



THE PATRIOT



439TH TACTICAL AIRLIFT WING

WESTOVER AIR FORCE BASE, MASS.

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February, 1977

439th Retention Gets Top Attention

Fact: The complaints of enlisted personnel long associated with high dissatisfaction and low morale—strict grooming standards, unappetizing mess hall food, barracks in need of repair and senseless parades.

Fact: Many non-prior servicemen and women, after voluntarily enlisting in the Air Force Reserve, spending months away from home at basic and advanced training, and completing six years with the 439th, are not reenlisting. Their loss is deeply felt. Airmen, who were previously valuable assets to the unit and Reserve's mission, now become critical gaps in the manning documents.

Traditionally, the gripes and the departures were seen as a cause and effect relationship. Unit commanders and retention counselors believed that these complaints, justified or not, were the reason the wing's newest members were disappointed, disenchanted and seeking discharges.

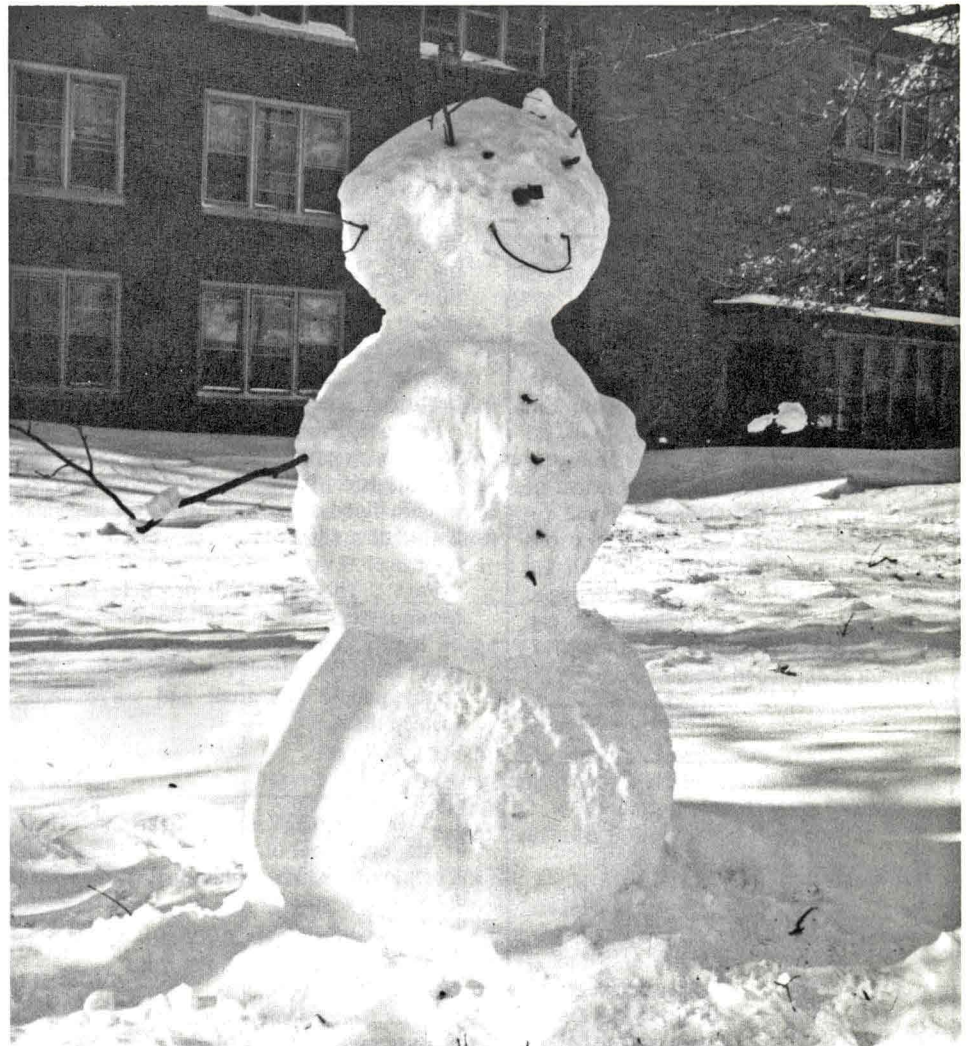
To counteract this steady loss of needed personnel, a specially chosen Blue Ribbon Committee on Retention has been examining the unit's retention efforts and suggesting possible solutions.

