

KYEM CONTACTS

KENTUCKY DEPARTMENT OF MILITARY AFFAIRS

Maj. Gen. Edward W. Tonini
The Adjutant General

KYEM DIRECTOR

John Heltzel

502-607-1682

johnheltzel@us.army.mil

KENTUCKY DEPARTMENT OF MILITARY AFFAIRS LEGISLATIVE LIAISON

Steven Bullard

502-607-1738

Steven.p.bullard@us.army.mil

KYEM PUBLIC INFORMATION

Buddy Rogers

502-607-1611

Buddy.rogers1@us.army.mil



Community Crisis Response Board

Mission: The Mission of the Kentucky Community Crisis Response Board (KCCRB) is to promote resilience in all citizens of the Commonwealth following a disaster or critical incident through the prevention and mitigation of disabling stress by recruiting, training, and maintaining a statewide credentialed team of regional response ready volunteers to provide critical incident stress management.



Vision: KCCRB will be an extensively recognized community resource that provides crisis intervention service and will be fully integrated into emergency response plans developed for the Commonwealth.

KCCRB Staff:

Executive Director, Debbora Arnold
Staff Assistant, Kelli Robinson
Internal Policy Analyst III, Wayne Mullannix
Administrative Assistant, Tammy Napier
Program Coordinator, Cynthia Wright

The Office of the Kentucky Community Crisis Response Board consists of two (2) state funded positions, and three (4) federal funded positions through the National Bioterrorism Hospital Preparedness Program Grant. The Office trains and maintains a team of 230 response ready volunteers to provide crisis counseling services statewide.



Debbora Arnold

During the fiscal year 2012, the Kentucky Community Crisis Response Team responded to 50 incidents, delivering 221 response services to a total of 4,586 individuals across the Commonwealth.

KCCRB delivered 26 training courses totaling 201 hours to 516 participants during FY12.

KCCRB submitted an application on behalf of the Commonwealth of Kentucky and received approval for an Immediate Services Program Grant and a Regular Services Program Grant to provide a Crisis Counseling program in response to presidentially declared disaster, March 2012 severe storms, straight line winds and tornados that occurred across Kentucky.

Federal Functions

KYARNG Recruiting and Retention

The 2/75th Recruiting and Retention Battalion, commanded by Major Fred W. Bates, V., had a stellar year this year. With a 152 full-time personnel, comprised of 103 AGRs, 26 FTDNG-OS, 6 Federal Technicians and 17 Contractors, the battalion was able to successfully oversee the enlistments and retention for 130 KY ARNG units. The same staff along with 132 M-day Cadre was able to instruct and mentor an average strength of 800 Reps in the Recruit Sustainment Program (RSP). This Cadre, along with the full-time personnel, prepared the Reps to take on the challenges of completing Basic Combat Training (BCT) and Advance Individual Training (AIT).



FY12 was a challenging year for the 2/75th R&R Battalion as National Guard Bureau (NGB) – GSS division refocused their intent and goals from End Strength (ES) to Accessions. This caught most states off guard and so leadership had to rethink how they were going to meet the monthly accession missions that NGB established. 2/75th R&R Battalion went with what it did best, and that is refocus the Recruiters and find new applicant pools to fish from.

NGB assigned the R&R Battalion with an enlisted accessions goal of 1,052 with 70% being Non-Prior Service (NPS) and 30% Prior Service (PS). The R&R Battalion finished the FY12 year with 1,127 enlisted accessions or 107.1% and of those 83% were NPS and 17% PS. NGB wanted the enlisted accessions to be 65% mental category I-III A or higher and KYARNG just finished short at 60.2%. The officer accessions were 72 of the required 104 or 69% of the assigned goal.

Late in the Fiscal Year, The Kentucky Adjutant General, Major General Tonini, asked the 2/75th R&R Battalion to exceed the ES Goal of 7268 to 7368. This increase was all due to the fact that Major General Tonini was wanting the KYARNG to show NGB that we could not only make the assigned ES goal, but also grow above that to help NGB with its struggle to achieve an ES of 358,200. This late in the ballgame request caused Major Bates and the Marketing Team to think outside the box on how were they going to get another 100 on the ES and still make the assigned accessions goal of 1,052.

“Be the Elite” was a marketing initiative that recognized the best 100 enlisted accessions during the months of July – September. These new Soldiers had to meet strict entrance requirements such as; no waivers, AFQT score above 50, and able to enlist within 30-days.

There were 104 that met the requirement and the top 100 will be recognized and receive a special embroidered backpack filled with items during a press conference in November. 2/75th R&R

Battalion and the KYARNG units were able to not only get the 100 but finish FY12 with an ES of 7370, which is 2 over the newly assigned mission of 7368.



The Recruit Sustainment Program (RSP) did a fantastic job during FY12 as well. They consistently were in the top 10 in the nation on the RSP metrics and finished out the year at #6 after reaching a high of #4. The six RSP detachments consistently had 800 or more Repts attached to them during any given month. They finished out the FY12 year with 95.6% IET Ship Rate where the NGB goal is greater than 85%. They also saw a 3.05% RSP Negative End Strength Percent, where the NGB goal was less than 5%. The At Risk for Drill Attendance of 0.6% (NGB Goal <4%), Shipper Quality Control Rate of 95.8% (NGB Goal >90%) and Enlisted Training Pipeline Success Rate of 82.4% (NGB Goal >84%) all contributed to the success of the RSP program.

The selected Kentucky Chief's 54 winner and NCOIC of the Year for FY11 went to the RRAC III conference in October 2011 to compete. At the end of the competition, Kentucky had won both the Chief's 54 and Master Seven. SSG Kristofer Serna was the RRAC III Chief's 54 winner and SFC Lloyd Renfroe was the RRAC III Master Seven winner. This was the first time that a single state had won both awards. Both competed at the National RRAC level and did very well.

For the FY12 Chief's 54 and NCOIC of the Year, the 2/75th R&R Battalion held its annual board in hopes of winning both awards twice in row. To capitalize on this experience, the board was held differently than the past years. This year, instead of only sending the Recruiters that had the highest enlistments in the three companies, all the Recruiters with 20 or more accessions were boarded. SSG Miguel Santiago was selected as the Kentucky Chief's 54 and will compete at the RRAC III conference in October 2012. SSG Santiago finished the Recruiting Year (September – August) for FY12 with 33 accessions and a write-rate of 2.67.

The NCOIC of the Year was SFC Charles Miller. His detachments finished the Recruiting Year with an average write-rate of 1.71, the highest of all six detachments. What pushed SFC Miller above all other NCOICs was his quality marks. His Recruiters had a higher average of category I-III A enlistments than any other detachment. He will compete at the RRAC III Master Seven competition in October.

To assist with all the success the Recruiters and the battalion had achieved, the marketing team capitalized on all the local and national assets that were available. Throughout the year, the team was seen alongside Recruiters for the Border Bowl, Kentucky Derby, Thunder Over Louisville and almost every State High School Championship tournament or game.

Something new to the battalion and marketing was the 'Mud Runs'. The Kentucky National Guard sponsored the 1st annual Kentucky National Guard Bluegrass Mud Run. This along with two other mud run events put Recruiters in place to be seen by over 800-1000 participants. These mud run events paid off high dividends when it came to getting the Kentucky National Guard logo out for everyone to see.

The Officers and Enlisted Soldiers of the battalion overcame large obstacles during Fiscal Year 2012. The battalion was forced to look at accessions in a new way as NGB changed its focus and during several months would apply the brakes when quality marks were getting tight. This along with only averaging 100 valid vacancies per month, made the Soldiers of the battalion think hard on how to make FY12 a successful year. In the end,



they did it, and it was the 9th year in a row that 2/75th Recruiting & Retention Battalion and KYARNG had met its ES mission and 1st year since 2010 that it met its accession mission.

Command Historian JFHQKy

Established in 2006, the mission of the Command Historian of the Kentucky National Guard is to collect, research, interpret, preserve, and tell the story of the Kentucky National Guard, both Air and Army.

During the past year the Command Historian continued to respond to questions from staff/unit personnel, retirees, and the general public.

The Command Historian continues to serve on or with the following boards / commissions / committees:

- Kentucky Military Heritage Commission.
- Kentucky War of 1812 Bicentennial Commission, (vice-chair)
- Kentucky Military History Museum Board, Kentucky Historical Society.
- Kentucky National Guard Memorial Fund Board, (chair)
- The Kentucky National Guard Military History Museum, located in the Old State Arsenal in downtown Frankfort, was closed for final upgrades in the fall of 2012. It is scheduled to re-open in the spring of 2013.

A number of activities were completed during the reporting period:

- 14 Apr 2012: Warrant Officer History Brief.
- 14 Apr 2012: Participated in the KY UPARH conference/workshop at WHFRTC.
- 19 Apr 2012: Gave a talk at Eastern Kentucky University, Kentucky in the War of 1812.
- 19 May 2012: Participated in ceremony honoring Major General Samuel Hopkins in Henderson, Kentucky.
- 18 Jun 2012: Participated in War of 1812 ceremony ringing the World Peace Bell at Covington, Kentucky.
- 22-23 Jun 2012: Participated in “Muster on the Kentucky” the state’s official kick-off of the War of 1812 Bicentennial Commemoration.
- 30 Jun 2012: Presented a paper at National War of 1812 symposium at Vincennes University, Vincennes, Indiana.
- 7-14 Jul 2012: Participated in a Canadian Broadcasting Company War of 1812 documentary. Additionally, KYNG film crew documented War of 1812 battlefield sites in Canada, Michigan, and Ohio for a Kentucky documentary on the war. Plans are underway to film sites in Indiana and Louisiana where Kentucky troops fought.
- 17 Jul 2012: Unveiling of the 3/123rd Armor stained glass window at WHFRTC.
- 21 Jul 2012: Participated in the unveiling of the Jose Marti Monument at Shively Park in Louisville, KY.
- 10 Aug 2012: Gave talk to Kentucky’s World War II Roundtable at Berea, KY. Two Kentucky POW Medal recipients.
- 13-17 Aug 2012: Kentucky State Fair, War of 1812 exhibit. During the past 8 months worked with the State Fair board to develop the 6-panel display telling Kentucky’s role in the war.

- 24 Aug 2012: KYNG OCS History Day, Frankfort, KY. Conducted annual history brief and tour for OCS graduating class.
- 2 Sep 2012: Participated in Ride II Remember for Kentucky National Guard Memorial project.
- 18 Sep 2012: Received National Award from Daughters of the War of 1812, for work on Kentucky's role in the war.
- 20 Sep 2012: Attended meeting of the Kentucky Military Heritage Commission at Princeton, Kentucky.

Ongoing Activities:

- Work continues on collecting the story of the Kentucky National Guard's involvement in the Global War on Terrorism.
- Working on book on Kentucky ADTs.
- Working with officials in Greenville, Kentucky on the establishment of a monument honor E. M. Brank, "The Lone Marksman at the Battle of New Orleans."
- Draft of KYNG Regulation 870-1, Historical Activities, Kentucky National Guard Unit Military History Activities. Update is on hold until the new NGB Regulation 870-1 is received and reviewed for compliance.
- Working with the staff at the U. S. Air Force Museum at Wright-Patterson, OH. to re-mark, correctly with Kentucky Air National Guard markings C-45H aircraft.
- Work continues on the book on the First 50 Adjutant Generals of Kentucky.
- Development of a consolidated Kentucky National Guard historical records archives.
- Work still continues on the development of the Kentucky National Guard Memorial to be located at the entrance of Boone National Guard Center.
- Working on a video documentary history of the Kentucky Air National Guard along with an exhibit about the organization to be located at the Frazier International History Museum in Louisville. Exhibit opening is scheduled for 2014.
- Working on a documentary of Kentucky's role in the War of 1812.

During the past year the Kentucky National Guard e-Museum website has continued to expand with new articles and photographs. Plans are currently underway to completely update the website during 2013.

Human Resources Office

The Human Resources Office is responsible for directing and administering the personnel programs for all full-time federal employees of the Kentucky Army and Air National Guard. This includes three separate and distinct programs for both the Army and the Air Guard: Excepted Military Technicians, Competitive Technicians and Active Guard & Reserve (AGR) personnel. COL Haldane Lamberton was assigned as the Human Resources Officer in October 2012. In this capacity, COL Lamberton served as the primary staff advisor to The Adjutant General on matters of federal manpower and full-time personnel management. Annual salaries for full-time technicians and AGR members bring into Kentucky over \$110 million dollars annually. In addition, another three-quarter of a million dollars are generated for the Commonwealth annually through full-time workforce travel and educational opportunities.

During fiscal year 2012, the Human Resource Office supported the war efforts in addition to providing the professional everyday support that our full-time and retired customers have grown accustomed to receiving. Over the course of fiscal year 2012, the HRO office processed over 100 technician and active guard personnel for mobilization/demobilization. Although some of our training services have been scaled back because of deployments, the HRO office has continued to provide exceptional support to all of our customers in addition to supporting the personnel deploying overseas and across the country.

At the end of fiscal year 2012, the Kentucky Army National Guard had on board 848 Army and Air technicians. Of those technicians, 113 were in a Leave Without Pay (LWOP)/deployed status. The state's AGR program reflects a total of 700 personnel in the program. Of the 700 AGR's, the Army Guard has 572 and the Air Guard has 128, with 31 AGR's deployed. Total combined Army and Air personnel equate to 1,548 full-time employees.

The HRO office is divided into five specialty branches. Their section summaries are contained within the remainder of this report.

