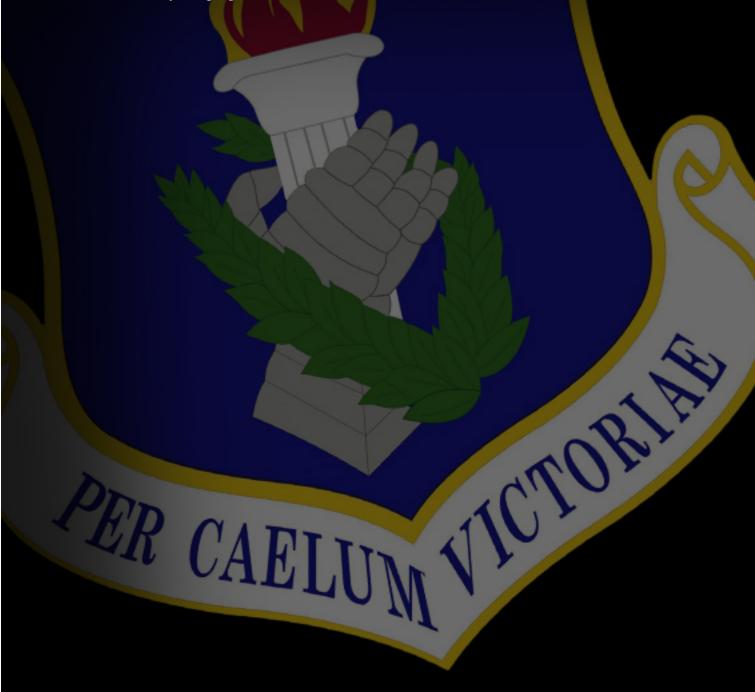


On the Cover: A rainbow appears over a KC-135R Stratotanker during a fini flight ceremony on the 108th Wing flightline at Joint Base McGuire-Dix-Lakehurst, N.J., March 9, 2017. (U.S. Air National Guard photo by Staff Sgt. Ross A. Whitley/Released)

This month's cover of Wing Tips celecbrates Pride month.



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WINGTIPS

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Senior Airman Julia Santiago - Photojournalist

Dr. Richard Porcelli - Guest Historian

For story ideas or appointments call Public Affairs at 754-4173











break from the grueling trail," said Spiegel. "I took about 20 zero days."

Looking back on the journey, Spiegel recalled some of the tougher moments.

"There's a thing called the Virginia blues when you're on the trail," said Spiegel.
"Virginia is 500 miles of the trail. It's almost a quarter of the trail. Prior to that, you hit a lot of milestones. You've hiked through Georgia, North Carolina, Tennessee, so you're knocking out states. Then you get to Virginia and it drags on. A lot of people quit because they have a hard time setting those small goals."

When Spiegel got to Virginia, he received terrible news that one of his friends had passed away.

"I had a really hard time," said Spiegel.
"What do I do? Do I go home and attend the funeral? I don't really have a way of getting home. Another thing that scared me was if I go home, am I going to come back?"

Spiegel ended up staying, taking the next few days to reflect on the loss of his friend.

"When you're hiking by yourself, all you have are your thoughts. I had a lot more time to get closure with the whole situation. I think it was better," said Spiegel.

Spiegel came back to the 108th Wing, but had a new outlook on life.

"Now, I think everything is possible," said Spiegel. The trail taught me how to set goals for myself, how to problem-solve more

effectively. I learned a lot of resiliency, being mentally resilient and not letting my head be the reason why I can't get something done."

Not long after returning, Spiegel achieved another goal: being selected for commissioning.

"Take risks, Take chances. Don't let something that seems unachievable stop you from trying to achieve it," said Spiegel. "There were so many excuses for why I shouldn't go and do this. Put all the reasons of why you should do something, and let that be your focus. Set small goals for yourself that are towards the big picture. I took two really big risks between hiking the Appalachian Trail and commissioning, but they also came with really big rewards."