The group includes Capt. Barry Monahan, 2nd. Lt. Steve Sabatini, MSgt. Al Breton, MSgt. Richard Eaton, MSgt. Clayton Gallant, MSgt. Phillip Retelle, TSgt. Roger Brogis, TSgt. Larry Lentz and TSgt. Sherman Williams. It is chaired by Lt. Col. Charles Parrott. Co-vice chairmen are Lt. Col. Gordon Partridge and Lt. Col. Larry Bryant.

The committee has already investigated the often-mentioned reasons for dissatisfaction. Their findings: Hair length restrictions, marching in parades and similar laments are not the reason for the high turnover.

"While airmen are concerned with barracks accommodations as well as all aspects of their reserve careers, they are leaving because they are frustrated and bored,"

(Continued on page 2)



THIS HAPPY SNOWPERSON gives evidence that not all were feeling the ills of the big storm which greeted the reservists arriving for the January UTA, a repetition of the January 1976 UTA. Engineers for this white visitor were SrA. Tom Brand, Sgt. Phil Brady, A1C Bob Reffner, Sgt. Dave Richards and Sgt. Barry Whitley, assigned to Det. 5, 1ACOMG, and whose home on base is being graced by the smiling eight-foot figure.

439th Retention Gets Top Attention . . .

(Continued from page 1)

explains Colonel Bryant. "These new airmen, like their senior colleagues are looking for training, realistic training, and not merely occasional classroom experiences during their UTAs. This is something we weren't providing."

A recent study confirms the committee's findings. During a two-year period, all 22 non-prior service reservists recruited and trained for technical fields for a 439th unit, separated from the service. The committee believes that the airmen had received inadequate supervision and minimal training at Westover. Unit officials had incorrectly believed that the new reservists could not make a valuable contribution to the organization and "would probably leave in a few years anyway. Therefore spending precious time and energy in training and giving the 'temporary' members positions of responsibility would be futile."

To offset these misconceptions, assist retention counselors and upgrade the entire program, the committee recently drafted the "Wing Retention Counseling Program."

Brig. Gen. Billy Knowles, 439th commander, accepted it as Wing Regulation 35-2.

While still in the formulation stages, the program will set up criteria for the selection of retention counselors, provide guidance to these counselors and their unit commanders, establish a standardized program for all retention efforts and evaluate the new program.

The first objective, however, will be better utilization of each reservist's time in more appropriate training situations. Unit commanders, specifically charged with that task by General Knowles, are busy reevaluating these training schedules.

The committee, meanwhile, has divided into smaller groups and has begun visiting all units. Discussions with the counselors will hopefully pinpoint specific problems and suggest corrections.

The teams will also double check each counselor's work and observations. They have been randomly interviewing some reservists and then "pulling" his or her retention folder. The committeemen then compare the member's comments with the counselor's notations in the folders. This insures that each counselor is doing his job by accurately interviewing and documenting the reservist's thoughts and expectations and then helping to resolve any discussed problem.

Also, the reservist's comments and ideas will be incorporated into future committee discussions and investigations.

General Knowles has pledged that the retention program will receive the staff's highest priority. "Non-prior servicemen are the life blood of our unit. We never have had better new reservists in our recruiting history."

Fact: "The 439th will prove to Reserve headquarters that our retention rate could be higher than the 25 percent average of other units," General Knowles states. "Our young people are great and we're going to keep them."

AFRES Seeks CIOR Competitors

WASHINGTON, D. C. (AFRNS) — The Air Force Reserve is currently seeking qualified competitors for the 1977 Inter-allied Confederation of Reserve Officers (CIOR) military competition to be held in London, England, July 17-23, 1977.

CIOR competition includes pistol, rifle and machine gun marksmanship; running and swimming obstacle courses and orienteering (land navigation using map, compass and visual orientation) events. Selected team members must compete in all events.

This year's CIOR competition will be held at Sandhurst Military Academy near London in conjunction with the 30th congress of CIOR. The United States will send a delegation of 25 to compete with reserve officer teams from 12 of the 14 Atlantic Alliance nations. Six three-member teams, plus alternates, will be selected from approximately 50 qualified applicants from all reserve components who will be brought to Ft. Meade, Md., for training early in June. Individuals selected will remain in training at Ft. Meade until departure for London.