Manpower Branch

Mrs. Kelly Bingham is the Supervisory Human Resource Specialist for the Manpower Branch. This Branch contains five specialty areas: Technician Budget, Classification, Position Management, Staffing and Information Systems. The staff assists supervisors, managers, and employees in ongoing, positive recruitment and placement programs, manpower and end-strength and is responsible for providing continuing services to our Army and Air National Guard Excepted and Competitive Technicians.

Position Classification/Management

Mrs. Kelly Bingham has taken on the classification/management responsibilities. The assistant Classification Specialist is TSgt John Hoagland. Position Classification is the process the National Guard uses to determine a title, occupational series, pay plan and grade for a position within the agency. A Position Description (PD) describes the certified duties, authorities, and responsibilities assigned and performed by each incumbent in a position. Supervisors use PDs to determine training needs, career development plans, evaluate performance, direct the flow of work, and execute various programs. Position Descriptions also assist management with decisions concerning recruitment, placement, and promotion actions.

Position Management, Position Descriptions, and Desk Audits/Position Reviews are professionally conducted and managed by the section. The organization and position reviews ensures we are organized in the most effective, efficient and economical manner to efficiently and effectively achieve the mission and goals of the organization. Mrs. Bingham and TSgt

Hoagland also ensure requirements, authorizations, and KY’s Technician Workforce strength is maintained.

In FY 12, the classification section worked and fielded 13 Classification packages published by NGB and conducted more than 16 individual desk audits. This section played a critical part in an NGB HRO Manpower Study. We assisted and trained personnel in the field, tracked the progress, and developed new approaches to prepare for changes in the HRO documentation process. TSgt Hoagland has attended training in various manpower disciplines to increase the functionality of the section. The section spent a great deal of time and effort maintaining the DCPDS Army and Air manning documents by ensuring accurate position and hierarchy management.

Technician Budget

Mrs. Terry Jenkins is the Management Analyst, who ensured that the funding and quota management for the full-time workforce was executed in an excellent manner.

ARMY TECHNICIAN	ANNUAL SALARY
FY 10 - 569 Personnel	\$41,987,580
FY 11 - 486 Personnel	\$40,943,900
FY 12 - 610 Personnel	\$40,433,662
AIR TECHNICIAN	
FY 10 - 223 Personnel	\$18,878,033
FY 11 - 236 Personnel	\$18,693,093
FY 12 - 238 Personnel	\$13,881,289
TECHNICIAN TRAVEL / TNG / PCS FUNDS	
FY 10 - \$ 493,056	
FY 11 - \$ 803,305	
FY 12 - \$ 629,563	

Technician Staffing

The staffing section is lead by CMSgt Kevin Robison, who is assisted by SPC Christina Riddle. They ensure the organization follows all guidelines, policies, regulations and statutory requirements placed on Federal organizations, including the merit principles of the Merit Placement and Promotion Plan, and adhere to Affirmative Employment regulatory guidelines. Only statutory and regulatory basis are used for all personnel administration. The section processed over 1500 application packages and announced 83 positions for hire, along with over 25 temporary technicians.

The Staffing Section is working to recruit potential employees, manage job advertisements and qualify potential employees for all technician positions. Other primary responsibilities include: providing managers/supervisors advice and proposed solutions to problems; guidance on recruitment and internal placement; counseling and assistance to potential employees; applicant training at events (Job Fairs, Yellow Ribbon events); developing qualification standards by conducting occupational analyses and conducting job analyses to identify the competencies needed to evaluate an applicant; monitoring military technician compatibility; processing permanent change of station moves; setting pay, including monitoring recruitment and retention allowances and counseling eligible employees for input into the Priority Placement Program.

Information Management Branch

SGT Clayton West is the branch chief for the Information Management Branch. The Defense Civilian Personnel Data System (DCPDS) is the HRO management tool for the full-time federal workforce. Information within this system generates reports containing useful information for commanders, supervisors and employees. This same data is routed to the National Guard Bureau (NGB) and the Office of Personnel Management (OPM) where personnel actions, authority codes, compatibility and strength are monitored. Data is fed to the Army for

stationing and installation plans, for the Defense Manpower Data Center, and the Army Knowledge On-line systems. Data is also fed to two Air Guard systems for budget and training purposes. DCPDS is connected to the Defense Finance & Accounting System (DFAS) in Indianapolis, Indiana to provide information necessary for payroll. All Air and Army technicians are currently paid through this system. After each payroll is processed, payroll data is routed back to DCPDS to update several data elements for budgetary purposes. Specific reports may be generated upon request through the Business Objects Application (BOA). BOA retrieves data from specific data fields within DCPDS to allow customized reporting.

My Biz is a Self Service Application within DCPDS. My Biz allows Technician employees on-line access to view information from their official personnel records including appointment, position, personal, salary, benefits, awards and bonuses, performance and personnel actions. In addition, Technician employees may update their work telephone number, email address, handicap codes, ethnicity and race identification, foreign language proficiency and emergency contact information.

My Workplace is the self service application that has also been integrated with DCPDS. My Workplace keeps Managers and Supervisors informed about their Technician employees personnel data. My Workplace brings key information to Managers and Supervisors about their employees together in one place, streamlining the human resources decision-making process and helps to balance managerial tasks more easily.

The **Performance Appraisal Application (PAA)** is an online self-service tool accessed via My Biz or My Workplace. The PAA is the web-based tool that supports the performance planning and appraisal processes. Employees, Rating Officials, and Higher Level Reviewers use the PAA to create performance plans, Interim Reviews, and Annual Appraisals, which monitor and rate employee performance.

AGR Branch Mission:

The AGR branch is managed by CPT Noy Boriboune and MSG Michael Peck. The AGR Branch is responsible for, but not limited to: Overall management of the AGR program, Planning and implementing special events, Budget and fiscal management, Strategic development of marketing initiatives, Coordinating staffing actions with staff directorates and sections relating to the AGR program, Preparing correspondence, reports and statistics for use in HRO briefings and communications with NGB, the Adjutant General, and commands; Developing and implementing recruitment-placement and career management programs/policies, Supervises administrative procedures and policies on AGR disciplinary actions and/or involuntary separations and Manages and monitors the Army AGR budget. The AGR Section also plans, develops, directs and operates AGR position management and classification program within the state and serves as the technical expert on personnel classification matters to advise the Manpower Branch, the HRO, and the Adjutant General on program requirements and practices; to include managing the Mobilization Augmentee, Full-time Equivalent, and Outreach Programs. Finally, the AGR branch works with Manpower Branch to ensure full time manning does not exceed authorized employment numbers.

Significant Events and Accomplishments:

The AGR Section sponsored several significant training events in FY10 and FY11 in the following areas:

- -Employee/Orientation Training;
- -Interview Training;

- -AGR Supervisors Training;
- -Strategic Planning;
- -AGR Management; and
- -Life Cycle Management

AGR Staffing

The AGR Staffing Section is managed by SFC Heather Acosta and assisted by SSG Debra Hunt. They diligently work to recruit potential employees, manage job advertisements and qualify potential employees for all AGR positions. Other primary responsibilities include: Providing managers / supervisors advice and proposed solutions to problems, Guidance on recruitment and internal placement, Counseling and assistance to potential employees, conducting job analysis to identify the criteria needed to evaluate an applicant, Monitors compatibility; Quality checks all AGR job packets and processes Permanent Change of Station (PCS) orders.

<u>ARMY AGR'S</u>	<u>ANNUAL SALARY</u>
FY 10 – 572 Personnel	\$44,300,900
FY 11 – 576 Personnel	\$46,500,800
FY 12 – 572 Personnel	\$44,888,352
<u>AIR AGR'S</u>	
FY 10 – 121 Personnel	\$7,946,133
FY 11 – 128 Personnel	\$8,200,115
FY 12 – 128 Personnel	\$9,484,958
<u>AGR TRAVEL / PCS FUNDS</u>	
FY 10 - \$ 790,000	
FY 11 - \$ 810,000	
FY 12 - \$ 738,000	

FY12 was another challenging year. The section announced 55 permanent positions for hire and processed over 280 application packages. The section also announced over 31 Full-Time National Guard Duty Operational Support position and screened over 250 applications for those positions, as well as OCO, FTE, and MOB Augmentee positions.

The staffing section ensures the organization follows all guidelines, policies, regulations and statutory requirements placed on federal organizations, adheres to affirmative employment regulatory guidelines. Only statutory and regulatory basis are used for all personnel administration.

AGR Services

The section is managed by SFC Shafonia Johnson and SSG Michele Ware. CMSgt Kevin Robison continues to assist and advise AGR Services for Air AGR Personnel here at HRO in Frankfort. The HRO remote designee is Major Bob Geary. All are dedicated to ensuring the AGR soldiers receive courteous, timely and professional service. Excellence serves as our standard of performance and we strive to provide quality services to internal and external customers

The AGR Services section is charged with the responsibility of administering benefits and services for all full-time AGRs of the Kentucky Army National Guard. These benefits include such items as: The Active Guard Reserve (AGR) Retirement, New Employee Orientations, Leave Administration and Monitors and assists with AGR Military pay issues and inquiries.

Technician Personnel Services Branch

This section is one of the key links to our full-time employees, making sure their needs and questions are answered. Mrs. Pam Cox is the Supervisory Human Resources Specialist for

this section. She is assisted by Mrs. Karen Cornwell, Mrs. Eva Slusher, Mrs. Linda Wolverton and SPC Samitha Cross. MAJ Robert Geary is the remote designee for the ANG base for Technician Services as well. All are dedicated to ensuring technicians receive courteous, timely and professional service.

Services Branch provides comprehensive human resources management advisory and technical services for extremely complex ANG/ARNG organizations that are highly dynamic in nature. They administer both Civil Service Retirement System (CSRS) and the Federal Employee Retirement System (FERS). Over forty-six retirements were processed this fiscal year. Services Branch advises management and counsels employees on technical services that involve a wide variety of human resource programs, to include: Health and life insurance, leave, Thrift Savings Program and the Federal Employees Compensation Act.

Services Branch successfully administered the Incentive Awards Program, involving monetary and non-monetary recognition. During this fiscal year, over 550 monetary awards were processed in accordance with regulatory requirements. A tracking mechanism was developed to evaluate and provide management with reports of statistical information pertaining to status, financial impact, as well as the types and numbers of awards.

The Workers' Compensation Program is another major program managed by the Services Branch. Reducing workers' compensation costs and lost workdays is the responsibility of everyone involved in the Workers' Compensation Program. Although DOD 1400.25M gives the Injury Compensation Program Administrator (ICPA) in HRO overall responsibility for the management of the workers' compensation claims, a team approach is a critical factor in the success of the overall Workers' Compensation Program. Our goal is to reduce injuries and accidents in the federal technician workforce. The cost of Federal workplace injuries, when measured by workers' compensation losses, is more than two billion in compensation and two million lost production days annually. This FY, the final assessment for Kentucky was an "excellent" rating which reflected a cost savings to the state in the amount of \$95,000. This is due to effective case management by using the collaborative process of assessment, planning, facilitation, and returning injured workers to work.

Services branch continues to advise managers, supervisors and federal technicians who enter military duty regarding the provisions of the Uniformed Services Employment & Reemployment Rights Act (USERRA). Mrs. Cox and staff ensure those technicians who enter uniform service receive necessary information regarding their benefits and entitlements. All of this in addition to daily telephone calls, walk-in customers and processing a plethora of personnel actions. Services Branch strives to ensure accurate and timely processing of personnel actions, Notification of Personnel Actions (SF-50) for separations, within-grade increases, etc., to include completion of supporting forms, records and documents. Due to the overwhelming volume of work produced by this section, they continue to strive in achieving the highest standard of excellence. Services Branch continues to recognize the importance of accuracy, consistency and precision in carrying out their responsibilities to a successful conclusion in meeting responsibilities and deadlines.

Services Branch displays industriousness, conscientiousness and diligence in performing specific and measurable tasks. We strive to keep our customers in mind as well as achieve and surpass our agency goals to provide maximum support to our full-time workforce. Excellence serves as our standard of performance as we strive to provide quality services to both internal and external customers. These services are crucial to the numerous variables contributing to the realization of organizational goals and objectives.

Human Resources Development Branch

The Human Resources Development Branch assists the HRO in administering The Adjutant General's goals of increasing and maintaining the skill and efficiency of all full-time employees. The Human Resources Development Specialist, Mrs. Karen Cornwell, managed and executed the FY12 training and travel budget of \$997,000. As the Approving Official for the technician full-time workforce orders, Mrs. Cornwell approved approximately 700 Defense Travel Systems (DTS) travel and training authorizations during FY12.

The Kentucky National Guard's full-time workforce contains a wide variety of military and civilian personnel serving in many different specialties and career programs. AGR personnel and technicians often share the same training needs and attend the same courses, such as those offered by the National Guard Professional Education Center (PEC) in North Little Rock, Arkansas. Mrs. Cornwell serves as the quota manager for all formal and professional development courses for the full-time workforce.

In FY12, HRO offered a wide variety of supervisory development courses, retirement planning and technical courses to meet the special needs of the workforce. The Human Resources Development Branch continues to provide exemplary advice and guidance regarding technician training issues related to program requirements in order to successfully accomplish the state National Guard mission. As in the past, the HRO will continue to involve our managers and higher level supervisors directly in the process of planning for the training and development of the workforce to ensure optimum use of federal financial resources.

Equal Employment Opportunity Branch:

Ms. Sheila Lawson is the branch chief of the Equal Employment Opportunity (EEO) program for the Kentucky National Guard. The Equal Employment Opportunity Office is responsible for devising and implementing National Guard Bureau equal opportunity and civil rights programs at state level.