New Jersey Air National Guard History Part 8: 141st ARS Heritage | By Dr. Richard Porcelli, Aviation Historian

The 141st Aero Squadron in WWI

Introduction

This year, 2017, marks a number of important centennials. As we have explained in the previous installments of this history series, the 119th Aero Squadron was constituted on Sept. 2, 1917. That squadron was reconstituted as the 119th Observation Squadron assigned to the New Jersey National Guard in 1930. Thus, both the 119th Fighter Squadron (177th Fighter Wing, Atlantic City) and equally important, the New Jersey Air National Guard, can both claim their lineage from 1917 via the 119th Aero Squadron, and hence their 100th Anniversary. But that is not the entire story.

While the 141st Air Refueling Squadron can of Columbia was named) as a unit of the also rightfully celebrate its 100th Anniversary this year, the squadron's lineage back to 1917

is not quite so clear-cut. But it is still an important and impressive historical lineage as will be explained in this month's column. It is an involved linkage and a bit confusing too, so please bear with me!

World War I

In the years preceding World War I, a number of National Guard units established aeronautical companies. The most notable one, being the first such unit, was the 1st Aero Company established by the New York National Guard. It was authorized by the Governor of New York in October 1915 and organized under the command of Lt. Raynal Bolling (after whom Bolling Field in District 1st Battalion Signal Corps, NYNG. It was formally recognized by the federal government

in June 1916 and called to active duty in July of that year for the purpose of supporting the Punitive Expedition of 1916-1917. This expedition, also known as the Pancho Villa Expedition, was an operation under the command of Gen. John J. "Blackjack" Pershing pursued in retaliation against Pancho Villa's incursions into the United States. The 102nd Rescue Squadron/106th Rescue Wing, NYANG, is a direct descendent of that unit that rightfully claims to be the oldest Air National Guard unit in existence.

However, that NYNG unit, along with the all the other National Guard aero companies subsequently formed, was disbanded by the War Department in April 1917 coincident with the U.S. entry into World War I. Thus no National Guard aero companies participated directly in the conflict. Instead, guardsmen aviators were encouraged to volunteer for aviation roles in the war and many did.

With the military buildup prior to and after the U.S. entry into the war, the War Department began a program to increase the strength of the Army and Navy air services. As part of that buildup, the Army established 185 "Aero Squadrons." They consisted of combat flying

(pursuit, bombing, observation), training, ground support, construction and other components of the Air Service. Of that total, 45 eventually deployed to France for fighting on the Western Front during World War I as units of the United States Air Service. The American military participation in World War I was organized as the American Expeditionary Forces. The AEF was established on July 5. 1917 under the command of Gen. Pershing. The first unit of the Air Service, as part of the AEF, arrived in France September 1917, with the final unit not arriving until Nov. 9, 1918, just days before the signing of the Armistice ending the war.

However, funding for new aircraft production to meet the needs of those squadrons fell short of War Department plans; instead, aircraft and aircraft designs were supplied by Great Britain and France. Some combat aircraft were produced in the U.S., but based on foreign designs. On the battlefront, most of the aircraft came from our Allies. While the bombing squadrons were equipped mainly with British designed DeHavilland DH-4s, various versions of the French SPAD (Société Pour L'Aviation et ses Dérivés) were



the predominant pursuit (fighter) aircraft.

The 141st Aero Squadron Goes To War

One of those aero squadrons constituted by the Army was the 141st Aero (Provisional) Squadron. Pursuant to "Special Orders No. 132" the 141st was officially organized on (some records say 8) Oct. 4, 1917 at Rockwell Field (the current North Island Naval Air Station) in San Diego, California. Initially, the squadron did not receive its numerical designation, but was only referred as the "Provisional" Squadron. The designation as the 141st Aero Squadron came a bit later prior to deployment to the European front.