All Air Force Reserve officers who are serving in Ready Reserve pay positions, those on extended active duty or special active duty tours and Air Force Reserve Officer Training Corps (ROTC) graduates in the Palace Option program are eligible to apply.

Prospective applicants should possess superior running speed and endurance, strong swimming ability and excellent upper body condition and strength.

Reservists interested in applying for CIOR competition should contact Ms. Judy Oberdick, Hq USAF/REL, The Pentagon, Washington, D. C. 20330, telephone (202) 697-5844 or autovon 22-75844. Applications for CIOR must be received by Apr. 4, 1977.

JOC Sponsors Ski Trip

Nothing to do Saturday evening of the February UTA? Why not join Westover's Junior Officer Council for a few hours of skiing at the Mt. Tom Ski Area. The Council will provide a ski lift ticket and round trip bus transportation for \$5.00. The bus will leave at 5:30 p.m. from the Open Mess and return at 10:30 p.m. The Four Seasons Rental Shop will outfit you with all the right equipment for \$2.50 between 9:30 and 11 a.m. Trip reservations can be made by calling 1st Lt. Chuck Simoncini at extension 3953.

1977 UTA/ Encampment Schedule

Feb 12-13	Jul 16-17
Mar 19-20	Aug *12-13
Apr 16-17	Sep *16, 17, 18
May 14-15	Oct 15-16
June 11-12	Nov 19-20
	Dec 10-11

Aug 14-28 Encampment
*Friday evening

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Commander, 439th TAW
Brig. Gen. Billy M. Knowles
Base Commander
Lt. Col. J. Frank Moore
Base Information Officer
Betty O'Connell
Wing Information Officers
Maj. Robert D. Hafner
Maj. Rudolph G. DiLuzio
Editor
TSgt. Lawrence H. Lentz

Staff
TSgt. Thomas Brucia
SSgt. Marshall Hathaway
Sgt. Deborah A. Studebaker
A1C Dean M. Mauro
A1C Wanda Wood

Photographers
SSgt. Barry W. Brightman
SSgt. James Langley
Amn. Paul Amoroso

ROA VIPs Tour Base

Five members of the Reserve Officers Association's (ROA) executive council visited Westover during the January UTA as guests of Brig. Gen. Billy Knowles.

Their Westover tour, along with stops at other AFRES bases, was prompted by a recent television documentary. The program's critical examination of certain National Guard and Reserve units ranged from inadequate training and state of preparation to Congressional intervention to keep hometown units active.

The ROA plans to respond to the inaccuracies, generalities and unfavorable images presented about all Reserve branches and units. The ROA will counter with some of the many valuable contributions the Reserves, especially the Air Force Reserve, are making to the country's defense.

The visitors gained a better understanding of those capabilities by inspecting base facilities and meeting 439th personnel. They were Col. Floyd Haywood, ROA deputy executive director; Col. Bob Moore, Army affairs director; Rear Adm. John B. Johnson, Navy affairs director; Col. Ben Catlin, Air Force affairs director; and Capt. Bill Barnson, legal counsel.



Wing Commander's

Message

By Brig. Gen. Billy M. Knowles

The two tasks before us that are on my mind continuously are meeting our manning strength and skill level standards. These two measurements ultimately determine our mission readiness more than all others.

For your information, we are below our requirements in both areas. One might ask two questions regarding such an important problem. Whose responsibility is it and what solutions are there? Actually, since the problem affects us all, it then logically is the responsibility of all. The solution is twofold; recruiting and retention. Both reasonably simple.

Everybody knows numerous non-prior-service young people; high school graduates; between 18 and 21; looking for something to believe in; something to be a part of; job opportunities; career enhancement opportunities. Every 439th Tactical Airlift Wing member is a recruiter.

Of even more importance, we must each and every one be a retention counselor. We must not continue to lose our first term men and women just at a time when they are most skilled and most productive.

Were we to attain our 60 percent first-term retention goal (from its present 27 percent level), this entire wing would be 100 percent manned within the next twelve months and skill manning would improve by leaps and bounds in a like period.

Considering the enormous achievements you collectively have performed in the past, I'm confident you can meet this challenge. But only if you accept the responsibility for its achievement.