The Equal Employment Opportunity Office ensures the agency is in compliance with regulatory and statutory requirements. This office provides guidance and interpretation of federal laws and regulations to senior management and employees designed to provide equal opportunity and diversity management for the workforce in the Kentucky National Guard. This program covers several employment programs that include Federal Technicians, Civilians, Active Guard Reserve and Traditional Guard members. This office also coordinates with the State Human Relations/Equal Opportunity (HR/EO) Office and the Equal Opportunity Professionals and the Army and Air personnel to ensure training requirements are met. This office serves as the principal point of contact with the National Guard Bureau's Equal Opportunity Office and the local District Office of the Equal Employment Opportunity Commission.

Some of the programs covered under this branch include the following:

- -Affirmative Employment Program;
- -Affirmative Action Program;
- -EEO/EO Complaints Processing;
- -Special Emphasis Programs;
- -Equal Employment Opportunity Counselors;
- -Alternate Dispute Resolution;
- -Sexual Harassment Prevention Training;
- -Employee Assistance Program; and

- -Community Relations
- -Prevention of Workplace Violence

Labor Relations Branch

Mrs. Jean Coulter is the branch chief in charge of the Labor Relations program for the full-time members of the Kentucky National Guard. The Kentucky National Guard has two labor organizations within its workforce - the Long Rifle Chapter # 83 Army National Guard and the Bluegrass Chapter #69 Air National Guard. Both unions are affiliated with The Association of Civilian Technicians, Inc. Both management and the labor organizations continue to utilize and develop their perspective Labor Management Partnership Councils. The council partnerships work to establish positive approaches to resolve conflict at the lowest possible level through open and honest communication. The organizational goal is to encourage both management and union officials to maintain a cooperative and professional spirit to accomplish the myriad of missions required in the Army and Air National Guard.



The Kentucky National Guard has negotiated its first joint contract to be utilized by the Army and the Air National Guard. Management and union officials spent countless hours preparing, working on proposals and negotiating the new joint labor-management contract. The contract has been approved except for a few minor issues. These have been re-negotiated and are at agency head for final review/approval.

Mrs. Jean Coulter advises management on all aspects of Labor Relations and provides guidance and recommendations for discipline and adverse actions to ensure the efficiency of the Kentucky National Guard is maintained at the highest levels.

Diversity

Air Force Lt. Gen. Harry Wyatt, director of the Air National Guard, “We’ve got to attack this diversity issue with the same fervor and dedication that we attack those things that began happening to us on 9/11,” he said. “It’s time to operationalize diversity. Think of diversity as a weapons system that is a force multiplier that will allow us to get the mission done no matter what. The more diverse we are, the quicker we will meet those challenges and the better the solutions will be. That’s the power of diversity. “We can’t just put people in places and think that that’s going to solve diversity. We have got to instill in our organization the processes and, if you will, the DNA that will sustain itself from this point forward. One of these days, diversity will be such a part of our culture that we won’t need ... diversity councils because it will just be a way of life, it will be part of our DNA so that we will be the strong force that only diversity can get us to.”

FY12 NGB Diversity Conference

LTC TinaGay Riddle was the appointed State Diversity Initiatives Advisor (SDIA) who works in support of the Equal Opportunity Program and spearheads the Diversity Initiative; this position is as Staff Officer to the Joint Forces Director of Human Resources.

LTC Riddle worked in conjunction with the State Equal Employment Manager (SEEM), and their efforts are augmented by the Equal Opportunity Advisors (EOAs) from each of the six Army Major Support Commands: 63rd Theatre Aviation Brigade, CPT Dante Steadmon; 75th Troop Command, SFC Terry Vaughn; 138th Fires Brigade, MAJ Michael Benton and newly, CPT Melissa Mattingly; 149th Maneuver Enhancement Brigade, SFC Brandon London; 238th Training Regiment, MSG William Parks; and Joint Force Headquarters, MSG Leta Odom. These individuals and the Equal Opportunity Leaders in each subordinate unit are the partners in this initiative for all members of the Kentucky National Guard to serve proudly and reach their full potential.

Also joining the effort is the 123rd Airlift Wing Director of Equal Opportunity, 1LT Roxanne Smith, who works with her team, the Human Resource Advisors (HRAs), CMSgt Susan Sanders and SMSgt Dave Selby to refine the initiative within the Kentucky Air National Guard and, in collaboration with the Kentucky Army National Guard.

Kentucky is in the forefront with LTC Riddle's appointment by the National Guard Bureau to serve as a Regional Representative on the DARNG National EO/EEO/Diversity Committee. LTC Riddle launched the Diversity and Inclusion Newsletter which currently has 8 editions. This year Mediation Training, Diversity Competency Training, the Leadership Challenge Program II and the Four Lenses Personality Training's exposure led to the emphasis of Equal Opportunity Leaders Course (EOLC) for deploying units, to the launch of the first EOLC Refresher course, brought the DOD Diversity Competencies' Architect, Dr. Renee Yuengling to the Headquarters to train senior leaders, and prepared sixteen Four Lenses Instructors to further the goals of the Diversity Council.

Kentucky was one of the first to have a Joint Diversity Council; the Kentucky Joint Diversity Executive Council (KYJDEC) was re-chartered, re-charged, empowered and met quarterly this year. Approximately thirty persons from all ranks serve on the council and five sub committees were crafted to collaborate on Training & Education, Career Mentoring and Management, Community Outreach, Recruiting & Retention, and the most recent, Policies, Procedures and Recognition. These five sub committees will continue to meet quarterly and their collaboration will further the efforts to improve fairness and equality and shape the Guard toward the future. Already, this year, several proposals have been delivered, and we are currently working on a Diversity Video Initiative showcasing KY National Guard Diversity. As a "mission first" state, Kentucky will recruit, train, and retain a more diverse force to compete for the talents of the twenty first century.

Human Resources Directorate (Military) (G-1)

Colonel Charles T. Jones is the Director of Human Resources (Military) or the Deputy Chief of Staff, Personnel (DCSPERS). Located at Boone National Guard Center in Frankfort, KY, the G1 is responsible for program management, staff supervision and administrative support

to all units and personnel of the Kentucky National Guard. The G1 directorate consists of the following branches: Personnel Systems, Personnel Services, Safety and Occupational Health, Health Services, Education, Employment and Incentives; Family Support Program and Family Assistance Center, and Risk Reduction and Suicide Prevention Program (R3SP).

SIDPERS Interface Branch (SIB)

Mission/Responsibilities: The SIDPERS Interface Branch (SIB) is managed by CW2 James Ford and the NCOIC of the branch is SFC Azelia Campbell. This branch is comprised of three sections; PSDR, SIDPERS, RPAM/RSO, and IT.

Personnel Services Delivery Redesign (PSDR) Section

Mission/Responsibilities: Under the PSDR initiative, the Personnel Services Branch (PSB) is now decentralized down to the Brigade and Battalion level. The remaining state level actions have been consolidated under a PSDR Section within SIB. SFC Janet Woods is the NCOIC of this section. This section is tasked with managing the online records application (i-PERMS). Additionally, this section supports and interacts with the decentralized PSDR assets in the field.

To ensure Soldier and unit readiness, this section is involved in cyclic unit reviews with the purpose of inspecting and updating personnel records. These reviews are often conducted in conjunction with Soldier Readiness Processing (SRP) conducted by the unit annually and prior to the unit's mobilization. During an SRP, each Soldier's personnel records are reviewed for their accuracy and completeness, including: personnel data on file, ID card, ID tags, dependent, emergency, and beneficiary information. Use of the Mobilization Planning Data Viewer (MPDV) has become integral to this process. Soldiers and their families are also briefed and provided information on Family Support Care Plans during the SRP.

Standard Installation/Division Personnel System (SIDPERS) Section

Mission/Responsibilities: The SIDPERS Section maintains automated records and information on approximately 7,300 Kentucky Army National Guard personnel. The Department of Defense, National Guard Bureau and Congress all use this information to determine the allocation of units, equipment and personnel. SSG Michael Martin is the NCOIC of this 5-person section. SIDPERS has the responsibility of entering data and updating the electronic records of all Kentucky Army National Guard Soldiers. They process new enlistment packets, discharge actions, enlisted and officer promotion actions. These and numerous other electronic transactions are the primary function of this branch. Additionally, SIDPERS has the responsibility to maintain force structure data for all KYARNG units. This branch also performs transactions that create, modify, and delete units from the SIDPERS database based on documents received from the Department of the Army.

Retirement Points Accounting Management (RPAM)/ Retirement Section (RSO)

Mission/Responsibilities: This section is managed by SSG Debbie Devine. SSG Devine maintains automated retirement records on all KYARNG Soldiers. Automated records have been maintained on former members of the KYARNG since March 1987. These former member's records are maintained for 47 years or until the Soldier reaches age 64, whichever comes first.

Information Technology (IT) Section

Mission/Responsibilities: This section has the mission and responsibility for implementation, fielding and sustainment of personnel automation systems. This section plays a vital role in transforming KYARNG personnel automation in unison with Department of Defense and Department of the Army policy and directives. This section also has responsibility to manage and maintain the computer systems of all the employees within the G1 directorate. MSG David Heavrin is the NCOIC of this branch and has been instrumental in the efforts to move to a paperless working environment. He is additionally responsible for ensuring best business practices are followed within the personnel automation arena.

Significant events from 01 Oct 11 thru 30 Sep 12:

- During FY 12, this section screened over 1,000 KYARNG Soldiers prior to their deployment in support of the Global War on Terrorism. This was accomplished through Soldier Readiness Processing visits to each of the numerous deploying units.
- This section reviewed approximately 1200 discharge documents used to prepare Soldiers discharge certificates.
- SIDPERS branch processed approximately 1300 new enlistment packets
- All units within the KYARNG underwent force structure changes which were recorded in SIDPERS by this branch
- 8 personnel assistance visits were conducted across the state to assist/train units and the full-time force
- MSG Heavrin assisted users with over 3500 automation works order requests

Personnel Services Branch

Mission/Responsibilities: CPT Timothy Crabtree is the Personnel Services Branch OIC. This branch is comprised of two sections, Enlisted Personnel Management and Officer Personnel Management. This branch is responsible for executing personnel actions for enlisted and officer personnel.

Enlisted Personnel Management (EPM)

Mission/Responsibilities Enlisted Personnel NCOIC is SFC Casey Todd. EPM is responsible for reviewing and executing personnel transactions on approximately 6500 enlisted Soldiers of the Kentucky National Guard. SFC Todd, along with SGT Pesut and SGT Knuckles, process transactions that include; promotions, assignments, transfers, changes or award of military occupational specialties (MOS), enlistments, the Command Sergeant Major program and the Qualitative Retention Board

Enlisted Personnel manages the KYARNG Enlisted Promotion System (EPS). Beginning FY 2012 the National Guard Automated Board System will be implemented. This system is designed to evaluate Soldiers using the “Whole Soldier Concept” to allow Soldiers who have leadership abilities and experience to serve at the next higher grade, thus improving the organizations capabilities and readiness

Officer Personnel Management (OPM)

Mission/Responsibilities: CW2 Larry “Moe” Arnett is the Chief of OPM. This section is responsible for executing appointments, separations, promotions, branch transfers, transfers between units, reassignment of duty positions, and all other personnel actions for every

commissioned officer and warrant officer in the Kentucky Army National Guard. This section coordinates all officer personnel actions with National Guard Bureau in Washington D.C., the United States Army Human Resources Center at Fort Knox and other military branches as applicable.

The OPM section is responsible for convening the Federal Recognition Boards on a monthly or as needed basis, to determine eligibility for appointment, promotion or branch transfers of officers. Additionally, this section processes retention packets for officers selected for review by the Selective Retention Board and the Warrant and Officer Merit List Board (WOML/ OML). This section is also responsible for coordinating and managing the General Douglas MacArthur Leadership Board.

The OPM section has the recurring responsibility of compiling and submitting detailed personnel files of KYARNG Officers for review by the Department of Army Reserve Component Boards. The Department of The Army convenes approximately 11 DA Boards annually to select the best qualified officers by rank and branch for promotion.

Significant events from 01 Oct 11 thru 30 Sep 12:

- Enlisted Personnel Management (EPM) processed over 50 interstate transfers, 26 conditional releases, 7 MOS determinations, and 104 SMP/OCS transactions
- EPM executed approximately 4100 other orders that included transfers, reductions and MOS awards
- EPM supported KYARNG reorganizing units and subsequent numerous Soldiers reassigned or reclassified to other positions and new career fields
- More than 600 Soldiers were selected and promoted through the Enlisted Promotion System during FY12. Some transferred to other units to receive their promotion, while most were promoted into positions within their current unit of assignment
- Total Officer Separations - 34
- Officer Interstate Transfers - 11
- Officer Transfers between units within Kentucky - 339
- Officer Reassignments - 210
- Extensions of Mandatory Removal Date - 3
- General Officer Packets - 3
- Officer Accessions - 81
- Officer Promotions - 133

Safety and Occupational Health Program

Mission/Responsibilities: 1LT Joshua Witt serves as the Safety and Occupational Health Manager (SOHM). Appointed by TAG, the SOHM directs the State ARNG Safety Program by developing, planning, organizing, and executing safety programs as defined in AR and NGR 385 series directives. Additionally, CW5 Bill Wason serves as a Safety Specialist in the G1 State Safety Office. The primary mission of the SOH program is to serve as TAG and Commander's advisor in all safety matters. Safety collaborates with appropriate Directorates, units and facilities to ensure all applicable programs, functional areas, and systems are operating IAW military and OSHA requirements.

