

THE READINESS REPORT

FOR INDIVIDUAL RESERVISTS

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*The official magazine of the
Headquarters Individual Reservist Readiness and Integration Organization*

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RIO Connect - IMA Mobile Wingman



LEADERSHIP



*Col. Carolyn Stickell
Commander*



*Chief Master Sgt. Dolores Colella
Group Superintendent*



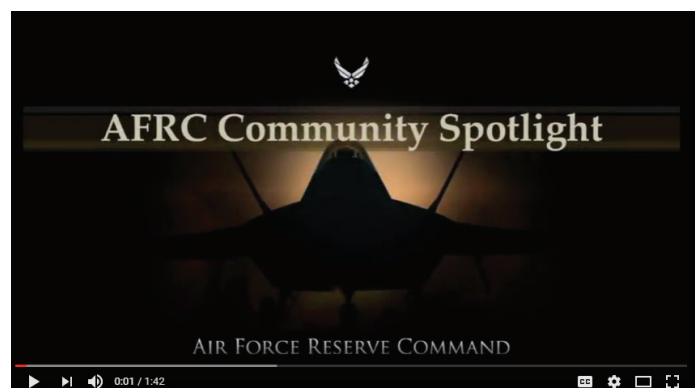
*Master Sgt. Wendy Barraza
First Sergeant*

ABOUT HQ RIO

The Headquarters Individual Reservist Readiness and Integration Organization (HQ RIO) is located at Buckley Air Force Base, Colorado. Its mission is to seamlessly integrate wartime-ready Individual Reserve forces to meet Air Force and Combatant Commander requirements.

HQ RIO standardizes the processes for the Individual Reserve program. The IR force is comprised of Individual Mobilization Augmentees (IMAs), who are accountable to the Air Force Reserve Command and assigned to funded, active-component positions, and Participating Individual Ready Reservists (PIRRs), who participate for points towards retirement only. Both IMAs and PIRRs augment active-component missions and are rated by active-component or government agency supervisors.

There are more than 2,700 enlisted members and more than 4,500 officers in the IR. IMAs and PIRRs support more than 50 major commands, combatant commanders and government agencies.



Watch >> the AFRC Community Spotlight of HQ RIO on YouTube:
https://youtu.be/SXGHTuLuB_k

NEWS BRIEFS

IRs encouraged to check point credit summary

The Air Force Personnel Operations Agency recently took actions to correct retirement points for reservists who performed duty during the period of October 2016 – January 2017.

We recommend all Individual Reservists take this opportunity to check their point credit summary (PCARS) for accuracy. To check PCARS:

- Using your CAC card, sign on the [AF Portal](#)
- At the top of the page, under Applications tab, select “vMPF - virtual MPF”
- Select “OK” at the bottom DOD Notice and Consent Banner
- In vMPF, on the left side of the page under Navigation, click “Self Service Actions”
- Click “Personal Data”
- FOR POINT SUMMARY - Click “ANG/USAFR Point Credit Summary Inquire (PCARS)”
- Click “View All/Print All Pages”

If you identify a discrepancy, please contact the Total Force Service Center by following these steps:

- Log on to [MyPers](#)
- In the Search box, type “points”
- Click the link “Air National Guard & Air Force Reserve General Point Credit Information”
- Scroll to the bottom of that page and click “Retirement Points Changes/Corrections Application - vPC-GR” under tools
- Subject “Points correction”
- Attach source documents (LES, UTAP calendar/report, signed and certified orders, 40A)

Please direct questions or concerns to your servicing HQ RIO Detachment. Contact information can be found at the [HQ RIO website](#) under the “Detachments” or “HQ RIO Directory” links.

HQ RIO earns best-in-AFRC digital publication, commentary

The Headquarters Individual Reservist Readiness and Integration Organization earned first place in two categories in the Air Force Reserve Command 2016 Public Affairs and Broadcast Media Contest, AFRC officials announced, Feb. 22.