The first commanding officer was Capt. Junius B. Alexander. The squadron personnel were drawn from the 14th and 18th Training Squadrons that were already at Rockwell Field. Rockwell Field was a major Army (and Navy) training base for aviation units; it was co-located with the flying school started a few years earlier by aviation pioneer (and holder of U.S. Pilot's License No. 1) Glenn Curtiss. In 1917 pilots trained on the ubiquitous Curtiss JN-4 Jenny biplanes. Enlisted personnel joined the unit, and gradually the roster of officers and men grew and by late December 1917 reached the level necessary for an effective fighting squadron. Squadron officers also had airfield assignments in specialized areas as well as being pilot cadets. Some enlisted men also took flight training and eventually gained status as enlisted pilots.

Flight training continued right up to the time the squadron was ordered to depart for Europe. By that time, the command of the squadron was transferred first to 1st Lt. Bernard Law and then to Capt. John Thorp Jr. On Jan. 2, 1918 the squadron entrained in San Diego to begin their seven-day transcontinental trip. After arrival at Pennsylvania Station in New York City, personnel transferred to Hazlehurst Field #2, near Garden City, Long Island, New York. Field #2 would later be renamed Mitchel Field. (and still later, Mitchel Air Force Base). By an interesting coincidence, in 1943 it was the mustering point before overseas deployment of the 341st Fighter Squadron, which is historically linked to the 141st Aero Squadron!

At Hazlehurst, four other newly formed squadrons joined the recently arrived "Californians." At this time, the official designation as the 141st Aero Squadron was received. The 141st was composed of 12 flying officers and 154 enlisted men. Early in the morning of Jan. 15, 1918, the assembled personnel from the five squadrons marched a few miles to the Garden City railroad station. After a train ride to Manhattan, and a ferry across the Hudson River to Hoboken's Pier 45, they walked up the gangway to board the Cunard liner RMS Carpathia. The Carpathia had made the headlines in 1912 when it braved dangerous ice fields to rescue survivors of the RMS Titanic. Unfortunately, only six months

after the 141st Aero Squadron's trans-ocean voyage, a German U-boat (U-55) would sink the Carpathia off the Irish coast.

On Jan. 30, the squadrons, now officially part of the AEF, disembarked at Glasgow, Scotland, and directly boarded a train for the trip south to England. The next morning, the personnel arrived at Winchester, Hampshire, England, southwest of Southampton; they again marched a few miles to a Royal Army encampment. Braving the cold, damp British winter, the squadron personnel lived in tents - a life style that they would endure for many months ahead. At Winchester the squadron was reclassified as the 141st Aero Squadron (Pursuit) and divided into three "Flights." "A" Flight's 74 men went to Dover, Kent, on the southeast coast; "B" Flight with 39 men went to Hounslow Heath Aerodrome (just a few miles east of today's London-Heathrow Airport); and "C" Flight's 39 men transferred to Northolt Aerodrome, Middlesex (today, this Royal Air Force base, located just 11 miles outside of London, is home to the Queen's Flight). On May 1, the 141st was reorganized with headquarters at Dover, where intensive training was resumed flying Avro 504 biplane trainers and the Sopwith Camel biplane fighters. It is here that for the first time, under the tutelage of experienced RAF aviators, the squadron's pilots first practiced air-to-air combat maneuvers and firing machine guns a skill that up to this point was unbelievably

missing from their training! The other detachments, still at Hounslow and Northolt, received similar training.

By May 1, 1918, all the detachments were reunited at Dover awaiting transfer to the Western Front. They had to wait until Aug. 8 when the entire squadron transferred to Flower Down Aerodrome, back near Winchester, where 1st Lt. Ernest Fischer was named the new commanding officer. On Aug. 15, the squadron again boarded a train, this time bound for the port of Southampton where they boarded the coastal steamer Archimedes, arriving at Le Havre, France, some hours later. Their exodus was still not over, however. For on Aug. 20, they were transported to St. Maixent in western France near the city of La Rochelle, where they were housed in Caserne (Barracks) Canclaux, an old Benedictine monastery that was converted to a barracks! In fact, that same monastery had been used to quarter troops since the French Revolution, including Napoleon's soldiers. It is here that the squadron was taken over by experienced, combat-proven, Capt. (then Lt.) Hobart Amory Hare "Hobey" Baker, who transferred into the 141st from the 103rd Aero Squadron. As most readers no doubt know, "Hobey" was a very important figure in the history of the squadron; his amazing but tragic story will be covered in next month's issue of Wintips magazine.

