

HQ INDIVIDUAL RESERVIST  
**READINESS & INTEGRATION ORGANIZATION**

# The Readiness Report

## AF takes steps to reduce ancillary training

The Air Force plans to reduce training not related to Airmen's primary jobs in order to address concerns that excessive and non-mission related demands are impacting Airmen's ability to focus on and accomplish their core duties, officials announced Oct. 31.

As part of ongoing efforts to take care of Airmen and revitalize squadrons, Air Force leadership recently directed the "Airmen's Time" task force to review 42 ancillary training courses (i.e., training outside of an Airman's core job). Functional training requirements were not part of this review.

According to the official memorandum, of those 42 courses, the Air Force will eliminate 15 stand-alone training courses and streamline 16 courses reducing associated training time.

Air Force leaders emphasized that while this is another positive step following the recent announcement eliminating some additional duties, more work remains.

"We've taken some modest steps to ensure we use our Airmen's time in the smartest way, but this is a journey," said Air Force Chief of Staff Gen. David L. Goldfein. "We'll continue to be deliberate about what we cut or streamline, but more is required as we continue to focus our efforts on the business of warfighting, respecting our Airmen's time, and still meeting the necessary requirements to take care of our mission and our force."

The courses reviewed include total force awareness training, which is required of all Airmen on an annual basis; selected force training, which is targeted to specific groups, including commanders, civilians and supervisors; event-driven training, which is triggered by some event, such as moving to a new assignment or duty station; and basic Airman readiness training, which is expeditionary-focused training required of all Airmen every three years.

While each of these training modules provide important information, the review found that many of the requirements duplicated information already provided in other trainings. These reductions will, in many cases, eliminate redundant requirements across the service.

Reducing ancillary training, according to Air Force leadership, is not intended to reduce emphasis on the need to have well-trained and educated Airmen. Instead, the effort is specifically designed to give the Air Force greater flexibility in how it meets and implements these requirements.

For more details and to read the official memo from Secretary of the Air Force Deborah Lee James and, visit

<http://www.af.mil/News/ArticleDisplay/tabid/223/Article/990772/af-takes-initial-steps-to-reduce-training-unrelated-to-primary-missions.aspx>



**Veteran's vigil** — Staff Sgt. Kayla Richmond (left) and Chief Master Sgt. Lisa Mace, both of HQ RIO Det 4, carry the U.S. flag and Prisoner of War/Missing in Action flags during the 2016 Air Force Sergeant's Association Vigil Run, at Scott Air Force Base, Illinois, Nov. 4. The 24-hour run/walk honored veterans past and present. Det 4 staff volunteered at a number of veteran's events surrounding the Veteran's Day holiday. For more pictures, turn to page 6.

## Det 2 leadership changes hands

By Master Sgt. Timm Huffman

Lt. Col. Sharon Stehlik, who helmed Headquarters Individual Reservist Readiness and Integration Organization Detachment 2 for four years, transferred command to Col. William R. Bridgemohan during the month of October.

The hand-off was billed as a soft-transition, with Bridgemohan in the driver's seat and Stehlik providing guidance and making introductions.

Stehlik's last day as commander was Oct. 31.

Stehlik had steered the Hawaii-based detachment since October 2012. She helped the detachment navigate the inactivation of the Readiness Management Group, which it previously reported to, and the activation of its new parent organization, HQ RIO.

She said the transition from RMG to HQ RIO, which seemed straight forward on the surface, was interesting to watch for the insight it provided on all the behind-the-scenes steps like manpower, communications and systems access.

At more than two years out from the transition, Stehlik said she is amazed that the organization is already operating at "business-as-usual" and the focus has moved on to process improvement. She added that throughout the transition, her number one priority was taking care of her customers – Individual Reservists and the U.S. Pacific Command organizations they serve.

"Our primary goal was to make it seamless and I personally think we did a good job at that," said Stehlik.

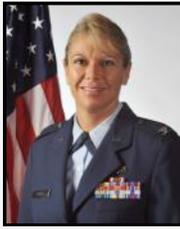
While Stehlik is leaving Detachment 2, she will remain in the Air Force Reserve, serving as an Individual Mobilization Augmentee to the Air Force Reserve Command REG staff at the Pentagon.