* * * * *

TSGT. HERBERT FEDER, 58 APS, received the Air Force Commendation Medal during the January UTA. He distinguished himself as an Air Force Reserve in-service recruiter and counselor by contributing to the Loring AFB Palace Front program in 1976.



AB David M. Clegg
AB Jeffrey D. Flis
AB Kathy E. French
AB Charlene L. Noel
AB Robert A. Norman Jr.
AB Stephen H. Rehm
AB John M. Rozanski

Capt. Michael R. Kiely
SMSgt. George C. Sedlack
TSgt. Robert E. Hill
TSgt. Douglas D. MacDonald
SSgt. Alexander C. Kurpes
SSgt. Jack J. Nottingham
Sgt. William T. Burghardt
Sgt. Gary B. Decker

Sgt. Robert J. Slater
Sgt. Jeffrey C. Zalenski
A1C Barry W. Haynes
A1C John M. Healy
Amn. David K. Stover
AB Bonnie J. Dunbar
AB Gerald M. Monterosso
AB Michael A. Rose

PROMOTED

A1C Thomas E. Bennett Jr.
A1C Joan I. Elliott
A1C Mark A. Schmitter
A1C Helen St. John
A1C Kathleen M. Wood
SrA Jane L. Hesse
SrA Karen S. Martin
SrA Charlene B. Weaver
SSgt. David S. Butler
SSgt. Francis J. Wood Jr.

ENLISTED/REENLISTED

SSgt. Paul T. Vani
Sgt. Robert E. Brown
Sgt. Richard C. King
Sgt. Raymond E. Lanbert
A1C Joseph G. Cicia Jr.
A1C Mark S. Darling
A1C William L. Frazer
Amn. Laura J. Frank
AB Steven F. Allen
AB John R. Clark

DISCHARGED

MSgt. Louis Attina
TSgt. Apostle G. Cardiasmenos
TSgt. Thomas J. Webster
SSgt. Theodore W. Boersma
SSgt. Keith J. Depathy
SSgt. James J. Gibbs Jr.
SSgt. James R. Hamilton
SSgt. Paul J. Scevola Jr.
Sgt. John R. Knowles
Sgt. Arnold B. Schwartz
Sgt. Richard L. Sheldon
Sgt. Alan R. Strickland
A1C Stephen F. Deveau
Amn. Edward A. De Chambeau
Amn. Robert J. Palumbo
Amn. Karen E. Robert

REASSIGNED

Lt. Col. John F. Flaherty
Lt. Col. William A. Miller Jr.
Lt. Col. Gilbert C. Nicholas
Maj. Walter R. Kope
Capt. John H. Howe Jr.

439 Tactical Airlift Wing Vacancies

The Wing has the following vacancies. Any member interested should contact MSgt. Mary Paradise in the CBPO or call X3037 for information. Cross training under AFRES Regulation 39-4 will be authorized if member is qualified.

AFSC & Nr.	TITLE	AUTH GRADE
A11450/6	Aircraft Loadmaster	Sgt./SSgt.
A20450/1	Intelligence Oprs. Spec.	SSgt.
30454/1	Ground Radio Equip. Room	SSgt.
54251/1	Electric Power Line Spec.	SSgt.
54550/1	Refrigeration & Air Cond. Spec.	SSgt.
571X0/29	Fire Protection Spec.	A1C/Sgt./SSgt.
605X1/50	Air Cargo Spec.	A1C/Sgt./SSgt.
62150/4	Baker	Sgt.
622X0/8	Cook	A1C/Sgt.
63130/4	Fuels Spec.	A1C
81150/2	Security Spec.	SSgt.
90570/1	Pharmacy Spec.	TSgt.

GENERAL DILLON HONOR



GUEST SPEAKER Brig. Gen. Edward Dillon, and Brig. Gen. Billy M. Knowles, center, meet with award recipients, from left, Capt. Raymond J. Whitney, Capt. Nino Nistri, Maj. Yvonne A. Snow, Maj. Philip F. Boivin and Lt. Col. Delman L. Wolf.

By A1C Wanda Wood

Brig. Gen. Edward Dillon, commander of the 14th Air Force Reserve, addressed the 250 members and guests at the 439 TAW's Second Annual Officers' Dining-Out held on December 11 at Westover's Consolidated Open Mess.

