



Naval Air Station Whiting Field, Milton, FL

Forging Wings for the Fleet

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NASWF senior enlisted offer ERB/PTS advice

By Lt. j.g. Tim Mosso, NAS Whiting Field Public Affairs

The Navy has entered an era of force shaping strategy, but Sailors facing Enlisted Retention Board screening have powerful tools with which they can optimize their records, advance their careers, or prepare for transition periods.

ERB was established as a basis for reducing personnel levels in overmanned rates. The Navy announced its first ERB in fiscal year 2011, and selections were conducted in August and September of that year. Of the Navy's 84 rates, 31 were judged to be overmanned for the purposes of the initial ERB, and a large proportion of the rates in question were encompassed by the naval aviation community.

Naval Air Station Whiting Field's leading authorities on enlisted retention are offering four-fold guidance for base Sailors to optimize their future prospects: know the facts; leverage one's Electronic Service Record; maintain awareness through the Naval Personnel Command's official

- (Cont. on Page 6)



Navy Counselor 1st Class Gwendolyn King advises Ship's Serviceman 3rd Classes Damien Lee and Cody Johnston on details pertaining to Enlisted Retention Boards. She stresses four core areas for Sailors to emphasize as they prepare for the ERBs - Know the Facts, Leverage the Enlisted Service Record, Use the Navy Personnel Command Website, and Engage the Chain of Command Involved. U.S. Navy photo by Jay Cope.

VT-2 CO and company bring Boys and Girls Club to SR County

By Ensign James Hedman, NAS Whiting Field Public Affairs

Santa Rosa County residents won't have to go far to find after-school programs for their children since Leadership Santa Rosa Class 24 and Training Squadron TWO Commanding Officer Cmdr. John Hensel made bringing access to such resources their goal.

In 2010, LSR Class 24, composed of Santa Rosa County residents as well as other members of the Training Air Wing FIVE/Naval Air Station Whiting Field team, began a legacy project to bring a Boys and Girls Club to Santa Rosa County; specifically at East Milton Park.

The logistics of confronting such a goal were challenging.

After surveying the demographics and needs of the county, Hensel and his classmates reached out to the Boys and Girls Clubs of the Emerald Coast (BGCEC) looking to open a Club in Santa Rosa, adding to the existing BGCEC Clubs in Okaloosa, Walton, and Escambia Counties.

Santa Rosa Leadership Class 24 then helped facilitate a five-year Use Agreement between the County Commissioner's office and the BGCEC to operate out of the East Milton Sports Complex. The vacant 17,000 sq. foot building has since been slated for use, saving any overhead construction costs were the BGCEC to start from scratch with a capital building campaign.

As is often the case with any start up, upfront capital was needed to get the ball rolling. Fortunately, through Hensel's contacts within the community, he was able secure some much needed funding making the Club a near term reality.

He applied for a grant from the Walmart Foundation over a year ago and was awarded \$128,000 through the Walmart State Giving Program. The money will be used to "outfit the club with furniture, computers, basketballs... whatever it takes to make the club, a Club," Hensel said. Nonetheless, more support is needed. Hensel and the Boys

- (Cont. on Page 5)

Be wary of income tax refund loan “deals”

Editor's Note: This is the first in a series of financial notes the Whiting Tower will run through the Military Saves Campaign Feb. 19-25. All these notes will inform about money savings or financial issues to help service members “build wealth not debt.”

Thinking of getting a Refund Anticipation Loan (RAL) or a Refund Anticipation Check (RAC)? Better think again! IRS is now processing electronic refunds in about a week. For Free! You have lived without this money for a year. One more week won't make a difference.

Similar to predatory payday loans, refund anticipation loans (RALs) are short-term cash advances against your anticipated income tax refund offered at interest rates ranging from about 50% to over 500% APR.

If you're expecting a refund this tax season, you may be tempted to use an "instant refund" or refund anticipation loan (RAL) this year. Before you give your hard-earned money away, check out these four signs of a predatory refund anticipation loan. You'll see why most RALs are just a raw deal.