Responsibilities of the SOH program include hazard recognition/analysis, conducting industrial hygiene surveys, pre-accident prevention and planning, safety integration in tactical/contingency operations and disaster relief, training and education (including OSHA

training), ensuring Safety Officer/NCO appointments at all levels within the KYARNG force structure, and implementing range/ammo/explosive safety guidance. Furthermore, the SOH program plays an active role in Army military vehicle and privately owned vehicle (including motorcycle) accident prevention. Other primary tasks include conducting armory inspections and evaluations, participating in Safety Councils, promoting Composite Risk Management application, provisioning required Personal Protective Equipment (PPE), coordinating accident investigations, and documenting trends through accident reporting.

Through the efforts of the G1 State Safety Office, over 7,300 KYNG personnel are provided with a healthy and safe work environment at 62 locations across the Commonwealth.

Significant events from 01 Oct 11 thru 30 Sep 12:

- Recommendations made through the State ARNG Safety Program directly influenced the reduction in overall worker's compensation claim costs; \$93K in FY 12.
- Annual safety inspections and evaluations were made of all 65 KYARNG facilities located across the Commonwealth.
- Kentucky was one of the first states to implement the new ReportIT accident classification tool. The KYARNG model of adaptation was utilized by NGB to promote broad acceptance with leadership across the country.
- Self-assessment of the KYARNG State Radiation Safety Program revealed no findings in FY 12. Additionally, 100% of identified sites met the requirement for an appointed and trained Unit Radiation Safety Officer (URSO).
- In January 2012 the G1 State Safety Office implemented a new powered industrial truck safety training program. This unique block of instruction accommodates all OSHA and Army safety requirements. It has already been successfully taught at the MATES. Utilization of video, hands-on training, practical experience, and qualification/testing enable operators to safely use fork trucks in KYARNG facilities.
- The KYARNG SOH office actively participated in the Northeast/ Midwest/ Southeast Regional Safety Council meeting in Smyrna, TN from 16-20 April 2012.
- Two unique KYARNG Safety Conferences were held at WHFRTC in FY 12. The first event took place 26-27 APR 2012 with over 60 full-time armory and facility managers in attendance - individuals that have responsibility for safety at their respective locations. The second event was held 28-29 APR 2012 for unit level Additional Duty Safety Officers. There were over 30 Soldiers that participated in this intensive safety training.
- In June 2012 the SOHM trained 18 KYARNG Soldiers in the OSHA 30 Hour General Industry course. This was the first OSHA 30 hour course ever conducted for KYARNG personnel. Customized training was created and delivered solely through internal resources – saving over \$10,000.
- The KYARNG safety program closely aligned with the 238th Regiment at WHFRTC in summer 2012 to provide requested safety training and program development. Based in part from these concentrated efforts, the 238th was successful in receiving TRADOC accreditation. Additionally, the 238th

Regiment became a model safety program at the Major Subordinate Command (MSC) level.

- Medical surveillance physicals were provided to over 300 Technician employees in summer 2012. This important aspect of the Occupational Health Program helps to protect Technician employees from workplace hazards.
- The State Safety and Occupational Health Council (SOHC) were reinvigorated in July 2012. This was the first quarterly meeting of the SOHC in over four years. Chaired by the KYARNG Chief of Staff, and staffed with TAG appointed representatives from across the state, the SOHC represents a unique venue for Command visibility on safety emphasis areas and trends.
- The KYARNG SOHM was requested by the Colorado Army National Guard Chief of Staff to conduct an OSHA 10 hour course for COARNG personnel in September 2012. This initiative of utilizing internal training resources is being modeled to other states as a method to save money typically spent on contracted safety training.

Health Services Branch

Mission/Responsibilities: The Chief of the Health Services Branch, CPT Stephanie Fields, and her team are tasked with planning, coordinating and implementing medical readiness programs which affect overall mental and physical well being of KYARNG Soldiers from enlistment until retirement or ETS.

This Branch manages the following programs: Fitness For Duty Board (for duty related issues), Non-Duty Related Fitness For Duty Board, Medical Care Coordination and Case Management, MOS Administrative Retention Review Board, Incapacitation Pay, Medical Retention Processing and Active Duty Medical Extension (orders for injured Soldiers), Centralized Medical and Dental Records (facility and records management), Post Deployment Health Reassessment, Line of Duty and Pre-authorization coordination, Behavioral and Psychological Health Program, Medical Readiness Outreach Program, Periodic Health Assessments, Dental Examinations and Select Reserve Dental Treatment Program, Medical Operational Data System (MODS), and Medical Electronic Data Care History And Readiness Tracking (MED-CHART).

Significant events from 01 Oct 11 thru 30 Sep 12:

- Added & filled five new positions to assist in coordinating medical care at BDE-level
- Created and implemented interactive documents for network-based sharing of documents used by Health Services' employees and unit medical readiness personnel
- PDHRA compliance held above 97%
- 91 Soldiers completed MMRB process
- \$1,165,351 was paid out to Soldiers in incapacitation payments
- Approval for LOD injuries received by 651 Soldiers
- Spent \$1,631,110 on authorizing care through Military Medical Support Office for Soldiers with approved LOD
- Dental Readiness at 79% high
- Medical Readiness at 82% high

- Began using outside contract for scanning of Medical Readiness Records into Health Readiness Record (HRR; electronic medical record database)
- Conducted eight “Tiger Team” events
- Evaluated 949 KYNG Soldiers at Bluegrass Station Satellite MEB Clinic (includes PHA’s, focused exams, and mental health evaluations)
- Established working relationship with other civilian healthcare organizations to conduct “Operation Headed Home” at Fort Knox for 306 participants, statewide

Education, Incentives and Employment (EIE) Branch

Mission/Responsibilities: LTC Wendell Calhoun is the Education Services Officer and SFC Jessica Peel is the NCOIC for the Education Services Office. There are four programs under the Education Services Office; Kentucky Tuition and Federal Tuition Programs, GI Bill/Kicker Programs, Incentives/Student Loan Repayment, and Employer Support of the Guard and Reserve.

The Education Services Office advances the strength and readiness of the KYARNG by supporting the voluntary civilian education needs of our Soldiers. This has been accomplished through professional counseling provided by the education staff both in the education office, through unit visits, and by telephone and email.

The G1 and Education Services Office have initiated an outreach program designed to partner the Kentucky Army National Guard with traditional brick and mortar schools with-in the Commonwealth. These partnerships provide a collaborative effort to provide educational opportunities to Service Members and their families through scholarships, reduced tuition rates, and course programs developed to support Service Member’s needs. The Education Services Officer is a member of the Council on Post Secondary Education Military Spouse Task Force of Kentucky. This work group is charged with recommending ways the state could increase awareness of existing state and federal education benefits for military families and support more military spouses in their pursuit of a college credential or degree.

Kentucky Tuition and Federal Tuition Assistance Programs

Mission/Responsibilities Mr Norbert Renz manages the Federal Tuition Assistance (FTA) program. The FTA program supports post secondary education funding for undergraduate, graduate, technical and credentialing courses. www.GoArmyEd.com is now the location for applying for and administering the federal tuition assistance program. Ms Michelle Kelley manages the Kentucky Tuition Assistance Program. This program provides post secondary education funding for undergraduate, technical and credentialing courses. Both Federal and State Tuition programs are available to provide funding for approved educational programs to allow Soldiers to obtain a higher level of education in order to better support their families and the organization.

GI Bill/Kicker Programs

Mission/Responsibilities: SGT Matthew Boone manages the GI Bill/ Kicker and Testing Programs. These programs include Chapter 1606, Montgomery GI Bill Selected Reserve, Chapter 1607 or Reserve Education Assistance Program (REAP), Chapter 33 or Post 9/11 GI Bill, Chapter 30 Montgomery GI Bill, and Kicker programs, providing funding for qualifying Soldiers seeking to further their civilian education. The kicker is an incentive providing additional benefits to the basic MGIB. These kicker benefits are paid by the Department of Veterans Affairs when a Soldier is enrolled in a Veterans Affairs approved program.

The Education Services Office also provides testing services for Soldiers on a weekly basis. Tests administered or supported by the education branch include: ACT Assessment (college entrance exam), Scholastic Aptitude Test (SAT), (college entrance exam), College Level Exam (CLEP), Defense Activity for Non-Traditional Education Support (DANTES), Excelsior Exams, Defense Language Proficiency Exams (DLPT), Defense Language Aptitude Battery (DLAB), Army Flight Aptitude Section Test (AFAST), and Armed Forces Classification Test (AFCT)

Incentives/Student Loan Repayment Program

Mission/Responsibilities: SSG Roger Vance is the Incentives Manager for Bonus and Student Loan Repayment programs. The Incentives Manager ensures Soldiers bonuses are processed and paid in accordance with their contracts. The bonus program for the KYARNG is now managed under the purview of the G1 Education, Incentives, and Employment Branch. This program provides incentives to Soldiers for enlistments, reenlistments and extensions into qualifying bonus areas. This program is key to recruitment and retention of KYARNG Soldiers.

Employer Support of the Guard and Reserve (ESGR)

Mission/Responsibilities: ESGR develops and promotes employer support for Guard and Reserve service by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws, and resolving conflict between employers and Service Members. Four full-time positions and sixty volunteers make up Kentucky's ESGR Field Office. Thirteen members serve as Ombudsmen and provide mediation service between Service Members and their employers.

Mr. Philip K. Miller, Mr. Timothy Stinnett and Ms. Tammie Hollar serve as the full-time staff for ESGR within the KYNG Personnel Directorate (G1), representing all Reserve Component Service Members and their employers. Our support is provided in partnership with the local ESGR Committee members to build a supportive employer environment for all reserve components within the Commonwealth. ESGR provides service to the Kentucky National Guard / Reserve Components and Employers in the following areas: Military Outreach, Employer Outreach, Employer Awards Program, Employer Training and Ombudsman Services.

Additionally, Kentucky's ESGR Team works as a full partner in Governor Beshear's "Hiring Kentucky Heroes" veteran's employment initiative. This effort consists of a coalition of state and federal agencies partnering with Kentucky businesses and industries to offer Employment Assistance Workshops for Service Members and spouses, as well as individual career coaching and job placement services.

Significant events from 01 Oct 11 thru 30 Sep 12:

- State Tuition Assistance Program funding paid \$4,659,372 toward post secondary and credentialing courses
- Federal Tuition Assistance Program funding paid \$1,200,935 toward post secondary courses
- Incentives paid \$745,800.00 to qualifying Soldiers
- 914 Notice of Basic Eligibility (NOBEs) issued for MGIB Select Reserve
- 55 military and civilian tests administered to Soldiers assisting in personal and professional development
- A partnership with the University of Louisville provided reduced tuition rates for Soldiers and increased educational opportunities for spouses and dependents

- 339 Individuals counseled on employment strategies and techniques

Family Support Program & the Family Assistance Center

Mission/Responsibilities: CPT Bryan Combs serves as the program director for Family Support Programs and the Family Assistance Center. CPT Combs is an active member of the Kentucky Inter-Service Family Assistance Committee. The sections and programs under family programs includes: State Youth Coordinator, Family Readiness Assistants, Military Life Consultant, Personal Financial Counselor, Military One Source, Transition Assistance Advisor, Yellow Ribbon Reintegration Program, Survivor Outreach Services, and Community Outreach.

Jim Barber serves as the Family Assistance Center Program Coordinator with ten other FAC Specialists strategically located throughout the state. The mission of Family Support Programs and the Family Assistance Center (FAC) facilitates ongoing communications, involvement, support and recognition between Army and Air National Guard families and leadership, in a partnership that promotes the best in both.

The FAC is designed to provide assistance, support, and referral to families of KYNG and family members from all branches of service residing in Kentucky, especially during periods of mobilization and deployments and in emergency and non-emergency situations. The program provides the infrastructure that supports the process of identifying, defining, addressing and resolving issues impacting balance between National Guard service and family stability. Additionally, the youth program coordinator has responsibility to include special programs for the children of military families.

Significant events from 1 Oct 11 to 30 Sep 12:

- Provided mobilization briefings to mobilized Kentucky Army and Air National Guard members and their families
- Provided support and assistance to Guard members and their families throughout the Commonwealth experiencing personal and/or financial difficulties
- Outreach: Attempted to contact 5568 families and Soldiers; 4138 responded and 543 cases were generated
- Referred 543 cases to external agencies (American Legion, Reserve Aid, EANGUS, USA Cares, VFW Unmet Needs, Military Family Trust Fund, Local Community Action Agencies and Church organizations, VA, etc)
- Conducted Family Program briefing with OCS candidates and graduates
- Provided support and assistance to Guard members and their families throughout the Commonwealth experiencing personal and/or financial loss due to deceased Soldier or family member

State Youth Coordinator (SYC)

Mission/Responsibilities: Cindy Culver serves as State Youth Coordinator and Linda Jones serves as State Youth Programs Specialist. These contract positions serve as state wide contacts supporting social, emotional, and academic needs of the KYNG youth. These positions provide resources which aid in understanding and supporting children and youth issues. The SYC provides families with information and reaches out to children and youth that are going through the deployment cycle. The SYC provides resources in some specific areas families face during deployment including: childcare, extra-curricular activities, as well as youth events across the state. Additionally, a partnership has been formed with several outside organizations supporting KYNG youth, including: Operation Military Kids (OMK), American Legion,

American Red Cross, YMCA, 4-H, Big Brothers Big Sisters, Military Child Education Coalition (MCEC), Zero to Three, The Kentucky Department of Fish and Wildlife, and Service for Peace.