In addition to General and Mrs. Dillon, guests at the head table included Brig. Gen. Billy M. Knowles, commander of the 439 TAW and Mrs. Knowles; the Honorable Howard W. Redfern, Jr., Mayor of Chicopee and Mrs. Redfern; Mr. Roland H. Brochu, President of the Chicopee Chamber of Commerce and Mrs. Brochu; Brig. Gen. Stephen T. Keefe, mobilization assistant to the commander of the 21st Air Force and Mrs. Keefe; and Brig. Gen. Leo J. Golash, Jr., Army Reserve commanding officer of the 187th Infantry Brigade and Mrs. Golash.

Mess President, Lt. Col. Edward Sullivan, legal officer for the 439 TAW officiated at the Dining-Out. Mr. Vice was 1st Lt. Kevin Wentworth, pilot for the 731 TAS.

After dinner, General Knowles presented awards for outstanding officer and unit performance for the 439 TAW.

Cited as the Outstanding Unit Historian of the Year was Maj. Yvonne A. Snow, flight nurse and examiner for the 74 AES and additional duty historian for the 439 TAW. As the leading contributor to the base history, Major Snow sent in monthly history reports when only quarterly reports were required.

Maj. Philip F. Boivin, C-130 instructor pilot for the 337 TAS, received the Outstanding Aircrew Member of the Year Award. Maj. Boivin, cited for his knowledge, assessment and action taken, prevented the crash of a C-130 during a three-hour training flight in June.



CAPT. GERALD HOLTORF displays a pair of "unauthorized" star-spangled shorts presented to General Knowles by the 731st TAS, as 1st Lt. Kevin Wentworth, Mr. Vice, looks on.



MISS LUTECIA A. PROCTOR, daughter of Maj. Marvin F. Proctor, Jr., 74 AES operations officer, presents a needlepoint picture of the 439 TAW shield made by her mother, Betty, to General Knowles.

RES 439th AT DINING-OUT

Presented with Outstanding Junior Officer of the Year Award was Capt. Raymond J. Whitney, field maintenance officer for the 901 CAMS. Capt. Whitney demonstrated his effectiveness as a leader and planner by implementing a plan to use old C-123 engine parts as replacement parts for engines now in use.

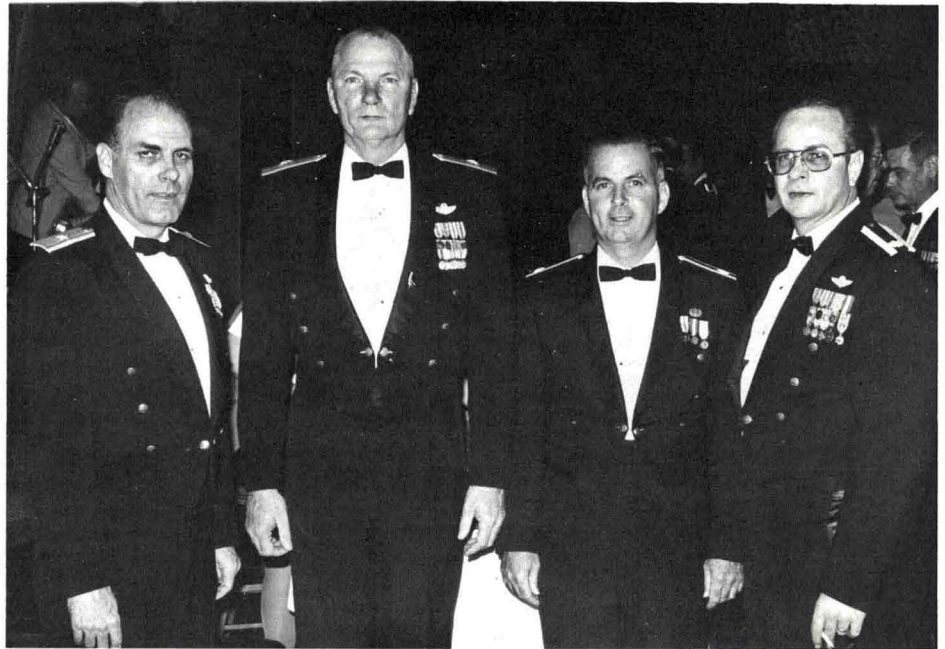
The 901 and 905 CAMS received a joint award for Outstanding Unit of the Year for their superb performances in the '76 ORI, outstanding safety programs, and excellent military courtesy. Lt. Col. Delman L. Wolf, squadron commander of the 901 CAMS and Capt. Nino Nistri, squadron commander of the 905 CAMS, accepted the trophies for their respective units.

