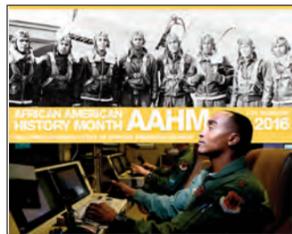


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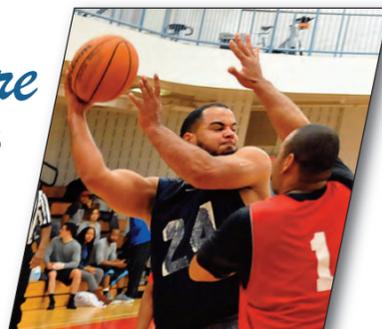
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Lighter Fare

Intramural Sports offer competition, camaraderie
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ROBINS REV-UP

'Team Robins - Performing to Our Potential'

'Making Tomorrow Better than Today'

Feb. 5, 2016 Vol. 61 No. 5



U.S. Air Force photo by SENIOR MASTER SGT. ERIC PETERSON
A total of 587 Robins airmen have been identified as eligible for the selective reenlistment bonus program, but must still meet all reenlistment eligibility.

Selective Reenlistment Bonus program list triples

BY JENNY GORDON
jenny.gordon.ctr@us.af.mil

This week Air Force officials released details on the fiscal 2016 selective reenlistment bonus program.

This year's program, consisting of 117 Air Force specialties eligible to receive bonuses, is a substantial increase from the previous year's program where 40 AFSCs were eligible.

At Robins Air Force Base, a total of 587 airmen have been identified as eligible for the SRB program but must still meet all reenlistment eligibility.

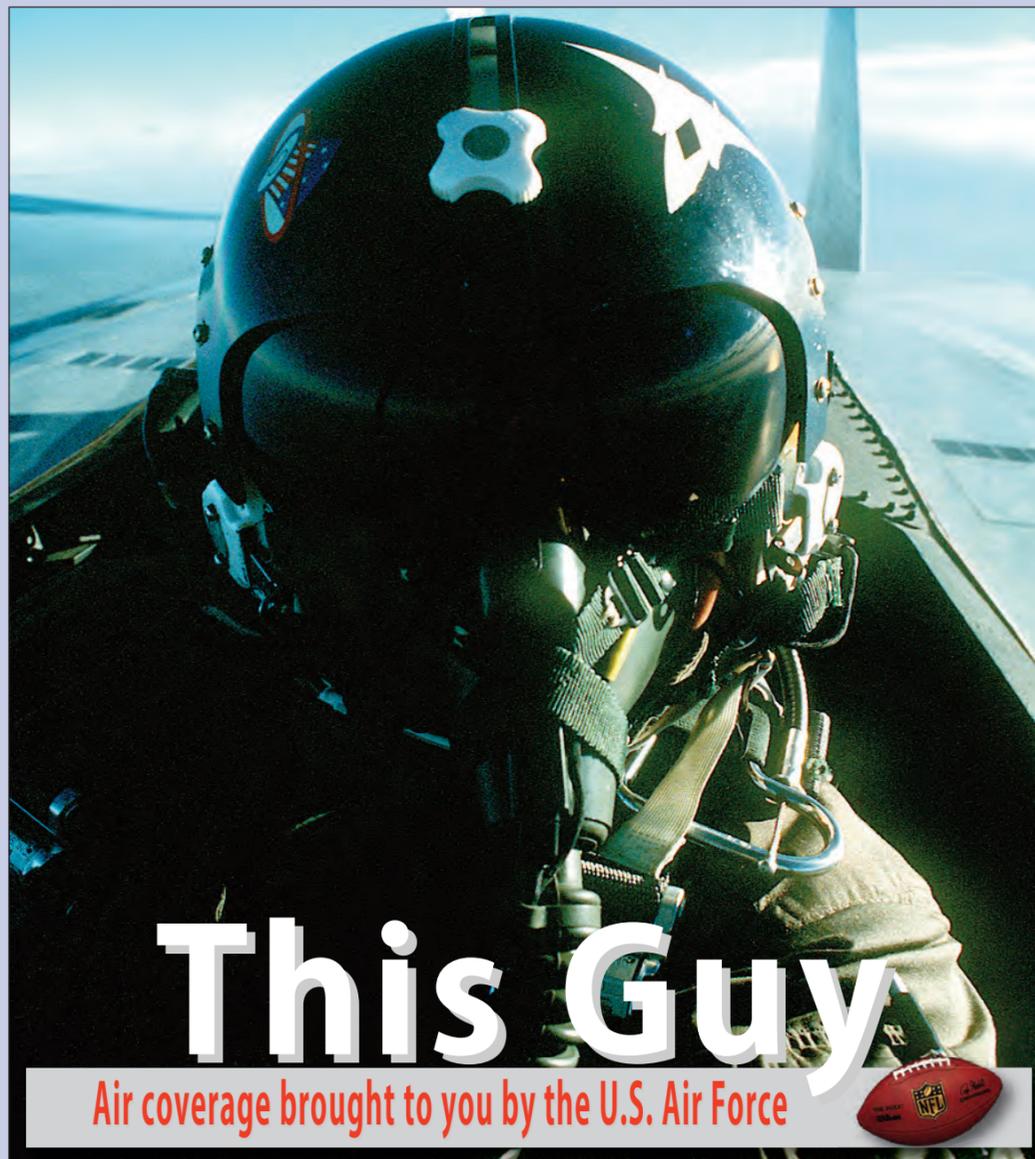
The program's expansion coincides with Air Force plans to grow the force to meet mission demands in the face of changing geopolitical situations, and to address key gaps in nuclear, maintenance, cyber, intelligence, remotely piloted aircraft and support career fields through fiscal 2017.

According to Col. Robert Romer, chief of military force policy for the Air Force, the criteria used to determine career fields eligible for reenlistment bonuses includes current and projected manning levels, reenlistment trends, career field force structure changes, career field stress levels, and the cost levels associated with training new airmen.

"This year's SRB list increased by nearly three-fold as we focused on retaining key experience while continuing our deliberate plan to grow our force," said Romer. "We are increasing our accessions and training pipeline to support the increased growth, but these new enlistees won't be seasoned for some time. Retaining the experience we have is critical to our success in reaching target end strength."

For more information, call 478-222-6863 or visit https://gum-crm.csd.disa.mil/app/answers/detail/a_id/13829/kw/reenlistments/p/8,10.

GUESS WHO'S GOING TO THE SUPER BOWL ...



BY JENNY GORDON
jenny.gordon.ctr@us.af.mil

There will be Panthers and there will be Broncos in this Sunday's Super Bowl 50 – but F-15s?

Thanks, in part, to work done at Robins, the answer is a resounding yes. The teams won't be the only ones commanding a presence during one of the country's most anticipated annual sporting events. So, if you're lucky enough to score tickets, you'll be in very good company.

That's because the skies above Levi's Stadium,

home of the San Francisco 49ers, in Santa Clara, Calif., will be a well-protected fortress, defended by one of the most feared weapon systems in the Defense Department's inventory.

Air Force F-15 Eagles, from the California Air National Guard, have been training in the weeks leading up to the big game, along with Cessna's from the Civil Air Patrol. That training includes practicing interception techniques should they ever have to locate and guide wandering aircraft who

► see THIS GUY, A6

More than just crunching numbers

BY JENNY GORDON
jenny.gordon.ctr@us.af.mil

The Air Force Audit Agency's operating location at Robins serves as an independent audit function of the Air Force.

The staff is included among a network of professionals from more than 50 installations worldwide; 28 of those in the U.S. There's a staff of 26 people here, who are responsible for not only contributing to Air Force-wide and local audit assessments, but also audits for all Air Force Reserve Command and National Guard units at bases across Georgia.

But it's more than just crunching numbers.

The staff assists local commanders with making strategic decisions for their organizations through in-

dependent assessments and evaluations.

"We look at programs and processes to improve operations," said Janet Herndon, AFSA Southeast Area Office chief. "We're also looking at operational effectiveness, compliance, efficiency, fiduciary stewardship and financial reporting accuracy."

"We provide relevant and timely audit services to all levels," she added.

Robins completed 60 audit reports in fiscal 2015 – saving the Air Force more than \$300 million – serving multiple clients locally and across the Air Force.

Examples of audits include equipment, bills of material, medical waste, backorder validations, real property, consumable items, warranties, information

► see AUDIT, A7



U.S. Air Force photo by TOMMIE HORTON

Janet Herndon, Air Force Audit Agency Southeast Area Office chief and her staff perform a broad spectrum of assessments and reviews of programs and processes across the Air Force.

FRIDAY FLYBY: Retraining opportunities available in the legal field, Page A8

ASBP Blood Drive planned for Feb. 19

The Armed Services Blood Program will conduct a blood drive today from 10 a.m. to 4 p.m. at the Fitness Center Annex in Bldg. 301. The ASBP plays a key role in providing quality blood products for service members and their families in both peace and war.

In addition to existing restrictions, there is added caution about the Zika virus. You may have been hearing a lot about the Zika virus in the news – the Armed Services Blood Program is following the latest guidelines concerning travel to Mexico, Central and South America and the Caribbean. Those who have traveled to those locations should not donate blood for 28 days following their return.

For more information, call 2nd Lt. Vanessa DelAngel at DSN 468 -7615 or Erin Longacre at 706-787-1014.

Celebrating Diversity: Black History Month

Black History Month is an annual celebration of achievements by African Americans and the central role they have played in U.S. history.

One of the countless contributions happened in 1999 when Lt. Col. Shawna Rochelle Kimbrell, became the first female African American fighter pilot in the Air Force.

Another happened in the '50s, when Ralph Johnson Bunche, a political scientist, academic and diplomat became the first African American to receive the Nobel Peace Prize.