The Readiness Report, the monthly newsletter for Individual Reservists, won best digital publication, while Master Sgt. Wendy Barraza, the HQ RIO first sergeant, earned best commentary for her [#BeThere, before the call](#) suicide prevention editorial.

The purpose of the awards program is to foster continual innovation leading to more effective communication programs through print and media products.

Did You Know?

Career tips for Individual Reservists

Did you know IRs who perform duty at a location outside their commuting area can take their fitness test with a unit near their home?

According to AFI 36-2905, 7.3.3.1, Fitness Program, “IRs who perform duty at a location outside their commuting area may perform their [fitness assessment] with an [Air Force] unit at or near their home, with their [Regular Air Force] commander's approval. The Airman's [Regular Air Force Unit Fitness Program

Monitor] will coordinate a test date/time with the [fitness assessment center] at the [Air Force] unit that will be conducting the FA. The FAC conducting the FA will forward or input the test results into AFFMS II and forward a copy to the owning FAC and UFP.

Retiring PA chief emphasizes power of story

By Master Sgt. Timm Huffman, Headquarters RIO Public Affairs

Sitting in a small Mexican restaurant near his Colorado home during the waning hours of the final day of an Air Force career that touched five decades, Chief Master Sgt. Tom Kimball exercises a craft he has spent a lifetime perfecting - storytelling.

Kimball, who told the Air Force's story as a public affairs Airman during his 22-year military career, retired as the Individual Mobilization Augmentee to the Air Force Space Command public affairs chief enlisted manager, Jan. 22.

Reflecting on his early career over corn chips and salsa, Kimball talked about how the Air Force he joined in the late-1970s was much different than the one he leaves in 2017.

Growing up in the farmlands of northeastern Maryland, Kimball said he was drawn to the self-sufficient lifestyle of a warrior. At the same time, a part of him marveled at the beauty and spirit behind life; he found that art reflected this in an amazing and respectful way. The warrior part of him felt the need to defend the artist's voice. This led him to the Air Force.

His life as an Airman began in the late 1970s as an ROTC cadet with a pilot slot. However, he soon discovered he wasn't much like the pilots he met and the thought of one day joining their ranks put his warrior and artistic sides at odds. He left ROTC after two years and it would take the storytelling he found in the public affairs career field to rectify his two halves.

In 1979 he returned to the Air Force as an enlisted man. He was supposed to learn Russian at the Defense Language Institute. However, thanks to an administrative error that had him starting his studies

six weeks behind his classmates, he convinced his leadership to send him to the Defense Information School, then located at Fort Benjamin Harrison, Indiana, to learn the craft of public affairs instead. After graduating technical training, another mix-up in his orders landed him at RAF Lakenheath, where the personnel-strapped PA office fought to keep him. He would spend the remainder of his enlistment there, learning the ins and outs of storytelling as an Air Force journalist.

Storytelling is much more to Kimball than his Air Force career, however. It's a skill he holds in near-mystical regard, much akin to the force in the Star Wars film saga. Stories, he said, are what connect us as humans.

Born into a family of storytellers, Kimball said his parents and grandparents passed the skill down to him during his childhood. Stories, for them, were a way of teaching, entertaining and connecting, especially around the dinner table. In an era without glowing screens to distract, his parents also put an emphasis on shared experiences, which created even more stories.

"Stories, for me, are the only thing you can take from one place to the next," he said. "You can lose your house but you can't lose your stories."

In 1983, Kimball left the Air Force. During a protracted break in service, he pursued a wide variety of professional artistic endeavors and education. He spent 17 years as an art director in theater, produced television, commercials and corporate communication videos, worked in casting for shows like Perry Mason and the Father Dowling Mysteries, and writing scripts. He built his reputation on the script writing, which eventually led him to freelance producing.

"Without the writing I'm sure I would not have done well," he said of the craft that he cut his teeth on as a first-term Airman.