Bridgemohan, a New York City native, comes to the detachment from the Pentagon, where he was the chief of the International Engagement Program.

(continued on page 5)



### HQ RIO Leadership



**Col. Carolyn A. Stickell**  
Commander



**CMSgt. Dolores Colella**  
Superintendent



**MSgt. Wendy Barraza**  
First Sergeant

[Enlisted leader biographies](#)

### HQ RIO Quick Links

- [HQ RIO Website](#)
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## News briefs

### CY17A RSSB invitation to apply

The CY17A Air Force Reserve School Selection Board will convene Feb. 6, 2017, at the Air Reserve Personnel Center, Buckley Air Force Base, Colorado. Both the Invitation to Apply and RSSB Application can be found on myPers located under the red "News Alert" tab or on the vPC Dashboard under the "Action Requests" tab. Applications are due to ARPC no later than 4:30 p.m. (MT), Jan. 9, 2017; however, applicants are urged to check with their units for local deadlines.

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.rssb1@us.af.mil](mailto:arpc.dpaf.rssb1@us.af.mil).

### Changes to ABU wear policy

Several supplemental changes to the Airman Battle Uniform wear policy have been released. Included in the changes are:

- Authorization to sew down pockets
- Prohibition against sewing down collars

For a full list of changes and other dress and appearance information, visit the Dress and Appearance page on the Air Force Personnel Center website at <http://www.afpc.af.mil/Dress-and-Appearance>.

### Veterans in Blue, Vol. VII, now available

The seventh volume of "Veterans in Blue" is now available online. The exhibit captures 28 stories of heroism and service by Air Force veterans. Each veteran's portrait is also displayed on the fifth floor of the Pentagon in A ring between the eighth and ninth corridors.

Larry Clavette, the Air Force Public Affairs Agency director, said the Air Force is proud to honor each veteran's military service.

"Veterans old and new have shaped our Air Force, and we are using this project to chronicle their experiences and lessons learned from their generations of service," Clavette said.

View their biographies, photos and video interviews on the VIB website at <http://www.veterans-in-blue.af.mil/>.



## Did you know? | Tips for the Individual Reservist

Did you know that under the post-service notification rules in the Uniformed Services Employment and Reemployment Rights Act (USERRA), members must provide employers with proof of military service performed if the period of service exceeds 30 days?

Each Reserve Airman should also be prepared to show proof of military service to his or her employer regardless of the number of days performed in order to retain protection under the statute.

The reservist-employer partnership is critical to the capabilities the Air Force Reserve provides to our nation. Open communication is a key enabler affording balance between military service, civilian employment and spending time with family.

The preceding paragraphs are excerpts from Lt. Gen. Maryanne Miller's policy memo concerning providing pre- and post- duty notification to employers. Log-in to the AF Portal to [read the full memo](#).



# 16 EPLOs support Hurricane Matthew relief efforts

By Master Sgt. Timm Huffman

As Tropical Storm Matthew intensified and morphed into a category 5 Hurricane over the Caribbean this past September, Air Force Reserve Emergency Preparedness Liaison Officers in the Southeast United States prepared for the worst.

16 EPLOs from Federal Emergency Management Agency Region 4 were activated in the early days of October to assist states from Florida to North Carolina with coordinating Air Force support of disaster relief efforts.

EPLOs are Individual Mobilization Augmentees assigned to 1st Air Force's National Security Emergency Protection Directorate, Tyndall AFB, Florida. It is their job to facilitate the civilian authority's request for air support in the aftermath of a disaster. Each branch of the military has its own EPLOs.

Col. Paul Pinkstaff, the southeast regional EPLO, was on a FedEx flight in the Pacific as the hurricane barreled toward Florida. He cut his trip short and headed home through Hawaii to set up shop at the Regional Response Coordination Center in Atlanta.

At the RRCC, Pinkstaff had the task of interfacing with FEMA and the other agencies involved at the regional level. As he and other emergency response officials prepared for landfall, they expected there would be a big need for Air Force support.

As luck would have it, Hurricane Matthew only brushed the coast of Florida and Georgia, not making landfall until it reached South Carolina, on Oct. 8, as a category 1 hurricane. There was still the tidal surge and buckets of rain to contend with, but nowhere near the amount of destruction had the massive hurricane swept inland.