Significant events from 01 Oct 11 thru 30 Sep 12:

- Trained volunteers/FRG members at events across the state in youth activities supporting youth growth and development
- Served on the OMK state team and Kentucky Inter-Service Family Assistance Committee (KISFAC)
- Supported military missions by providing care packages to deployed members
- Conducted Operation Military Cheer which provided support for 489 children, 196 families in need of food, clothing, and toys for Christmas
- Hosted Zero to Three Program, Military Child Education Coalition, and Ready-Set-Go training events which educates professionals, educators, counselors, and parents in childhood development and effects on children who live in a military families
- Supported Yellow Ribbon events with youth activities
- Worked with OMK to provide Hero Packs to all children of deploying families
- Conducted 4-H Kentucky National Guard Youth Camp in partnership with 4-H, Kentucky Department of Fish and Wildlife, and Operation Military Kids in order to support growth and development of our youth

Family Readiness Support Assistants (FRSA)

Mission/Responsibilities: The mission of the FRSA program is to empower commanders in their duty to deliver the Total Army Family Program in order that Soldiers and families are informed, educated, assisted, and ready for the unique demands of military life before, during, and after deployment.

The Senior Family Readiness Support Assistant (SFRSA) supports the State Family Program Director in volunteer program management and training coordination which enhances the overall services provided by volunteers to Army and Air National Guard MACOMS and Service Member families. The MACOM FRSA is the Brigade and Battalion Commander's advisor on the unit's FRG program. The FRSA contributes to combat readiness by promoting efficient and effective communication between the Command, State Family Programs Office, FRGs and all Family members.

The core function of the FRSA is to work with FRGs, military contacts, rear detachments (during deployment), and volunteers to provide training and hands-on assistance. This training from the FRSA establishes and maintains an effective family readiness system within units and commands.

The FRSA is vital in coordinating volunteer efforts at the state level and serve as an arm of the State Family Program Office. Continuing communication and empowering training is provided to Soldiers and their families due to dedicated efforts of FRSA's. Donna Bentley serves as the Senior Family Readiness Support Assistant along with six other FRSA specialists who represent the KYNG MACOMS (Major Commands).

Significant events from 1 Oct 11 to 30 Sep 12:

- 100% of FRG's are charted and functional in Army and Air Guard units
- Conducted 4 Regional and 1 State FRG Volunteer Training Workshop for FRG Leadership, and the Unit Commanders / First Sergeants

- Trained 162 FRG volunteers in FRG leadership with Operation Ready material
- Supported unit FRG meetings and activities
- Provided suicide prevention information and training to FRG's
- Provided family operational security (OPSEC) training to FRG's
- Provided resiliency training at the State FRG Leadership Workshop

Military Family Life Consultant (MFLC)

Mission/Responsibilities: Dr. Virgil Hayes and Dr. Greg Sharp serve as the KYNG Military & Family Life Consultants. The Military and Family Life Consultant Program seeks to help with short-term, non-medical problem solving counseling services. The MFLC helps with varied stresses of military life in order to help enhance lives, and boost military readiness. The consultative role assists in development and sustainment of families dealing with the challenges of mobilization and military lifestyle. MFLC provides briefings and presentations during all levels of the mobilization process and various events related to family programs across the state. Services are confidential. Some consultative services provided are listed below:

- Marriage enrichment counseling
- Sadness, Grief, and Loss counseling
- Management of emotions dealing with the cycle of deployment
- Managing children's behaviors and emotions
- Stress Management
- Communication Skills
- Anger Management

Personal Financial Counselor (PFC)

Mission/Responsibilities: PFC assists Service Members and their families with personal financial readiness. Financial counselors help Soldiers and their families with challenges related to economic conditions. These challenges then become amplified because of high-stress and ever-changing pace of military lifestyle.

The PFC provides individualized financial planning and consultation services, including assistance with money management, credit and debt liquidation, analysis of assets and liabilities, and establishing and building savings plans for Service Members and their families. These services are designed to support short and long term financial needs, plans and goals, as well as helping Service Members and their families with developing realistic spending plans, reducing debt and saving for the future.

These counselors also provide briefings and financial management presentations at mobilization and demobilization, Yellow Ribbon, and FRG events. They also conduct command-requested training that addresses financial planning for family separation, credit card & debt management, as well as retirement and transition from the military. The services are free and anonymous.

Military One Source (MOS)

Mission/Responsibilities: Mrs. Kathleen Huck assumed the Military One Source position on 6 October 2009. This contract position is a Department of Defense program that that delivers services for all military personnel -- Active Duty, Guard, Reserve, and their families, every day of the year. Military One Source services are free to Service Members and their families. Services include:

- Telephone and online consultations with experienced, master's level consultants on the personal and practical issues that Service Members and their families face, including relationships, issues, stress management, child care and parenting, education opportunities, finances management, relocation, recreation, deployment, reintegration, and the particular concerns of families who have children with special needs. Consultations are confidential.
- The Military One Source website, [www. Militaryonesource.com](http://www.Militaryonesource.com), provides free materials, booklets, CDs, and DVDs on issues that military families face. Some of the areas addressed on this site are education, child care and elder care; financial calculators, specialized toolkits, and electronic tax-filing. The site also sponsors interactive webinar presentations, discussion boards, a way to subscribe to monthly e-newsletters, and an extensive online library.
- Face-to-face, non-medical and solution focused counseling is available locally and provided by licensed, experienced professionals for up to 12 sessions per person, per issue. There are up to 6 sessions for financial counseling. Telephone and text-messaging options are also available. Counseling is confidential.

Transition Assistance Advisor (TAA)

Mission/Responsibilities: Mr. Richard Gooch serves as the Transition Assistance Advisor. This contract position serves as a statewide point of contact and coordinator for benefits and entitlements available through the State and Federal Department of Veterans Affairs.

The TAA provides information and assistance to Guard members and their families in understanding and obtaining benefits and services through Veterans Affairs and the military health system. TAA coordinates with appropriate Veterans Affairs, TRICARE, Veteran Service Organizations, and other resources to provide required information and assistance. The advisor participates on the council at the VA Hospital Lexington to help with problems and understanding between the hospital and guard. TAA also participates in the demobilization process to brief/advise Guard members and their families on the available entitlements and information resources.

Additionally, the TAA researches and resolves issues Guard members or their family members encounter which are associated with their benefit or entitlement. The advisor assists with reintegration programs for Guard members returning from deployment and provides basic education and training to JFHQ staff concerning entitlements available through Veteran Service Organizations. The TAA also works with local, state and Veterans Integrated Service Networks (VISN), and Veteran Affairs personnel to receive educational and training requirements. Mr. Gooch works with the VA Regional Office and assists in obtaining medical records and clarifying Service Members, veterans, and retiree's questions.

Significant events from 1 Oct 11 to 30 Sep 12:

- 23-24 Feb 12 attended DEMOB of ADT-3
- Mar 12 briefed 250 Reservists at FT Knox
- 15-18 Apr 12 briefed 10 pads at CBWTU
- National Development Conference briefed 275 service providers
- May 12 WTU briefed 85 pax from KY and 45 from other states
- Jun 12 briefed 10 pax at CBWTU
- Aug 12 attended Camp Atterbury for 1204th De-Mob

- Aug 12 attended SOS for 25 survivors in Cincinnati, OH

Yellow Ribbon Reintegration Program

Mission/Responsibilities: CPT Jeremy Harper is the Program Coordinator for the KYARNG Yellow Ribbon Reintegration Program, under direction of Congress and the National Guard Bureau. The Yellow Ribbon Program is a comprehensive program to help military families with loved ones who are deploying. The National Defense Authorization Act 2008, section 582 directs the implementation and staffing of a “Yellow Ribbon Reintegration Program” in every state. The Yellow Ribbon Reintegration Program is a “one stop shop” for services, training, and resources to help both our Service Members and their families as they go through the process of deployment.

Significant events from 01 Oct 11 thru 30 Sep 12:

- Pre-deployment events were conducted for 4 units
- During deployment events were conducted for 5 units
- Reintegration events were conducted for 6 redeploying units
- 7 ADOS personnel were placed throughout the Commonwealth pushing benefits, providing information and supporting family members and Soldiers during the deployment cycle and beyond

Survivor Outreach Services (SOS)

Mission/Responsibilities: Mr. David Orange and Mr. John (Mark) Grant are the SOS Coordinators for the KYNG. This program is designed to expand and improve services to Survivors, define roles and responsibilities for all agencies and components, improve responsiveness, streamline the assistance process, and provide support and benefits coordinators locally to surviving families. This service is provided to both active and retired families.

Mr. Orange and Mr. Grant serve as subject matter experts on survivor support issues and services and provide long term support to members of surviving families. They work closely with Retirement Services, Casualty Assistance Center Benefit Coordinators and Casualty Assistance Officers to ensure the survivor receives necessary benefits and service, providing expertise on local, state and federal benefits. SOS develops partnerships with military, civilian and non-governmental agencies to leverage support closest to where the survivors reside. They also provide continued support to the surviving family after the Casualty Assistance Officer is relieved of duties.

Significant events from 01 Oct 11 thru 30 Sep 12:

- The SOS Coordinators have provided assistance, services, and support to over 100 surviving families during Fiscal Year 2012.
- Over 30 Survivor Events were conducted throughout the Commonwealth during this timeframe including Churchill Downs Survivor’s Day at the Races, Keeneland Military Appreciation Day, NASCAR Military Appreciation, Wreaths Across America, We Will Never Forget Ceremony, and Survivor Support Group Meetings
- Our largest event for Fiscal Year 2012 was Survivor’s Day at the Races at Churchill Downs, over 350 Survivors and Family Members attended.

Community Outreach

Mission/Responsibilities: Freddie Maggard and Joe Brummett currently serve as Community Relations & Outreach coordinators for the Kentucky National Guard. CRO continues to grow and build upon one simple mission; “Connect the KYNG to the Community, and the Community to the KYNG.” The CRO Office is the Guard liaison for communities across the Commonwealth. CRO is dedicated to promoting the resources and support services available to our military families and ensuring that our Guard families are recognized and supported for their sacrifices.

Significant events from 01 Oct 11 thru 30 Sep 12

- Coordinated Military Appreciation Days including free access for our service and family members to public events such as concerts, theater plays, sporting events, etc
- Coordinated Memorandums of Understanding with multiple public & private colleges throughout the Commonwealth expanding opportunities for collaboration of programs and resources between KYNG and institutions of higher learning
- Worked directly with Governor’s office to create the first ever Military Spouse Task Force for Kentucky
- Maintained & expanded relationships with various Kentucky associations and community organizations to further assist geographically dispersed military family members
- Collaborated with ESGR in various employment issues including job fairs and educational development
- On-going support for KYNG Joint Diversity Council’s programs and initiatives
- Coordinate community outreach communication throughout KYNG through participation in weekly Public Affairs (PAO) synchronization meetings
- Coordinated opportunities for Wounded Warrior’s and their family members to receive special recognition at athletic events through direct coordination with Ft. Knox
- Expanded community medical outreach to include opportunities for disabled Soldiers / Airmen via AgriAbility and No Barriers projects
- Continued to recognize deployed KYNG Soldiers / Airmen at Military Appreciation Events via video tributes.
- Supported multiple youth programs to include first annual Month of the Military Child event

Resilience, Risk Reduction & Suicide Prevention Program

Mission/Responsibilities: Resilience, Risk Reduction and Suicide Prevention (R3SP) program is managed by MAJ John Harvey. There are three sections under R3SP; Resilience, Sexual Assault Prevention and Response (SAPR), Casualty Affairs and Suicide Prevention. The R3SP programs mission is to integrate and synchronize resilience processes and programs. R3SP program also issues initiatives across the KYARNG in order to maintain a workplace environment that rejects sexual assault and reinforces a culture of prevention, response and accountability. Casualty Affairs and Suicide Prevention programs render emotional, technical and administrative support to the families and units of deceased or injured Soldiers and tracks suicidal deaths.

Resilience Section

Mission/Responsibilities: The Resilience section falls under the Resilience, Risk Reduction and Suicide Prevention program. This includes establishing strategic oversight of resilience processes, to include the Master Resilience Trainer (MRT) Course, certification of Resilience Training Assistant (RTAs) and other formal processes that focus on resilience and coping skills. The end goal is to promote resilience among our Soldiers and family members, develop and enhance leader skills, recognize and mitigate high stress and at-risk factors.

Significant events from 01 Oct 11 thru 30 Sep 12:

- CPT Rob Cooley, serving on ADOS orders, was hired as the lead Resilience trainer
- State RTA's increased from 14 to 218.
- State MRT's increased from 11 to 32.

Sexual Assault Prevention and Response (SAPR)

Mission/Responsibilities: SAPR is the KYNG program responsible for the National Guard's sexual assault prevention policy. The Kentucky National Guard is committed to the prevention of sexual assault. KYNG has implemented a comprehensive policy to ensure the safety, dignity and well being of all of its members. Our men and women serving throughout the world deserve nothing less, and their leaders — both Military and civilian — are committed to maintaining a workplace environment that rejects sexual assault and reinforces a culture of prevention, response and accountability.