HIGH INTEREST RATES: The annual interest rate of the predatory tax refund loan can be as high as 500%. These

costly rates drain your hard-earned money. Average cost for a \$1,000 RAL is \$50-\$70 (that's huge for a one week loan!)

EXCESSIVE FEES: In addition to a high APR, tax refund loans are often loaded with unnecessary "administrative" fees, higher tax preparation fees or other unanticipated fees.

INSTANT CASH PROMISES: The idea of "instant cash" may sound good, but in reality refund anticipation loans only speed up the refund process by a few days. Typical time from E-filing to deposit is one week.

LARGER REFUND GUARANTEES: Be wary of any tax preparer that guarantees a larger-than-expected refund, particularly if such promises comes with more fees.

For more information on RALs, click on The Center for Responsible Lending website below or contact Mr. Eugene Jackson at the Fleet & Family Support Center at 623-7177, or check <http://www.responsiblelending.org/other-consumer-loans/refund-anticipation-loans/>

Most military families can now E-file for free. Check out the VITA tax program on base, Military One Source or www.IRS.gov

This Week in Naval History

Jan. 24

1942 - During the World War II Battle of Makassar Strait, U.S. destroyers attack a Japanese convoy in the first naval surface action in the Pacific.

1986 - The Coral Sea (CV 43) and Saratoga (CV 60) carrier battle groups conduct freedom of navigation exercises in the Gulf of Sidra, demonstrating the United States' refusal to recognize Khadafi's attempt to include the gulf in Libyan waters.

1991 - Helicopters from USS Leftwich (DD 984) and USS Nicholas (FFG 47) recapture the first Kuwaiti territory from Iraqi forces.

Jan. 25

1922 - Cruiser USS Galveston (CL 19) lands her Marine Corps detachment at Corinto, Nicaragua, to reinforce the Managua legation guard during a period of political tension.

1945 - Navy surface forces bombard Japanese positions at Iwo Jima.

Jan. 26

1911 - The first hydroaeroplane flight is witnessed by a naval aviator.

1913 - The body of John Paul Jones is laid in its final resting place in the chapel of the U.S. Naval Academy, Annapolis, Md.

1949 - USS Norton Sound (AV 11), the first guided-missile ship, launches first guided missile, Loon.

1960 - USS John S. McCain (DL 3/DDG 36) rescues the entire 41-man crew of the sinking Japanese freighter, Shinwa Maru, in the East China Sea.

For more news, visit www.history.navy.mil.



Use Sunblockers

As much as 20 percent of summer heat enters your home as sunlight shining through windows. To cut “solar gain,” add curtains or blinds to rooms that get direct sun and draw them in daylight hours. With the shades drawn, a well-insulated house will gain only 1 degree per hour when outdoor temperatures are above 85 degrees. Pay special attention to west-facing rooms late in the day. Shades and blinds to consider include roller shades (the least expensive option), venetian-type micro-blinds, reflective curtains and insulated curtains (the most expensive, at \$100 per window). Two exterior options are to install awnings or plant shade trees. Cost: \$8 to \$100 per window. Benefit: Up to 20 percent off your cooling bill

Install a Programmable Thermostat

A programmable thermostat lets you preset temperatures for different times of the day, so air-conditioning is working only when you are home. The least-expensive thermostat models (\$30) let you set four cycles that, unless manually overridden, repeat every day. Higher-priced models (\$50 and up) allow you to create settings for each weekday and for each weekend day. These thermostats come with complete directions and are easy to install. Just remove the old thermostat, unscrewing the wire leads attached to the terminals on the back. Reattach those wires to the terminals on the new model (in a system with separate A/C and heating units there may be four leads on the back, two for each unit). AA batteries maintain the settings if the power ever goes off. Cost: \$30 to \$50. Benefit: Up to 20 percent off your cooling bill.