Because of this, the states were able use National Guard and other local assets to support recovery efforts.

"The states are much better prepared since Hurricane Katrina," said Pinkstaff.

Still, the EPLOs had a role to play, helping to coordinate support at three Air Force bases and numerous Civil Air Patrol search and rescue and aerial photography missions.

Pinkstaff said Dobbins Air Reserve Base and Robins Air Force Base, Georgia, and North Auxiliary Airfield, South Carolina, were all incident support bases that provided assistance to FEMA. The CAP, which was recently realigned under the EPLO's parent organization, 1st Air Force, provided 80 percent of inland search and rescue.

The role of the CAP was especially important in North Carolina, which, due to severe river flooding, was hit hardest and longest. Col. Chris Whitmire is the EPLO there, and was present for the historic flooding event, which resulted in 28 deaths and more than half of the state's 100

counties being declared in a state of emergency; 34 have since been approved for federal disaster relief funds.

Whitmire said the 15 inches of rain brought by the hurricane exacerbated flooding that hit the state just a week earlier. The worst of the damage happened away from the coast long after the storm was over, with every major river in the state exceeding historic flood levels. Whitmire was in place as an EPLO for 12 days, working 14-18 hour shifts.

The worst of it came about three nights after the hurricane moved off the coast, he said. That night, rescue teams in the state conducted 887 swift water rescues and 54 helicopter rescues. The most dramatic was a rooftop extraction of several people who were stranded on a house that had been swept off its foundation and was moving downstream. In total there were more than 2300 swift water rescues and 92 rotary-wing rescues in the aftermath of the storm.

And, as in the other states, the CAP played an important role. Whitmire said the official Air Force auxiliary organization flew more than 150 sorties in the state and provided more than 8,000 images to the FEMA photo

coordinating officer.

"We had a small nation's Air Force flying just in North Carolina," he said of the air assets involved, which included seven North Carolina National Guard and State Highway Patrol Helicopters, 11 Coast Guard Helicopters, four U.S. Customs and Border Protection rotary and fixed wing aircraft, and 16 CAP fixed-wing aircraft.

He added that his state's response was a textbook example of how you handle extreme situations and he noted that the state has a reputation for having an exemplary emergency response apparatus.

The First in Flight state EPLO said that while his state didn't request Air Force support (aside from CAP), his presence was still important for the overall function of that apparatus. EPLOs are in constant communication with the people who can make things happen. They are there to provide advice and then offer the reach back into the Department of Defense arsenal for different capabilities, should need arise. It was also an opportunity to help out wherever he could and to build and foster the relationships he has with the state and regional agency players. That way, the next time there is a need for Air Force support, those connections are as strong as possible.

"Having the relationships is

absolutely essential," said Whitmire.

Pinkstaff echoed that sentiment.

"90 percent of our time is spent talking to emergency management folks within a state or region, he said. "EPLOs don't task, but they have the big picture and they know who to call."

He added that the EPLOs strive to develop a response that is both efficient and effective, ensuring the mission of the Air Force is minimally impacted.

In the case of Hurricane Matthew, a large response wasn't needed, but the EPLOs were there, ensuring the Air Force capabilities were properly leveraged in order to save lives, prevent suffering, and mitigate property damage.

"I 'had to' do it, but [it was] because I live here and I had the choice and opportunity to do so, not because someone else forced me or told me to," he said.





## IMA program lets crew chief in on ground floor of KC-46 program

By Master Sgt. Timm Huffman

When Air Force leaders announced the KC-46A aerial refueler was in the works, Senior Master Sgt. Constantine Karamargin wanted to get involved in the development process.

But first he had to find a way into the program.

With over 20 years as a crew chief on the KC-10 Extender and as a long-time Federal Aviation Administration maintenance inspector, the Air Force Reservist had plenty of bona fides to support the new airframe. As luck would have it, he ran into a fellow FAA employee who was an Individual Mobilization Augmentee within the KC-46 program office. She helped him get his foot in the door.

In 2011, Christine Sinagra told him there were no openings, but

recommended he support the Battlefield Airborne Communications Node E-11A program, which was looking for assistance implementing a maintenance program that would line up with FAA requirements. He sent in his resume and, in addition to his Reserve duties at the 714th Aircraft Maintenance Squadron Wing, Joint Base McGuire, New Jersey, was soon helping the Air Force in the process of buying their first E-11A.