Kimbrell

Weekend Weather	Friday 56/30	Saturday 54/34	Sunday 58/34
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"Safety isn't expensive it's priceless."

SECOND FRONT

AcqDemo team offers info about transition

BY TED SINGER

Air Force Materiel Command AcqDemo Team Lead

WRIGHT-PATTERSON AIR FORCE BASE, Ohio – In June, about 13,000 Air Force Materiel Command employees will transition to the Department of Defense Civilian Acquisition Workforce Demonstration Project pay system.

Employees whose positions have been identified for conversion are being notified through their respective Centers. AcqDemo will cover mainly non-bargaining, supervisory and professional series employees.

Exceptions to conversion include the following:

- ▶ Personnel in ranks above GS-15, such as SES;
- ▶ Non-General Schedule employees; for example, Federal Wage System employees, leaders and supervisors;
- ▶ Employees in organizations already participating in another personnel system, including their respective GS employees. Examples are the Air Force Research Laboratory's Air Force Laboratory Personnel Demonstration Project and intelligence personnel participating in the Defense Civilian Intelligence Personnel System; and
- ▶ Employees covered by a collective bargaining agreement.

Employees who move into AcqDemo will have no loss of pay. GS employees who have accrued time toward their next Within Grade Increase or Step Increase will receive a one-time WGI buy-in pay adjustment to compensate them for their time served under the GS pay system.

The buy-in is calculated based on the number of calendar weeks between the effective date of the employee's last equivalent increase, such as a within grade increase or promotion, and the date of their conversion.

Employees with performance ratings of "acceptable" are generally eligible for a WGI buy-in. Exceptions to WGI eligibility are under the following situations:

- ▶ Employees who are at the 10th step of their grade;
- ▶ Employees on retained pay; and
- ▶ Employees on retained grade who would not have received a WGI prior to expiration of their retained grade.

The General Schedule to AcqDemo conversion

What to know

For more information on AcqDemo:

- ▶ Within AFMC, call 937-257-0112 or DSN 787-0112
- ▶ Visit DOD Civilian Acquisition Workforce Personnel Demonstration Project website, <http://acqdemo.hci.mil/>

calculator link at <http://acqdemo.hci.mil/AcqDemoBIC.html> explains the AcqDemo buy-in process and provides a demo career path, broadband and estimated WGI buy-in calculation. It's not intended to determine official conversion information. Official conversion information, including actual WGI buy-in amount, will be communicated to employees at the time of their conversion, through receipt of a SF-50, Notification of Personnel Action.

Notification letters also provide info about local and online training opportunities. The DoD AcqDemo Program Office has pledged support for the initial pre-conversion training of affected personnel, and is providing on-site training at a number of locations.

The training provided by the DoD AcqDemo Program Office consists of:

- ▶ AcqDemo Employee Orientation – 3 hours – provided to all converting employees. It's also available online as AcqDemo 101.
- ▶ Contribution-based Compensation System for supervisors course – 8 hours – provided to supervisors of employees converting to AcqDemo (also available online).

Online courses can be found at <http://acqdemo.hci.mil/training.html>. Many AFMC installations are using MyETMS to schedule on-site courses. Training information may also be posted on Center AcqDemo sites, or can be found by contacting your Center's AcqDemo team.

During training, employees will be introduced to CAS2NET, or Contribution-based Compensation and Appraisal System Software, which is an online reporting system of the contribution-based Compensation and Appraisal System. It's important to note that CAS2NET accounts will automatically be generated after conversion so there is no need to initiate the request for an account.

Editor's note: This is the second feature in a series of AcqDemo project articles.

Tax Center now open

The Robins Tax Service is open to help service members, retirees and eligible family members file 2015 returns.

The Base Tax Center will be open Tuesdays through Fridays from 8 to 11 a.m. and 1 to 4 p.m. through April 18. The center is located in Bldg. 995 in a trailer next to the old Robins Elementary School. For more information, call the tax center at 478-926-1831.

Robins Parkway construction

A construction project to replace pavement on Robins Parkway from 3rd Street to Richard Ray Boulevard is scheduled to begin Feb. 16.

The project will be done in two phases. Only two lanes will be closed during each phase. This will allow two lanes to remain open to allow for two-way traffic. This construction project is projected to last about 45 days. Work could be delayed if inclement weather or unforeseen conditions are encountered.

For more information, call Ricky Davis at 478-327-2940 or Lorrie Simmons at 478-327-3977. Phase 1 is expected to last from Feb. 16 through March 4. Phase 2 will be March 7 through 25.



Transportation Incentive Program offers cash back

The Transportation Incentive Program gives eligible Robins team members \$130 a month to use for one of 19 transportation companies instead of driving to work.

Funds are only available for Robins civilian employees and active CAC holders.

For more information, call 478-926-4628 or DSN 468-4628, Mondays through Fridays from 7:30 a.m. to 3 p.m.

SAFETY NEVER TAKES A DAY OFF.

Base kicks off Black Heritage Observance

February is Black History Month and Robins Air Force Base is set to celebrate its diversity.

The theme of this year's observance, which is being hosted by the Team Robins Diversity Council, is "Hallowed Grounds: Sites of African American Memories."

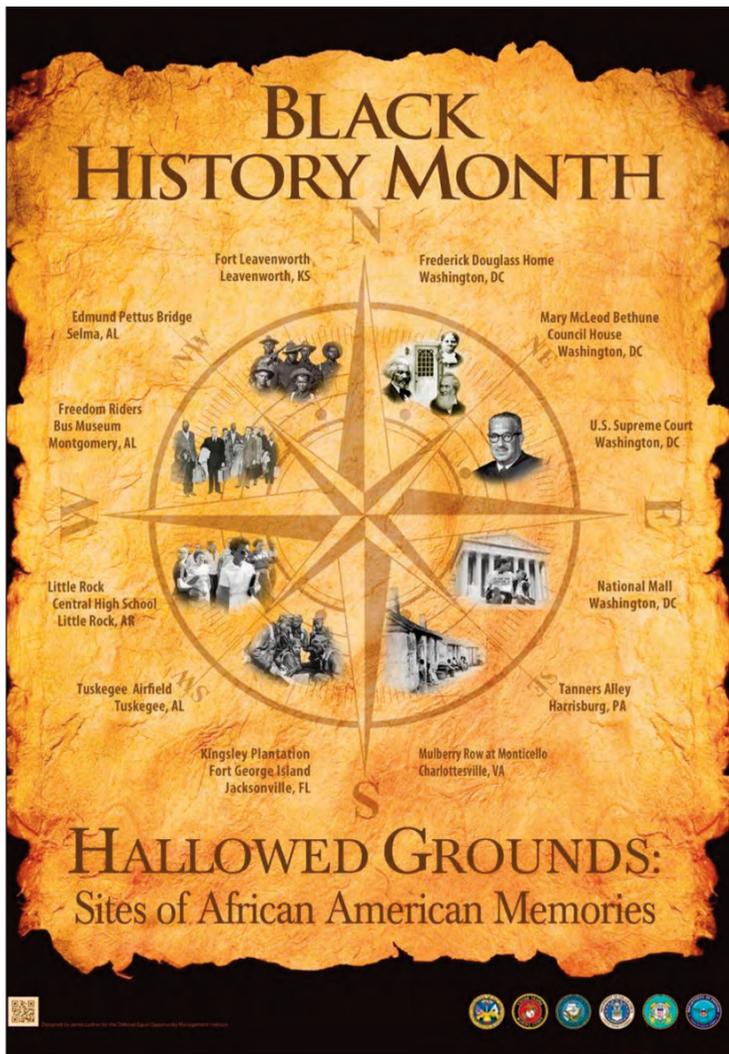
According to committee members, the annual observance is a time for Team Robins to come together and celebrate the achievements and contributions of African Americans throughout America's history.

As part of the month's observance volunteers will visit local schools as part of a youth education program.

The committee will also host a Gospel Celebration Feb. 28 at the Museum of Aviation Century of Flight Hangar. The event, which will begin at 3 p.m., will feature the Robins Air Force Base Gospel Experience, Central Georgia Mass Choir, Glorious Hope Gospel Ensemble, The Sheppard Boyz, Youth Minister Jontae Nash, New Life Global International Dance Praise Team, Peaches Porter International Praise Ministry and many more.

For more information on events, like the Robins Diversity Council on Facebook or email robinsdiversitycouncil@us.af.mil.

— from staff reports



STRAIGHT TALK HOT LINE

Up-to-date information
during base emergencies
478-222-0815

AROUND THE AIR FORCE

High year of tenure extension for 122 specialties

BY AIR FORCE PERSONNEL CENTER
PUBLIC AFFAIRS

Eligible senior airmen, staff sergeants, technical sergeants, and master sergeants in 122 Air Force specialties can apply for a high year of tenure extension and, if approved, will be able to extend between 12 and 24 months past their current HYT.

Eligible Airmen who apply for an extension should be approved by their unit commander or civilian leader, and should meet regular re-enlistment criteria as well. Airmen with a re-enlistment restriction are not eligible to apply for an HYT extension.

The HYT extension application window will be open Feb. 1, 2016, through May 31, 2017.

Eligible Airmen with a current HYT in February 2016 should apply as soon as possible to obtain approval prior to their current HYT. Eligible Airmen

with a current HYT March 1-May 31, 2016, should apply at least 30 days prior to their current HYT. All other eligible Airmen should submit their requests for extension at least 120 days prior to their current HYT.

Eligibility is limited to specific control Air Force specialty codes and grades as of Jan. 26, 2016, but the following Airmen may also apply:

- ◆ Airmen who previously held an eligible AFSC, who are projected to return to the eligible AFSC on or before Sept. 30, 2017, and who have a current HYT between Feb. 1, 2016, and Sept. 30, 2017, may apply. Airmen in this category should provide documentation showing their projected return date with their HYT extension request.