News and Notes

Wings Over America - The Wings Over America Scholarship Foundation is currently accepting applicants for their 2012 college scholarships. The fund offers scholarships to dependent spouses and children of active duty, retired, honorably discharged or deceased servicemembers. The sponsors must have served in naval aviation and subordinate commands. More than 40 scholarships were awarded in 2011. Check www.wingsoveramerica.us for qualification forms or to review eligibility requirements.

Military Mardi Gras - The Coast Guard ATC Mobile sponsored Gulf Coast Military Mardi Gras Ball will be held on Friday, Feb. 10 2012. It is open to all military branches. It will take place at the Renaissance Riverview Plaza in Downtown Mobile. Discounted rooms are available at the hotel, but they run out pretty quickly. Tickets and more information is available at www.militarymardigras.com

Pensacola Beach Law Enforcement Polar Plunge - 1000, Saturday, Feb. 25, behind Holiday Inn Beach Resort on Pensacola Beach. Entrance Fee will be for the price of a t-shirt: \$15.00 short sleeve / \$20.00 long sleeve / \$10.00 for children. The "Bear Logo" will be on the back of the shirt and 2012 will be on the front. Pre-registration is required so that the t-shirts can be pre-ordered. Please provide your name, contact information, number of t-shirts required (with sizes, to include adult or children) and colors (pink, black, white, green). POC: Ms. Kady Hall, (850) 983-5984, or Ms. Mattie Smith, (850) 981-7824.

Steel Magnolias - Panhandle Community Theatre will present Steel Magnolias Feb. 9-12 and 16-19 at the Storage Masters retail complex on Woodbine Road in Pace. This comedy-drama play centers around a small Louisiana town, six Southern women, a beauty parlor, Christianity, medical battles, relationships with men, and the underlying group-friendship among all six women and the bond they ultimately share. This hit play was made into a movie in 1989 starring Julia Roberts and Dolly Parton. Tickets are \$12. Call 850-221-7599 or email panhandlecommunitytheatre@yahoo.com for reservations.

Coalition of Sailors Against Destructive Decision - This month's focus is on 'Building a Family Around a Naval Career'. Remember resources such as: Fleet and Family Support Center, the command ombudsman, Child Development Center, Navy Marine Corps Relief Society, and many, many others. If you have any questions or if you are interested in becoming a member of Naval Air Station Whiting Field's CSADD chapter contact CSADD advocate Air Traffic Controller 2nd Class Joshua Barbier at 850-549-8354 or email at Joshua.barbier@navy.mil or CSADD sponsor Chief Air Traffic Controller Jacquelyn Williams at 850-623-7675.

SOY & FIOY Banquet - Santa Rosa County Navy League Council will host the 2012 Sailor-of-the-Year / Flight Instructor-of-the-Year Recognition Banquet, 6:30 - 10 p.m., Friday, Feb. 3, in Sikes Hall. All base personnel are invited. Cost is: Active Duty: \$15 and Retirees / DOD / contract personnel: \$25. The meal will be catered by the Cutting Board. Please RSVP and pay in advance by 31 Jan 2012: Mrs. Angela Johnson, CTW-5 Secretary, 623-7555.

Ice Flyer Tickets - The Naval Air Station Whiting Field Information Tickets and Travel office has dicounted tickets to all Pensacola Ice Flyers home games at the Pensacola Civic Center. Games start at 7:05 p.m. and only cost \$8.50 to watch (regular price is \$16). They have several games in February, including: Saturday, Feb. 11 vs. Louisiana - Mardi Gras Jersey Auction; Sunday, Feb. 12 (5:05 p.m. start) vs. Huntsville - Boy Scout Day; Thursday, Feb. 16 vs. Louisi-



Recognizing Superior Service
Ground electronics employee Brian Petsel receives a commendation letter from Naval Air Station Whiting Field Commanding Officer Capt. Matthew Coughlin. The award recognized Petsel's efforts in redesigning the Runway Duty Officer carts for Training Air Wing FIVE. U.S. Navy photo by Lt. j.g. Tim Mosso.

ana; Saturday, Feb. 18 vs. Mississippi Surge - (come downtown early for the Mardi Gras Parade @ 2 p.m.); Friday, Feb. 24 vs. Columbus - Ladies night; Saturday, Feb. 25 vs. Mississippi Riverkings - Weiner Dog Race and Race Jersey Auction; and Tuesday, Feb. 28 vs. Mississippi Surge.

