



WINGSPREAD

JOINT BASE SAN ANTONIO-RANDOLPH

No. 32 • AUGUST 16, 2013



Honor Guards consolidate

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JBSA receives new Biological Opinion, maintains Stage III water restriction

By Aaron Farmer
JBSA Water Conservation Manager

Joint Base San Antonio received a new Biological Opinion from the U.S. Fish and Wildlife Service Aug. 6 and maintains its water restriction levels at Stage III.

The Biological Opinion limits JBSA's water draw from the Edwards Aquifer in order to protect eight endangered species which live in the aquifer and its associated springs. These species can only survive when aquifer levels and spring flows are adequately maintained.

The JBSA Critical Period Management Plan replaces the older JBSA Drought Management Plan and aligns drought management trigger levels to match those of the surrounding community in order to reduce confusion and create unity of effort across the region.

Stage III water restrictions in effect for all JBSA include the following measures:

- Landscape watering with an irriga-

tion system, sprinkler or soaker hose is allowed every other week only from 7-11 a.m. and 7-11 p.m. on designated watering day.

- Irrigation of athletic fields is permitted only as required to maintain the turf viability and safety. Athletic fields may be watered between the hours of 3-8 a.m. and 8 p.m.-midnight once per week.

- Watering with drip irrigation is allowed every Monday, Wednesday and Friday, but only from 7-11 a.m. and 7-11 p.m.

- Watering with a handheld hose is allowed any time on any day.

- The use of yard pools, dunk tanks or similar equipment is prohibited.

- Government vehicle washing is allowed once per month, during the first full week of each month.

- Restrict civil engineer ground crews and base residents from planting grass and plants except where absolutely essential.

While JBSA, its surrounding communities and the San Antonio Water System utilize water from the Edwards Aquifer, SAWS also utilizes alternate sources of water such as their aquifer storage and recovery system to reduce the amount of Edwards Aquifer water they pump. This allows SAWS to maintain Stage II water restrictions even though the Stage III water reduction trigger level was met. Water from other sources is not regulated like the water pumped directly from the Edwards Aquifer.

It is everyone's responsibility to conserve water on JBSA and in the surrounding community. Water leaks should be reported to a facility manager or to the local civil engineering squadron customer service immediately. Water waste can be reported to the JBSA water abuse hotline at 466-4426.

Call 671-7221 with questions about water conservation or drought management.

ON THE COVER

Joint Base San Antonio Honor Guard riflemen practice a 21-gun salute Aug. 8 at JBSA-Lackland. Honor guards from JBSA-Lackland and JBSA-Randolph were recently consolidated. For the complete story, see page 4.

Photo by Benjamin Faske

WINGSPREAD

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Joint Base San Antonio Critical Period Management Stages

Stage	J-17 Trigger*	Comal Springs*	San Marcos Springs*	% Reduction	Monthly Max. (acre-ft)
Baseline	>660	>225	>96	0%	1,001
I	>660	<225	<96	20%	800.8
II	>650	<200	<80	30%	700.7
III	>640	<150	N/A	35%	650.65
IV	>630	<100	N/A	40%	600.6
V	>625**	<45	N/A	44%	560.56