- ◆ Airmen who are in a special duty or developmental special duty assignment, who have an eligible AFSC, and who have an assignment availability code or date eligible for return from overseas date

that expires on or before Sept. 30, 2017, may apply. Airmen in this category should provide documentation of the eligible AFSC with their HYT extension request. Deros and AAC curtailment requests will not be approved for this program.

Airmen approved for an extension should get required retainability within 10 days of being notified or they will forfeit the opportunity for an HYT extension.

For complete eligibility criteria and application information, go to the myPers website, select "Any" from the search drop down options and enter "FY16/17 High Year of Tenure Extension Program" in the search window.

For more information about Air Force personnel programs, go to the myPers website. Individuals who do not have a myPers account can request one by following the instructions on the Air Force Retirees Services website.

In Other News

Have you tried MyVector yet?

WASHINGTON (AFNS) – National Mentoring Month is coming to a close, but there are still opportunities for Airmen at all levels to invest in their development and the advancement of others through MyVector.

In 2015, the Air Force launched MyVector to provide members seeking mentoring an opportunity for personal and professional development to help Airmen achieve their goals and ultimately strengthen the overall mission of the Air Force.

"I've recently discovered the MyVector tool through an announcement by the (secretary of the Air Force)," said Staff Sgt. Joseph Romero, an Air Force Operations Group emergency actions controller. "It was a bit of a relief to see this tool come out because I'd been looking for a strong mentor, and now had a resource full of volunteers who were able and willing to assist me in my career."

C-130 Reservists train Afghans for the first time

PITTSBURGH INTERNATIONAL AIRPORT AIR RESERVE STATION, PA. (AFNS) – About three dozen Reservists from several differ-

This week in Air Force History



On February 3, 1944, Col. Philip Cochran led five P-51s on the first air-commando combat mission against the Japanese in the China-Burma-India theater.

ent C-130 airlift wings deployed to Afghanistan where they became the first Reservists to perform the mission as air advisors to their Afghan counterparts on C-130 Hercules maintenance, flight and operations procedures.

From April through October 2015, 12 members of the 911th AW joined with other Reservists to train and advise their Afghan counterparts to help ensure their mission readiness.

All of the Reservists involved in the mission deployed in support of Train, Advise, Assist Command-Air

at Hamid Karzai International Airport, Kabul. The unit is comprised of U.S. active-duty, Air National Guard and Air Force Reserve Airmen working hand-in-hand with Afghans to build a self-sustaining and operationally capable air force. "This was the first time the rotation called for anyone from AFRC to take on the major tasking of the C-130 air advisor mission in Afghanistan," said Maj. Wesley E. Cranmer Jr., an instructor navigator from Pittsburgh's 758th Airlift Squadron. "There was nothing routine about this operation. Our Reservists had done nothing like this before."

Robins Air Force Base performs depot maintenance and program management for the C-130 aircraft, as well as foreign military sales for the fleet.

Sesame Street supports military families in transition

WASHINGTON (AFNS) – Elmo, Big Bird and Abby Cadabby are teaming up with the Defense Department to support thousands of military families as they transition to civilian life, according to Transition to Veterans Program Office officials.

On Jan. 27, the Sesame Workshop, the nonprofit organization behind Sesame Street, launched a



U.S. Air Force photo by SENIOR AIRMAN KEITH JAMES

Say Ahhh ...

Senior Airman Angelique Culver, a 59th Dental Support Squadron dental lab technician, examines dentures at Joint Base San Antonio-Lackland, Texas. The 59th DSS supports more than 90,000 patients, seven residencies and two dental fellowships by providing a high-performance health system dedicated to excellence in global dental care and education.

website devoted to helping families cope with the changes associated with transitioning into civilian life, the officials said. Sesame Workshop includes several videos for children and adults, an activity book called "My Story, My Big Adventure Activity Book," and other resources that military parents can use to help their families communicate through the transition process, the officials said.

PERSPECTIVE

Success – a risk worth taking

BY COL. RYAN SAMUELSON
379th Expeditionary Operations Group

AL UDEID AIR BASE, Qatar – "We have an issue. I'll call him in and figure out why he failed to ..." said the supervisor who walked into my office that sunny day.

"Stop," I said, "find out the facts, let me see the outcome of the mistake, and let me see if I own it before you say he failed."

The supervisor looked puzzled. The details of the individual and the failure are inconsequential. Tying failure to an individual seemed too easy to me. What mattered was the process of analyzing failure in hopes of unit success.

After all, in the military we're surrounded by amazing patriots who strive daily to make a positive difference.

A rush to judge the person who experienced failure before rationally evaluating all the details is detrimental to building a team that's eager to serve, learn, fix and better execute our diverse missions.

In more than 22 years of service, I've come to firmly believe most events we see as failures are attributed to one of three reasons, and supervisors and leaders own them. *Let's evaluate:*

First, did you properly set out expectations and provide appropriate and robust feedback?

It's the foundation for everything. Where your team finishes is rooted in where you ask them to start.

If you haven't set out clear priorities, expectations and goals, take caution criticizing the paths they take. Course corrections ingrained with open and consistent communication are key to setting up people and their teams for success.

If you're in charge, listen intently, ponder more and talk less. Seek feedback, provide it and make your expectations concise.

Second, did you properly train; but more importantly, educate the professionals with whom you serve?

The demands of training for the multitude of missions Airmen are asked to accomplish often drive us to one-on-one computer-based training modules and short slideshows. That's training, but it's not education.

Only through consistent supervisor follow up, experience-driven opportunities, team discussions, leadership engagement, and an open and collaborative review of failures are professionals truly educated. Education is multifaceted. If you're provided with only a CBT, then supervisors and leaders own any failures as a result.

Third, did you take time to see if the procedures by which your teams operate are broken, inefficient or ineffective?

Did the process fail the professional? Challenge what you see and how you operate if it is not working. When

we apply an organized, train-and-equip mentality, we run the risk of negative consequences. We risk failing.

Processes must be challenged and fixed. Ensuring your team adheres to disciplined execution of their tasks starts with a sound process supervisors and leaders own.

Repeat failures usually mean the process is broken, and people are being set up to fail. Unless a process is bounded by the laws of physics or chemistry, fix it if it's leading to repeated failure.

Before rushing to judgement – as a supervisor and a leader – apply some critical thinking and ask yourself those three basic questions when analyzing failure.

If you don't encourage a systemic look at failure when it occurs, you run the risk of destroying effective chain of command communication, team cohesion, honest feedback and also the prospect of the building of effective learning organizations.

Honest mistakes are part of everyone's learning process. High-performing teams aren't driven by fear of the consequences, but rather by the belief they're accomplishing something of importance with the support of their leadership.

Standards must be set and followed. Analyze failure, then watch your team succeed. If you start there, you may find the team will bring forward more issues to solve and ideas for success than you can handle.

And that is a risk worth taking.

ROBINS REV-UP 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.ctr@us.af.mil and vance.janes@us.af.mil

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

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Geoff Janes

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EDITOR
Lanorris Askew

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Ray Crayton
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Misuzu Allen

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STAFF WRITERS
Jenny Gordon
Angela Woolen
Holly Logan-Arrington

COMMANDER
Col. Jeff King

HOW TO CONTACT US

Robins Public Affairs
620 Ninth Street,
Bldg. 905
Robins AFB, GA 31098
478-926-2137
Fax 478-926-9597

SNAPSHOTS

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<http://www.robins.af.mil/library/rev.asp>



U.S. Air Force photo by MISUZU ALLEN

Macon Mayhem players paid a special visit to the Exchange to invite Team Robins members to Military Weekend games today and Saturday. Col. Jeff King, Installation commander, will ceremonially drop the puck to start tonight's game. All games will start at 7:30 p.m. With military ID, the admission is \$10. For more information, visit the Macon Mayhem's Facebook page at <https://www.facebook.com/MaconMayhemHockey/?fref=ts>. *No federal endorsement is intended nor implied.*

Airman First Class Joseph Lopez, 78th Medical Group bioenvironmental apprentice, dons a hazardous materials protective suit. Bioenvironmental Engineering blends engineering and preventive medicine. Its role is to identify and evaluate environments that could harm Air Force members, employees and families. Data from these evaluations is used to help design measures that prevent illness and injury.



U.S. Air Force photo by TOMMIE HORTON

THIS GUY

Continued from A1

fly into restricted airspaces, such as those imposed during Sunday's event.

Those F-15s, by the way, are the same aircraft maintained by the 561st Aircraft Maintenance Squadron at the Warner Robins Air Logistics Complex.

That's right, right here in Middle Georgia. At some point in an F-15's service life, it will have been touched by someone from Robins Air Force Base. The aircraft's worldwide reach is possible due to the contributions from hundreds of people at Robins.

There are folks in the Fabric Survival Equipment Shop who inspect and pack parachutes. If you're coming out of an airplane at 20,000 feet, it's critical those chutes open in time. Each parachute has a service life of 13 years.

Then there are those in the 572nd Commodities Maintenance Squadron who work on the aircraft's wings. Workers de-panel the wings, tear it down, remove plumbing and foam, then hydroblast sealant and debris. It's inspected and repairs are made as needed before build-up.

Mechanics here also work on the aircraft's protective canopies that cover its cockpit and enclose the aircrew.

High-quality visibility is paramount in an F-15, especially when flying in air-to-air combat environments. When an F-15 leaves Robins, it does so with a brand new piece of protective glass.

There are the program managers in the System Program Office who plan the work performed on the F-15 fleet; and foreign military sales professionals who engage with international partners who purchase these high-value assets.

