

The Phoenix Guardian



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252nd becomes Cyber Ops Group

By 1st Lt. Hans Zeiger

CAMP MURRAY—This year the 252nd Group became one of the first Air National Guard Groups in the nation to be designated by its state as a Cyberspace Operations Group.

Formerly a combat communications group, the 252nd works to “provide highly trained cyberspace and intelligence professionals to combatant commanders across the

spectrum of warfare,” said Col. Charles Jeffries, commander of the 252nd. The Group’s five squadrons have come to specialize in targeting, cyber intelligence, and cyberspace mission assurance, as well as combat communications.

The Group’s squadrons have earned attention and accolades from national defense leaders in recent years, said Jeffries. In April, Lt. Gen. Stanley Clarke III, national

director of the Air National Guard, visited Camp Murray and Joint Base Lewis-McChord to learn about the 252nd and its cyber operations capabilities. In November, Maj. Gen. Burke E. Wilson, commander of the 24th Air Force and Air Force Cyber, spent time with cyber experts at the 262nd Network Warfare Squadron. Other top Air Force general officers and Depart
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Commander's Corner: Principles, Purpose, People

By Col. Jeremy Horn

As I get older, I gain a greater appreciation for the mentors in my life who have invested in me by sharing their perspective and sharpening my leadership tools. A wise man (CMSgt Tim Tyvan) once shared his brilliant rule for decision making, which I now keep on my desk: “Principles, Purpose, People”. These three words seem simple, but they are the secret to making the right call when kept in order.

Principles have to be our foremost concern—doing what’s right. For us, those principles are derived from our Core Values, our written guidance such as AFIs, and the inherent sense of right and wrong. If a decision violates our

individual and organizational principles, it’s doomed from the start and damages us and the organization. If an action violates our basic principles of right and
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194th Wing Commander Col. Jeremy Horn speaks at the ceremony redesignating the 194th Wing on Aug. 8, 2015 (ANG Photo/Staff Sgt. Paul Rider/Released)

Mission, Accountability, People

Brig. Gen. Tuohy on priorities for Washington Air Guard

By Brig. Gen. John Tuohy
Assistant Adjutant General,
Washington Air National Guard

CAMP MURRAY— At the start of my tenure at the helm of the Washington Air National Guard, I established a clear set of priorities for the Airmen within my command. Those priorities included Mission, Accountability, and People (MAP).

I continue to see living examples of what it means to understand and embody these priorities. I could not be more proud of our Airmen's efforts to focus and provide support to Washington State and to our Nation.

Airmen like Master Sgt. Troy Carle of the 194 Wing who embodied the priority of *mission* in our state-level domestic operations by working tirelessly to establish the digital and high frequency communications network that made the Evergreen Tremor Exercise a success. Troy was not only on the front lines of the communication effort, but participated in the staff process well above his grade level. As Tristan Atkins, the director of avi-

ation for the Washington State Department of Transportation put it, "he is an apex leader with unlimited potential and abilities."

Examples of hard work are numerous, but often the strain of competing requirements from your ANG service, civilian career, and life can become overwhelming. It is moments like those that can lead to poor decisions. That is one of the reasons why my second command priority, *accountability*, is so important.

We are obligated to be accountable in our actions, our spending, and our training to the people of this state and this nation. Accountability is also important in our discipline and lawful actions. Most importantly, accountability is a major pillar in the Air Force Core Value of integrity. Having a moral compass or inner voice that tells you to do the right thing even when no one is look-



Brig. Gen. John Tuohy talks with family and friends of Senior Master Sgt. Wilbert "Tre" Norton III during a memorial run to honor Norton, who passed away suddenly in 2014 (ANG File Photo/Released)

ing is incredibly important to earn and keep the public trust.

I currently serve on an Air National Guard committee working to refine our accountability procedures and put into place processes that help us to be better stewards of our resources. We must control and appropriately use our funding.

Accountability can be embodied in many ways, but a great example of this is the 141 Air Refueling Wing's Government Purchase Card audit that had zero discrepancies and was labeled as a state benchmark program. Another example is the 225th

Air Defense Group who made it through a U.S. Property and Fiscal Office audit of their continuity of operations plan audit with 100 percent effectiveness and exceeding all requirements.

Finally, any organization's most important resource is its *people*. Each of you plays an important role in our mission readiness. Equally important is our relationship with our people. Getting to know each other on a personal level builds a camaraderie that not only brings us together each drill week

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Cyber Group (cont. from p. 1)

ment of Defense officials, as well as members of Congress, have also visited.

Participants in the U.S. Air Force Weapons School's Cyber Warfare Weapons Instructor Course (WIC) have visited the Group to learn about best practices in cyber operations. Multiple WIC graduates work in the 252nd, said Lt. Col. Peter Chiou, commander of the 143rd Cyber Operations Squadron.