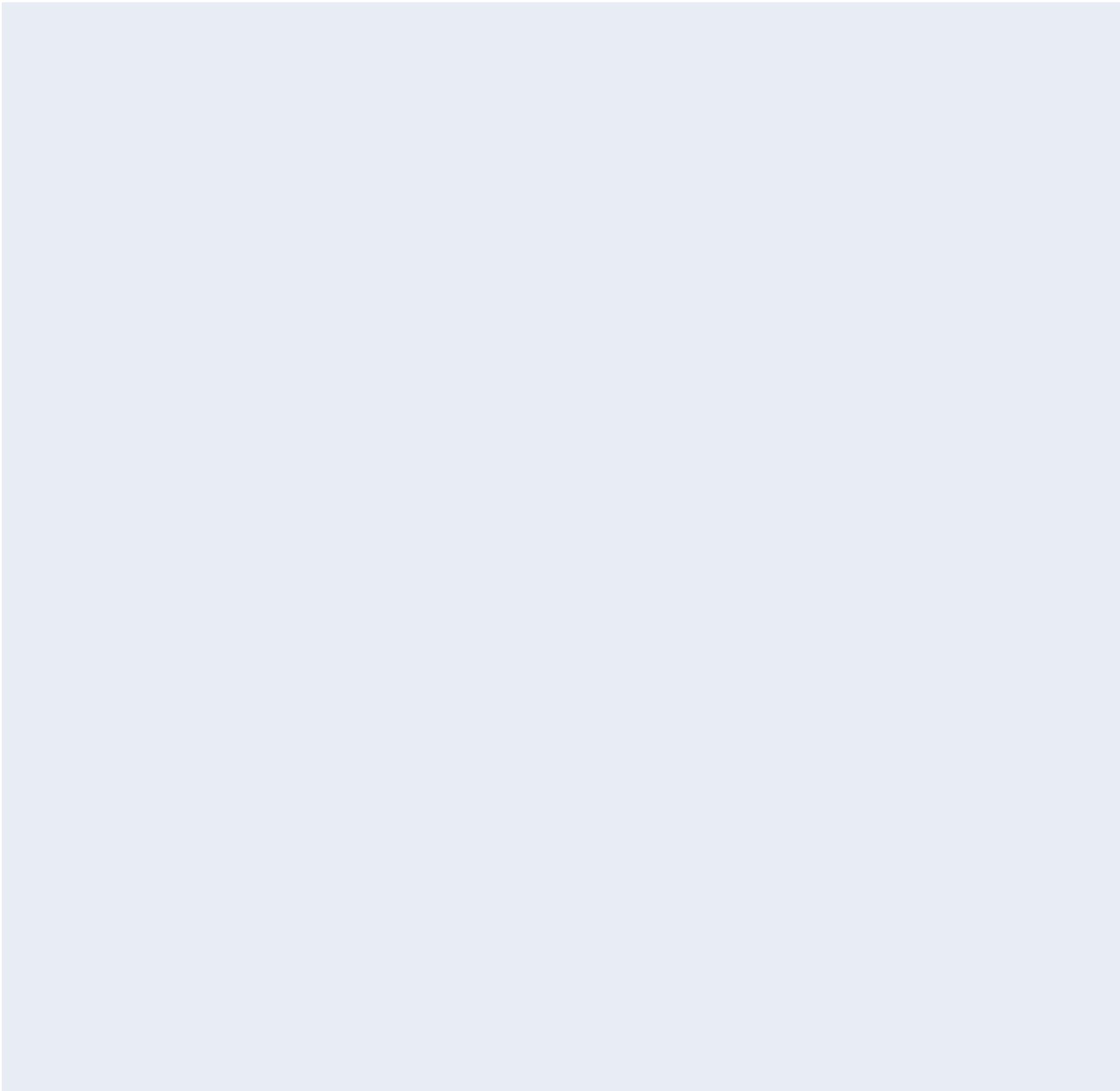
<40 (3 day avg.)

* Using 10-day average

** Using monthly average

JBSA Sexual Assault Prevention and Response Program

To report a sexual assault, call the 24/7 JBSA Sexual Assault Prevention and Response hotline at 808-7272 or the Department of Defense Safe Helpline at 877-995-5247. You don't have to be alone.



NEWS

Two local honor guards consolidate, form one unit

By Robert Goetz

Joint Base San Antonio-Randolph Public Affairs

Joint Base San Antonio is undergoing a transformation that is affecting units at all four locations, but two of those units are well on their way to integration.

Honor guard members from JBSA-Lackland and JBSA-Randolph now constitute a combined 32-member honor guard, which performed its first consolidated detail last week at a funeral for an active-duty member at the Central Texas State Veterans Cemetery in Killeen, Texas.

"We're operating as one team, but at different locations," Master Sgt. Nidia Hodge, Randolph Honor Guard superintendent, said.

Although the honor guard is now one unit, the spirit of the JBSA transformation resided in both entities even when they were separate units.

"We've been working together for some time," Hodge said. The effects are minimal according to Hodge.

In the past, the Randolph Honor Guard's area of responsibility covered 44 counties and 41,000 square miles stretching from outside Bexar County east to Houston and south to the Rio Grande Valley, while the Lackland Honor Guard's AOR encompassed 25 counties in a 25,000-square-mile area from Bexar County north to Central Texas.

However, both honor guards often requested support for assignments in their own AORs, according to Hodge.

As a result of transformation, the consolidated honor guard is now officially rendering military honors at funerals and special events throughout the combined area of 69 counties and 66,000 square miles.

A 20-person team completed the detail last week in Killeen, leaving 12 members to attend to other events, Hodge said.

"That allowed us coverage for six additional details," she said.

Hodge said active-duty funerals require the presence of a full honor guard consisting of the color guard, which displays and guards the U.S. flag, Air Force flag and flags representing the offices of visiting dignitaries and other nations; body bearers who escort and carry flag-draped remains to burial sites and fold the flag for pre-

sentation to a family member; and the firing party, seven-man teams that fire three volleys in unison.

The new composition of the honor guard will not typically affect everyday activities, Hodge said. Lackland and Randolph members will usually stay at their respective locations to practice and perform daily duties.