The Rewire Flight maintainers remove and replace every single piece of wire inside the fighter aircraft's C and D models. That workload will soon end when the final aircraft is scheduled to leave the complex later this month.

The hundreds of engineers, schedulers, planners, sheet metal and aircraft mechanics who come to work daily to perform programmed depot mainte-

nance have also contributed to fiscal 2015 numbers that exist due to continuous process improvements in the 561st AMXS.

That resulted in the delivery of 73 Eagles back to the warfighter in the last fiscal year.

So you see it takes a true team effort to keep these aircraft flying, not only overseas engaging with enemy forces, but also here in the homeland protecting tens of thousands of citizens who want to enjoy a football game.

Now back to that big game.

The training F-15 pilots conducted with the Civil Air Patrol is interesting.

The California wing and two Cessna 182 aircraft from CAP flew at least twice this past week to ensure the safety of the airspace around Sunday's event. Cessna's acted as aircraft to be intercepted by the F-15s, providing training for what would happen when approaching another aircraft intruding restricted airspace.

This is the 15th year CAP has participated in the North American Aerospace Defense Command's air-defense exercises, specifically designed to protect the airspace above the Super Bowl. The non-profit organization is an auxiliary of the Air Force, with primary missions in aerospace education, cadet programs and emergency services.

According to the Federal Aviation Administration, there will be temporary flight restrictions prohibiting certain aircraft operations within a 32-mile radius of the stadium on game day.

Things won't just be crazy on the ground, with metal detectors and bag checks, long lines, congestion in the streets, armed security guards and law enforcement personnel throughout the stadium and city, but the sky, too, will be off-limits.

So what happens if you're a pilot and you decide to take a quick, casual detour to peek at game-day activities below? Or, maybe you're just out for a nice flight, get lost for a few minutes, and are unaware of your surroundings?

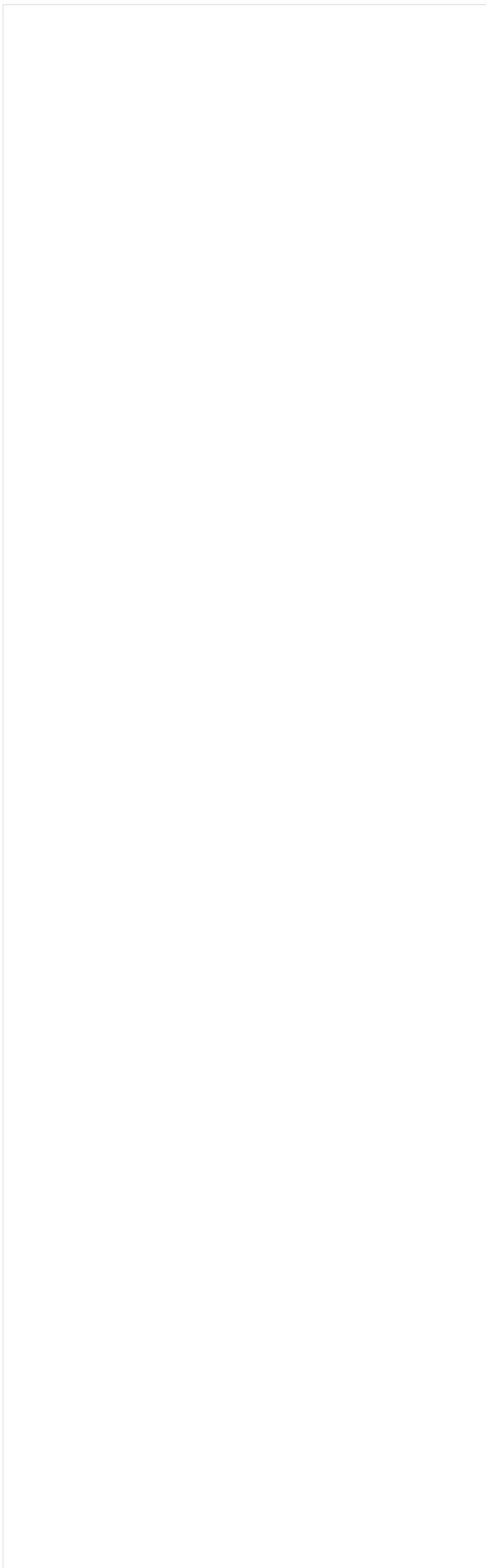
Either way, probably within a matter of seconds, expect you'll be intercepted



by a pair of F-15 Eagles.

In the unlikely event that happens, there's an FAA guide explaining how to react, in case you haven't received training on interception procedures.

In the meantime, sit back, relax with family and friends, enjoy a few nachos, and know that a good old fashioned American pastime will once again bring us all together.



AUDIT

Continued from A1

technology and aircraft maintenance.

Processes can include reports on flying hour requirements, security clearances, weapons training, deployment processing, cyber security and pharmacy operations; and programs such as the Air Force fitness and bonus programs, support to civil authorities and pharmacy operations.

“It’s a broad spectrum of the types of reviews we perform,” she said. “We are looking from an internal control standpoint with any program or process. Not



that you’ve done something wrong, but we look at criteria regarding how a program is supposed to work, and evaluate program processes against the specific criteria, and best business practices within the governing

criteria for that program or function.”

The benefit to Robins and other bases the agency serves throughout Georgia is facilitating strategic decisions for the Air Force, and providing commanders operational savings of more than \$300 million during the last year alone.

“We want to protect our Air Force and airmen with accountability, and the way to do that is to make sure Air Force operations are working as intended based on the criteria we have,” said Herndon. “We can help give an independent snapshot of how well a particular function is operating.”

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THIS PAPER*



U.S. AIR FORCE
EagleEyes

WATCH.REPORT.PROTECT.

**REPORT
SUSPICIOUS ACTIVITY
TO 468-EYES**

Retraining opportunities in legal field available

Are you interested in a career change? How about retraining into the legal career field? After reading this article, you may discover that you are eligible to retrain to become an Air Force Paralegal.

The Air Force enlisted legal career field plays a prominent role in the Judge Advocate General's Corps.

The corp provides legal counsel to commanders, first sergeants and other key personnel on a broad spectrum of legal and quasi-legal matters.

The legal noncommissioned officer's role is to assist attorneys. The paralegal apprentice/journeyman/craftsman supports virtually all areas of the legal office, including: military justice; claims; civil law; legal assistance; contracts and environmental law.

Within those divisions, paralegals conduct research, interview victims and witnesses, and draft opinions and documents.

They also support investigations of serious incidents such as aircraft, missile or rocket accidents.

Senior paralegals – superintendents and managers – use their management abilities to ensure those missions are accomplished.

This key element of the corps performs the same types of tasks expected of any senior noncommissioned officer in the Air Force.

Their management duties include: budget; manpower; train-



ing and retraining paralegals into the career field; establishment of training programs; and staff assistance visits to name a few.

To ensure paralegals are qualified to support legal areas, they're provided training, both on-the-job and in the classroom.

To become a paralegal, all nominees selected must attend the Paralegal Apprentice Course, a six-week course taught at the Judge Advocate General School, Maxwell Air Force Base, Ala.

Before they're awarded their 7-skill level, they must return to the school and attend the Paralegal Craftsman Course – also a six-week course.

Once an airman becomes a paralegal craftsman, they have the opportunity to attend attorney-level specialized courses like operational, environmental and contract law. They can also attend the annual federal income tax course.

There are also opportunities to attend some paralegal- and attorney-level courses hosted by the Army and Navy.

You may be interested enough to ask, "Am I eligible to retrain?"

To be eligible, you must type a minimum of 25 words per minute; have a minimum general AQE score of 51; have no derogatory information in your records; and you must complete a personal interview.

If you're eligible and wish to retrain, you must submit a retraining application.

The paralegal field is rewarding for individuals looking for a job that gives them independence in their work, personal growth, and most importantly, a sense of accomplishment at the end of each day. If that's what you seek, then becoming a paralegal may be right for you.

Editor's Note: For more information, contact the Law Office superintendent at DSN 472-0559 or commercial 478-222-0559.

– 78th Air Base Wing
Judge Advocate's Office

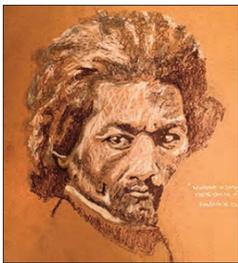


Legal Assistance hours

Walk-in legal assistance is no longer available at the Base Legal Office. The new hours for service include: Notary/Power of Attorney services – Mondays through Wednesdays from 9 a.m. to 4 p.m.; Thursdays from 9 a.m. to 3 p.m. and Fridays from 1 to 4 p.m.

All legal assistance requiring attorney consultations will be appointment only on Tuesdays from 1 to 3:30 p.m. and Thursdays from 9 to 11:30 a.m.

For more details visit <https://www.aflegalassistance.law.af.mil>.



Thought for the Day

"It is easier to build strong children than to repair broken men."

– Frederick Douglass

FEBRUARY 
**Teen Dating Violence
Prevention Awareness Month**
Dating & violence should not be a couple

What's inside

Healthy Heart Month, B2

Teen dating violence awareness, B4

Services events, B7

Lighter Fare

THE ROBINS REV-UP ■ FEBRUARY 5, 2016

THE PLACE TO LIVE, LEARN, WORK AND PLAY

Game On!

Intramurals offer team building, physical training alternative

BY ANGELA WOOLEN
angela.woolen.ct@us.af.mil

Intramural sports are alive and well at Robins. On average, 120 to 150 people participate in each of the sports that are offered.

Those offerings include basketball, soccer, flag football, golf, softball, indoor volleyball, racquetball and bowling. A varsity men's and women's basketball league competes against other bases.