Significant events from 01 Oct 11 thru 30 Sep 12:

- KYNG completed mandatory annual training on the new Sexual Harassment and Assault Response Program (SHARP) for Army National Guard, and Bystander Intervention Training (BIT) for the Air National Guard
- MAJ Harvey took over as the JFHQ Sexual Assault Response Coordinator (SARC), and Mr. Charles Lay is currently the JFHQ Assistant SARC
- Updated the marketing of the KYNG SAPR program; new informational pamphlets produced, a SharePoint site setup, and plans made for a website
- The KYNG SAPR program is implementing an outreach to community resources throughout the state. This will aid in efforts to establish contacts and lists of services provided in the event of a sexual assault report. This outreach has led to the KYNG SARC becoming a member of the Kentucky Sexual Assault Response Team Advisory Committee and a member of the Kentucky Victim Assistance Academy Committee

Casualty Affairs and Suicide Prevention

Mission/Responsibilities: CH (CPT) Phil Majcher is the KYARNG Casualty Affairs Coordinator and the Suicide Prevention Program Manager.

The Casualty Affairs Program renders emotional, technical and administrative support to the families and units of deceased / injured Soldiers in a caring, compassionate, and professional manner during their greatest time of need. This section manages all personnel actions and processes associated with casualty affairs, always considering the thoughts, feelings, and concerns of the Soldier's next of kin and family.

The Suicide Prevention Program provides annual stand-down training and intervention briefing to Soldiers in the KYNG. This program tracks suicidal deaths and ensures each death has a completed AR 15-6 investigation which is sent to National Guard Bureau. Applied Suicide Intervention Skills Training (ASIST) and Ask, Care, Escort (ACE) are training events that are offered to all units and Soldiers in the KYNG. State requires a minimum of one Suicide Intervention Officer trained in both ACE and ASIST per unit. Tools are made available to commanders which includes; the suicide prevention policy including reaction battle drills. These battle drills aid commanders in responding to Soldiers who may be thinking about suicide, considering acting on their suicidal thoughts, and responding to a death by suicide.

Significant events from 01 Oct 11 thru 30 Sep 12:

- During this fiscal year, we have notified and provided assistance to 9 families of Soldiers that were either killed or wounded in action.
- The training for Soldiers to assist families with casualty affairs and suicide prevention is a two-day course which requires an annual online recertification. Currently 50 Soldiers are trained in the two-day course.
- We have arranged funeral honors and provided assistance to the families of the KYARNG Soldiers and supported the Active Duty and Reserve Component in Casualty missions.
- We have provided assistance processing the Serviceman's Group Life Insurance to Soldiers and families to include death of spouses and children.
- During this fiscal year, KYNG has had zero deaths by suicide, regardless of Soldier being stateside or deployed.

Intel and Security (J-2)

Federal Mission Support

The J2 staff continually provided intelligence support to the Adjutant General, Joint Staff, and the Commonwealth's Major Subordinate Commands throughout the state. In a nutshell, the J2 performed primarily four kinds of missions. First of all, the J2 planned numerous intelligence training opportunities for state Intelligence Personnel, in order for them to maintain their analytical skill sets. These Intel Courses were taught by subject matter experts, from both within and outside the Kentucky Guard. Second, the J2 coordinated with multiple state and federal agencies to provide foreign language training classes and resources, primarily for the following languages: Spanish, Iraqi Arabic, Dari and Pashto. Third, the J2 proactively disseminated foreign culture information, including cultural guides that provided information on how to conduct effective meetings in various cultures. Finally, for mobilizing Soldiers and Airmen, the J2 provided country specific briefings and classes oriented towards expected threats. In supporting all possible missions, the J2 maintained a comprehensive library of materials, both in paper and electronic formats, about countries, cultures and threats, available for Soldiers/Airmen to keep and use.

State Mission Support

During the fiscal year, J2 personnel closely worked with Kentucky Emergency Management Staff. The J2 participated in the Commonwealth Analysis and Assessment Group or CAAG, an interagency group of local, state, and federal partners tasked with providing Incident Awareness and Assessment, or in other words describing what has happened and what it

means, to First Responders and State Leadership during disasters. The CAAG fully supported the state's response in the March tornado outbreak, for example, by coordinating with the Civil Air patrol to provide imagery of the disaster areas so that the disaster response could be expedited. In this process, the J2 always ensured that applicable Intelligence Oversight Regulations were adhered to at all times.

Below: West Liberty, KY in aftermath of the March tornado. The J2 coordinated with the Civil Air Patrol to provide similar photographs immediately following the disaster to aid in the response. Photo courtesy of KYNG Public Affairs.



Operations Directorate (J-3)

The Operations Directorate (J3) is responsible for the management, resourcing and oversight of all Kentucky Army National Guard Units, and acts as the lead directorate for force structure management, readiness reporting and mobilizations. The J3 is also responsible for planning, coordinating and executing National Guard Civil Support, and managing the Kentucky National Guard's Antiterrorism and Force Protection programs.

Mobilization and Readiness Branch

The Mobilization and Readiness Branch coordinated and executed ongoing mobilizations in support of operations worldwide. Since September 11, 2001, the ARNG has mobilized 11,981 Soldiers, of which 11,129 have deployed overseas.

Mobilizations

In all the Kentucky Army National Guard deployed 638 Soldiers during the past year with additional Soldiers programmed for the next year. Units deploying in support of Operation Enduring Freedom (Afghanistan) during FY12 include:

- Agricultural Development Team 4 (Frankfort)
- 613th Facilities Detachment (Springfield).

Units deploying in support of Operation Enduring Freedom (Horn of Africa) during FY12 include:

- 138th Field Artillery BDE (Lexington),
- 2-138th Field Artillery Battalion (Lexington),
- 2138th Forward Support Company (Louisville).

Demobilizations

Over the past twelve months the Kentucky Army National Guard welcomed home 1763 Soldiers representing over 10 different units. Returning units that supported Operation New Dawn include:

- 149th Maneuver Enhancement Brigade (Louisville)
- 149th Brigade Support Battalion (Bowling Green)
- 1-149th Infantry Battalion (Barbourville)
- 198th Military Police Battalion (Louisville)
- 940th Military Police Company (Walton)
- 617th Military Police Company (Richmond)
- 1204th Aviation Support Battalion (Independence)
- Detachment 2, Support Company, 1-20 Special Forces Battalion (Louisville).

Units returning to Kentucky during FY12 that supported Operation Enduring Freedom included:

- Agricultural Development Team 3 (Frankfort)
- 176th Fire Fighting Team (Greenville)

Readiness Reporting

During the past year the Mobilization Readiness Branch made significant improvements in readiness reporting. Among these was the refinement of the Quarterly Readiness Brief process to provide Commanders an opportunity to present their top three readiness concerns to

their peers, the Joint Force staff and the Kentucky National Guard's senior leadership for review, discussion and resolution. This has resulted in a number of significant issues being identified and resolved, with improvements in personnel, logistical and training readiness throughout the Kentucky Army National Guard.

New Equipment Fielding

The Kentucky Army National Guard received a nearly 1,700 pieces of new equipment during FY12, with a total value of over \$8 million. This included new trucks, trailers and other "dual-use equipment" that can be utilized for wartime as well as in support of civil authorities. We also received nearly \$600,000 in funds used to train equipment operators and maintainers.

Military Support Branch

The Military Support Branch is responsible for planning, preparation, detection, deterrence and response to threats to the Commonwealth from natural and manmade disasters as well as acts of terrorism. The Military Support Branch also provides oversight for Homeland Security and Antiterrorism, Security, and International Cooperation activities within the Kentucky National Guard.

National Guard Civil Support

The Military Support Branch provides National Guard Civil Support to local, state, and federal agencies as tasked through the Kentucky Division of Emergency Management, providing support during natural disasters and other emergencies.

In FY12 the Kentucky National Guard utilized 3,730 Emergency State Active Duty days during two such emergencies. On 3 February 2012 the Pineville Water District in Harlan County experienced a water shortage. The KYNG provided 2 Tactical Water Purification Systems and 15 Guardsman who produced 260,000 gallons of water for the citizens of Harlan County. On 2 March 2012, a tornado outbreak struck portions of eastern and northern Kentucky. The most significant response was directed in Morgan County where major damage occurred. Many buildings were destroyed, roads were blocked, electric power and communication systems were destroyed, and citizens lacked food and water. The KYNG responded to 7 counties, who declared a state of emergency by removing debris, providing transportation assets, power generation, and operating points of distribution. The Military Support Branch directed the deployment of 431 Soldiers and Airmen whose actions saved lives and prevented human suffering.

In addition to support during emergencies, the Military Support Branch also planned and coordinated National Guard Civil Support to civilian agencies during numerous festivals, parades



and other planned events throughout the Commonwealth. In addition to these local events, the Kentucky National Guard also supported large, high-profile events such as Thunder over Louisville, The Kentucky Derby, and the Gubernatorial Inauguration. In total, the Kentucky National Guard supported 257 events throughout the Commonwealth utilizing nearly 10,418 State Active Duty days.

The Military Support Branch participated in numerous exercises with The Department of Homeland Security, The United States Postal Service, Federal Emergency Management Agency, the Kentucky Division of Emergency Management, and a host of other local, state and federal agencies. Of particular note were a Statewide Severe Weather Exercise in April, a Statewide Communications Exercise in May 2012, and an exercise based on a simulated chlorine gas release August.

Joint Operations Center (JOC)

The Kentucky JOC coordinates military National Guard Civil Support, crisis response, and dissemination of information. The JOC is staffed with highly trained members of the Kentucky Army and Air National Guard who facilitate mission command, communications and situational awareness for National Guard Civil Support operations within the Commonwealth, and coordinate Kentucky National Guard support to other states through the Emergency Management Assistance Compact (EMAC). In FY 2012, the JOC directed response to natural disasters and emergencies to include tornadoes, water emergencies, and search and rescue missions, along with support for such events as the Governor's Inauguration Ceremony, Thunder over Louisville and the Kentucky Oaks and Derby.

The JOC continues to improve its capability through participation in training and exercises. In 2012, JOC personnel completed FEMA-sponsored Incident Command System (ICS) and Integrated Emergency Management Training.

National Guard Mobile Command Vehicle

The National Guard Mobile Command Vehicle (NGMCMV) greatly enhances the KYNG's ability to respond to the needs of the citizens of the Commonwealth during a natural disaster or other emergency, providing a means of reporting critical information concerning the status of an incident while ensuring operational awareness and visibility of any emergency situation. The Command Post also provides interoperable communications with local emergency responders, military units, state and local law enforcement, and military and civilian aircraft. A broadband satellite system provides reach back capability to the JOC and State Emergency Operations Center, and an air to ground video system provides the capability to view and transmit real-time video directly from the scene of the emergency. The NGMCMV also supported the Kentucky Derby and Thunder over Louisville, and The Governor's Inauguration Ceremony.

Funeral Honors

The Military Support Branch is the coordinating agency for all requests for KYNG participation in Military Funerals Honors, tasking units to provide military honors in support of not only deceased Kentucky National Guardsman but to all veterans.

During FY2012 Kentucky National Guardsmen participated in 93 Military Funerals throughout the Commonwealth.

Homeland Security and Antiterrorism

The J3 of the Kentucky National Guard (KYNG) fully supported Homeland Security missions in FY12. These missions included providing risk assessments and security personnel to events throughout the Commonwealth, such as the Kentucky Derby and Thunder Over Louisville.

The J3 Antiterrorism Section participated in terrorism-oriented exercises this year at the Local, State and Federal levels, including antiterrorism exercises held at Boone National Guard Center. The exercises proved to be a success in team building, validating standard operating procedures, and indentifying issues that could arise in an actual terrorist event.

In 2012 the Kentucky Army National Guard’s Antiterrorism Program was rated as the “best antiterrorism program” in the entire US Army, not just in the National Guard and Army Reserve. This recognition was based, in part, upon an external evaluation performed by contracted personnel from National Guard Bureau (NGB), to ensure that the KYARNG met regulatory guidelines as prescribed by the Department of Defense, the United States Army, and NGB. The inspection determined that Kentucky’s program did not possess a single deficiency in 140 assessed areas.

Operations, Physical, and Personnel Security Programs

Kentucky’s J3 Security Staff are considered to be one of the best Security Staffs in the nation. Kentucky’s security programs are routinely audited, and Kentucky Guard security procedures and products are emulated by other states and territories.

The J3 Security Staff administers the Operational Security (OPSEC) Program which involves protecting sensitive, but unclassified, government information from adversaries. The KYARNG was recognized in the past year for the excellence of their OPSEC Program, placing second in an Army-wide competition for the best organizational OPSEC Program in both the Active and Reserve components. Not surprisingly, NGB recommends Kentucky’s OPSEC plan as a model for other states.

The KYNG Physical Security Program protects government equipment, resources and personnel. The J3 Security Staff worked with all armories throughout the Commonwealth to ensure proper security is maintained over government property. The Commonwealth’s physical security program has been recognized nationally as a model program and received a “Commendable” in the last external audit of the program.

Many personnel in the KYNG and the Department of Military Affairs require suitability investigations or security clearances for their positions. J3 Security Staff successfully manage over 4,700 clearances, including Secret and Top Secret Clearances. The J3 Security Staff handle the whole process for Soldiers and civilians, starting with the initial applications and fingerprinting. In the past 12 months, the security staff processed over 600 security clearances.