However, members may have to travel to another location for 10-day training sessions, she said. Training sessions require a minimum of six participants at one location, so if that quota cannot be met, those members will travel to the other location.

"If there is a training session at each location, trainers will make sure the sessions are conducted in the same manner," she said. "They will all be done the same way."

Starting Oct. 1, honor guard members will have a 90-day commitment, followed by 90 days on standby, before returning to their units, Hodge said.

She said the honor guard will experience "growing pains" at the outset, mainly because of the distance between the locations, but the eventual goal is to work from one location.



Joint Base San Antonio Honor Guard members perform proper burial procedures at the first combined honor guard practice Aug. 8 at JBSA-Lackland. Photos by Benjamin Faske



Career assistance advisors help Airmen make tough decisions

By Robert Goetz

Joint Base San Antonio-Randolph Public Affairs

First-term Airmen facing the end of their enlistment often find themselves at a crossroads with difficult, potentially life-altering decisions to make.

Fortunately, they have the shoulder of a senior NCO to lean on – a base-level career assistance advisor who can counsel them, provide them with a variety of options and show them the possible repercussions of their decisions.

“We’re like a mentor and a counselor for all Airmen,” Master Sgt. Sanelle Romero, Joint Base San Antonio-Randolph career assistance advisor, said. “We assist them with retraining and separation questions and help them make informed decisions when it comes to their careers. A lot of the decisions they make affect their families as well.”

Romero, who had been assigned to the Air Force Personnel Center since 2009 before assuming her new special-duty assignment July 1, said many of the Air Force members she counsels are first-term Airmen who are about a



Photo by Don Lindsey

Master Sgt. Terri Harmon and Master Sgt. Sanelle Romero, former and current Joint Base San Antonio-Randolph career assistance advisors, respectively, discuss roles and responsibilities of the position Aug. 2.

year out from the end of their enlistment and are considering retraining or separating from the service.

“They have a lot of questions to consider,” she said. “Is it worth staying in the Air Force? Would I do better on the outside?”

I’m the nonbiased individual outside the chain of command who can help steer them to the right decision.”

Airmen who decide to separate have numerous resources to ease their transition back to civilian life, including the Airman and Family Readiness Center and Education Center, Romero said. However, maintaining ties to the military is an option as well – by joining the Air National Guard or Air Force Reserve.

“That way they can still reap the benefits of being in the military,” she said.

Sometimes Airmen want to separate for the wrong reasons, such as not getting along with their supervisor, but those kinds of circumstances change over the course of a career, Romero said.

“I try to show them the other side, the big picture,” she said. “There are so many opportunities the Air Force has to offer.”

If they don’t like their job, they can retrain, Romero said, but changing career fields depends on Air Force Specialty Code needs.

“I have Airmen continuously calling me, saying ‘I want to retrain, but

See CAREER P12

Spurs caravan tour visits Randolph

The San Antonio Spurs caravan tour will be at Randolph's Rambler Fitness Center 3-7 p.m. Wednesday. A youth basketball bootcamp will start at 3 p.m., followed by a question and answer session at 4 p.m. and a Silver Dancers performance at 5 p.m.

First Term Airmen Course: Stepping stone to new career

By Airman 1st Class Alexandria Slade
Joint Base San Antonio-Randolph Public Affairs



Airmen who have graduated from technical training and arrived at their first duty station are acclimated into the base community within their first month during time spent at the First Term Airman Course.

FTAC, an Air Force-wide program, takes place at Joint Base San Antonio every two weeks and accommodates as many as 30 Airmen from all JBSA locations over a five-day period, Staff Sgt. Garrett Hetzel, FTAC team lead, said.

"FTAC is a conversion period. We are taking Airmen fresh out of technical training and transitioning them into the operational Air Force," Master Sgt. Tracette Abney, JBSA career assistance advisor, said. "We are preparing them by getting their in-processing taken care of and getting them out of the training mindset and into the real-world Air Force."

Experts from various base agencies, such as finance, dorm management, wing safety, sexual assault response coordinator and the education office, brief FTAC Airmen.

This structure is a newer version of what used to be a two-week program for the Airmen, which included details around the base.

Abney said the current FTAC is more educational.

"We have representatives from all the base agencies come to let the Airmen know what they do and what they can offer, so that when the Airmen have questions, they know who to contact," she said.

Since many Airmen are far from their families when they arrive at their first duty station, Senior Airman Latasha Hooper, Team Randolph

"We have representatives from all the base agencies come to let the Airmen know what they do and what they can offer, so that when the Airmen have questions, they know who to contact."