FFSC Victim's Advocate Training - The Fleet and Family Support Center will host Ms. Lisa Burrus, Santa Rosa County Sheriff's Office Victim Advocate, Feb. 22 at 9:30 a.m. She will share information regarding the services she and her staff offer to the citizens of Santa Rosa County and how to access those services. The primary function as a Victim Advocate is to provide immediate crisis intervention to crime victims within the Santa Rosa County community. They provide services 24/7 and are available upon request of any local emergency response agency in need of an advocate. Most common cases where needed: Sexual Assault/Battery, Homicide, Hostage situations, Robbery, Home Invasion, and Child abuse cases requiring immediate response. They also provide transportation to court hearings and assist victims with obtaining Protection orders and navigation of the local court system. Anyone aboard NASWF who may benefit from learning more about this community resource is cordially invited to attend. Clinic staff, Command Leadership, Security and Fire Department Personnel, Supervisors, etc... For further information or to sign up please contact Pat Dillenback at FFSC, 623-7177.

Senior Bowl Tickets - Naval Air Station Whiting Field has received tickets for the Saturday Senior Bowl in Mobile, Ala. We are having a drawing due to the limited amount of tickets. Five names will be drawn winning two tickets each. Active duty only! Come in ITT today to register. Drawing will be held Friday, Jan. 27 at 10 a.m. If tickets are not picked up by 1 p.m., tickets will be put back to be drawn again. For further information call ITT at 850-623-7032 or 850-665-6250.

Softball Tryouts - The Whiting Warriors softball team will hold tryouts Feb. 12, 19, and 26 at 3 p.m. at the base softball complex. Call 850-665-6102 for details.

Upcoming Events

Jan. 27, 1300 - Winging Ceremony - Base Auditorium

Feb. 3, 1830 - SOY and FIOY Banquet - Sikes Hall

Feb. 15, 1100 - African-American History Lunch - Auditorium

Feb. 23 - Presidents' Day Holiday

Feb. 23, 1100 - Navy League P-Cola Civic (Margaret Flowers)

Award Luncheon - New World Landing

FFSC classes scheduled for January

Developing a Spending Plan - Thursday, Jan. 26 from 1 to 3 p.m.

This class is not designed to tell you what to do with your money. It will challenge you to think before you spend. There is no patent on the 'right' way to handle your money, but there are better ways to get your dollar's worth. Class will be held at the FFSC conference room. For more information, contact FFSC at 850-623-7177.

How to Apply for Federal Jobs - Monday, Jan. 30 & Feb. 6 from 10 a.m. to noon.

Is it worth your while to invest your time and effort in searching and applying for a federal job? If your answer is yes, then you need to attend this class to learn to prepare the best application possible. You will learn how to read an announcement, analyze core competencies for language, analyze vacancy listings for keywords and how to apply for jobs. Class will be held at the FFSC conference room. For more information, contact FFSC at 850-623-7177.

Anger Management - Wednesday, Feb. 8 from 1 to 2 p.m.

Is anger affecting your health, your relationships or your work performance? Learn to understand the causes and effects of unhealthy anger and how to express and release that anger in a healthy way! Class will be held at the FFSC conference room. For more information, contact FFSC at 850-623-7177.

Military Saves Week - Monday, Feb. 19 through Friday, Feb. 23

Financial classes, display tables, a gift certificate drawing and more. Contact FFSC at 850-623-7177 for more information.



109 YEARS OF SERVICE

NAS Whiting Field Chief Petty Officer's Association



Invites you to our 2nd Annual Chief Petty Officer
Birthday Golf Tournament

at the NAS Whiting Field Golf Course March 30.