"When [Sinagra] retired, I then came onboard with the KC-46 program and still supported BACN," said Karamargin, who pulled back his chief application package at the 514th Air Mobility Wing in 2014 in order to accept the IMA position, should he be selected.

IMAs are Air Force Reservists assigned to active component organizations and government agencies. In addition to their Air Force specialties, these Airmen often bring a wealth of civilian experiences their organizations would not normally have access to. In this case, Karamargin's expertise as an FAA airworthiness inspector.

Dr. Robert Marx, the KC-46 Liaison to the FAA Military Certification Office, said that experience would pay dividends for KC-46 program. That's because the new aerial refueler is a commercial derivative aircraft - it's a modified Boeing 767 -- and will be the first Air Force airframe to retain its type design.

Type design is an FAA certification of all the drawings, specifications, material and dimension information, airworthiness data, and preventative maintenance specs for a particular platform.

"[Karamargin's experience] has been critical, since the KC-46 will be the first commercial derivative aircraft platform ever supported organically by the Air Force while still maintaining its FAA type design approval," said Marx.

The Air Force's fleet of 59 KC-10s are also CDAs. However, due to proprietary changes to the platforms and the lack of an FAA-certified maintenance program, any repairs above part swaps must go to a certified contractor, said Karamargin. This is costly and can result in supply chain delays.

Maintaining type design and implementing a maintenance program that meets the intent of FAA regulations will result in lower maintenance costs and a more robust parts supply chain, since the KC-46 will be able to use the same parts as a commercial Boeing 767. Before they can do this, however, the Air Force must get a letter from the FAA stating that the program meets the intent of the applicable regulations.

Enter Karamargin. As an FAA inspector, he performs flight standards and air worthiness inspections, reviewing everything from experimental aircraft regulations to certifying maintenance and repair stations for airlines and other operators. He is intimately familiar with all the requirements needed to maintain type design on an aircraft, he said. This

in addition to his familiarity with the KC-10 program. Marx said the crew chief has helped the planners marry the requirements of the Air Force with the standards set forth by the FAA.

"He constantly relies on his vast experience as a crew chief and an FAA inspector to make sure the KC-46 maintenance program is the best it can be," said Marx. "He has also been instrumental in navigating the path to achieve FAA approval of the KC-46 maintenance program." Karamargin's guidance and expertise has also enabled the KC-46 program to gain



efficiencies up front that will save the Air Force millions of dollars over the life of the aircraft and has paved the way for maintaining type design on all future CDA aircraft the Air Force pursues, such as Joint Surveillance Target Attack Radar System (JSTARS), the presidential support aircraft. It can even be used retroactively on current platforms, said Marx.

The Reservist said his job with the FAA is very demanding but the IMA program has allowed him the flexibility needed to balance his time. In addition to collaborating with Marx to create a custom duty schedule, he has also been able to work remotely at times, rather than traveling to the program office at Wright-Patterson Air Force Base, Ohio, every time his input is needed.

The annual requirement for IMA positions is about 30 days per year, depending on the Air Force Specialty Code. Additionally, IMAs often volunteer to serve on additional MPA and RPA tours with their unit and other organizations, supporting manning shortfalls, exercises and special projects.

"Reservists bring the warfighter into the program office," said Marx. "This is especially true when we are buying a commercial derivative aircraft, since many Reservists also work in the commercial aviation industry as mechanics, pilots and inspectors."

His efforts in the airworthiness arena also resulted in him teaching a class at the AF Test Pilot School on how to certify the airworthiness of commercial aircraft owned and operated by contractors, said Marx.

"As far as I know he is the only enlisted person to lecture at the test pilot school," said Marx. "He has been requested by several other test agencies as well."

As someone who has always been the end user of the aerial refueling program, Karamargin said being involved in the acquisition process for the KC-46A has been enlightening experience, and a humbling one.

"You think you know a lot, then you come into a new program," he said. "[The acquisition process] is all new to me and it's just the tip of the iceberg."



## Changes coming to CCAF degree programs

By Master Sgt. Timm Huffman

Airmen who are pursuing their CCAF degree should be aware of several changes coming to the Community College of Air Force degree program in 2017.

