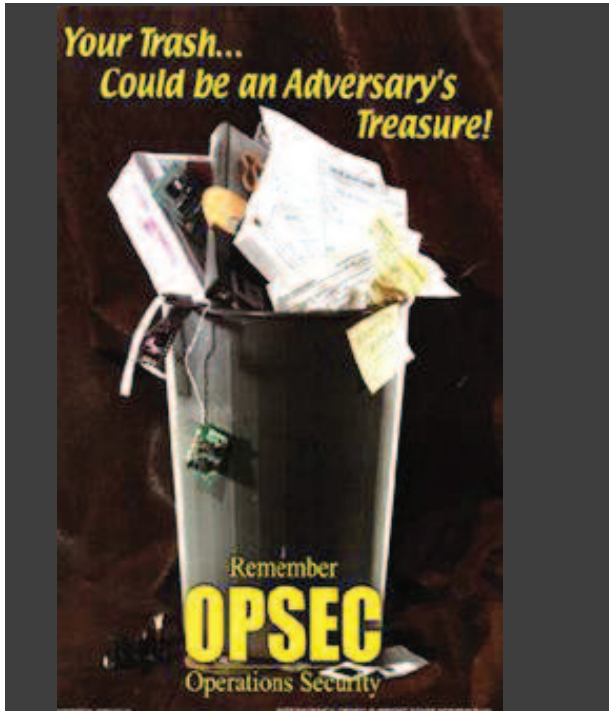
The EEOC filed suit in U.S. District Court for the Southern District of Georgia (Civil Action No. 1:13-cv-00098-JRH-BKE) after first attempting to reach a prelitigation settlement through its conciliation process.

The EEOC is seeking back pay, compensatory and punitive damages and reinstatement for the employee, as well as injunctive relief designed to stop and prevent future discrimination.

Eliminating barriers in recruitment and hiring, especially class-based recruitment and hiring practices that discriminate against racial, ethnic and religious groups, older workers, women, and people with disabilities, is one of six national priorities identified by the EEOC's Strategic Enforcement Plan.

Further information about the EEOC is available at: [www.eeoc.gov](http://www.eeoc.gov).

**78th ABW/EO  
706 Ninth Street  
Bldg. 936  
Robins AFB GA.  
31098  
478-926-2131  
DSN: 468-2131**



**FRI 11    SAT 12    SUN 13    MON 14    TUE 15    WED 16    THUR 17**

USE YOUR WITS  
NOT YOUR WATTS

## EVENTS AND ACTIVITIES

<p><b>ON TAP</b> <b>Octoberfest</b> Today 3:30 to 9 pm Heritage Lounge For details, call 472-7864.</p> <p><b>Thunder Alley</b> Today 9 to 11 p.m. Bowling Center Friday Family Night For details, call 468-2112.</p> <p><b>NFL Game Day</b> Sunday Noon to 8 p.m. Heritage Lounge For details, call 472-7864.</p> <p><b>Adult Watercolor</b> Monday 10 to 11:30 a.m.</p>	<p>and 4 to 5:30 p.m. Arts &amp; Crafts Center To preregister, call 468-5282.</p> <p><b>UPCOMING</b> <b>Bundles for Babies</b> Tuesday 8 a.m. to noon A&amp;FRC, Bldg. 794 Get the facts on infant care, nutrition, practical prepara- tion and other information. For details, call 497-9398.</p> <p><b>Golf tips from the Pro</b> Tuesday 5 to 6 p.m. Pine Oaks Golf Course Pay \$5 for all the range balls you can hit and get free tips from the PGA head golf professional. For details,</p>	<p>call 468-4103.</p> <p><b>PreSeparation Briefing</b> Wednesday 12:30 to 4 p.m. A&amp;FRC, Bldg. 794 For details, call 468-1256.</p> <p><b>World Food Big Bingo</b> Wednesday 5 to 10 p.m. Heritage Club Bingo Room For details, call 926-0188.</p> <p><b>Pizza Depot Customer Appreciation Days</b> Wednesday and Thursday For details, call 926-0188.</p> <p><b>Boss n Buddy</b> Oct. 18 4 to 5 p.m.</p>	<p>Heritage Club Lounge Join us for fun food, entertainment and prizes. For details, call 472-7864.</p> <p><b>Money and Credit Management</b> Oct. 21 1 to 3 p.m. A&amp;FRC, Bldg. 794 Assistance in budget and savings plan development. For details, call 468-1256.</p> <p><b>ONGOING</b> <b>Triple Ribbon 5K Trivia Challenge</b> Through Nov. 1 All day Fitness Center 5K Trail Fitness Incentive Program For details, call 468-2128.</p>
--	---	---	---