Training Branch

The Training Branch (J3-T) provides oversight, guidance and support to units and Soldiers of the Kentucky National Guard in training for their federal and state missions by:

- Assisting Commanders in planning, resourcing, executing and assessing mission focused training programs for contingency and domestic operations
- Research, development, and dissemination of training guidance and doctrine
- Assisting Commanders in the procurement and scheduling of training facilities, ammunition, training aids, devices and simulators

- Managing budgets for Drill Pay, Annual Training, Special Projects, overseas contingency operations and other training-related funds
- Forecasting, scheduling and funding of Soldiers for Army Schools
- Coordinating the Adjutant General’s Organization Inspection Programs.

We continually refine and seek ways to improve our training programs by capturing and incorporating lessons learned, and by seeking ways to more effectively and efficiently manage training and resources for our units, Soldiers, and leaders to perform their State and Federal missions. The end state is to create flexible, skilled Soldiers; and develop highly proficient, cohesive units capable of conducting operations across the operational environment.

Close Quarters Marksmanship

Close Quarters Marksmanship (CQM) encompasses a variety of skills that a Soldier needs in order to enhance the odds of surviving and winning a close range lethal encounter. Not only does it include learning to shoot rapidly and accurately, it also focuses on crucial weapon handling skills, ammunition management, and rapid deployment of the weapon, malfunction reduction, and critical safety habits which allow the Soldier to instantly respond to a threat without endangering his teammates in close proximity. Our current program is based on the Special Forces Advanced Urban combat program. The primary goal of CQM training is to make each Soldier reflexive with his/her weapon. A Soldier should not have to think about how to operate his/her weapon; he/she can do those things automatically. We are continually refining the program and are currently developing courses which will involve more shooting from cover, shooting on the move, and instilling the Combat Mindset. We conducted three (3) CQM training events in TY-12. Units participating in the training included the Agricultural Development Team (ADT) IV, 613th FAC DET, and 2/138th FA BN. In all, over 600 Soldiers completed the training during this year.

Weaponcraft Instructor Course

Weaponcraft Instructors are unit-level subject matter experts trained to assist unit commanders in planning and conducting marksmanship training. The training consists of a series of rigorous courses on various small arms weapons, marksmanship techniques and instruction, employment of small arms in urban combat, and range planning and operations. To graduate from the Weaponcraft Instructor Course students are required to successfully complete all blocks of instruction, give two presentations, pass the Military Carbine Qualification Skills Tests, and pass a comprehensive final exam. Two (2) courses were conducted during TY-12 (one in April and one in September) and forty-nine (49) Soldiers were trained and certified.

Combatives

Many of today’s military operations, such as peacekeeping missions or noncombatant evacuation, may restrict the use of deadly weapons. Additionally Soldiers must be prepared to use different levels of force in an environment where conflict may change from low intensity to high intensity over a matter of hours. Level 2 Combatives instructors are being trained down to the Company/Battery level. We conducted two (2) internal KYARNG Level I Combatives Courses in TY-12



and graduated thirty-five (35) Level I instructors. We conducted one (1) internal KYARNG Level II Combatives Course and graduated sixteen (16) Level II instructors. We added two (2) Level III instructors trained by the United States Army Combatives School (USACS) at FT Benning, Georgia. We added two (2) Level IV instructors trained by USACS at FT Benning, Georgia.

Pre-Deployment Training

Pre-mobilization training and validation is performed by the Kentucky Pre-mobilization Training Assistance Element (PTAE). The training ensured Soldiers met training gates prior to movement to the mobilization station. This enabled Kentucky Soldiers to spend less time at mobilization stations and more time in theater. In addition to the theater specific training and Army Warrior Task (AWT) mandated by the Forces Command (FORSCOM) prior to deployment, the Kentucky Army National Guard continued its practice of providing an additional program of intense, mission-tailored pre-deployment training for Kentucky Army National Guard Units and Soldiers prior to their mobilization into Federal Service. Throughout the past ten years this training program has evolved in response to changes in the Contemporary Operating Environment (COE) and by incorporating lessons learned from theater. The Pre-Deployment training program usually conducted over a twenty-one day period and consists of the following elements:



- Marksmanship Instruction
- Individual and Crew Served Weapons Qualification
- Theater-specific Training
- First Responder Training and Certification
- Collective Day and Night Training
- Country Briefings and Cultural Training
- Army Warrior Tasks and Battle Drills Certification
- Mandatory Pre-deployment Briefings
- Convoy Operations
- Required Individual and Leader Training
- FOB/COL Security and Base Defense Operations

Many Soldiers and Leaders deployed in Iraq and Afghanistan have commented that the Kentucky Army National Guard's Pre-Deployment Training increased their proficiency and has saved lives. The Kentucky PTAE trained and validated more than 900 Soldiers this year.

Individual Training

We continually refine and seek ways to improve our training programs by capturing and incorporating lessons learned, and by seeking ways to more effectively and efficiently train our units, Soldiers, and leaders to perform their State and Federal missions. Over the past twelve months we have continued to utilize and refine training programs that are tailored to prepare today's Soldiers to adapt to the threat we face in the ever-evolving Contemporary Operating Environment. Schools (DMOSQ Re-class, WOCS, WOBC and BOLC): The Kentucky National Guard executed \$3.6 million to provide MOSQ training to our Soldiers. The Kentucky National

Guard made excellent improvement to the DMOSQ improving to 94.08% of our assigned Soldiers being DMOSQ in September 2012. An additional \$3.4 million was spent ensuring Officers and Enlisted Soldiers received the education necessary to meet mission requirements.

Small Arms Readiness Training Section (SARTS)

In Training Year 2012 the KY-SARTS trained a multitude of Soldiers and Airmen for combat employment of small arms weapons. From Engagement Skills Trainer scenario training, to Preliminary Marksmanship Instruction (PMI) on pistol, rifle and machine gun, to live fire qualification on pistol and rifle ranges. SARTS annually trains hundreds of Soldiers and Airmen in the KYARNG. Monthly the SARTS provides trainers to unit level leadership to help improve the units Small Arms Weapons readiness.

Combat Marksmanship Team

The State Combat Marksmanship Team not only competes in Local, Regional and National level competitions but spreads their knowledge to other Kentucky National guard Soldiers and Airmen. Members of the team take lessons learned and important tactics back to their unit and impart that knowledge of marksmanship to their fellow Soldiers and Airmen. In 2012 the Combat Marksmanship Team held training events year round as well as competed in several notable events. In January 2012 they traveled to Camp Santiago, Puerto Rico where both Rifle and Pistol teams took third place. In April the team traveled to Camp Butner, NC where they cleaned up at the MAC III regional match, KY swept the individual rifle event placing 1st, 2nd, and 3rd thus winning the team rifle event and the team overall aggregate trophy as well as placing third in the pistol competition. Later in April the team participated in the National Winston P Wilson (WPW) combat match at Camp Robinson, AR. While no team trophies were awarded at the WPW there were several individuals who placed in the top fifty shooters and thus received the Chief's Fifty badge. In May the team ran the State Pistol and Rifle match at Fort Knox, KY.

Training Site Command

The Training Site Command's 74 Traditional Guardsmen and 170 fulltime Federal, State and contracted personnel support units, sustain facilities, and train Soldiers at Wendell H. Ford Regional Training Center (WHFRTC) and Harold L. Disney Training Center (HLDTTC). The Training Site Command Headquarters is located at WHFRTC in Greenville with a Detachment at HLDTTC in Knox County.

Wendell H. Ford Regional Training Center (WHFRTC)

WHFRTC is a 12,000-plus acre facility capable of supporting maneuver training, weapons qualification and training, and virtual and constructive simulations. WHFRTC is fully staffed to host National Guard, other military and civilian agencies. The staff includes experts in training and range operations dedicated to provide support 365 days a year to using agencies regardless of size. In FY12 WHFRTC continued to support the Kentucky National Guard along with a variety of military units and other non-DOD organizations.

WHFRTC training facilities consist of 9,300 acres of maneuver space; a Forward Operating Base site with multiple buildings and guard towers; small arms, hand grenade and demolition ranges; and extensive simulation facilities to include an Engagement Skills Trainer 2000, Call for Fire Trainer, Deployable Force-on-force Instrumented Range System (DFIRST), HMMWV Egress Assistance Trainer (HEAT) and Virtual Convoy Trainer (VCOT).

The WHFRTC Cantonment Area includes billeting space for over 1,100 personnel, classroom buildings, a dining facility, medical clinic, a small fitness center and a contractor-run canteen. Since its inception, WHFRTC has undergone six phases of construction amounting to approximately \$40,000,000, with the last \$11,000,000 phase completed in 2008.



In 2012 several training and construction projects were initiated on WHFRTC and HLDTC. Major construction efforts were accomplished by training units such as 201st Engineer Battalion and 206th Engineer Battalion working in conjunction with WHFRTC Engineer Section. Phase II of the Forward Operating Base was completed this year with the construction of a guard towers and a KSPAN structure. 201st EN BN also constructed a loading ramp in April 2012 at HLDTC as well as several horizontal construction projects.

In addition to troop labor projects, full-time personnel and contractors made significant improvements to the site's range complex, to include a 10/25 Meter Range, a Light Demolition Range, and a Hand Grenade Familiarization Range. These improvements and additions will increase the ability of the WHFRTC to provide a quality training environment for a wider range of training events and units.

WHFRTC is also the home of several tenant units, the 238th RTI, Unit Training Equipment Site (UTES), Medical Command Detachment 2, the 176th, 177th, and 178th Fire Teams. Along with the military tenant units the site is actively engaged with several civilian organizations working on site including a mining company, rail lines and gas and oil production companies.

The training site has made great strides toward being energy independent with the installation of solar panels on WHFRTC and HLDTC. WHFRTC currently has 1372 individual panels, and was accomplished in two (2) phases; phase I beginning in July 2010, phase II in April 2012. Phase I cost \$743,499.00; Phase II cost \$715,000.00. Total generation as of June 2012 for WHFRTC was 311 KWh. (311,000 watts).

National Responder Preparedness Center

The Kentucky National Guard and State Fire Commission have teamed together to construct a Fire Training Academy. The National Responder Preparedness Center facility is being constructed at WHFRTC through funding from the State Fire Commission. The cost is approximately \$1M with a completion date of December 2012.

This is a true win-win for both the Guard and the State Fire Commission. The KYNG's Fire Fighting Teams located at WHFRTC will have the capability to execute individual and collective training at home station, saving training and travel dollars, and the facility will also enhance the site's Wildland Fires and Prescriptive Burn program. For the State Fire Commission, the availability of lodging and meals at the Government rate will make the Fire Academy more cost affordable to fire departments within the state and provide an incentive for out of state business. WHFRTC also offers the use of training areas and road network to conduct first responder training.

In the near future the Fire Training Academy will provide a regional capability to train other National Guard and USAR FFTs, training for Kentucky's CBRNE Enhance Response

Force Package (CERFP), and can offer training courses that will translate into Military Occupational Skill Qualification (MOSQ).



Harold L. Disney Training Center (HLDTC)

The Harold L Disney Training Center is a 500 acre training facility located in Artemus, Kentucky. It has the housing capacity for 160 Soldiers and Airmen and is primarily used as a weekend training site. HLDTC consists of FATS IV trainer, Rappel Tower, classroom and barracks facility. HLDTC was the first KY National Guard training site to produce more energy than it uses, making it a net-zero installation. Total energy production to date is 287.5 KWh.



238TH REGIMENT (COMBAT ARMS)

The 238th Regiment, commonly referred to “Kentucky Military Academy,” continues a 54 year tradition of excellence. Its mission is to provide regional combat arms individual training to include Duty MOSQ Reclassification, Officer Candidate School, and other courses for National Guard, Army Reserve and Active Component Soldiers. The regiment’s motto, Semper Ductus (Always a Leader) and signifies the dedication of the cadre and staff to provide world class training and to develop future leaders to the Kentucky National Guard.



The 238th Training Regiment consists of the Regimental Headquarters, the 1st Field Artillery (FA) Battalion and the 2nd Modular Training Battalion, all of which are located at the Wendell H. Ford Regional Training Center (WHFRTC), Greenville, KY. The 1ST FA Battalion trains field artillery courses in Kentucky and also provides oversight to training companies in Pennsylvania and Arkansas. The 2nd Modular Battalion is responsible for Officer Candidate School (OCS), Warrant Officer Candidate School (WOCS) and Military Police and Infantry courses taught at the 238th.

Over the past fourteen months the 238th Regiment has undergone an extensive and all inclusive Accreditation process. This process is based on the US Army Training and Doctrine

Command's (TRADOC) Enterprise Accreditation Standards. Thus far all subordinate elements of the 238th have received "Institution of Excellence" ratings from their respective proponent schools. In June 2012 the Regiment itself was assessed by TRADOC, and based on our initial results, we fully expect the 238th Regiment will receive an Institute of Excellence Rating.

As the Department of Army continues to balance its force with the many changes occurring nationally the 238th Regiment plans to stay on the forefront by maintaining its accreditation, keeping its cost per student ratio as low as possible, and by staying flexible and willing to accept new missions and challenges.

International Cooperation

The Operations Directorate is responsible for managing the State Partnership Program (SPP) with the Republic of Ecuador. An integral part of the United States Southern Command's Theater Security Cooperation Plan, the SPP provides subject matter expert exchanges and other valuable training programs designed to enhance Ecuador's military and civilian emergency management capabilities.