After nearly two decades of honing and studying his craft in the civilian world, Kimball found himself considering a return to service. It was 1999 and his son, Ben, had just graduated high school and wanted to enlist. As they worked through the process, Kimball began speaking with an Air Force Reserve recruiter who told him about a public affairs position near his home in Colorado. In 2000, he returned to the Air Force as a traditional reservist, bringing with him a lifetime of talent and storytelling experience.

"I was probably the most senior, senior airman ever," joked Kimball, who was 44 at the time of his re-enlistment.

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Chief Master Sgt. Tom Kimball and his wife, Tracey, look on during the flag-folding portion of his retirement ceremony, Feb. 17. (U.S. Air Force Photo/Tech. Sgt. David Salanitri)



Chief Master Sgt. Tom Kimball as a newly-minted Airman, circa 1979. (Courtesy photo)

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After a year and a half as a traditional reservist at the 302nd Airlift Wing, he found a job as an Individual Mobilization Augmentee in the 460th Space Wing public affairs office. His experience, skills and hard work quickly earned him rank and he made master sergeant before the end of his first six-year enlistment. Two enlistments later, he was a senior master sergeant serving as an IMA in the Air Reserve Personnel Center public affairs office. In 2013 he was invited to apply for what would be his final Air Force position as a chief at AFSPC.

Throughout his years as a reservist, he continued with his civilian endeavors. In 2011 he published some of his personal tales in a humorous, autobiographical collection of short stories called *That's How I Remember It!* He also started a boutique production company with Ben. Kimball Productions primarily focuses on business-to-business communications, such as videos, websites and other communication collateral. Ten years in, they serve a global clientele and the business supports the two Kimball families, as well as the families of two other colleagues—a fact he takes pride in.

That pride hints at the fact that people matter to Kimball. Approachable and optimistic with an easy smile, he said he has always had a “chief’s mindset” of mentorship and views people with a perspective he said is best summarized by a C.S. Lewis quote he shared at his retirement ceremony on Feb. 17:

“There are no ordinary people. You have never talked to a mere mortal. Nations, cultures, arts, civilizations - these are mortal, and their life is to ours as the life of a gnat. But it is immortals whom we joke with, work with, marry, snub and exploit - immortal horrors or everlasting splendors. This does not mean that we are to be perpetually solemn. We must play. But our merriment must be of that kind... which exists between people who have, from the outset, taken each other seriously - no flippancy, no superiority, no presumption.”

It is from this vantage he draws his inspiration for storytelling. He encourages others, especially those telling the Air Force narrative, to do the same. By looking for the extraordinary angles that draw people into a story you can inspire them by making a personal connection, by “driving them to a place of decision.”

“The value of telling the Air Force story is that it humanizes a very serious business and brings it to a place that is depoliticized, creates a sense of belonging and puts a relatable face on the uniform for the U.S. taxpayer,” he added.

Kimball emphasized that it is simply not important to cram every detail into a story, or worry about reaching the whole world. Finding one or two strong nuggets, sticking to them and then only focusing on connecting people within your circle of influence is more than sufficient, he said.

As the final dinner plates are bussed away, Kimball says there are things he’ll miss about the Air Force but he’s looking forward to turning his focus to other

things. He hopes to spend more time with his family, including his three grandchildren, and also has plans to pursue new artistic endeavors with his son. Between his production company, several documentary-reality style TV series and an independent film or two in the pipeline, Kimball isn’t pushing back from the table any time soon.

“I don’t really think of this as retirement,” he said. “It’s more like refocusing, retargeting and retooling. And frankly, that sounds like a lot more fun to me than retiring!”



Chief Master Sgt. Tom Kimball shares a story with two of his grandchildren during his Feb. 17 retirement ceremony. Kimball says he hopes to pass the skill on to them, just as his parents and grandparents did to him. (U.S. Air Force Photo/Tech. Sgt. David Salanitri)

New video explains IR program

A new, 45-second video, available to view and share from the HQ RIO YouTube channel and Twitter and Facebook pages, provides a high-level overview of the Individual Reserve program.

WHAT IS THE INDIVIDUAL RESERVE?