"A lot of folks are interested in how we are doing domestic operations," said Lt. Col. Robert Siau, commander of the 262nd Network Warfare Squadron. "Washington has been leading the way in cyber operations."

Local, state, and federal government agencies have sought out vulnerability assessments from the Washington Air Guard. When one federal agency called for help, "we were quickly able to add value," said Chiou. With help from the 143rd, the Army Guard, and the Washington State Guard, the 262nd took the lead on a

recent vulnerability assessment for a local agency, helping the organization to improve system security.

The 252nd Group has sent teams to Cyber Guard competitions in recent years. In 2014, teams from the Group placed first and second of 19 teams, said Siau.

The 252nd Group is also recognized as an intellectual leader in the cyber security field, having helped to shape protocols, vocabulary, and best practices through white papers and other publications. "A lot of times we're building the templates and standards for others to follow," said Siau.

"Our cyberspace operations squadrons are leading the way for the Air National Guard for the new Cyber Protection Team (CPT) mission," said Jeffries. "The 143rd and 262nd are actively preparing for the first CPT mobilizations for the Air National Guard, along with the 261st from the California Air National Guard."

In June, the 143rd practiced its CPT capabilities during Exercise Evergreen Tremor, a statewide exercise to prepare for a catastrophic Cascadia Subduction Zone earthquake.

"Our state is particularly well-situated," said Lt. Col. Mark Aown, director of operations for the 143rd.

"We have a good pool to draw from."

The Guard also recruits Airmen without high-tech credentials. "The untold story is the Airman who comes into the unit without a cyber background," said Siau. "They come back here from training and they come through more training. These guys get on a couple of missions, and then they go on to get high-dollar jobs because of their Guard experience and the connections they make. They'll get an entry level job, get experience there, and they'll do better here because of it."

"We have not only the talent but also the leader-

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Maj. Gen. Burke E. Wilson, commander of the 24th Air Force, talks with Maj. Gen. Timothy Lowenberg (ret.), former Washington State Adjutant General, prior to the promotion ceremony for Brig. Gen. Jill Lannan at French Theater, Joint Base Lewis-McChord on Nov. 7, 2015. Wilson spent the morning of Nov. 7 meeting with members the 252nd Cyber Operations Group (ANG File Photo/Staff Sgt. Paul Rider/Released)

Airman Snapshot: A1C Cassie Saephanh

By Staff Sgt. Paul Rider

CAMP MURRAY—Airman 1st Class Cassie Saephanh is a Public Health Technician with the 194th Medical Group and has been in the Washington Air National Guard for two and a half years. She has a wide range of responsibilities, some of which are things that might not necessarily come to mind when thinking about someone working in the Medical Group.

“I love the wide range of responsibilities within the office, from public facility inspections to deployment medical screenings to medical intelligence briefings to administering audiograms to water testing,” says A1C Saephanh “I am everywhere. LITERALLY. That person checking out the food temperature in the dining facility is me. Ensuring the food is safe to all our members before consumption. Getting ready to deploy? That’s me. I make sure before you walk out the door, you’re medically fit to deploy and that you have received all your proper vaccinations plus more. That’s just two out of the many duties I get assigned to.”

A1C Saephanh also serves full-time as a technician here managing her Public Health programs.



Airman 1st Class Saephanh (ANG Photo/ Staff Sgt. Paul Rider/ Released)

Cyber Group (cont. from p. 3)

ship in this state,” said Aown. “We’re kind of unique.”

“We have the best of the best in the world,” said Chiou. “We’re blessed by our geography. We have the high tech sector and military bases.”

Maj. Gen. Frank Scoggins, former Assistant Adjutant General for Air of the Washington Air National Guard, established the nation’s first demonstration team for cyber operations in 1998. Following the terrorist attacks of September 11, 2001, the 262nd Combat Communications Squadron based in Bellingham was converted to the 262nd Network Warfare Squadron. Later, in 2011, members of the 262nd worked to launch a second cyber operations unit by converting the 143rd from a combat communications squadron to the 143rd Cyber Operations Squadron, said Siau. The state redesignation of the 252nd Group took effect on Jan. 17, 2015.

Both the 262nd and the 143rd have cyber protection teams, and the 262nd has an additional tasking to conduct an Air Force pilot project for protection of industrial control systems, said Siau. “We really see ourselves as one large squadron divided into teams,” said Chiou. Other units of the 252nd include the 194th and 256th Intelligence Squadrons, and the 242nd Combat Communications Squadron, which extends and enables communications networks for state and federal missions.

The inaugural cyber operations mission of the 143rd in November 2012 was directed by Gov. Christine Gregoire and involved a number of leading technology companies. State CIO Bharat Shyam wanted to know more about the capabilities of cyber operators, said Rios. Over two weeks, the public-private team located vulnerabilities in state IT infrastructure, providing information to agencies to help them bolster their security infrastructure.