Later, General Dillon stressed the importance of Reserve mobilization readiness in his address at the dining-out. He said the Defense Department expects Reserve units to be in operation within a few days of activation. No longer can the nation's defense afford a three to six month training period before a Reserve base is fully operational.

The general pointed out the Reserve's importance as part of the total defense team.

Because of The Reserves' increasing mission capability, the active Air Force is accepting the National Guard and Reserve as a large part of the defense team.

Affirming this, the general cited that due to the specific mission of the Reserve, new and better provisions are increasingly being furnished Reserve units.



MESS PRESIDENT, Lt. Col. Edward Sullivan, second from right, visits with guests, from left, Brig. Gen. Edward Dillon, Brig. Gen. Billy M. Knowles and Lt. Col. J. Frank Moore.

General Dillon also called attention to the 439 TAW's performance during the Brave Shield exercise as one example of the 439th's accomplishments as a ready reserve wing. This demonstrated that the unit does fulfill the Defense Department's expectation.



MEMBERS AND GUESTS of the 439th Dining Out toast with Mess President, Lt. Col. Edward Sullivan.



SIGNALING THE BEGINNING of the Dining Out, 18th Army Band members from Ft. Devens sound the trumpets and drum the drums.

Westover — Wet, Windy and Wild

(Editor's Note — Swirling clouds passed over New England the day before the January UTA. They left behind frigid temperatures and ten inches of snow. Reservists, from Maine to New Jersey, spent extra hours carefully driving through the storm to reach Westover. Meanwhile, the base's snow removal teams labored into the night to keep roads and parking lots open and safe. Tension and exhaustion lined many faces. As in the past, however, SSgt. Marshall Hathaway captured not the storm's burden, but its beauty.)



Brook meanders through the trees . . .



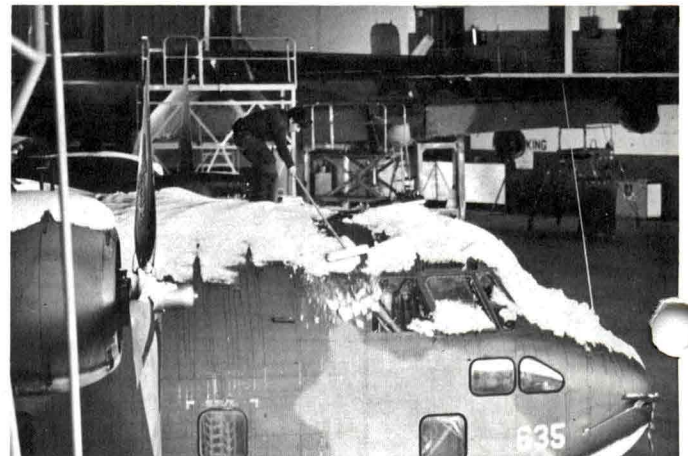
A gush of snow . . .



Seesaw stuck . . .



Culvert holds it back . . .



C-123 gets a snow bath . . .

BRIEFS

THE EAGLES HAVE LANDED on the shoulders of five members of the 439th family. Waiting for Congressional confirmation for promotion to colonel are: Lt. Col. Jack Ferguson, former 439 CSG commander; Lt. Col. Frank Kachinski, 439 Tactical Hospital staff member; Lt. Col. J. Frank Moore, 439 CSG commander; Lt. Col. Gordon L. Partridge, 439 CSG executive officer; and Lt. Col. Richard P. Stevens, 337 TAS commander.

CAN CAN The containers for cans are now in place throughout the base. One is for aluminum, the other for metal. Help the ecology and help the unit. Put in all your old metals and aluminum—foil wrap, pie plates, beer cans—we take them all.

WESTOVER'S RECRUITERS received a 14th AF Recruiting Service Excellence award in recognition of their exceeding 100 percent of their assigned recruiting goal for fiscal year 7T. "It was a joint effort," explains TSgt. Sherman Williams. "As of September 1, we had only 40 percent of our goal of 90. But during the month we were able to pick up 53 new reservists." Three new recruiters joined the office during November and December. They are MSgt. Robert Lougher, SSgt. Dennis McGrevey and MSgt. Roger Perrault. Other recruiters are TSgt. William Rose and TSgt. Howard Nolan.