Flexible service opportunities supporting Air Force auxiliary

By Master Sgt. Timm Huffman

For Airmen who want to continue serving their country, but can no longer commit to a monthly or annual schedule, the Civil Air Patrol Reserve Assistance Program may be their next career move.

The program, CAPRAP for short, utilizes officer and enlisted Reserve Airmen as liaisons between local CAP squadrons and the Air Force.

The program is operated by Civil Air Patrol-United States Air Force (CAP-USAF), an active-duty unit under 1st Air Force and headquartered at Maxwell Air Force Base, Alabama.

Most CAPRAP Airmen are Participating Individual Ready Reservists (PIRR). PIRRs are category E reservists who participate for points towards retirement only, though they can occasionally earn pay and points by volunteering for certain duties. They must complete 50 points each year to remain eligible for the program; each point equaling four hours of service. While they retain some military benefits, PIRRs are not eligible for TRICARE Reserve Select.

According to Lt. Col. Nathan Healy, the CAP-USAF director of operations, the program is a good way for reservists to continue serving when they don't have

that serves as a vital link in the homeland defense equation, providing search and rescue, disaster relief, humanitarian services, Air Force support and counter-drug operations. CAP also trains the next generation of aviators through its cadet program, which engages thousands of young people, ages 12 to 21, in aerospace education, leadership, physical fitness and moral leadership training.

According to John Desmarais, the HQ CAP director of operations, CAP supported 4,055 missions in 2016, flying 91,484 sorties for nearly 105,000 flight hours, 81 percent were flown as Air Force assigned missions. 10,000 hours were flown in support of counterdrug and drug interdiction missions, assisting in locating over \$1.5 billion in illegal drugs and 1,957 arrests.

CAP also operates the largest fleet of Cessna aircraft in the world, with over 500 powered aircraft, as well as 50 gliders and three hot air balloons. They also maintain a fleet of about 1,000 ground vehicles.

CAPRAP Airmen are the primary link between the Air Force and CAP and support the program by conducting unit and equipment inspections and operational evaluations, instructing at cadet encampments, and providing general oversight to squadrons within their region.

There are eight geographic regions across the country, so reservists regularly serve near their homes. Each region has an active-duty office with a commander, director of operations, senior non-commissioned officer, and one or two civilians, in addition to PIRRs.

"We're always looking for people all over the country," said Healy. "In CAPRAP you can serve where you live because Civil Air Patrol is all over the country."

Lt. Col. Michael Schwartz, the Regional Reserve Forces Director for the southeast region, joined the program in 2012 after time on active duty and in the Air National Guard. During his five years in the program, he has found it a great way to stay in touch with the Air Force but with the added flexibility he needs. He said CAPRAP reinvigorated his career, allowing him to continue serving as a reservist, and acted as a sort of re-bling. He also likes the opportunities it offers him to mentor the next generation, earn points towards his retirement and participate in real-world operations.

While most duty as a category E reservist is points-only, there are opportunities to participate for pay and points. Schwartz said he often supports the CAP-USAF headquarters at Maxwell in pay status and has also spent time working at the 601st Air Operations Center, which is the main interface between the operational Air Force and CAP when real-world needs arise.

(Continued on page 7)

the time to do the traditional reserve program. It's particularly appealing to pilots who don't want to remain current in their air frame but still want to serve, he added.

There are also opportunities for Individual Mobilization Augmentees and Traditional Reservists to serve in CAPRAP as an additional duty.

Civil Air Patrol is an all-volunteer organization



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He said the program is great for self-starters and that reservists in the program find areas that are fun and interesting to them.

"You don't really hear the grumbling that you hear in other organizations because people pick the things they're interested in," he said.

Maj. Jacqueline Fleming, Schwartz's counterpart from the Great Lakes region, came to the program in 2014 when she found the demands on her time from the traditional reserve program were too great. Between 2003 and 2011, the C-5 pilot was frequently called to duty, including a two-year activation for Iraq and a one-year activation for Afghanistan. Fleming, who flies a Boeing 777 as a civilian, said that when the balance between her civilian job, reserve duties and family life needed a reset, her commander recommended CAPRAP.