Each unit has a contact for a sport representative. Teams are usually made from those units, but occasionally a person will want to participate and the unit doesn't have enough interest. Those free agents can be picked up by another team.

Practices are held twice a week, and games are scheduled on four nights a week.

Sports are a way for people to not only build relationships with team members but to have a creative outlet for physical training.

"It gives them an opportunity to cooperate with their fellow team members to have fun. It gets their competitive juices flowing," said Kenneth Porter, sports director at Robins Fitness Center.

Retirees are also welcome to play on intramural teams. Some of those basketball teams have been quite competitive, Porter said.

Racquetball is quite popular. Most of the courts will be full in the afternoon hours, said John Enterman, fitness and sports manager at the Robins Fitness Center.

The racquetball season begins this month. Usually there are half a dozen teams which compete against each other in singles and doubles.

There are no costs involved except for bowling for lane rental and golf, for the greens fees.

Last year, there were 10 golf teams.

Because military members have unique circumstances with deployments and TDYs, seasons and game schedules are flexible.

"They play until they can't," Enterman said.

New sports are being added as interest grows. A disc golf tournament will be held this spring and there will be a street hockey demonstration held in March. Although geared toward the military, all intramural sports are open to any base ID card holder.

Editor's note: For more information, contact your unit sports rep or call Porter at 472-7680 or 478-222-7680.

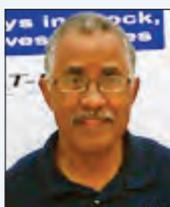


U.S. Air Force photo by TOMMIE HORTON

Above, Antoine Lockhart, 402nd Electronics Maintenance Group, shoots a jump shot in the third quarter of an intramural basketball game against the 78th Medical Group Tuesday at the base gym.

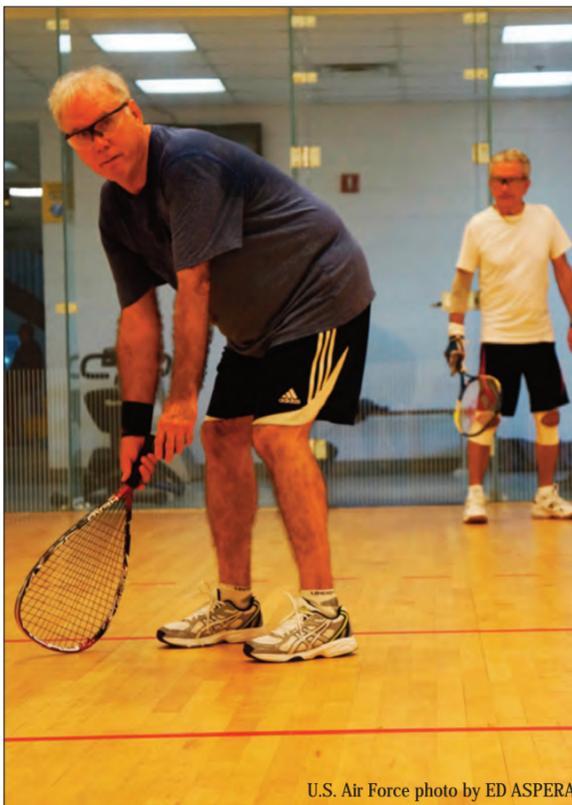
Below, Robins offers a variety of intramural sports including baseball, racquetball, football and more.

"It gives them an opportunity to cooperate with their fellow team members to have fun. It gets their competitive juices flowing."



Kenneth Porter

Robins Fitness Center sports director



U.S. Air Force photo by ED ASPERA

A BETTER YOU

HAWC shares ways people can improve their heart health

BY HOLLY LOGAN-ARRINGTON
holly.logan-arrington@us.af.mil

Having a family history of heart disease places a person at higher risk, but it doesn't mean all hope for a healthy heart is lost.

Heart disease has traditionally been associated with men, but the disease kills more women than all forms of cancer combined.

People can cut their heart disease risk by making some lifestyle changes.

Stuart Bapties, Health and Wellness Center Flight chief, said quitting smoking reduces heart disease risk.

"Smoking is the most preventable cause of premature death and it increases your risk for heart disease," he said. "In addition, when you stop smoking, you help lower your blood pressure and lower your low-density lipoprotein, or bad, cholesterol. So, if you want to live longer, stop smoking."

The HAWC offers free tobacco cessation options that include counseling and discussion, along with nicotine replacement therapy to help people kick the tobacco habit.

Secondhand smoke also raises people's heart disease risk.

"We now know for a certainty that even being around smoke increases the risk for heart disease and death, even in those who have never smoked. Avoid secondhand smoke whenever possible," Bapties said.

People need to know their numbers.

"You owe it to yourself to take an active role in your own health," he said. "Find out your blood pressure, cholesterol and weight and discuss those numbers with your doctor. With your doctor's help, you can monitor any changes and make informed decisions."

Civilians can contact the Civilian Health Promotion Service office at 478-327-8030 to schedule screenings in their work center or create an account on the Air Force Materiel Command Wellness site at www.afmcwellness.com. TRICARE community members can make an appointment to discuss having these tests done with their primary care manager.

Making changes that impact blood pressure, cholesterol and weight can also reduce heart disease risk, said Bapties.

"Switch out one processed food a month for something you make yourself," he said. "It can be as simple as a soup. By switching from processed foods, which are usually high in sodium, you can make a difference in your blood pressure and overall health."

Making other small steps can make a big difference also, he said.

"Try parking further away from the office, choosing the stairs, or taking a walk after lunch," he said. "Stand up every hour at your desk to stretch. If you have a pedometer, aim for at least 10,000 steps a day."

Robins Air Force Base workers can get a free pedometer and participate in the Robins Million Steps Challenge for wellness prizes throughout the year by calling the HAWC or CHPS.

Making lifestyle changes to reduce heart disease risk can often inspire others.

"Whether we're taking care of our parents, our children, our partners or looking out for friends, we have a unique ability to influence changes in diet and exercise," said Bapties. "You can impact a lot of people through your own choices."

The Civilian Health Promotion Service will be available at locations basewide throughout February to answer questions about heart disease and other wellness concerns.



U.S. Air Force file photo
Angela Hawkins, Tricare representative, has her blood pressure checked by Kelley Denny, Civilian Health Promotions Services coordinator, as part of her Cardiac Risk Profile at last year's Healthy Heart Fair. February is National Heart Health Month and CHPS will be available at locations base wide throughout the month to answer questions about heart disease and other wellness concerns. For more information on heart health, contact the HAWC at 478-327-8480 or CHPS at 478-327-8030.

Robins fitness centers offer equipment, classes to boost heart health

BY HOLLY LOGAN-ARRINGTON
holly.logan-arrington@us.af.mil

Robins Air Force Base ID cardholders don't have to join a local gym to get heart healthy.

The Fitness Center, located in Bldg. 826, and the Fitness Annex, located in Bldg. 301 East Wing, Bay H, offer workout equipment, classes and programs to boost one's cardio fitness without the gym membership hassle.

John Enterman, Fitness and Sports manager in the 78th Force Support Squadron, said doing some exercise is better than none at all.

"If you can't get in an hour or 30 minutes, even seven minutes with proper intensity can make a difference," he said. "Exercise is too important to not make it part of your daily routine."

Treadmills, upright and recumbent bikes, and other cardio gear give people options for cardio workouts, no matter the duration.

The American College of Sports Medicine recommends 20 to 60 minutes of continuous aerobic activity, three to five times a week at 60 to 90 percent of maximum heart rate.

Robins offers indoor tracks in both of its fitness centers, a 400-meter rubberized track, a 5K running

What to know

The main fitness center's hours of operation are Mondays through Thursdays from 4:30 a.m. to 11:30 p.m.; Fridays 4:30 a.m. to 11 p.m.; Saturdays, Sundays and holidays from 8 a.m. to 4 p.m.

The Fitness Center Annex hours of operation are Mondays through Fridays, 6 a.m. to 6 p.m. The annex is also available during unmanned hours to registered DOD CAC card holders.

For more information, call 478-926-2128.



U.S. Air Force photo by RAY CRAYTON
Maj. Daniel Rand, 12th Airborne Command and Control Squadron, does a 100-400-100 meter run as part of his routine workout. His exercise program is to keep in overall good shape.

trail, six tennis courts, inline hockey rink, four racquetball courts, an indoor cycling studio, group exercise studios, three indoor basketball courts, a football field, a soccer field and a three-lane 25-yard pool to give people options for workouts.

Additionally, Robins' fitness centers offer 41 free group exercise classes per week.

"The key is to get into a routine and make exercise a habit," Enterman said.

February is National Children's Dental Health Month

BY LISA SIMS
78th Dental Squadron

The 78th Dental Squadron is celebrating National Children's Dental Health.

The events begin with a visit to the Child Development Centers. Dental squadron representatives will be on hand to educate children on proper oral hygiene and nutritional habits.

During February representatives will be available at the medical group pediatrics reception area to provide information.

"Oral health is something that has to be taught to children at an early age so good hygiene and nutritional habits become habits," said Lisa Sims, 78th Dental Squadron Preventive Dentistry manager. "It's important for the dental community to educate children and parents on ways to keep their teeth healthy."

Sims said children's teeth are meant to last a lifetime, and a healthy smile is important to a



child's self-esteem.