For the squadron, their trek to the front was still not completed. On the evening of



Aug. 27, the squadron travelled by train to Romorantin Aerodrome in the Loir-et-Cher department of central France, joining four other aero squadrons. This was a reserve encampment for units waiting to go to the fighting front. While the squadron was at Romorantin the mechanics spent time learning the intricacies of the Marlin M1917, the 0.303-calibre machine guns that equipped the SPAD pursuit planes that the squadron would eventually fly in combat. On Sept. 16, the squadron made its next move, this time to Colombey-les-Belles Aerodrome in northern France to join the 105th Aero Squadron that had arrived earlier. It is at this airfield that the 141st received their first aircraft, four SPAD VIIs. When the 105th was moved forward to another airfield, the 141st took over the facilities, hangars and a further 21 SPADs, including a number of the later model SPAD XIIIs, which were slightly larger, heavier and more powerful. Unfortunately, many of their inherited 'crates' (as the aircraft were referred to) were in no condition to fly, and the 141st mechanics had their hands full making them airworthy. Their final move on Oct. 19, was to Toul Airfield, 160 miles north of Paris in the Moselle-Lorraine region of France, where the unit finally (!) entered combat.

Toul was constructed as Gengault
Aerodrome in 1916 for Aéronautique Militaire
(French Air Force) airship units. In April 1918,
the aerodrome was turned over to the AEF
for use by the aero squadrons transferred to
France. It was commonly referred to as "Toul
Airfield" due to the close proximity of the city
of the same name located one mile to the south.

At Toul, the unit, along with the 25th Aero Squadron, became components of the 4th Pursuit Group under the command of Maj. Charles J. Biddle. Shortly thereafter, the 17th and 148th Aero Squadrons joined the group. The 4th Pursuit Group itself was a component of the 2nd Army Air Service, commanded by Col. Frank P. Lahm; it was also headquartered at Gengault Aerodrome, Toul. The group controlled six observation squadrons; two bombardment squadrons; seven pursuit squadrons and two balloon companies, spread over seven airfields in that region of France. As another interesting historical coincidence, one of those airfields controlled by the 2nd Army Air Service was Chaumont Aerodrome; this is the very same airfield (renamed Chaumont Air Base) to which the 141st Tactical Fighter Squadron would be deployed during the Berlin Crisis of 1962!

Almost one year since receiving orders to

leave San Diego for Europe, the squadron was finally ready to test their mettle in combat. They were responsible for a sector bounded by Manheulles and Meilly-sur-Rouvres to the west, and by Custines, Landremont and Clémery to the east. On Oct. 28, 1918, combat operations got off to a very strong start when Squadron Commander Capt. "Hobey" Baker led a flight and took on six German Fokker fighters near Prény; Baker shot down one of the Fokkers. Ten additional Fokkers then jumped the flight from a higher altitude but the Americans returned to Toul without loss.

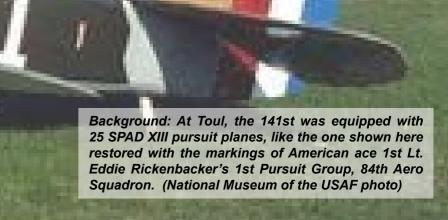
Due to a lack of aircraft, the 141st was the only squadron of the group that was able to fly missions with any regularity, mainly patrols of their sector and flying escort for photographic and reconnaissance aircraft. On Nov. 5, 1918, the 141st saw its second aerial combat, again led by Capt. Baker and again resulting in a victory without loss. This time, the victory was shared between Baker and Lts. Shelby, Cady, Hamlin and Chappell. The squadron aircraft participated in a further 11 aerial combats with no loss, but without scoring further aerial victories. Of the five Aero Squadrons that had been assembled at the reserve base at Romorantin Aerodrome, only the 141st saw aerial combat. The 141st achieved a very

high level of training, and assisted in training the other squadrons in the group, particularly the 25th Aero Squadron. The squadron's accomplishments in such a short time span is remarkable considering that Capt. Baker was one of the few officers that had any previous combat experience; most of the remainder of the pilots were neophytes in combat, and in fact had almost no flying experience at all!