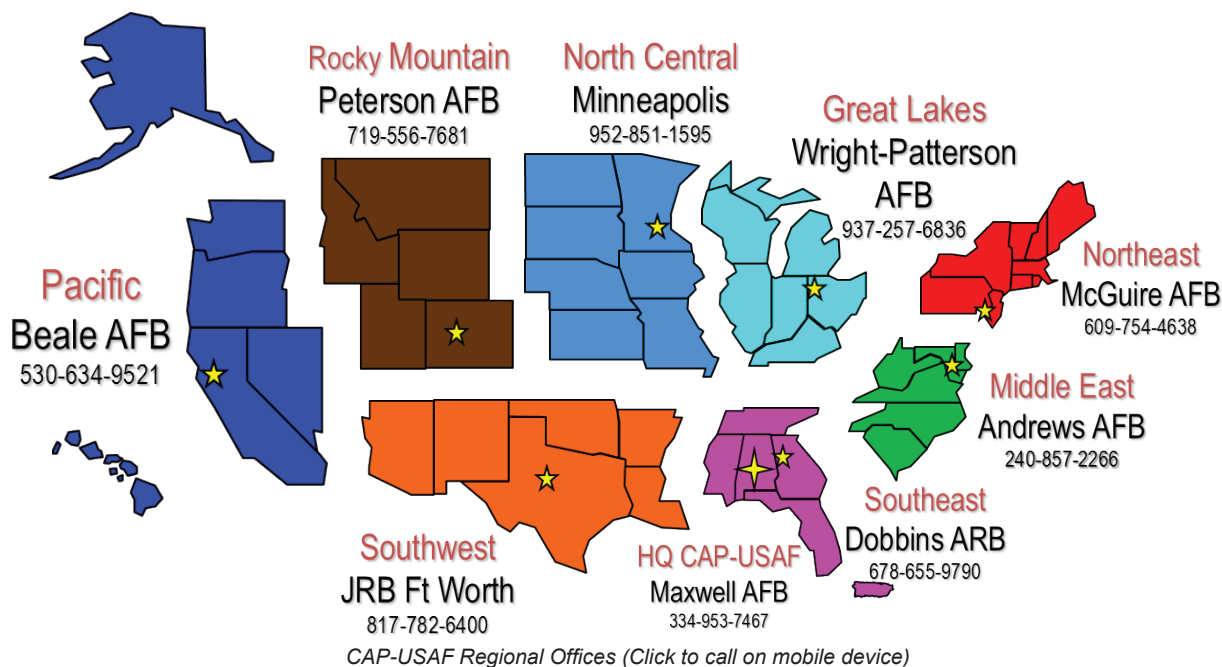
"It was the best decision of my career," she said.

One of the things Fleming said she enjoys most about CAPRAP is the ability to work with the civilian volunteers who come from all backgrounds and walks of life, adding that the 56,000 CAP volunteers are very

month to work national-level issues.

While both Schwartz and Fleming hold leadership positions in CAPRAP, the average Airman is there to extend the geographic reach of the regional CAP-USAFA commander to the local CAP squadrons. They often attend squadron meetings, inspect vehicles, aircraft, logbooks and facilities, and meet with local and regional CAP leadership to build and strengthen relationships. According to Schwartz, they can also support national-level cadet activities, such as the Glider Academy, the Powered Flight Academy, the Undergraduate Pilot Training Familiarization Course, civil engineer and pararescue jumper orientation courses, and the Cadet Officer School, which is similar to Air Force company grade officer professional military education.

In addition to opportunities to serve in CAPRAP as PIRRs, traditional reservists and Individual Mobilization Augmentees can also participate with a signed letter from their commander authorizing the additional duty. This allows those members to earn extra points towards their retirement without leaving their normal reserve billet.



professional, prepared and knowledgeable.