Check in begins at 7:30 with a 9 a.m. Tee Time

Four Man Scramble / Shotgun Start

Cost is \$40 per person (includes lunch)

Call 850.665-6121 to reserve a slot.



Boys and Girls Club

- (Cont. from Page 1)

and Girls Club are appealing for fiscal assistance from individual and corporate donors here in Santa Rosa County. Additional fund-raisers such as the first annual "Red Brick Road 5K" to be hosted later this spring will help defray annual operating expenses. Membership costs for Kids are low, \$25 per week for after-school care and \$50 for full-day summer programs, and the only way to keep them that way is through building a support base from the local community.

The addition of this Boys and Girls Club is important because of its proximity to NAS Whiting Field. Elementary age children of Civilians, Sailors, and Marines at NAS Whiting Field will now have an additional after-school care option.

Hensel explains, "Many military members and their spouses were Club Kids from across the country when they were younger. Now kids in Santa Rosa County will have the same opportunities and it wouldn't surprise me if children from military families stationed at Whiting become Club Kids too."

Beyond the actual atmosphere for Kids, the Club will offer additional community service opportunities for personnel stationed at Whiting. "Community service is one of the most rewarding and important things you can do as members of the Active duty military," Hensel said, "having a place like the BGC in East Milton will give our Sailors and Marines additional opportunities to give back."

The new Club will also bring jobs to the area; according to Hensel, two to three full time and 10 to 15 part time staff will be needed to provide services to the kids.

Based on a needs assessment, about 150 children are expected to become Club Kids. Principals and faculty of area schools are also on board, saying the challenges some children face at home necessitate an after-school study and recreation program.

It's believed the mission of the Boys and Girls Clubs of the Emerald Coast, "To inspire and empower all young people and their families, in partnership with our community, to achieve their full potential to BE GREAT," will help Club Kids become strong, productive adults.

As for the contribution Walmart and members of Class 24 have made to this point, Hensel notes, "I look forward to five to ten years from now, coming back to the Milton area, visiting the club and saying - we were a part of making this happen."

After nearly two years in the works, the BGCEC at East Milton is scheduled to be open in May. For additional information on the Boys and Girls Club or its employment and volunteer opportunities: Cmdr. John Hensel is the Chairman of the BGCEC Santa Rosa County Unit Board and may be contacted at 850-686-9500. BGCEC Chief Executive Officer Jessica Jarosz may also be contacted at 850-860-1616.

Weekly Spotlight - AWS1(NAC/AW/SW) Ariel E. Galpo

Branch of service:

U.S. Navy

Hometown:

Sacramento, CA

Job titles:

Aircrew Leading Petty Officer

Command:

HT-8

Years in service:

17 years

What do you enjoy most about your job?

Flying as a Crew Chief and rescue swimmer in rescue helicopters.

What is the best part of working for/with the Navy?

Flying Missions that involve rescue or combat...and of course the military benefits for me and my family.

What do you envision yourself doing in 5 years?

Picking up Chief



Senior enlisted

- (Cont. from Page 1)

website; use the chain of command.

Know the facts

"Every Sailor who checks in to this command receives a brief on Perform to Serve and Navy COOL. We discuss the Enlisted Retention Board process. We address the issues at GMTs, but we also bring in outside counselors to outline the specifics in dedicated sessions," Naval Career Counselor First Class Gwendolyn King explained.

The evaluations affected Sailors in pay grades E-4 to E-8 with more than seven and less than fourteen years in service and a scheduled End of Active Obligated Service falling on or after September 1, 2012. All candidates were compared to Sailors within their rank, rate, and fiscal year of initial enlistment. The relative manning status of each rate is subject to change, and currently undermanned rates can fall under ERB review.

Perform to Serve is a Navy program whereby Sailors in overmanned rates can apply for retraining and lateral transfer to specified undermanned rates. Sailors in pay grades E-3 to E-6 are eligible to apply for transfers.

The application must be approved by the Sailor's commanding officer, but it must be accepted by NPC. High performers within their respective rates are the best candidates, but those with more than 14 years of active service or less than 12 months until EAOS are not eligible.