CONGRATULATIONS TO MIKE McNICHOLAS AND TONY FORTUNATO. They received special commendations from Brig. Gen. Edward Dillon, 14th Air Force commander, at a December UTA luncheon. Mr. McNicholas received AFRES' Outstanding Recreation Director award, while Mr. Fortunato received the AFRES Outstanding Open Mess Manager award. AFRES will enter both recipients into the Air Force-wide competition.

SMSGT. ROBERT E. BOHN, 901st CF Communications Operations NCOIC, graduated from the USAF Senior NCO Academy on December 16. The nine-week course concentrates on communication skills, military environment, management and the practical problems encountered by chief and senior master sergeants. The academy, located at Gunter Air Force Station, Ala., is the highest professional military education institute for enlisted personnel.

WESTOVER PERSONNEL mourn the passing of John T. Connelly, vehicle maintenance mechanic with the 439th Transportation Division.

59 APS Scores Excellent MEI

The 59th Aerial Port Squadron (APS) received an Excellent rating with no major findings on a Management Effectiveness Inspection (MEI) held during the January UTA. There were only two minor findings which were not included on the Inspector General report.

The three man inspection team, from MAC headquarters at Scott AFB, made special favorable comment on the unit's administration and weight control programs, and on the excellent Hangar 9 squadron facilities.

They evaluated a wide variety of activities ranging from the 59th's safety and security programs to the use of material handling equipment (MHE) used during a cargo processing and loading exercise.

The team also checked the unit's training, MHE and ancillary records and observed an introductory class on weight and balance.

The 59th's last MEI was held in March, 1975, when they received a satisfactory rating.

Civilians Receive Awards at Commanders' Calls

A number of civilians received awards in recognition of their service during separate wing and group commanders' calls in December. The following awards were presented to wing personnel by General Knowles and to group members by Colonel Moore:

Suggestion Awards: Rudolph Benard, \$460; James D. Horrigan, \$50; Barbara Hurst, \$210; Gerard W. Mainville, \$25; James R. Maynard, \$250; Paul Mersincavage, \$555 and \$400; Douglas Say, Letter of Commendation; Edward Sierzego, \$250.

Outstanding Performance Rating: Anthony Fortunato.

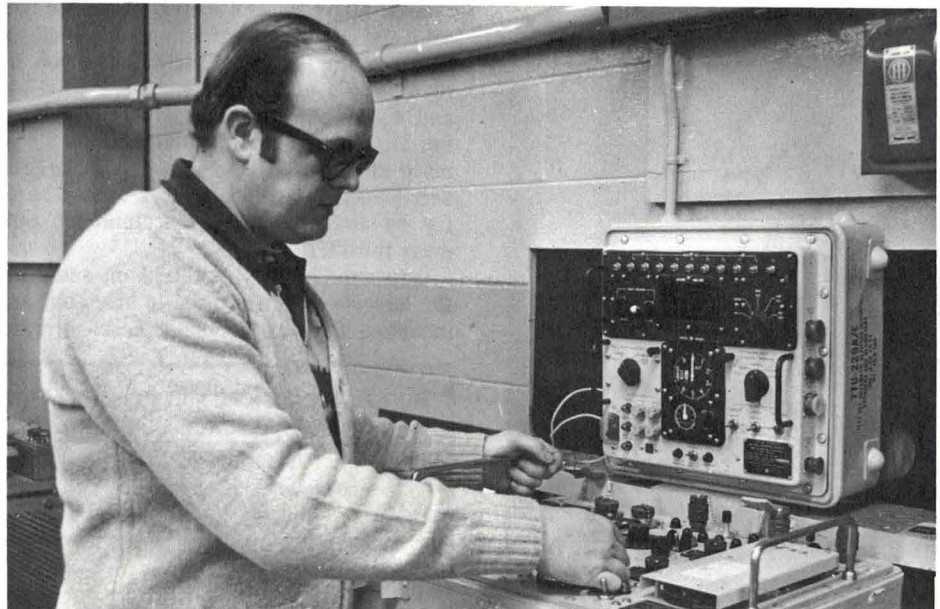
Quality Step Increase: Joseph Forgione and Angelo Lerario.