Effective 1 Jan 17, students have the option of completing six semester hours of non-duplicative (i.e. the course curriculum content for each course must not be similar (ENG101 English Composition I and ENG102 English Composition II) written communication courses or three semester hours of written communication and three semester hours of oral communications.

There will be two degree program title changes and three new degree programs added to the CCAF General Catalog. In addition to the changes noted below, a number of programs will have minor changes to their technical core and electives, as well as additional credit opportunities for earned certifications.

Students should discuss their degree programs with a their servicing education and training office to determine if they would like to postpone their nomination for graduation until after the degree title change takes place. Once a degree is awarded, CCAF cannot change the awarded degree title or withdraw the degree to reissue with a newer title.

### Degree Program Title Changes:

*Information Management will change to Business Administration (3A1X1, 3D0X1, 8M000, 8P100)*

This change updates terminology and is supported by the Career Field Managers. Students who hold the 3A1X1, 3D0X1, 8M000 and 8P1000 occupational specialties are currently eligible for the Information Management degree program. Effective, 1 Jan 17 with release of the 2017-19 CCAF General Catalog, these students will be eligible for the updated degree title Business Administration. Students will have the option to move into the new catalog or they may remain in their current catalog. Students who were awarded the Information Management degree are ineligible to enroll in the new degree program since they will have earned the degree that was applicable to their specialty at the time of award. Those ready for nomination to graduate have the option to wait until 1 Jan 17 for the new degree title.

*Safety will change to Occupational Safety (1S0X1)*

This change updates terminology and is supported by the Career Field Manger. Students who hold the 1S0X1 specialty are currently eligible for the Safety degree program. Effective, 1 Jan 17 with release of the 2017-19 CCAF General Catalog, these students will be eligible for the updated degree title Occupational Safety. Students will have the option to move

into the new catalog or they may remain in their current catalog. Students who were awarded the Safety degree are ineligible to enroll in the new degree program since they will have earned the degree that was applicable to their specialty at the time of award. Those ready for nomination to graduate have the option to wait until 1 Jan 17 for the new degree title. Please note the CCAF Action Request that the student was briefed on this option.

### New Degree Programs:

*Microprecision Technology (2P0X1)*

This new degree program better reflects the career field's mission and is supported by the Career Field Manager. Effective 1 Jan 17, with the release of the 2017-19 CCAF General Catalog, these students will be eligible for the new degree title Microprecision Technology. 2P0X1 students who were awarded the Electronic Systems Technology degree are ineligible to enroll in the new program since they will have earned the degree that was applicable to their specialty at the time of award. Those ready for nomination to graduate have the option to wait until 1 Jan 17 for the new degree title. Please note the CCAF Action Request that the student was briefed on this option.

*Nuclear Weapons Systems Technology (2W2X1)*

This new degree program better reflects the career field's mission and is supported by the Career Field Manager. Effective 1 Jan 17, with the release of the 2017-19 CCAF General Catalog, these students will be eligible for the new degree title Nuclear Weapons Systems Technology. 2W2X1 students who graduated in Munitions Systems Technology degree are ineligible to enroll in the new program since they have earned the degree that was applicable to their specialty at the time of award. Those ready for nomination to graduate have the option to wait until 1 Jan 17 for the new degree title. Please note the CCAF Action that the student was briefed on this option.

*Strategic Operations Management (1C2X1, 1C4X1)*

This new program better reflects the career field's mission and is supported by the Career Field Managers. Effective 1 Jan 17, with the release of the 2017-19 CCAF General Catalog, these students will be eligible for the new degree title Strategic Operations Management. 1C2X1 students with who were awarded the Air Traffic Operations and Management and 1C4X1 students who were awarded the Information Systems Technology degree are ineligible to enroll in the new program since they have earned the degree that was applicable to their specialty at the time of award. Those ready for nomination to graduate have the option to wait until 1 Jan 17 for the new degree title. Please note the CCAF Action that the student was briefed on this option.

Questions or concerns should be directed to your servicing education and training office or the CCAF at 334-649-5000.