“We are constantly changing and evolving mission sets,” said Siau. “We are helping the nation to figure out these different sets of missions. I always tell my guys, ‘Embrace the constant evolution.’”

Exercise Northern Strike 15: 242nd joins in Combined Arms Live Fire Exercise

By 1st Lt. Hans Zeiger

ALPENA, Mich.—Thirty-one members of the 242nd Combat Communications Squadron spent three weeks of July at the Combat Readiness Training Center here as part of Exercise Northern Strike 15 to practice combat collaboration between ground and air forces.

Units at Alpena supported the 123rd Air Control Squadron and the 168th Air Support Operations Squadron during the Combined Arms Live Fire Exercise, or CALFEX.

More than 3,000 personnel from 20 states and Australia, Canada, Latvia and Poland took part in live-fire exercises and command and control integration with a variety of aircraft.

“This is a great representation of how the National Guard supports the overall mission,” said General Frank J. Grass, chief of the National Guard Bureau during a visit to the exercise.

The 242nd deployed its Medium Communications Package (MCP) construct in support of the 123rd and 168th, having it transported for the first time by commercial trucks, said Capt. Charles Parsons, detachment commander of the 242nd.

“Team members gained valuable experience and proficiency in building a site, establishing services and working with a new customer who was also supporting a customer,” said Parsons.



Members of the 242nd Combat Communications Squadron at work during Exercise Northern Strike 15 in July 2015 (Photo courtesy of SMSgt Eugene Lewan, 242nd Combat Communications Squadron)

Peer-to-peer support program offers training

By Lynn MacKinnon, Wing Director of Psychology

The purpose of this program is to provide military members with a colleague who is trained in basic counseling skills, or “active listening.” Many of our personnel have problems related to the stress at their jobs and in their relationships that can be dealt with through the use of these trained co-workers. **Many times military personnel are reluctant to seek help**

from professionals either from a fear of stigma or lack of recognition that their problems need help. Their coworkers however can both identify problems in their early stages and provide help and support. This can often result in diminishing the problem before it becomes serious or a crisis.

Confidentiality is an essential element of the program because it allows the individual to overcome apprehensions about seeking out peer support, and to

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Peer-to-Peer (cont. from p. 5)

freely discuss their concerns. **This valuable, career enhancing training, and be held at the auditorium @ Building 109, January 28th and 29th before February drill weekend.**

The military culture encourages service members to take care of each other. There is a strong connection with their peers because of shared experiences and the ability to relate. This creates an environment where service members rely on the natural support of their colleagues to cope with stress and other problems that may be interfering with work performance or their personal lives. **Having trained peer support members help ensures that our military members receive the help they deserve.**

We can help our people with their problems, and create a better environment with co-workers and family. An emotionally healthy force is a stronger force.

Please contact Lynn MacKinnon at 253-905-4620 if you have questions or are interested in this training. RSVP to the Finance Office.

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end, but also serves as safe place for our people to handle life's bumps with each other.

We lost one of our great people last year when Senior Master Sgt. Wilbert "Tre" Norton III died suddenly. A testament to the embodiment of our people was seen in what happened after Sgt. Norton's death. Our team pulled together to ensure we had representation at his funeral services, completed fundraisers for his surviving family members, and held a memorial run in his honor. That team is still pulling together and completed a food drive this month in his honor. It is those relationships, those people that make the ANG great.

These command priorities are not something that I can develop and enforce from the top if I expect them to be successful. Instead they need to be a part of our

culture and permeate every aspect of our lives. The Airmen highlighted here are recent examples of many of you that work hard to incorporate the MAP priorities into your day-to-day work.

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wrong, such as sexual assault or discrimination, we damage peoples' lives and our Air Force's reputation.

Next we have to consider purpose—the mission. Everything we do should be to help the unit succeed. Each of us is a part of something greater than ourselves; it's not about me! Each Airman is an integral part of a unit that ultimately allows the best military in human history to provide Airpower across the globe. Regardless of our AFSC or job title, our individual actions contribute to the success of the entire enterprise.

Finally, consider people. Now, don't get me wrong—people are by far our most important resource. Whether you're a wingman or a wing commander, we as Airmen have a duty to recruit, train, mentor, and truly know and care for our people. But if we make a decision which is the right thing to do (principles) and gets the mission done (purpose), it inherently takes care of our people. We give them a model for what "right" looks like; keep their unit successful and healthy; and give them opportunities to succeed and grow.

Conversely, getting these priorities out of order leads to catastrophe for Airmen and units. If we place the mission above our principles, we take shortcuts, jeopardize safety, compromise our ethics, and damage people. If we place individuals above our principles or purposes, we lose our own credibility and the faith of the rest of the organization, ultimately degrading our ability to accomplish the mission.