Sustained Superior Performance: Robert Barnikow, Michael Gallagher, Roy McCord and Mary O'Connell.

30-years Service: Lodisa Currier, Rudolph Dusza, Edmund Grabowski, Geneva Harrison, William Kwiecinski, Arthur Martin, Bronislaw Misterka and Joseph Stopa.

20-years Service: Harold A. Keene, Alfred J. Ciaglo, Mary Madli, John Maziarz, J. Frank Moore, Hugh McClarty, Robert McCray, Verne A. Nelson, Dale V. Olson, Donald L. Ridgeway, Anita Sabourin, Forrest Smead and Robert A. Whitman.

10-years Service: Ronald L. Barton, George Copeland, Katherine Kelly, Roger Lessenden, Toode Motley, Joseph M. Norton, John C. Tankis and Thomas Templeton.



Paul Mersincavage, foreman of the 439th TAW instrument shop, checks equipment in his section. He received two award certificates for suggestions he has submitted. One, which carried a monetary award of \$555, was for a suggestion submitted at McChord AFB for operational checking of a sump low-warning system on the C-141 aircraft. The other, for which he received \$400, was for procedures for calibration of the totalizer fuel quantity system on Westover's C-130B aircraft.

59 APS First First Sergeant Retires

Westover's 22 first sergeants honored MSgt. William D. Bridge, Jr., 59 APS first sergeant with a farewell retirement dinner on December 14 at the Consolidated Open Mess.

As a friend, MSgt. Thomas H. Straight, 58 APS first sergeant said of Sergeant Bridge, "He's the funniest first sergeant I have ever known. With his ability to laugh and communicate so well, he's been an outstanding first sergeant. Even though 62 years old, he's able to talk to young people in a way that I've never seen before. His leaving will be a loss to us all."

The dinner ended a military career which began in 1931. Sergeant Bridge walked 110 miles from Portland, Maine to the Boston Naval Yard to join the U. S. Marine Corps. It took 30 hours, and he did it on a dare.

After a tour in the corps and some schooling, he joined the U. S. Army Air Corps as an aviation cadet in 1942. Because of a severe accident, his aviation career ended, but he remained on active duty until 1945.

Sergeant Bridge then joined the 8312th Recovery Group, Providence, R.I., as a reservist. When that unit disbanded in the early 60s, he transferred into the 9223rd and then 9175th Air Reserve Squadron.

In the spring of 1972, the 59 APS was formed, and Sergeant Bridge joined as its first First Sergeant.

Although retired, Sergeant Bridge has kept busy in Hangar 9. He and his wife helped the unit prepare for the recent MAC IG inspection.



"CHANGE OF CHAIR" CEREMONY. . . . Retiring 59 APS first sergeant, MSgt. William D. Bridge, Jr., left, ushers his replacement, SMSgt. James E. Sullivan to the top shirt's desk and chair.



HERE's HOW, GUYS . . . SSgt. Janice Shine explains some of the finer points of an aircraft loader to, left to right, Sgt. Gregory Cross, SSgt. Kenneth Dojan, Sgt. Roger Cheverier and SSgt. Eric Johnson, all with the 59th APS.

Female 59 APS'er Holds Unique Job

by SSgt. Kenneth Dojan, 59th APS

In the predominately male career field of Air Cargo Specialist, the 59th Aerial Port Squadron (APS) proudly boasts of one who is not.

SSgt. Janice Shine is a crew chief with the 59th. As such, she has five men assigned to her crew in the ramp section. Her job is to supervise and help her crew load C-5A and C-141 aircraft with pallets weighing up to 10,000 pounds. This training takes place at Dover AFB, one of MAC's largest aerial ports. The unit deploys to that base for its annual summer encampment and every third UTA.

Sergeant Shine is qualified on some of the largest equipment used to load aircraft, including the 40,000 pound diesel aircraft

loader. It is believed she is the only female throughout the Air Force qualified on this equipment. Not only is she qualified to operate it, but Sergeant Shine is a trainer on this and other heavy equipment.

Her civilian background and training, however, did not qualify her for her unusual Air Force career. Instead of loading pallets, Sergeant Shine lists numbers. She's a junior accountant for the Massachusetts Department of Mental Health in Boston. She also is attending school for law enforcement.

Because of her contribution to the unit, the 59th selected Sergeant Shine as one of the outstanding Noncommissioned Officers for 1976.

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