The group was in the midst of preparing for a further aerial offensive, but the signing of the Armistice on Nov. 11, 1918 ended combat operations. Despite the fact that the 141st aerial combat was limited to only a few weeks, they had an impressive record. They recorded two aerial victories with no combat fatalities (two enlisted men died of illness). At the end of hostilities, the squadron was manned with 24 officers and 167 enlisted.

Next Month

In the next installment of this series, we will relate the 141st Aero Squadron's post-World War I activities, and more importantly, we will tell the story of Hobart Amory Hare "Hobey" Baker – Princeton graduate, noted athlete, war hero and the 141st Squadron's first commanding officer.



Informal and Formal Complaints

Since the return of Capt. Jose Rodriguez and Tech. Sgt. Luis Mendoza from the Defense Equal Opportunity Management Institute (DEOMI) in September 2016, the 108th Military Equal Opportunity (MEO) office is now qualified to process informal and formal complaints. It is a major goal of the 108th Wing to ensure all work centers are safe and inclusive environments where an informal or formal complaint is not necessary. Some preventative measures to try and reach this goal include the Defense Equal Opportunity Climate Survey (DEOCS) and the Out and About program.

Nevertheless, incidents do unfortunately occur and therefore 108th members along with any individuals on a Title 32 status, along with their beneficiaries need to know the resources that are available to them.

Contact the EO office on more specifics as to who may file. In turn, for anyone that feels that they have been unlawfully discriminated against on the basis of race, color, national origin, religion, and sex (including sexual harassment, sexual orientation and transgender identification), here is some basic information about the complaint process.

Contact the MEO office for any other specification desired.

- 1. An Informal Complaint MUST be filed prior to a Formal Complaint within 180 calendar days from date of alleged discrimination or when the complainant realized an offense occurred. This may be accomplished by contacting the MEO office at 754-2109 or 754-2580 or by simply stopping in.
- Informal Complaint Options:
 - Confronting the individual directly;
 Utilizing the Chain of Command;
 Alternative Dispute Resolution (ADR)
- If unresolved after 30 days (up to 60) or through the next drill, complainant may:
 - Withdraw complaint or
 - File a formal complaint (complaint will be sent to the lowest level of command

where resolution is possible)

- 3. The **lowest level of command** will have 30 days (may vary) to complete an investigation.
- 4. If not resolved, individual may appeal to the **next command level**. All subsequent levels will have **30 days** to complete further inquiry and investigation.
- 5. If the formal complaint reaches the **Adjutant General (TAG)**, the TAG has **90 days** to attempt a final decision with or without a hearing
- · A decision without a hearing takes 60 days.
- 6. Finally, the **National Guard Bureau** (**NGB**) will conduct a review, a hearing and make a final decision.
- An administrative judge will provide recommendations to NGB within 180 days
- There is <u>no appeal process</u> beyond this level.

Additional Information

- 1. **Disciplinary action** against the individual responsible for substantiated discrimination is within the discretion of the commander and **not in the right** of the complainant to demand as part of a resolution. Punitive action; however, may be appropriate and should be considered by the commander as a means of maintaining good order and discipline.
- 2. Anonymous complaints are allowed; however, complaints alleging discrimination received by State National Guard officials will not be processed.
- 3. Any person who knowingly submits a false equal opportunity complaint (a complaint containing information or allegations that the complainant knew to be false) may be subject to judicial or non-judicial punishment.
- 4. The MEO office **does not** have the privilege of **confidentiality** for both formal and informal complaints. Nevertheless, information will be kept private to the best of the MEO office's ability and only told to individuals with a **need to know** (i.e.