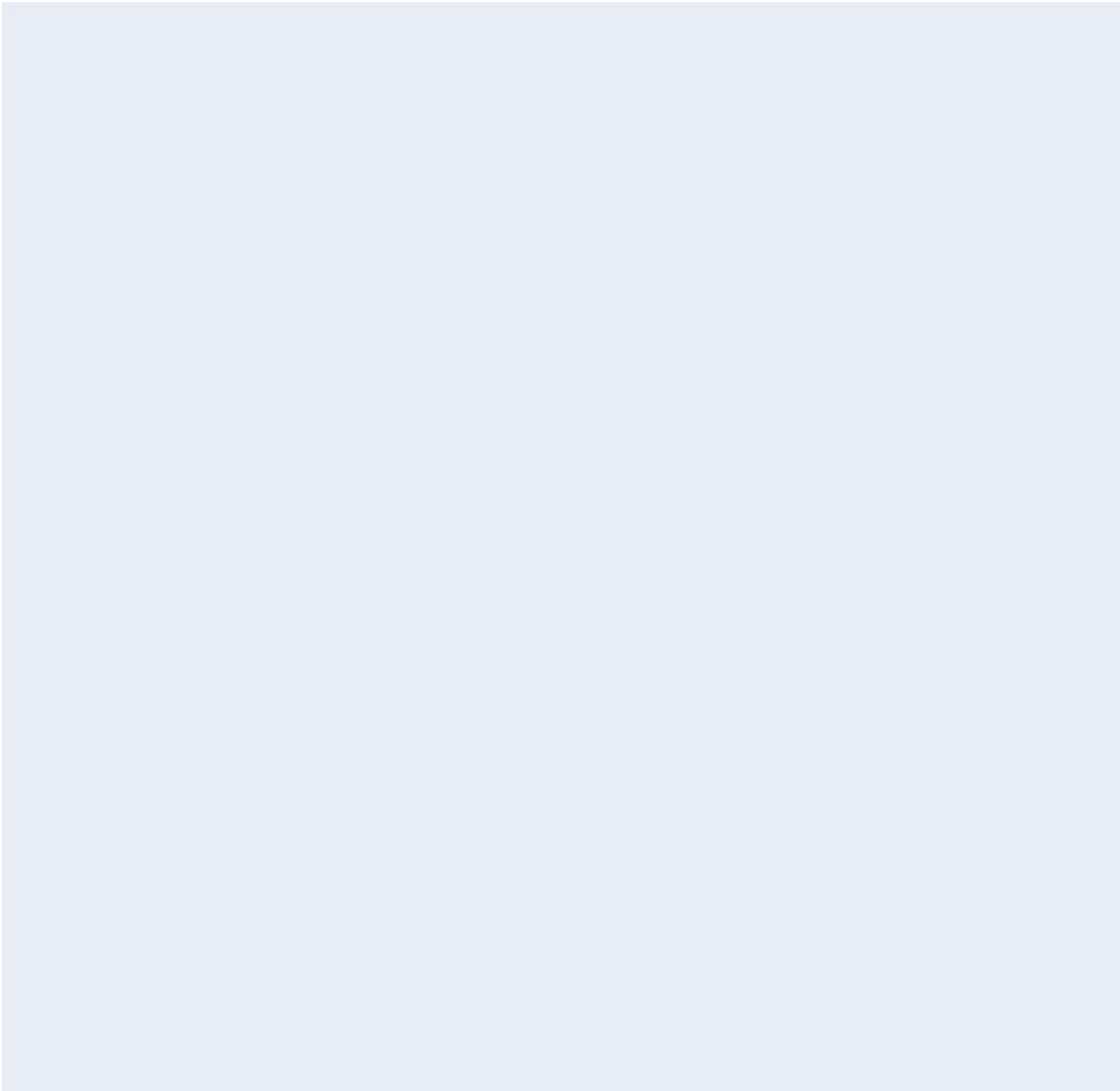
Master Sgt. Tracette Abney
Joint Base San Antonio career assistance advisor

Airman's Council vice president, briefs to "motivate Airmen to find a mentor and to know they are never alone."

"I feel it's important for every Airman to have at least one great mentor," she said. "A mentor who will steer them in the right direction and make sure they're cared for while young and away from home."

While new information is presented during FTAC, some of the briefings are a repeat of those heard in basic training.

FTAC leaders occasionally receive feedback about the repetitive nature of some of the briefings, Hetzel said. However, these are topics that are highly important for Airmen to hear and are briefed to them to ensure the best opportunity for success.



JBSA-Randolph facility serves as recycling hub

By Robert Goetz
Joint Base San Antonio-Randolph Public Affairs

A memorandum from the office of the undersecretary of defense in February 2008 urged installations to “make every effort to maximize nonhazardous solid waste diversion” to reduce the volume of solid waste disposed and the overall cost of nonhazardous solid waste management.