Sailors selected for separation by the ERB are not eligible to apply for PTS transfers, but those who receive notification of pending ERB review may submit an application in advance of the Board selections.

Through attrition and redesignation, ERB and PTS reduce excess manning in rates carrying more than 100 percent of desired levels, and helps increase manning in job fields carrying less than optimum manning.

"Sailors need to stay informed on these programs.

Downsizing is a reality in today's environment, and knowledge of the programs is the first step in preparing yourself to meet these challenges," NAS Whiting Field Command Master Chief Rafael Rosado said.

Leverage Your ESR

King believes that career-oriented Sailors must keep their ESRs in a state of perpetual readiness for the challenges posed by Force Shaping.

"We do not have assurances that the fiscal year 2012 ERB was a one-time tool or the first of a series. Every Sailor needs to treat the ERB as if it will continue; that means constantly seeking self-improvement and documenting everything in your ESR," King advised.

Specifically, King cited qualifications, superior performance of collateral duties, college experience, volunteer work, and awards as performance markers that receive scrutiny from board members.

Minimally, Sailors should review their record every time they receive a qualification; every time he receives an award; and every time he receives an evaluation.

"Your service record is your Navy history. It is vital that Sailors know what it says about them and their careers. The command is here to help, but ultimately it is your responsibility to make sure that the ESR is accurate and up-to-date. The boards can't evaluate someone properly without the right information," Rosado stressed.

Use the website

Sailors are encouraged to read primary source documents relating to each program on the NPC website. ERB policy and PTS options are subject to change, and all applicable instructions, changes, and news releases are channeled through NPC's single-point resource.

Each Sailor must possess a working knowledge of the process. Service members need to empower themselves, and knowing where to look for information is the first step. The website features links to supplementary information for members interested in learning more about the mechanics of each program. The site also includes interactive features that allow Sailors to ask questions online or via telephone.

"Above all, this is in your hands, as the Sailor. Always performing at the 'next level' is key; E-4s perform like E-5s; E-6s need to perform like chiefs. You may fall into the ERB listing, because the NAVADMIN listing changes constantly. Take charge of your career, and remember that everything is performance-based. Work hard and keep your records current," King emphasized.

Engage with Your Chain of Command.

Sailors must do more than verify the presence of each evaluation in the ESR; they must ensure that all relevant information is present in the evaluations themselves. In the event that a Sailor feels a credential is missing from the write-up, or the Sailor has not been recognized for an award duly earned, that member should notify his chain of command.

"The chain is a Sailor's human resource for keeping the ESR current, seeking redress for improper accreditation, and exploring options concerning ERB, PTS, and COOL. Your chain starts with the Leading Petty Officer for your division but extends to include your command career counselor, and, ultimately, the commanding officer," King said.

If a Sailor believes that a mark of distinction - such as an award or volunteer work - is missing from the ESR, the member should approach his LPO and seek immediate correction of the record. All discrepancies concerning evaluations should be addressed at the level at which the assessments are written.

"A Sailor who seeks to change rate can use the chain

- (Cont. on Page 8)

Congrats to TRAWING-5 Wingers and Scholars



First Row: Lt. Col. Mark C. Thompson, USMC; 1st Lt. Alan R. Holt, USMC; Lt. j.g. Daniel P. Umpa, USN; Ensign Taylor P. Toombs, USN; Ensign Michael S. Ellwood, USN; Ensign Neil W. Whitesell, USN; Ensign Ryan W. Pote, USN; Lt. j.g. Theresa K. Haines, USN; Capt. James D. Webb, USN.

Second Row: Ensign Seth E. Warner, USN; Lt. j.g. Christina F. Mullins, USN; Ensign Elizabeth A. Leckie, USN; Lt. j.g. Robert J. Jameson, USN; 1st Lt. Nicholas G. Mahn, USMC; Lt. j.g. Jillian L. Hannah, USN; Lt. j.g. Timothy D. Palmer, USN; 1st Lt. Justin B. Johnson, USMC; 1st Lt. Jared P. Hurst, USMC.