### Det 2, continued from page 1

The new commander is a space acquisitions officer by trade but has spent much of his Air Force career in joint and interagency environments serving in advisory roles. He has deployed four times to European Command and Southern Command, including Israel in 2011 as the strategic engagement advisor to the U.S. Security Coordinator to the Israeli and the Palestinian Authority. In 2010 he served as a Congressional Liaison



Col. Willian (Bill) Bridgemohan, left, pictured here during the New York City Marathon, is the new Headquarters Individual Reservist Readiness and Integration Organization Detachment 2 commander.

Officer for Southern Command during the Haiti Earthquake.

"I have been blessed with incredible assignments, especially in the Reserve," said Bridgemohan, who has spent eight of his 19 years in the Air Force as an IMA.

He said his experience as an IMA offers him insight into the needs of Detachment 2's Individual Reservist and active component customers. He also recognizes the strategic importance of the Pacific theater and knows the unique experiences and skill sets IMAs bring to the fight are a force multiplier. In order to ensure the Individual Reserve program is as effective as possible, he plans to continue the Detachment's current path of streamlining processes and providing education to the organizations they serve.

"I've been in their shoes and I'll do everything I can to make sure they are successful and make it easier to do their jobs," he said.

Col. Carolyn Stickell, the HQ RIO commander, said Stehlik's departure is a loss for the entire organization but she is looking forward to working with Bridgemohan and the experience he brings to the table.

"Sharon is a fantastic leader and we're losing a lot of corporate knowledge as she moves on to her new position in AF/REG," said Stickell. "At the same time, I am excited to welcome Bridge to the RIO team. He comes to us from the International Engagement Program, so his unique skillset will be a huge asset to Detachment 2 and the Pacific community."



# One Airman, Global Impact: Chief Master Sgt. Bohdan Pywowarczuk

By Master Sgt. Timm Huffman

When Chief Master Sgt. Bohdan Pywowarczuk came to the Individual Mobilization Augmentee program from the traditional reserve, he was seeking upward mobility.

The move offered a promotion to chief and the opportunity to bring a highly-specialized skill set to the active duty.

Pywowarczuk, who is a still imagery and intelligence applications manager at Pacific Command, Joint Information Operations Center, Joint Detachment-Denver (JDET-Denver), as an IMA, is a radar scientist at Raytheon as a civilian.

The joint senior enlisted leader said he first got interested in the science behind his intel job during his initial active-duty tour. After serving as an imagery analyst at Ramstein Air Base, Germany, he left the Air Force to pursue his education and wound up with a master's degree in physics. During this break in service, he also finished up the pilot training he had started while in the service, earning his private and commercial pilot's license.

He returned to the Air Force as a traditional reservist at the 701st Combat Operations Squadron at March Air Reserve Base, California.

After working for a number of years as a pilot, Pywowarczuk leveraged his military experience and education into a career at Raytheon, where he is a researcher for products to be used in military applications.

In 2012 he was ready for a change in his Air Force job, and more flexibility. He left the traditional reserve to be an IMA at JDET-Denver, where now manages a joint reserve team of intelligence specialists.

Pywowarczuk said that because IMAs are responsible for managing every aspect of their own career, they have deep personal knowledge of the Air Force. He said the broader experience base of IMAs allows them to have a bigger-picture understanding of where they fit into the mission. He believes these two factors create strong non-commissioned and senior non-commissioned officers who are capable of guiding younger Airmen through their careers.

While advancing his civilian and military careers, Pywowarczuk has also continued flying. He is currently an aerobatic flight instructor at Mid-way Airport, Waxahachie, Texas. He has about 3,600 flight hours now and currently offers training flights to several students a month.

He said he's had students throw airplanes into all kinds of crazy spins, but his closest call came when one student let go of the controls when they were on final approach for landing. This caused the plane to nose down toward the ground. Pywowarczuk had to react quickly and take over. He said he pulled "three Gs" in order to avoid slamming into the ground.

"[Teaching aerobatics] is like riding with someone on their first roller coaster ride," he said, noting that most people only experience straight and level flying and don't get to experience the full capabilities of what an aircraft can do.

Pywowarczuk said his military and civilian careers are complimentary. On the one hand, he brings knowledge of how the military operators use the equipment to his job at Raytheon. And on the other, he brings a deep understanding of the inner-workings of the equipment to his Air Force job where he can explain the equipment design to his Airmen.



## Veteran's Day 2016



**Detachment 4  
honoring those  
who serve**