### KUDOS Kids Understanding Deployment Operations

**Oct. 19 from 9 a.m. to 2 p.m.**

Children of military members 7 to 15 years old  
(must be accompanied by an adult)

**REGISTRATION ENDS TODAY**

For more information call Master Sgt. Michelle Main or Tech. Sgt. Ronald Megginson at DSN 468-1256 or commercial 478-926-1256

## *Heart Link Spouse Orientation*

**Oct. 18 from 8:30 a.m. to 2:30 p.m.**

This Airman & Family Readiness Center event introduces military spouses to the Air Force and the base's many helping agencies.

To register, call DSN 468-1256 or commercial 478-926-1256 by Thursday

For childcare call, Shirletta Murray at DSN 468-6741

or commercial 478-926-6741.

# 78TH FSS COLUMBUS DAY HOURS

## Services activities

All FSS facilities will be closed on Monday with the exception of:

- ▶ Bowling Center 1 to 8 p.m.
- ▶ Golf Course 7 a.m. to 7 p.m.
- ▶ Main Fitness Center 8 a.m. to 4 p.m.

## Exchange Main Store

▶ Open 11 a.m. to 5 p.m.

## Service Station

▶ Open from 10:30 a.m. to 5:30 p.m.

## Shoppette/Class Six

▶ Open from 10:30 a.m. to 5:30 p.m.

## Military Clothing Store

▶ Closed

## Burger King

▶ Open 10 a.m. to 4 p.m.

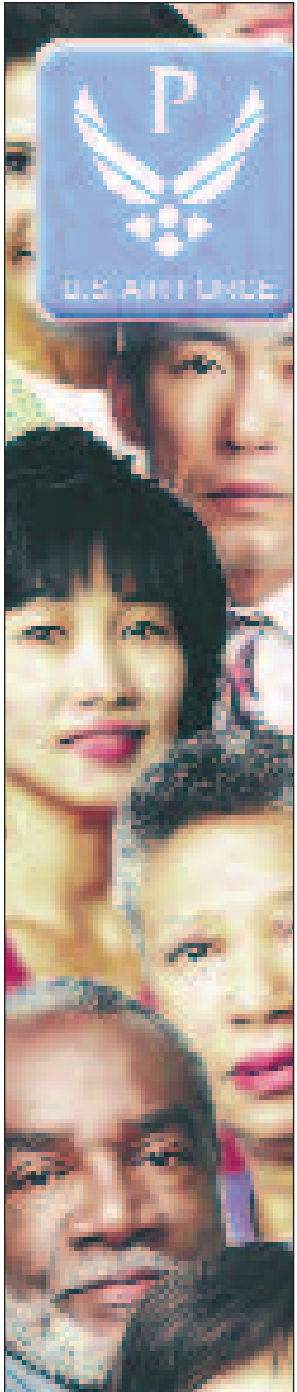
## Columbus Day

Observed  
the second  
Monday in October



\* For a complete list of FSS hours, visit <http://www.robinsfss.com> and for more Robins Exchange holiday hours visit <http://www.shopmyexchange.com>.

**CULTURE CHANGED  
TEAMS EMPOWERED  
AFS021 DEPLOYED**



**GET OUT AND PLAY!  
with PLAYpass**

Great Rewards and Discounts to Support Our Deployed Families and Single Airmen

The PLAYpass program has been extended through December 2013. To get your PLAYpass, stop by the 78th Force Support Squadron Marketing Office in Bldg. 983, at the corner of Tenth and Warner Robins streets, Monday through Friday from 9 a.m. to 3 p.m. For more details, call Venus Mansourzadeh at 468-6559.



**Security Forces  
Augmentee  
Training**  
Page 2



**HEART  
& SOLE**  
Page 6



**Medics'  
Message**  
Tricare prescription co-pays  
to increase Page 7



**READ  
THE REV-UP  
ONLINE AT**  
<http://www.robins.af.mil>