At Joint Base San Antonio-Randolph, the hub of that effort is the recycling center on the far east side.

“We recycle cans, plastic, glass, toner cartridges, paper, cardboard and metals,” Clarence Denis, Randolph Recycling Center manager, said. “But we no longer accept electronics; there’s not a market for it.”

The active-duty members, Department of Defense civilians and contractors who work at Randolph can play a major role in the effort by using bins in their workplaces that store plastic, glass, cans and paper for recycling; bins for cardboard are typically located outside facilities. Recycling center employees collect the items on a regular basis.

“Making the choice to recycle is a matter of personal effort that means taking a few moments to consider what you’re getting ready to throw away and determining if it can be recycled and placing the recyclable items in the appropriate large recycling bins in our office areas,” David Meyer, 902nd Civil Engineer Squadron contracting officer representative, said. “As a matter of practice, if everyone would adjust to starving the trashcan and feeding the recycling bins, it would help tremendously.”



Photo by Don Lindsey

Gerardo Gutierrez, JBSA-Randolph Recycle Center technician, transfers paper prior to recycling Aug. 8.

The recycling center, which is operated by contractor Osirus Inc., features an industrial shredder as well as baling machines for shredded paper and cardboard, Denis said. People with personal documents to shred can drop them off at the center for employees to handle or they can personally shred the documents themselves; they may also bring shredded paper for baling.

Sensitive materials, such as Freedom of Information Act and Privacy Act documents, are shredded at the center, Denis said. People can place those documents in the locked bins in their workplaces or bring them to the center.

“But people don’t have to shred those documents themselves,” he said. “I want everybody at Randolph to trust the recycling center on Privacy Act materials.”

The center also offers drop-off capability 24 hours a day; dumpsters for cans, glass, plastic and cardboard are located outside the gates.

All of the items processed at the center are sold to recycling companies, which benefits Randolph and the recycling center, Denis said.

The Randolph Recycling Center, which recycled 1,246 tons in fiscal 2012, is striving to reach the DOD’s diversion goal for nonhazardous waste without construction and demolition waste. That goal was 40 percent in 2010 and is increasing 2 percent each year until 2015, Meyer said.

“For fiscal 2012, Randolph had 29.87 percent and for fiscal 2013 so far it’s 26.45 percent,” he said. “JBSA-wide the percentage is 17.20 percent.”

Meyer, who oversees the Integrated Solid Waste Management contract, said it’s important for more people to recycle so they can do “the right thing for the environment” and lower the Air Force’s solid waste disposal costs.

“For our nation, recycling saves energy and fuel, and reduces greenhouse gases,” he said. “The key to our success is using the system we already have in place to its full extent. If we all pitch in we can make a difference.”

Government vehicle safety important to mission success

By Capt. Chris De La Peña
802d Logistics Readiness Squadron

The latest statistics show government vehicle accidents and abuses across San Antonio military locations have been rising steadily over the past four years, with numbers likely to top 500 before the end of the fiscal year.

In an environment where high-tempo operations prevail and service members are called upon to work longer hours and do more with less, safety is still important to mission success.

The National Transportation Safety Board cites fatigue and distraction among the top contributing causes for motor vehicle accidents across the country, adding validity to the notion that the vast majority of accidents are preventable.

In today’s safety-conscious environment, we’re inundated with safety briefings and casualty statistics, but direct mission impact is often understated.

Here are some financial statistics as a “call to attention” of the significance of accidents and abuses:

- Over the past four years, 1,764 accidents and abuses have cost Air Education and Training Command \$2.17 million.

- The latest report from the Air Force’s Vehicle and Equipment Management Support Office shows Joint Base San Antonio with 492 accidents and abuses costing the installation \$452,000 in total repair costs over these last four years.

- By location, the numbers are: JBSA-Lackland with 357 accidents/abuses and \$317,000 in repairs; JBSA-Randolph with 102 accidents/abuses and \$95,000 in repairs; and JBSA-Fort Sam Houston with 33 accidents/abuses and \$40,000 in repairs.

While fleet size plays a role in the distribution of incident numbers, it does not take away from the fact that accidents and abuses cost the tax payers enormous amounts of money annually that add up over the long term.

Abuses, which are simply damage to vehicles outside of normal wear and tear, coupled with accidents, can have broad, far-reaching negative consequences on an organization.

Less widely known is that the organization using the vehicle must pay for any accident/abuse-related repairs out of pocket and most units do not budget for accident/abuse costs.

With accidents averaging just over \$1,100 in repair



Courtesy photo

costs, negligence can mean a serious, negative impact on organizations that likely have an already strained operating budget, due to sequestration and the deep mandatory budget cuts that followed shortly after.