Third Row: Lt. Col. Robert S. White, USMC; Lt. j.g. Daniel H. Feldman, USN; 1st Lt. Nathan T. McDonald, USMC; 1st Lt. Joseph R. Tremain, USMC; Lt. j.g. Nathan J. Rice, USN; 1st Lt. Brent L. Kreckman, USMC; 1st Lt. Earl R. Shaw III, USMC; 1st Lt. Kenneth P. Mateo, USMC.

Fourth Row: Cmdr. Paul Bowdich, USN; 1st Lt. James J. Lestrangle, USMC; Lt. j.g. Timothy M. Mosher, USCG; Ensign Samuel D. Richardson, USN; Ensign David J. Harvey, USN; 1st Lt. Jason M. Cullen, USMC; 1st Lt. Erik W. Hickson, USMC; 1st Lt. Ross W. Campell, USMC; Col. James D. Grace, USMC.



Left Photo: The academic training awardees from Training Air Wing FIVE are: Ensign Matthew R. Mellow, USN; Ensign Allison K. Pelosi, USN; Ensign Kevin P. Murray, USN; Ensign Daniel A. Knight, USN; and Lt. j.g. Alex C.S. Stone, USN. They received the awards in the TRAWING-5 headquarters building Jan. 6.



Right Photo: 1st Lt. Brian A. Kursawe, USMC receives his academic achievement award Friday, Jan. 13 from Cmdr. Eric Seib, TRAWING-5's chief staff officer.

Senior enlisted

- (Cont. from Page 6)

to check what PTS options exist given their experience and qualifications. Contact department career counselors, because they are the best resource for giving Sailors the most options to consider. You may have procedural responsibilities that your chain can bring to your attention; you may have to update your security clearance or even retake the ASVAB," King noted

In the event that a Sailor receives notice of pending review by an ERB, the member should contact his LPO and get a full account of his options from the command career counselor. Whether the Sailor decides to submit an immediate PTS request or assemble an optimized record for ERB review against others in his classification, Sailors should leverage the chain to create the most compelling argument in their favor.

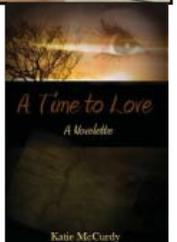
ERB notifications provide Sailors two to three months in advance of the selections to determine how best to proceed. For those who want to remain in rate, the chain of command can help to make the best case. NAS Whiting Field offers ERB-notified Sailors a '101' and walks them through the process, combs their records, and provided the tools to make their cases. NAS Whiting Field had four ERB-affected members in 2011 and all were retained – a testament to the hard work of the Sailors and the efficacy of the command's retention programs.

"Downsizing can be viewed negatively, but it is simply a tool to enable us to keep the right people in the right jobs. Great performers will always be in demand in and out of the Navy, Rosado said. "Early preparation and superior performance are the keys to any transition. We are here to help you succeed, so don't be afraid to ask."



Budding Author

Nineteen year old Katie McCurdy holds a Kindle with her second published work displayed (shown at right). Katie is the daughter of ground electronics employee Ron McCurdy. Both "A Time to Love" and her first work, "Journey of Faith" are available on Amazon.com.



Oak Mountain State Park Hiking and Camping Trip February 18-20 \$70.00

Join the Outdoor Adventure program for a weekend of outdoor activities in the Oak Mountain State Park in Alabama. With over 50 miles of hiking, biking and equestrian trails set in a picturesque 9,940-acre park, there is something for all outdoor enthusiasts to appreciate and enjoy. On Saturday we will leave the base and drive to the park, when we arrive we can start exploring the trails. On Sunday we will head back to the base after checking out the Peavine Waterfall. We will be providing all camping gear, cooking gear, food and transportation

For more information or to sign up please contact the Outdoor Adventure Program on board NAS Whiting Field at 850-623-7670 or email us at Outdooradventure.wf@gmail.com