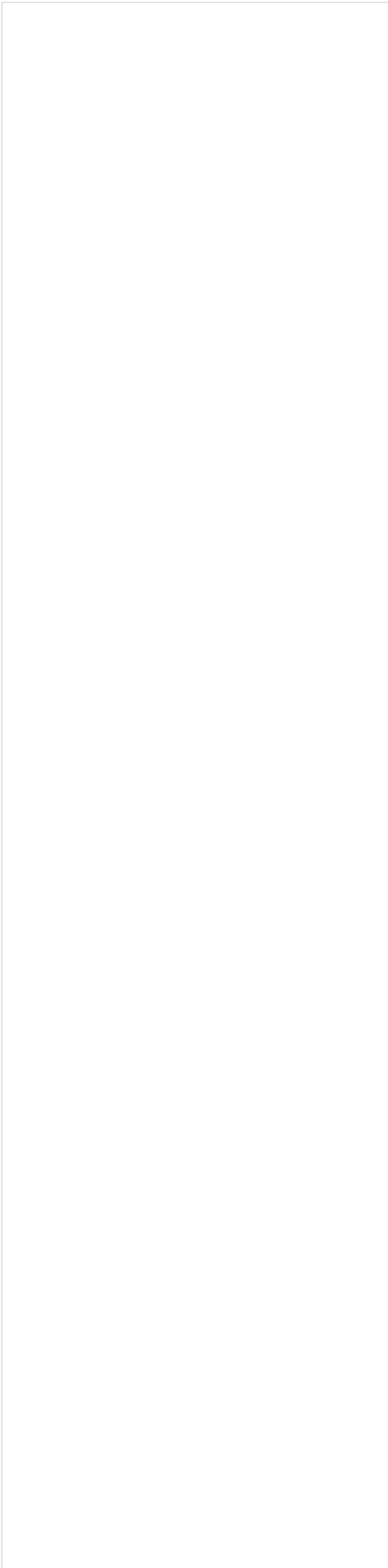
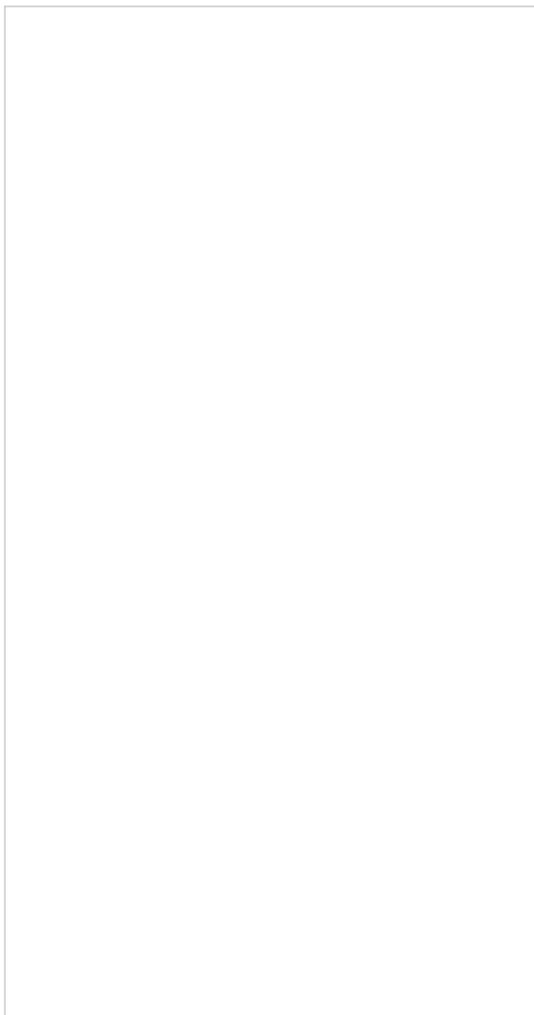
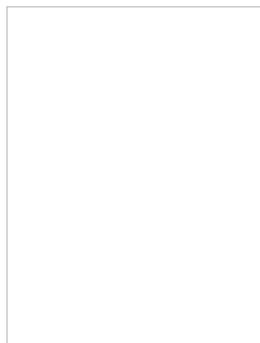
With proper care, a balanced diet and regular dental visits, their teeth can remain healthy and strong.

It's important for par-

ents to take their children to a preliminary dental visit before children reach their first birthday.

The first visit can help educate parents on ways to help their child prevent dental decay at an early age and also prevent subsequent dental problems throughout their lives.

Editor's note: For more information, contact Sims at 478-327-8056.



Breaking the cycle

Robins to host online, community-based teen dating violence awareness events

BY HOLLY LOGAN-ARRINGTON
holly.logan-arrington@us.af.mil

Dating violence is more common than people might think.

According to the loveisrespect.org website, one in three adolescents in America is a victim of physical, sexual, emotional or verbal abuse from a dating partner – a figure that far exceeds rates of other types of youth violence.

To prevent the continuation of such violence, Robins Air Force Base, along with local helping agencies, will host online and face-to-face events to educate teens, parents and others about relationship violence.

Maj. Michelle Gramling, Family Advocacy officer in the 78th Medical Operations Squadron's Family Advocacy Program here, said her organization's goal is to maintain healthy families and relationships.

"In February, we stress the importance of promoting safe and healthy relationships with our teens," she said. "Unhealthy relationships can have negative impact on an individual's emotional and physical well-being. Starting early can help lay the foundation for maintaining healthy relationships."

Family Advocacy will host "**Teen Talk: Love is Setting Boundaries**" for youth, ages 13 through 18, at the Robins Youth Center Feb. 20, from 11 a.m. to noon, and "**Teen Talk: How not to date a Jerk or Jerkette**" for teens at the Robins Professional Development Center Feb. 24, from 6 to 8 p.m., as well as others throughout February.

Tandra Hunter, Robins' Family Advocacy Outreach Program manager, said teen dating violence prevention should be everyone's concern.

"We're encouraging everyone in our community to talk to their teen about dating and healthy relationships," she said.

Hunter said she encourages parents to talk to their teens and ask questions to find out if their teen is dating and if their teen knows the signs of an unhealthy relationship.

Parents should also teach their teen how to differentiate between love and unhealthy relationship behavior, Hunter said.

Additionally, Hunter said parents should educate their teen on how to get help and what information to share with a friend who may be in a violent relationship,



U.S. Air Force photo by TOMMIE HORTON

Family Advocacy Program members in the 78th Medical Operations Squadron make preparations for their Teen Dating Violence Awareness month promotions. The program aims to spark conversation about healthy teen relationships within the community.

HOW TO GET INVOLVED

► **National Respect announcement Feb. 12** – Encourages young people to share a respect announcement at school or in the community through digital mediums, word of mouth or by signing up for the thunderclap at <http://bit.ly/14RpAhG>.

► **School hosted events: Respect Week**

Houston County High School will host an awareness event during all periods on Thursday Lynsey Singleton, Family and Consumer Sciences teacher, has invited the Robins Family Advocacy Program team to conduct outreach presentations in all of her classes.

► **A Deeper look at boundaries Feb. 18, 7 to 8 p.m.** –

This is a chance for young people to come together as a community and promote healthy relationships. This is a Twitter chat that will be held to dig deeper into what happens when boundaries are violated and how to have difficult conversations with your partner.

Location: Join Twitter

► **TEEN TALK: Love is setting boundaries Feb. 20, from 11 am. to noon** – During this chat, we'll be taking a closer look at dating violence and discussing the theme for 2016, Love is setting

boundaries.

Location: Robins Youth Center

► **TEEN TALK: Love is setting boundaries Feb. 23, from 5 to 7 p.m.** – This is a chance for young people to come together as a community and promote healthy relationships. This is a presentation on teen dating violence in the community among our youth in collaboration with Kids Journey.

Location: "Life Institute" Warner Robins First Church of Nazarene, 300 Lois Drive

► **TEEN TALK: How not to date a jerk or jerkette Feb. 24 from 6 to 8 p.m.** – During this chat, we'll be taking a closer look at what defines a good boyfriend or girlfriend. What red flags should you look for?

Location: Robins Professional Development Center

► **TEEN TALK: How not to date a jerk or jerkette Feb. 24 from 6 to 8 p.m.** – During this chat, we'll be taking a closer look at what defines a good boyfriend or girlfriend. What red flags should you look for?

Location: Robins Professional Development Center

► **Understanding the dating culture and dating abuse Feb. 25, from 3 to 4 p.m.** – This webinar will discuss current trends on social and cultural norms from a young person's perspective. It will address what young people experience and it will provide a toolkit on how to start a conversation on this topic.

Location: Join Break the Cycle and loveisrespect.com.

► **Understanding the dating culture and dating abuse Feb. 25, from 3 to 4 p.m.** – This webinar will discuss current trends on social and cultural norms from a young person's perspective. It will address what young people experience and it will provide a toolkit on how to start a conversation on this topic.

Location: Join Break the Cycle and loveisrespect.com.

Hunter said.

"Having these events will help start the conversation and discussion about teen dating and violence in a fun and interactive way," Hunter said.

All events are free and will

include light refreshments.

Robins' teens are invited to take the pledge to prevent dating violence and raise awareness among their friends.

To register, call 478-327-8398 or email Robins.fap@us.af.mil.



Sometimes everyone needs a little help ...

Chaplain – 926-2821
EAP – 327-7588
Suicide Hotline – 800-273-TALK (8255)

Army and Air Force Exchange Service honors families, solicits feedback

DALLAS – Throughout 2016, the Army & Air Force Exchange Service will continue its Because of You program, expanding it to honor not only service members but also their families.

“Military families deal with unique challenges, including stress from deployments and frequent moves,” said Air Force Chief Master Sgt. Sean Applegate, the Exchange’s senior enlisted advisor. “The focus of the Because of You program for 2016 allows the Exchange to express gratitude for not only the sacrifices of active duty service members, but also military spouses and children.”

The Exchange launched Because of You in 2015, using monthly contests to reward authorized shoppers while saluting the military through themes that honored active duty service members. Last year, the Exchange and vendor partners awarded more than \$175,000 in prizes, including Exchange gift cards, trips, MILITARY STAR® card statement credits and more.