Most motor vehicle accidents and abuses are preventable, it just boils down to safety and managing risk appropriately. A single accident can have a lasting effect on a unit’s budget and operations throughout the year.

AFADD takes joint approach to eliminate drunk, impaired driving

By Staff Sgt. Marissa Tucker
Joint Base San Antonio-Lackland Public Affairs

Soldiers, Sailors, Airmen and Marines throughout Joint Base San Antonio recently formed an alliance dedicated to reducing instances of drunk and impaired driving.

The Armed Forces Against Drunk Driving program, formed by service members and volunteers from all three JBSA locations, provides a call center Friday and Saturday that service members, Department of Defense civilian employees and military dependents can call for a safe ride home if they have been drinking.

In the nearly one month since inception, the organization has received a welcome response, said Staff Sgt. Thomas Forsthoefel, an instructor with the 343rd Training Squadron and AFADD Vice President.

"I came to (JBSA-Lackland) for a temporary duty a couple of months ago and we were briefed about an off-base program similar to AFADD. I just thought to myself, why was there no program on base," said Forsthoefel. "We take care of our own in the military, no matter what service they are in. Wing leadership



has been really supportive with helping to get this off the ground and our volunteers are amazing."

Currently, the group operates out of the San Antonio Military Medical Center emergency room from 10 p.m. to 3 a.m. Friday and Saturday.

When a call comes in, two volunteers travel to pick up the caller and take him or her home. Callers must agree to show valid military, dependent or DOD employee identification. Volunteers will not transport callers to other bars or parties.

"We're here as a last resort for those who had a plan before they began drinking, but for some reason, it didn't work out," Forsthoefel said. "The organization seeks to help service members make better decisions before they begin drinking to prevent situations where they or their friends are faced with the decision to drive home drunk."

Encouraging better decision-making skills before drinking is another goal of AFADD. Because JBSA is the largest joint installation in the DOD, they have the ability to reach more service members and help imple-

ment a culture shift where driving while under the influence of alcohol is no longer seen as an option, Forsthoefel said.

The group offers these tips for those looking to enjoy a safe night out:

- Have a designated driver who is not going to drink.
- Have enough money for a taxi for everyone in your group.
- Call a friend or supervisor to come get you.
- Get a hotel room beforehand near where you will be drinking.

While unexpected situations can always occur, being prepared can help prevent a serious accident or even a death. Though the center is only open on weekends, AAFDD encourages members to seek other avenues, use their resources and think smart before they take their first drink.

"We know people don't just drink on weekends, but anytime they do, they need to have a backup plan," Forsthoefel said. "There's too much on the line to be careless enough to get behind the wheel drunk. There are so many people willing to help if you just ask."

To reach a dispatcher, call 309-8767 Fridays and Saturdays. For more information about AFADD, email afadd.jbsa@us.af.mil or visit their Facebook page at <https://www.facebook.com/AFADDJointBaseSanAntonio>.

CDOS campaign highlights dangerous activity safety

By Airman 1st Class Alexandria Slade
Joint Base San Antonio-Randolph Public Affairs

Extreme sports and high-risk activities are two highlighted subjects in this year's Critical Days of Summer campaign.

"Anything that offers an unusual adrenaline rush to the participant could be defined as a high-risk activity," Marvin Joyce, 502nd Air Base Wing safety and occupational health specialist, said.

Extreme sports include, but are not limited to, skydiving, bungee jumping, scuba diving, mountain climbing and whitewater rafting, Staff Sgt. Gary Lund, 502nd ABW ground safety technician, said. Although extreme sports vary greatly, all entail an increased risk of injury.

Precautions including physical, mental and emotional preparation can help avoid accidents when military members participate in dangerous activities.

Before getting involved in extreme sports or high-risk activities, Joyce said to "start off slow."

"Don't jump straight into something that involves a lot of physical exertion; you have to build up to it," he said. "Find

someone else with experience in the activity and have them mentor you.

Lund said the goal of CDOS is not to discourage involvement, but to prevent mishaps.

Accidents can be avoided by receiving proper training, using the right equipment and by not partaking in alcohol before or during participation.

Along with making responsible decisions regarding alcohol, people should not participate in dangerous activities while emotionally distraught.

"If you have recently experienced loss or relationship issues, don't indulge in high-risk activities while distracted," Lund said. "The inability to focus will decrease safety."