The U.S. Uniformed Services **Blended Retirement System**

At a Glance

Saving with the New Blended Retirement System

The Fiscal Year 2016 National Defense Authorization Act provides our military force with a modernized retirement plan built for retirement savings. Beginning in 2018, our service members can get automatic and matching Thrift Savings Plan contributions as well as mid-career compensation incentives in addition to monthly annuities for life. All service members under the current system are grandfathered into today's retirement system.

Today's Retirement System:



2.5% x Years Served x Retired Pay Base after completing 20 years of service



Automatic and Matching Contributions



Automati seen imm	P		
Ontribute	DoD Auto	DoD Matches	Total

You Contribute	DoD Auto Contribution	DoD Matches	Total
0%	1%	0%	1%
1%	1%	1%	3%
2%	1%	2%	5%
3%	1%	3%	7%
4%	1%	3.5%	8.5%
5%	1%	4%	10%

The DoD automatically contributes 1% of your basic pay to your Thrift Savings Plan after 60 days of service.

You'll see matching contributions at the start of 3 through the completion of 26 years of service, and...

You're fully vested—it's yours to keep—as of the beginning of 3 years of service and goes with you when you leave.



Continuation Pay Received at the

mid-career point





You may receive a cash payment in exchange for additional service.

Calculate your retired pay base by averaging the highest 36 months of basic pay. You'll gain this monthly annuity for life after completing 20 years of service.

Full Retired Pay Annuity

Received after completing 20 years of service

Pay Base

Options for Collecting Your Retired Pay

Active Component

Full retired pay annuity

Reserve Component

Full retired pay annuity beginning at age 60*



Lump sum with reduced retired pay

50% or 25% of monthly retired pay annuity bumps back up to 100% at full retirement age (67 in most cases).

*Could be earlier based on credited active service



Effective Date of the New System

▶ After December 31, 2017 You'll be automatically enrolled in the Blended Retirement System.

Your Retirement System

If you joined the service...

▶ After December 31, 2005 but before January 1, 2018

You'll have the choice to enroll in the Blended Retirement System or remain in today's current retirement system.

▶ Before January 1, 2006

You'll be grandfathered and remain in today's current retirement system.



Safe Operation doesn't mean ZERO RISK

Story by Lt. Col. Christian Lawlor, 108th Wing Chief of Safety

No matter your job, members of the 108th Wing deal with risk on a daily basis. Whether you fly or fix an aircraft, operate a fork lift, fix the facilities or guard the base, you deal with risks and risk mitigation each day.

The goal in the wing is not to eliminate all mishaps, although that would be nice. Our goal is to instill a culture of safety that permeates all aspects of your performance, both on and off duty.

The jobs we do in our wing come with inherent dangers, which, over the years, have been identified and mitigated. Safety guards, personal protective equipment, cross wind limits, railings and fall protection all came about from past accidents.

Yet, even with these risk mitigation initiatives, there are still dangers when we don't adhere to our established safety culture.

Complacency is one of the biggest offending human factors. "We are in a hurry and I've done this a thousand times, I don't need to go back and get my PPE." You may get lucky a few times, but eventually you will be involved in a mishap.

Rushing is also a dangerous human factor and with the summer months upon us, outside activities and home projects will start being scheduled. There will be a tendency to try to pack everything into an already short weekend. Take your time and give the right amount of time and attention to every task.

Remember, our mission depends on you! Instilling the safety culture into yourself and your fellow Airmen is the driving force in operating a safe unit and getting the job done. **3**

140th Cyber Operations Squadron looking for Cyber Warfare Operations Officers

Applicants must have a degree in one of the following to become a Cyber Warfare Ops Officer:

Computer & Info Sciences & Support Services, Computer Engineering, Engineering Physics/Applied Physics, Industrial Engineering, Electromechanical Engineering, Electronics and Communications, Electrical/Electronics/Communications Engineering Technologies, Computer Sys Technology, Cyber/Electronics Operations and Warfare, Mathematics & Computer Science, Accounting & Computer Science, Computational Science, Management Info Systems and Mathematics.

Additionally, any S.T.E.M. (Science, Technology, Engineering & Mathematics) Degrees will be considered.