Principles, purpose, people—simple but powerful. If you do what's right as you continue your amazing work to accomplish the mission, you will take care of yourself and the incredible Airmen around you. I truly appreciate our high-caliber Team Phoenix Airmen who have made us the best wing in the Air Force. Thank you for the opportunity to lead and learn.

Recruiters draw crowds at Seafair

By Maj. Chyteira Dues

SEATTLE-- The Washington Air National Guard west side recruiting team drew over 1,000 spectators at this year's SeaFair event that took place the first weekend in August. Utilizing the 2015 Air National Guard Mobile Experience (ANGme) played a key role in drawing such a large number of spectators to the ANG recruiting area this year, not only because of the air conditioned trailers that were offered as a part of the experience in the midst temperatures that hovered around ninety degrees, but also because of the immersive experience that the ANGme provided to those interested in learning more about the Air National Guard.

The ANGme consisted of different physical challenges (such as push-up, sit-ups, pull-ups, planking) in which participants could compete during SeaFair in

order to replicate some of the challenges and experiences of Air Guardsmen. Participants could also register for the opportunity to enter the 24 foot walk-through trailer and engage in several activities that Guardsmen do as a part of our training via virtual career field terminals. Those who were interested in what members of a Tactical Air Party (TACP) do as Air Guardsmen had the opportunity to select the TACP virtual career terminal and to call in virtual airstrikes. Security Forces, Maintenance, and Medical also had virtual career field terminals for participants to use in order to get a better idea of what it is that Air Guardsmen do within their respective careers.

There was a separate part of the trailer in which participants could also virtually try on several different Air Force uniform options, to include the air battle uniform, service dress, multi cams, and flight suit. After choosing their uniform option, the participant would receive an email or a text message with a picture of themselves virtually dressed in their chosen uniform.

Overall, the event this year was a success, according to Martina Culich, Recruiting and Retention Superintendent for the WA ANG. The days of setting up a pop-up tent and a table are no longer the ANG standard for national recruiting events such as SeaFair.

"The old way that we used to do events was not effective," said Culich.

"National Guard Bureau as a whole is really focusing in the right direction for these types of events."



Air National Guard recruiters at the Air National Guard Mobile Experience at Seafair in August (Photo courtesy of Senior Master Sgt. Martina Culich/Released)

Giving Tree and Gift Wrapping Station

By Tech. Sgt. Alina Johnson

CAMP MURRAY— Rising 6 is hosting the 194th Wing Giving Tree and a gift wrapping station on Nov. 7 from 3:30-5:30 p.m. and Dec. 5 from 11:00 a.m.-1:00 p.m. in bldg. 101 outside of room 129D.

The 194th Wing Giving Tree is a wonderful way to help families in our Wing experience a blessed holiday season. This program assists families in need by providing gifts which will be wrapped and ready to be placed under the Christmas tree. All information on the application is kept strictly confidential.

If you are a family experiencing hardship this holiday season and you need a little assistance, or if you would like to volunteer to help with the 194th Wing Giving Tree, here are some important

dates to be aware of.

- **Nov. 7:** Deadline for applications to be in to MSgt Oliver or TSgt Johnson. Applications are available on reader board in bldg. 101 outside rm. 129 (MSG orderly room). One application per family.
- **November 8:** The 194th Wing Giving Tree will be set up in bldg. 101 main entrance. Wing members can pick an ornament off the tree and purchase one or several of the requested item(s). The ornaments will have a number, child's age, gender, clothing size and/or toys that they would like.
- **December 5:** Gifts are due to MSgt Oliver or TSgt Johnson. You can turn in wrapped or bagged gifts with attached ornament or use the Rising 6 gift wrapping station to assist with this.
- **December 6:** Pick up day by member or sponsor by 3:00 p.m.



“I may be the first but certainly won’t be the last.”

**Brig. Gen. Jill Lannan
on becoming the first female
general officer in Washington
Guard history**

Brig. Gen. John Tuohy, assistant adjutant general, congratulates Brig. Gen. Jill Lannan, immediate past commander of the 194th Wing, on her promotion during a ceremony at French Theater, Joint Base Lewis-McChord on Nov. 7, 2015. Lannan is the first woman to become a general officer in the history of the Washington National Guard. (ANG Photo/Staff Sgt. Paul Rider/Released)

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194RSW.PA@ang.af.mil**

**Congratulations
to our
3rd Quarter 2015 Award Winners!**

Airman of the Quarter: SrA Dessie Larson (194 IS)
NCO of the Quarter: Staff Sgt. Kalina Schmidt (242 CBCS)
SNCO of the Quarter: SMSgt Tamera Doffek (242 CBCS)
CGO of the Quarter: 2nd Lt. Ryan Gress (194 FSS)