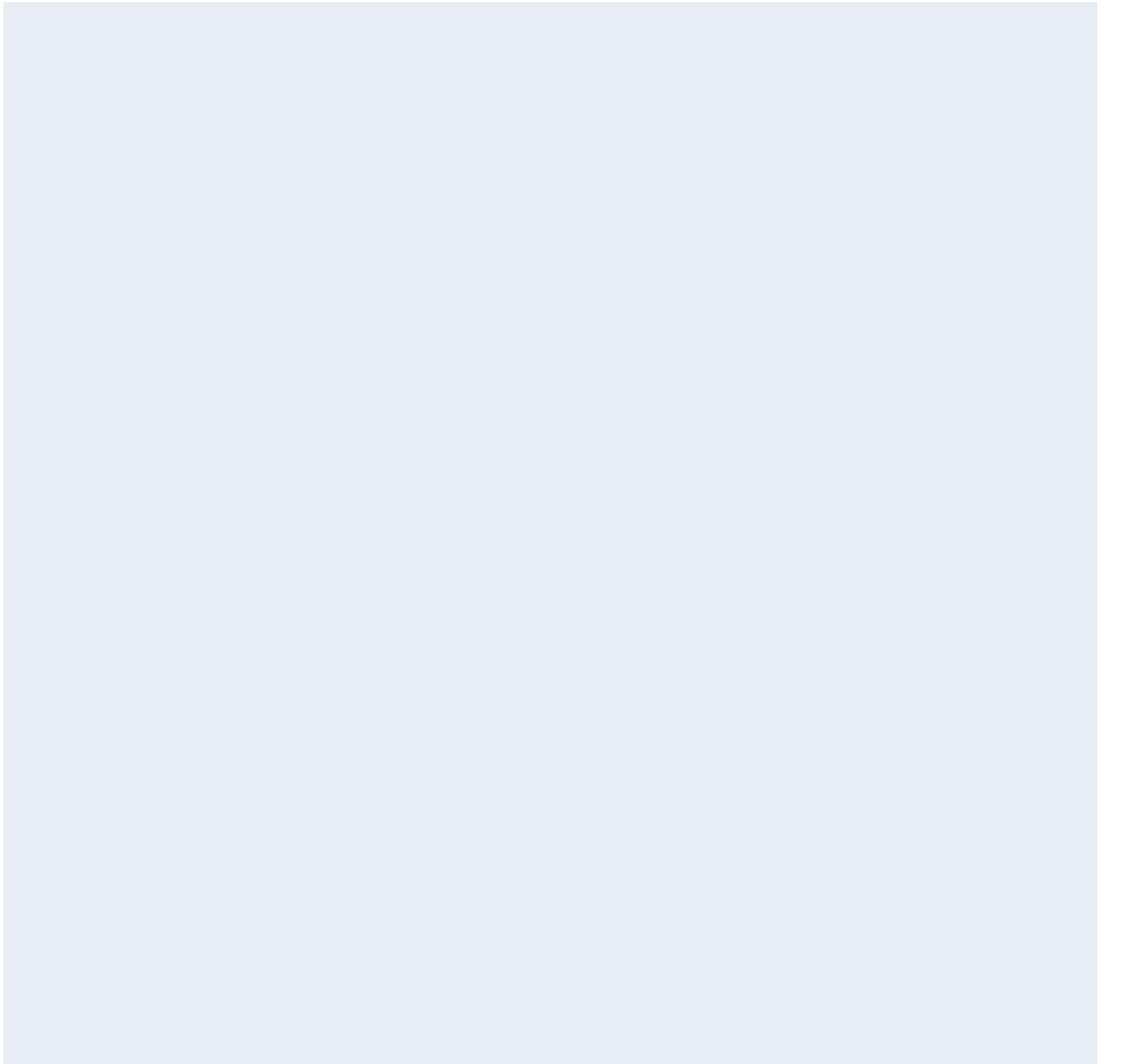
If a person is going to be partaking in a dangerous activity, peer pressure shouldn't ever be an influence, Joyce said.

Airmen need to be given a high-risk activity briefing by their unit commander and must fill out an Air Education and Training Command Form 410, signed by their supervisor and unit commander, prior to participation in dangerous activities, Lund said.



Photo by Staff Sgt. Matthew Hannen

Extreme sports and high-risk activities, like skydiving, are two highlighted subjects in this year's Critical Days of Summer campaign.



Joint Base San
Antonio-Randolph

Sports BRIEFS

Fall sports

The Randolph Youth Programs registration for fall sports ends today. All youth must have a current annual physical and sports registration form on file. The cost is \$45 per child for flag football for ages 5 and older; volleyball for ages 9 and older; and cheerleading for ages 5 and older. For more information, call 652-3298.

Little Renegades soccer registration

Little Renegades is a parent/child program that helps build confidence in children 3-5 years old while they learn basic soccer skills. Parents can register at the Randolph Youth Programs, Building 585, through today. The cost is \$35 per child and a sports physical is required. For more information, call 652-3298.