If you would like to apply please submit the following to Maj. Walter Dragon, 140 COS/DO

- 1) Professional Resume
- 2) College Transcripts
- 3) AF Personal Data Printout from VMPF
- 4) AF PT Test
- 5) Letter of Recommendation from Unit Commander
- 6) AFOQT

Packages are due by COB 9 July 2017

Any questions contact:

Maj. Walter Dragon at 609-754-0332, walter.f.dragon.mil@mail.mil Master Sgt. Archie Mason at 609-754-4587, archie.l.mason.mil@mail.mil

If it's interesting, we're interested.

Call PA at 754-4173

Military Appreciation Day

Place: Casino Pier, Seaside Heights

800 Ocean Terrace

Date: Saturday, 24 June 2017 Rain Date: Sunday, 25 June

Time: 1000 – 1430 Hours for bracelet pick-up

Waterpark opens at 1000 Hrs

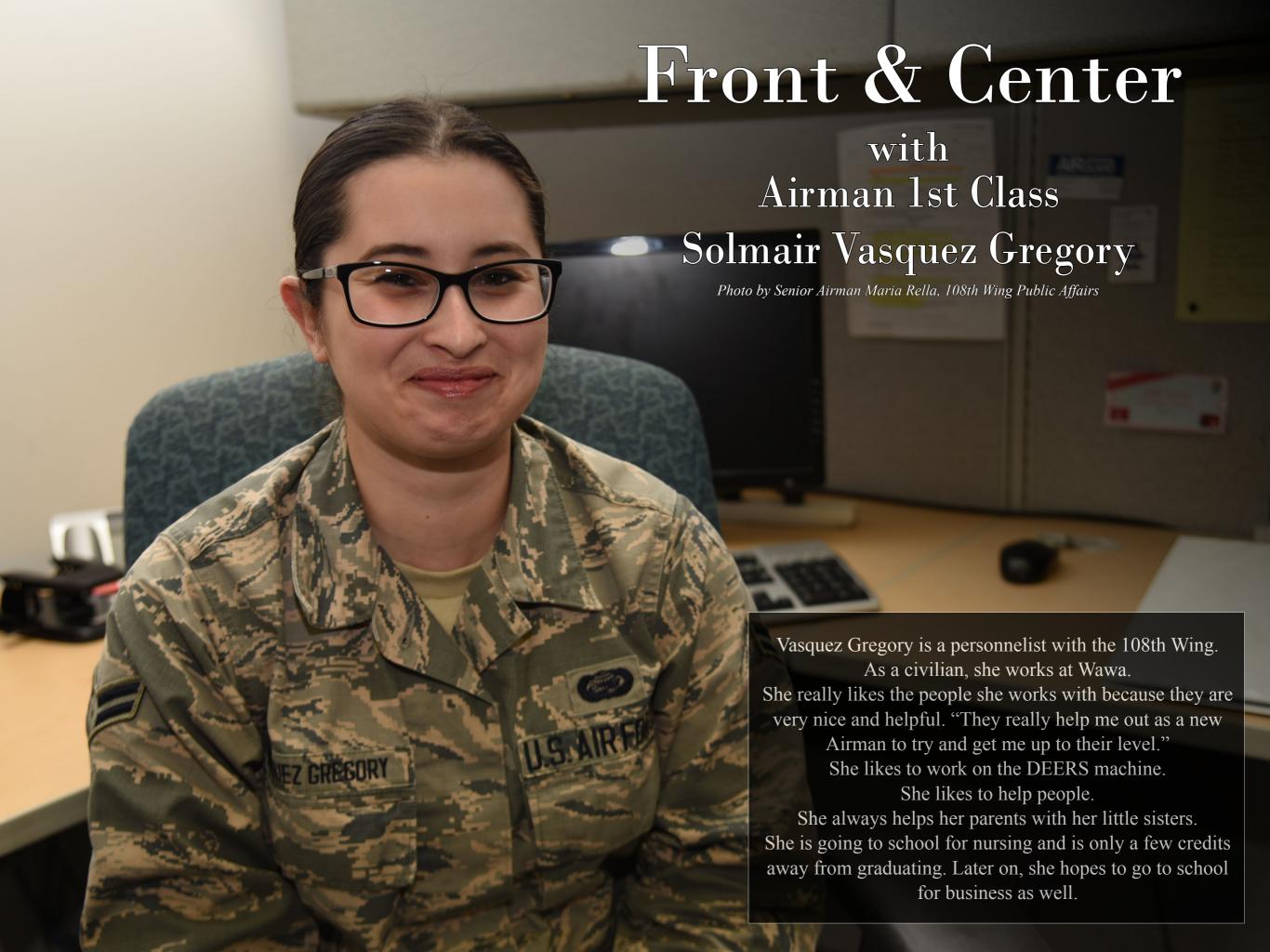
Rain Date: Please check "NJ State Family Programs" on Facebook for info. Please DO NOT call Casino Pier. Changes will be made by the State Family Programs Office and will be posted on their facebook page.