"The volunteers restore my faith in humanity, especially the cadets. They're out there working hard and learning, and when an emergency happens, they're some of the first ones called," she said.

Some of the responsibilities Fleming has as a regional reserve forces director in her six-state region include speaking at encampments, planning search and rescue exercises, and helping with inspections. She also helps out at CAP-USAFA headquarters about every other

To learn about openings near them, reservists should contact their regional CAP-USAFA office.

"The [CAPRAP] program is interesting, diverse, fun and rewarding, said Schwartz. "You get to give back to the future and provide much needed oversight in the present."

To learn more about Civil Air Patrol, visit <http://www.gocivilairpatrol.com/>. To learn more about CAP-USAFA, visit <http://www.au.af.mil/au/holmcenter/CAPUSAF/index.asp>.

Are your running shoes spying on you?

By Col. Patrick S. Ryan, USAF, SAF CIO/A6

Five or 10 years ago, such a statement might have been appropriate for a cartoon matinee or slapstick farce, but in a new world defined by the *Internet of Things*, this statement isn't just a possibility, but an actual cyber vulnerability to be aware of.

Companies today are adding the word "smart" to a constellation of different products: water bottles, refrigerators, televisions, and yes, even running



sneakers.

In simple terms that word "smart" means computer code performing some automated function such as data collection, storage, transmittal or other task to offer the user better insight into his or her experience using that product. Those running shoes might log miles walked, calories burned or altitude climbed and then send that data over a connection of some kind, whether physical or Wi-Fi, to another smart device such as a phone, tablet or computer, which the user can use to monitor fitness.

It is that interaction, where the shoes "touch" the mostly unregulated, unprotected web where the true vulnerability lies.

Any code can be altered once a connection occurs. The data you expect those shoes to collect may be changed by the bad guys to collect other data instead, or host malicious code that can be carried to the

actual target they want to infect. All you might have to do is walk by the ATM and your bank could now be potentially infected.

We take for granted the utility of smart devices. There is no argument they make life easier, more automated, and allow us to access data we might never have had access to before. Unfortunately, that comfort and joy we experience in the ever expanding landscape of technological wonders has a very evil underside we absolutely must be aware of. We cannot assume that these devices are safe, secure, and protected. They are not.

So what do we do?

This is not some call to revert society back to an agrarian base. Instead, we must grow a culture aware of cybersecurity.

Even the simple act of asking questions: is this device (or shoe or water bottle) connected? How? Should I disable it before I come into work every day – or even not bring it at all? Are there security patches I can load on these items? That simple pause to address what has become a part of every facet of our lives could be the difference between a massive data breach and just another day at the office.

An extreme example recalls how terrorists utilized simple box cutters as weapons of war to then turn civilian aircraft into even deadlier mass destruction devices. It was the definition of asymmetric advantage by a "supposedly" inferior enemy. In an Internet of Things (IoT) we have created hundreds of these tools, now weapons in waiting. Yet a simple cultural shift, a turn from blind trust to trust but verify, can blunt that advantage.

The IoT offers an unbelievable range of possibility to the consumer. There is truly no limit to the new ways we can utilize smart devices to enhance our lives, but with the massive increase in powerful tools comes the simple responsibility to utilize them safely.

It is like the Wild West in terms of opportunity, so we must realize our role in keeping the cyber peace. Use these new technologies to their fullest, but be skeptical and vigilant that they are just as much a weapon as a tool and the enemy is always watching.

RSSB results to be announced

Air Reserve Personnel Center officials will release the results from the semi-annual Reserve School Selection Board Friday, March 17 at 8 a.m. (MT).

The selection list will be accessible on ARPC's public website and myPers at that time.

The close-hold list was emailed to commanders Wednesday, March 15 at 8 a.m. (MT).

For more information, call the Total Force Service Center at DSN 665-0102 or (210) 565-0102.

Questions specific to the RSSB process can also be directly addressed by emailing: arpc.dpaf.rssb@us.af.mil.