Rambler 120 teams

JBSA's premiere adventure race, the Rambler 120, takes place Oct. 5. Teams that sign up before Aug. 24 will pay last year's fee of \$100 for Xtreme teams (four people) or \$150 for relay teams (five-eight people). After Aug. 24, the fees increase to \$120 for Xtreme teams and \$180 for relay teams. Teams can start training for the 22-mile bike course, the 6-mile run and the 2-mile raft event. The deadline to enter is Sept. 20. Entry forms are available at the JBSA-Randolph Rambler Fitness Center, Building 999 and Community Services Mall, Building 895. A pdf registration packet is available online at <http://www.randolphfss.com>. For more information, call 267-7358.

SPORTS - HEALTH - FITNESS

Mouthguards: Essential for children playing sports

By Tech. Sgt. Susan Liebig
59th Dental Squadron

The start of a new school year is fast approaching and with it comes the excitement of children participating in sports and other extracurricular activities.

But prior to participating in any physical sport, parents and guardians should consider a mouthguard an essential piece of athletic equipment for their children.

Mouthguards or sports guards help cushion a potentially damaging blow to the face, which decreases the chances of breaking teeth and harming soft tissues like the lips, tongue or cheeks.

According to the American Dental Association, athletes are 60 times more likely to damage their teeth when not wearing this protective device during sporting activities, to include football, basketball, baseball,

hockey, gymnastics and volleyball. The ADA also notes that more than 2 million teeth are knocked out each year due to sports-related injuries.

Generally, there are three different varieties of mouthguards available to consumers.

Custom-fit mouthguards are made specifically for the individual. The dentist takes impressions and creates a mold of the patient's teeth in order to create the appliance. While these mouthguards typically offer the best fit, they are the most costly.

On the other end of the spectrum are stock mouthguards, which can be bought off the shelf and worn. They are considered a one-size-fits-all solution. While these types of guards are the least expensive, they generally do not fit well, offer the least protection, and can be bulky.

A better alternative to the stock mouthguard is the boil-



Courtesy photo

Mouthguards or sports guards help cushion a potentially damaging blow to the face, which decrease the chances of breaking teeth and harming soft tissues like the lips, tongue or cheeks.

and-bite mouthguard. The appliance is submerged in warm water, which allows the material to soften. It is then inserted into the mouth, where it forms and adapts to the shape of a person's teeth and mouth.

These mouthguards offer more

protection than stock guards, are less expensive than custom made, and are available at most sporting goods stores.

For more information on choosing mouthguards, contact your child's dentist or visit the ADA website at <http://www.ada.org>.

Randolph champions



Courtesy photo

Hard work paid off for the Air Education and Training Command softball team Aug. 7 with a 10-1 win over the Air Force Personnel Center. With the victory, the team earned the 2013 Joint Base San Antonio-Randolph Base Championship. Now the team competes at the JBSA tournament hosted at JBSA-Lackland.

CAREER from P5

I don't know where to begin," she said. "I walk them down the path to get them started."

Romero said she has to be "realistic" with Airmen concerning retraining because some AFSCs may be too crowded, or their Armed Services Vocational Aptitude Battery score or enlisted performance report rating may not qualify them for the job they are seeking.

"If an AFSC is too crowded, it gives them a great opportunity to look at other AFSCs," she said. "We try to find what is the best fit for them."

Air Force Instruction 36-2624 outlines the numerous responsibilities assigned to career assistance advisors, from acting as principal advisor to commanders and supervisors on retention issues to facilitating informed decision briefings and seminars; mandatory sessions Airmen attend when they're approaching that career crossroads.

Those duties also include acting as facilitator at the First Term Airman's Course, which allows Airmen fresh out of technical school to in-process and learn about their base's resources, and conducting yearly unit squadron visits.

Romero said she strives to "be visible and show Airmen I've been in their shoes.

"I think it's awesome to be able to mentor and mold our future leaders," she said. "This is more than a job. It's my duty to serve them and help them progress in their careers."

JBSA senior NCO induction

Courtesy photo

Joint Base San Antonio members who attended the five-day Senior NCO Professional Enhancement Seminar Aug. 5-9 gather Aug. 6 in front of the JBSA-Randolph Taj Mahal. The seminar is designed to augment and reinforce information taught in Basic Military Training, technical training, ancillary training, professional military education and job experience. The SNCO PES is also designed to provide newly selected master sergeants with an in-depth view of their increased supervisory, leadership and managerial responsibilities, and provides assistance in making the transition to SNCO status more effective. The seminar was conducted for all master sergeant selects and newly selected master sergeants.