Soldiers/Airmen and Family members of the NJ National Guard are cordially invited to attend "Military Appreciation Day" at the New Jersey Shore.

You will be required to show a Uniformed Services Military ID to obtain waterpark bracelets for you and your dependants only. Friends and extended family members will not receive bracelets.

- ** check in through the side entrance of the Breakwater Beach Waterpark on 800 Ocean Terrace off Grant Ave. between 1000 Hrs 1400 Hours.
- ** Waterpark opens at 1000 hours.
- ** Each Military <u>Family</u> will receive a debit card <u>(one)</u> worth \$25.00 to be used to play games at the Casino Pier. (slot machines, ski ball, pin ball games)

Thank you......for serving our Country!



Airman on the Street: What is your favorite summer activity?



Master Sgt. Rodig "Making kids mow the lawn"



Staff Sgt. Monastero "Spending time with family"



Master Sgt. Shaktus "Going to the beach"



Senior Airman Tomlinson "Being cool at the beach"



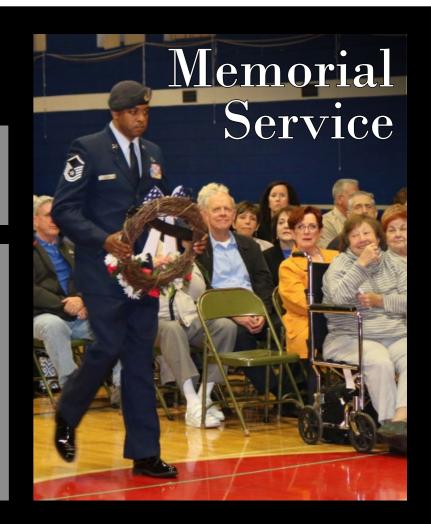
Airman 1st Class Mirandes "Skateboarding"

Around the Wing



Right photo: Master Sgt. Purvis R. Coley, 108th Security Forces Squadron, carries a wreath in honor of fallen law enforcement military personnel at the annual police memorial service held by the South Jersey Fraternal Order of Police, Lodge 56, West Berlin, N.J., May 4, 2017. (Courtesy Photo)

Left photo: Master Sgt. Kimberly Kaminsky, right, and 2nd Lt. Chase Chemero, left, both respectively, took first runners-up in the senior noncommissioned officer and company grade officer categories of the 2017 Joint Base Service Member of the Year competition at Joint Base McGuire-Dix-Lakehurst, N.J., May 10, 2017. Col. Frederick Thaden, JB MDL commander, presented the awards at Tommy B's Community Activities Center. Kaminsky and Chemero are one of 21 finalists from all four military branches ranging in rank from junior enlisted to company grade officer who were pushed to their physical and mental limits over the course of a week. Challenges included a physical assessment, a ruck march and land navigation movement, firing range as well as an obstacle course and board appearance. (U.S. Air National Guard photo by Master Sgt. Donna Jeffries)



LESBIAN GAY BISEXUAL TRANSGENDER PRIDE MONTH