In 2016, the program will continue to honor service members while celebrating the contributions of the military family. Themes will focus on military spouses, children, parents, veterans – and even pets.



The Exchange is planning several contests throughout the year to support the program, with the first contest expected to kick off in April.

“The sacrifices of service members and their families all over the world are inspiring,” Applegate said. “They are true American heroes, and this program is one small way the Exchange can say ‘thank you’ and give back to them. The Exchange looks forward to honoring troops and families throughout the year.”

Feedback

AAFES knows that soldiers, airmen and their families are the experts on how to best improve the

Exchange shopping experience.

That’s why the Exchange is inviting shoppers to sound off on their experiences 365 days a year with a new Customer Satisfaction Survey, located at <https://surveymonkey.com/s/MyExchSurvey>.

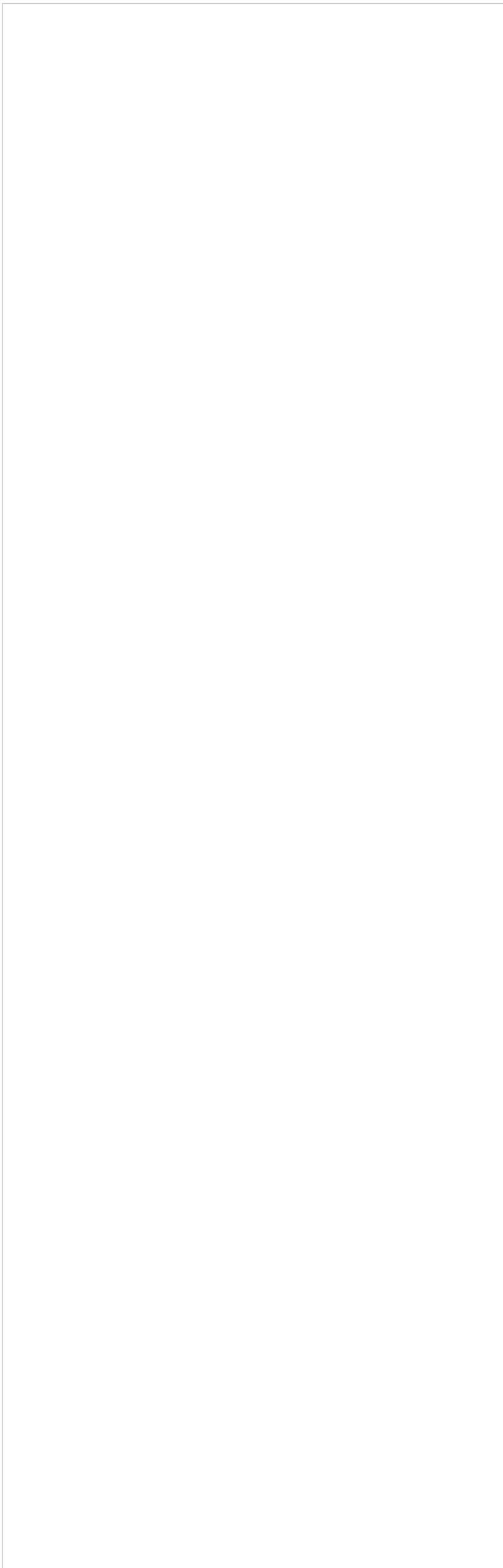
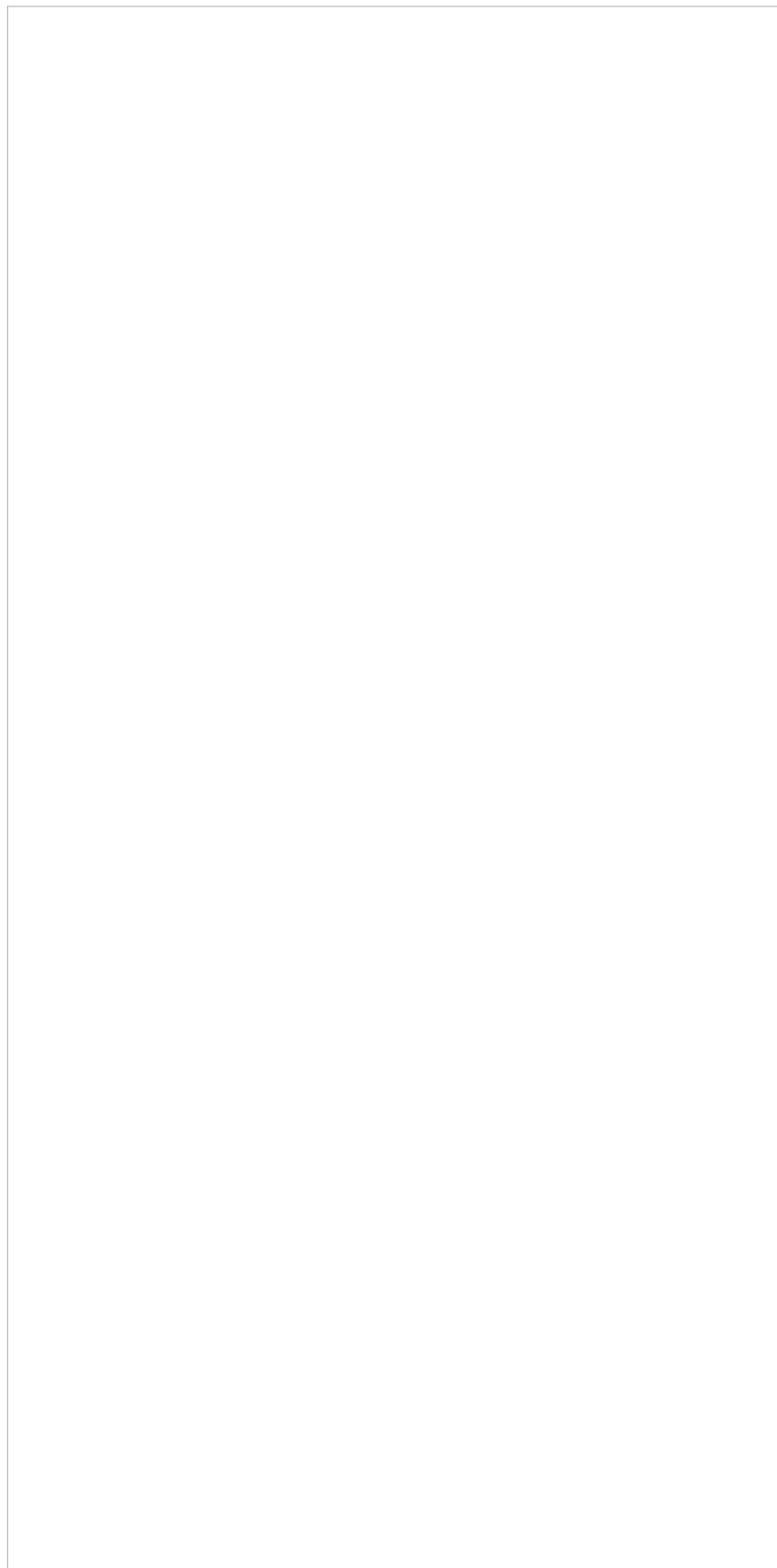
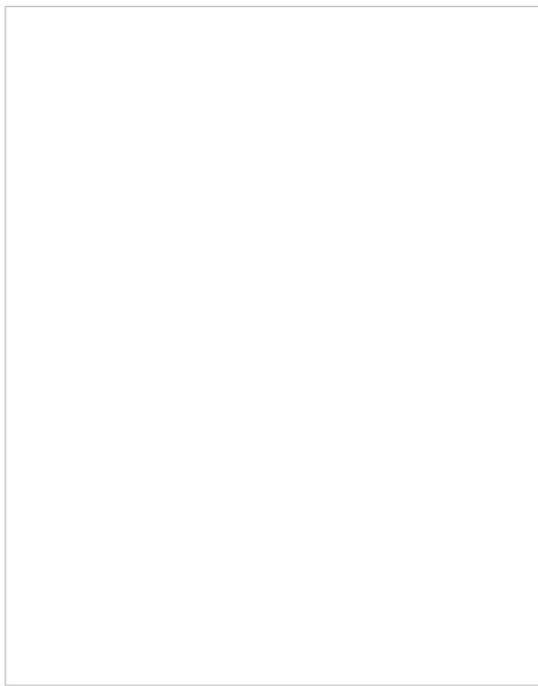
Previously, the Exchange gathered shopper feedback through its twice-yearly, store-level Customer Satisfaction Index, which was administered by an outside company. The new survey is performed in-house, allowing the Exchange team to view responses in real time and respond to areas of concern immediately.

“We have revamped our shopper feedback system to make it as simple as possible for shoppers to speak their minds,” said Applegate.

“We want to hear everything those we serve have to say about their experience shopping with the Exchange, especially if it’s in an area where we could use a little improvement.”

Moving the survey, as well as the Exchange’s internal employee survey in house will save the Exchange about \$730,000 per year in fees to the former outside service provider.

WINGMEN WANTED!
ASIST – 926-2821; 327-8480
EAP – 327-7683; 926-9516



GETTING TO KNOW YOU



U.S. Air Force photo illustration by CLAUDE LAZZARA

UNIT: 461st Maintenance Group

JOB TITLE: Material Management

TIME IN SERVICE: 7 years

HOMETOWN: Albany, Ga.

What does your work involve at Robins? "My work at Robins involves receiving and checking in a variety of properties. For example, aircraft parts, GSA items, furniture, etc. So, pretty much everything that's labeled for Bldg. 2059."

What do you enjoy most about your work? "Honestly I enjoy the people. I feel like everybody's different in their own way, and I find that fascinating."

How does your work contribute to the Robins mission? "The mission I do contributes greatly to mission capability assets supporting 16 E-8C aircraft items across four combatant commands and geographically separated units."

Who has been the biggest influence in your life? "I would have to say my parents, because of everything I have watched them undergo, and still find a way to provide. Also, they have been married for over 30 years, and that's amazing in my book."

What is the best advice you've been given? "The best advice I've gotten was that whatever I'm enduring at a particular time or moment in the military – it will never last forever. So why not cherish the moments."

What is something people would be surprised to know about you? "I am the youngest of my brothers, and I don't like grasshoppers or any flying insects."



THINK
OPSEC:

IF YOU
DON'T
WANT IT
READ.....

SHRED
INSTEAD

**GIVE
TOBACCO
THE
BOOT!**



HAPPENINGS/SERVICES

FRI	SAT	SUN	MON	TUE	WED	THUR
5	6	7	8	9	10	11

ON TAP

Airman Chef Competition

Sign up by today
 Competition is April 9
 We're looking for competitors to cook alongside local celebrity chefs to win the title "Robins' Airman Chef."
 For details, call 2nd Lt. Dominique Lewis at DSN 472-7271.

First Friday

Today
 5 to 7 p.m.
 Heritage Club Lounge
 For details, call DSN 472-7899.

Give Parents a Break Hourly Care

Saturday
 6 to 10 p.m.
 CDC East and School-Age Program
 For details, call DSN 468-5805.

Super Bowl Sunday Party

Sunday
 Doors open at 6 p.m.
 Heritage Club Lounge
 Members \$5; nonmembers \$10
 For details, call DSN 468-2670.

UPCOMING

Puppy Love 5K Fun Run

Feb. 12
 7:30 a.m.
 Main Fitness Center
 For details, call DSN 468-2128.

Story time

Feb. 12
 10 a.m.
 Base Library
 For details, call DSN 468-2128.

Valentines Dinner & Dance

Feb. 14
 Featuring the Fabulous Boomers Band from 6 to 9 p.m.; dinner served 5 to 7 p.m.
 Heritage Club Ballroom

Members \$50 per couple, nonmembers \$75 per couple
 For details, call DSN 468-2670.

Valentines Big Bingo

Feb. 14
 2:15 p.m.
 Heritage Club Bingo Room
 More money games
 For details, call DSN 468-4515.

Boss N Buddy and BFF's Night

Feb. 19
 4 to 5 p.m.
 Heritage Club Lounge
 For details, call DSN 468-2670.

Membership Dinner

Feb. 22
 5:30 to 7 p.m.
 Heritage Club Ballroom
 For details, call DSN 468-2670.

ONGOING

Atlanta Hawks Game

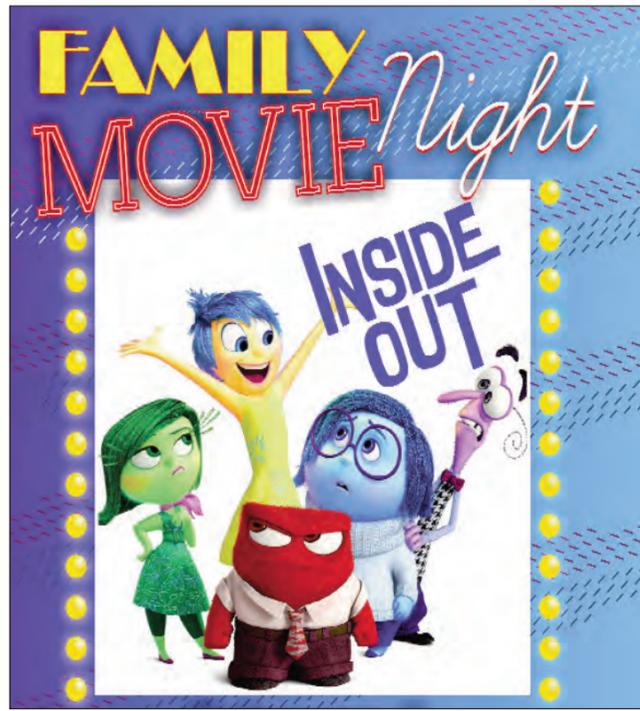
Register now through Feb. 17
 Game is Feb. 20
 5 to 11:30 p.m.
 \$35 includes ticket, transportation and food.
 For details, call DSN 468-4001.

Afterburner

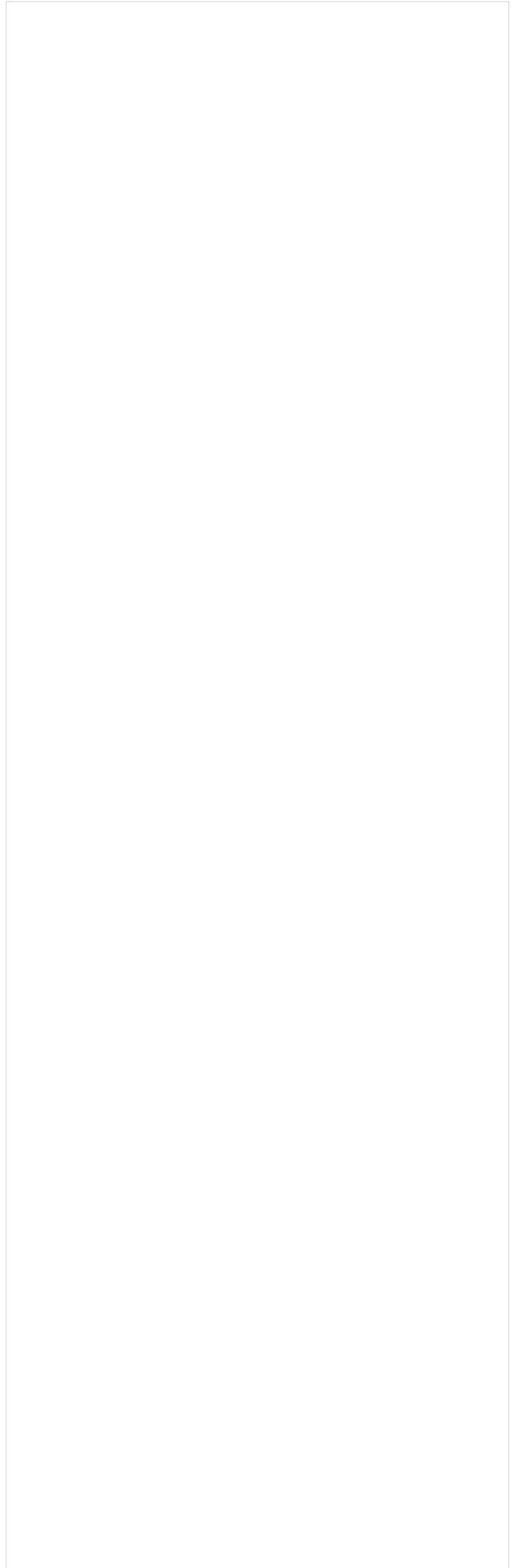
February Special
 Mondays through Fridays
 5:30 a.m. to 1 p.m.
 Base Restaurant, Bldg.166
 Gingerbread Latte
 For details, call DSN 472-7827.

Fit to Fight

Now through Feb. 29
 Mondays, Wednesdays & Fridays
 11 a.m. to noon
 Main fitness center
 For details, call DSN 468-2128.



Bring the family out for a showing of the Disney film Inside Out today from 7 to 9 p.m. at the Base Theater. Cost is \$2 per person and includes movie, popcorn and a drink. For more details, call DSN 468-4001.



A&FRC classes and workshops

- ▶ **Key Spouse Training** – Monday, from 8:30 a.m. to 12:30 p.m.
- ▶ **Pre-Separation Briefing (retirees)*** – Tuesday and Feb. 23, from 8 a.m. to noon. (**separates**)* – Feb. 16, from 8 a.m. to noon.
- ▶ **Financial Beginnings (First Term Officers)*** – Tuesday, from 1 to 3 p.m.
- ▶ **First Term Airman Course: Finances*** – Tuesday, from 7:30 a.m. to noon.
- ▶ **Right Start*** – Wednesday, from 8 a.m. to 12:30 p.m.
- ▶ **Career Technical Training Track*** – Wednesday and Thursday, from 8 a.m. to 4 p.m.
- ▶ **Interview with Confidence** – Thursday, from 1 to 3 p.m.
- ▶ **VA Benefits Briefing*** – Feb. 17, in

- Bldg. 905, from 8 a.m. to 3 p.m.
 - ▶ **DAV Medical Records Review** – Appointments only. Call DSN 472-4146.
 - ▶ **Department of Labor** – Wednesdays from 8 a.m. to 4:30 p.m.
 - ▶ **Military and Family Life Counseling** – Mondays through Fridays from 8 a.m. to 8 p.m.
 - ▶ **PreDeployment Briefings*** – Tuesdays and Thursdays, from 1 to 2 p.m.
 - ▶ **Survivor's Benefit Plan** – Mondays through Fridays, appointments only, from 7:30 a.m. to 4 p.m.
- Editor's Note: All classes require pre-registration. For more information, call 478-926-1256 or visit Bldg. 794 Mondays through Fridays, from 7:30 a.m. to 4:30 p.m.*
- * Denotes military (spouses welcome)

SAFETY SAVES LIVES. START YOUR SAVINGS ACCOUNT TODAY.



SAVE THE DATE!

WHEN:	Feb. 18 from 11:45 a.m. to 12:45 p.m.
WHERE:	Bldg. 799 Auditorium
ALL ARE CORDIALLY INVITED TO ATTEND!	<p>International Speech and Table Topics Contest</p> <p>Hosted by the Procurement Toastmasters Club # 3344</p> <p>MORE INFORMATION:</p> <p>For more information, call Queenia Louis at 478-327-3319.</p>