During FY12 the KYNG conducted nine (9) exchange events and executed a total budget of \$310,500. Areas of engagement included senior officer visits, aviation operations, tactical vehicle maintenance, personnel systems and language/culture training. Significant events included:

- A visit to the Ecuador Embassy in Washington, DC by the KYNG-J3, NGB International Affairs leadership and the KY State Partnership Director. Participants met with senior military leaders and diplomats from Ecuador to discuss the history of the Kentucky-Ecuador partnership and exchange ideas for future engagements.
- An exchange of C-130 operators that allowed Ecuadorian pilots an opportunity to observe USAF flight planning and operations focused on the key areas of night operations, precision airdrop tactics and safety of flight. The event was targeted to the flight leadership level, with the focus on assisting Ecuador in the development of an effective pilot upgrade training program.
- A visit by KYNG soldiers and airmen to Ecuador to participate in subject matter expert exchanges in the areas of vehicle maintenance and personnel systems management. This was the first exchange event conducted in Ecuador since 2009, and participants visited the Ecuador military headquarters in Quito as well as the Special Operations Jungle Training Center in Ecuador's Napo Province.
- An exchange of Army Aviation senior pilots that explored effective procedures and programs for flight safety, pilot training, communications and flight tracking, maintenance management and squadron leadership. The visit also provided participants with an orientation flight and tour of the KYNG Counter-drug Operations Center in London, KY.
- The continued lack of a renewed diplomatic note in Ecuador greatly limited the number of successful engagements in FY12. Some political progress was made between the US and Ecuador in FY12 with new ambassadors being appointed in both countries. Ecuador Ambassador Nathalie Cely officially took office in December 2011 and US Ambassador Adam Namm followed in April 2012. However, Ecuador President Rafael Correa's continued close relationship with Venezuelan President Hugo Chavez, as well as his decision to grant political asylum to Wiki Leaks founder Julian Assange in August 2012, continues to place

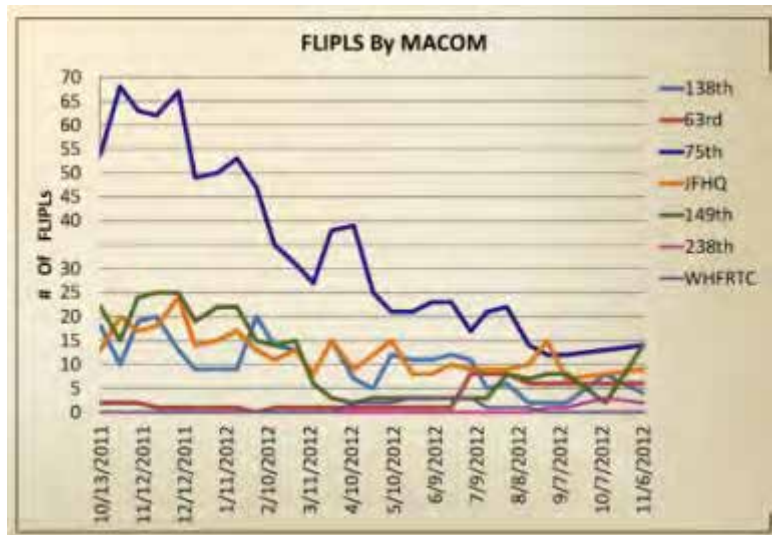
strain on the relationship. Despite these diplomatic challenges, the KYNG SPP continues to maintain a healthy relationship with the Ecuador Armed Forces. Military exchange events between Kentucky and Ecuador are already planned for FY13. The KYNG continues to actively seek a second state partnership, as well as other opportunities for international engagement and security cooperation assistance.

Logistics Directorate (J-4)

The J4, Directorate of Logistics (DOL) is the principal staff office for managing and directing command logistics within the Kentucky National Guard. It develops logistics policies, budgets, and prioritizes requirements to meet mission goals and objectives as directed by The Adjutant General, and is responsible for the equipment readiness of all units and Soldiers of the Kentucky Army National Guard. DOL oversees all areas of command supply, services, maintenance, transportation, support of all Logistics Information Systems (LIS) computers, and movement of Department of Defense assets throughout the state of Kentucky, ensuring that resource requirements are identified, documented and defended both within the state and at the national level.

During FY 2012 the J4 Created Three Desktop Reference products and posted to the J4 SharePoint. These consisted of the Supply SGT Desktop Reference, Maintenance Desktop Reference and a Commander's Desktop Reference. The goal of the various Desktop References are to give commander's, unit supply and maintenance personnel a one stop shop for references and assistance in completing daily and reoccurring requirements in the logistical support area.

The Financial Liability Investigation of Property Loss (FLIPL) project for FY12 was to transition the state to an automated database and tracking system. By providing training, instruction, and support the DOL has assisted in the following statistical improvements for FY 12: A 91% decrease in discharged Soldiers' property, a 56% decrease in open FLIPLs, and a 69% decrease in FLIPLs older than 240 days. As a part of this effort, the DOL created a report detailing all pertinent



FLIPL and discharge-related data for all major subordinate commands in the state, which allows senior leaders in the KY guard to have extreme visibility on unit status.

The Organizational Clothing & Individual Equipment-OCIE RESET has been implemented at the NGMMC. The OCIE Central Management Office (CMO), in conjunction with the NGMMC, oversees the ARNG RESET order fulfillment and logistics. The concept of the program is to replenish OCIE that is destroyed or worn out during deployment. The Department of the Army Personnel Policy Guidance for Contingency Operations in Support of GWOT is used as a basis for requirements. RESET packages are built using the number of

Soldiers, consumption factors, basis of issue (BOI), and size tariffs. This process is done in close coordination with each state's United States Property and Fiscal Officer (USPFO).

The Guard Material Management Center- GMMC Program Analyst plans, executes, and manages funds from National Guard Bureau designed to procure items from various vendors. Those items are purchased to support the needs of National Guard units across the 54 states and territories. The analyst works directly with the GMMC Stock Records Officer and program managers at bureau level to fine tune inventory requests to ensure gaining the most items for the money. In FY12, more than \$27 million was spent through this program with an execution rate of 99% of NGB available funds. Examples of items purchased this FY: ACU, ASU's, machine gun mounts, small and medium tents, and other items to support the war fighter. Additionally, in FY12 the analyst worked to close all prior-year cooperative agreements with the state of Kentucky and resolve 75% of prior-year orders.

The National Guard Materiel Management Center (NGMMC), in partnership with the National Guard Bureau (NGB), is a fully funded NGB program, distributing ground and air equipment to all fifty-four states and territories. It provides a centrally located, cost efficient response capability that can address and mitigate anticipated and unexpected events in the ARNG. The NGMMC has the capability to rapidly pull, pack, and ship reaching either coast within 12-24 hours.

One of the latest projects at the NGMMC is Rapid Fielding Initiative (RFI). Initially, RFI was created to support mobilizing Soldiers within 24 National Guard brigades. The purpose of the program is to ensure the war-fighter is equipped with the latest required OCI to dramatically improve the force protection status.

The Chassis and Container Program is a loan program providing 20' chassis and containers to National Guard units throughout the nation.

Logistics Branch:

FY12 saw continued KYARNG mobilizations in support of Operation Iraqi Freedom (OIF), Operation New Dawn (OND), Operation Enduring Freedom (OEF), and other contingency operations. In support of these deployments DOL provided quality and timely logistics support to Soldiers and units, fielding all required equipment along with the most current clothing and individual gear. These efforts included fielding new equipment as well as cross-leveling items from other KYARNG units or, when necessary, from other states. Upon demobilization DOL assisted units with inventories to ensure accountability.

During FY12 the DOL assisted with the receipt, processing and fielding of over 1630 pieces of new equipment valued over \$33 million. This includes Fuel and Water distribution systems, cargo carrying trucks and trailers such as Medium Tactical Vehicles, Maintenance Contact trucks, Palletized Load Systems, Tactical Quiet Generators, Navigation Systems, Medical Equipment Sets, Night Vision Goggles, Skid-steer loaders, Bulldozers and many other items.

One of our priorities is to ensure the availability of over 300 Critical Dual-Use Items, or equipment need for both Overseas Contingency Operations as well as response to a domestic emergency. These items include HMMWVs, cargo vehicles, material handling equipment, and materiel needed for water purification, engineering, medical support, and communications which can be used during local, regional, or statewide emergencies.

Sustainment Automation Support Management Office (SASMO):

The SASMO manages and maintains automation equipment fielded to the KYARNG for use by logistics, supply, and maintenance personnel. The SASMO continues to upgrade and maintain Logistics Information Systems (LIS) to keep them current and functioning. These include numerous upgrades of the Standard Army Maintenance System, Enhanced (SAMS-E), the Army's new maintenance management computer system. Currently the SASMO manages 12 LIS's totaling 1041 individual systems. During FY12 SASMO received and supported 12 new life cycle replacement Property Book Unit System Enhanced (PBUSE) systems, replacing the old Dell model 610 computers. SASMO also received and supported the life cycle replacement of 91 SAMS-E systems. Detailed and diligent planning had a direct impact on the successful conversion. The SASMO shop also processed and executed approximately 780 work orders to support Soldiers in the field. Most recently the SASMO implemented a new work order program for tracking and managing work orders. The new work order program gives a detailed description of all work orders and allows the SASMO to manage systemic problems.

Defense Movement Coordinator (DMC):

The DMC provides movement control support to the Kentucky National Guard, U.S. Army Reserve, Fort Knox, Fort Campbell and Defense Movement Coordinators from other states as they move convoys through the Commonwealth of Kentucky.

DMC is also responsible for managing specialized transportation-related training for Kentucky National Guard personnel, including Unit Movement Officers and personnel responsible for handling and transporting hazardous materials. The DMC supported mobilizations by providing planning assistance and technical advice in the areas of movement planning, hazardous materials handling, processing requests for commercial transportation, and coordination with airports. They also assisted out of state units in support of Operation Golden Cargo. The purpose behind Operations Golden Cargo was to move ammunition to other depots for shipment to United States Central Command in support of overseas contingency operations. The DMC processed over 425 Movement Orders sent from various units throughout Kentucky and the US.

Surface Maintenance Management Office

The Surface Maintenance Management Office (SMMO) manages all aspects of maintenance activities (other than aircraft) for the Kentucky Army National Guard, including long and short range planning, maintenance training and proficiency, and budgeting. The SMMO also manages the allocation and utilization of full time manpower resources for KYARNG maintenance facilities, which provide maintenance support to KYARNG units conducting training and operations in support of both State and Federal missions. These facilities include the following:

- Field Maintenance Shops (FMS), located in Ashland, London, Lexington, Richmond, Frankfort, Jackson, Louisville, Glasgow, Bowling Green, Paducah, and Burlington
- Combined Support Maintenance Shop (CSMS), Frankfort
- Maneuver Area Training Equipment Site (MATES), Fort Knox
- Unit Training Equipment Site (UTES), Greenville

SMMO personnel work for the KYARNG full-time but still belong to TDA or MTOE units and perform duty with them during Inactive Duty Training weekends and Annual Training.

Many are officers, warrant officers and senior Non-Commissioned Officers (NCOs) who provide critical continuity between the unit and the full-time force. These trained technicians apply their skills and knowledge to service, repair and inspect their unit's equipment, and are a key resource that Commanders rely on to ensure their equipment is ready for any state or federal mission.

Field Maintenance Shops (FMS):

Under the Army's Two-level Maintenance System, Field Level Maintenance consists of maintenance functions that include preventive maintenance procedures as well as replacement of major components such as engines and transmissions. The Kentucky Army National Guard's Field Maintenance Shops provide this critical support, which sustains the day-to-day operability of unit vehicles, weapons, and other equipment for training, mobilization, and State Active Duty missions. These 8 to 17 person shops, located strategically throughout the state, are instrumental in preparing units for mobilization.

They provide additional maintenance support to ensure equipment is fully operable prior to leaving Home Station. They also support unit demobilization through inspections, transport and repair of equipment as it arrives back in the state. These shops provide maintenance assistance and recovery operations for all military convoys traveling through Kentucky. FMSs support State Active Duty missions by maintaining equipment such as HMMWVs, cargo trucks, engineer equipment, and generators. Each FMS ensures their supported units' equipment is ready to respond in the event of a natural disaster, state emergency or active duty mobilization. Shops supported the largest ever deployment of KYARNG personnel at one time during FY 12. Multiple FMSs assisted in the reintegration and RESET of the 149th MEB equipment from deployment and sustained the 1204th ASB Left Behind Equipment eligible for RESET.

Upgrades to the Field Maintenance Shops continued in FY 12 to remain modern, energy compliant and efficient. Upgrades included some of the latest commercial software/hardware diagnostics to maintain the Army's latest equipment, environmentally friendly parts washers reducing hazardous waste, and wheel alignment equipment which will reduce the wear and costly replacement of wheel and tire assemblies throughout the HMMWV fleet across the state. FMSs received updated sturdy mobile tool sets that replaced their antiquated and obsolete tool sets. FMS 10 replaced their old piston compressor with a new quiet screw compressor. The new compressor is projected to be more energy efficient. New HAZMAT cabinets to assist in controlling and managing storage space availability for environmentally dangerous chemicals were installed. FMS Frankfort added a new cold storage facility to its building providing an additional 2,480 square feet of storage allowing the merger of Supply and the tool rooms into one area.

The Field Maintenance Shops contributed significantly to the logistics readiness of the KYARNG during FY 12. Shops supported units during Command Readiness Evaluations, competed nationally for the Army Award for Maintenance Excellence and supported events in local communities. FMS Louisville received 2nd place honors in Region III for the Army Award for Maintenance Excellence. FMS Richmond supported the 103rd Chemical BN with their Domestic CERFP mission by sustaining their maintenance readiness to respond to a Federal catastrophic event. The CERFP ensures that the Governor and TAG have the capabilities to mitigate risks associated with mass decontamination, medical triage and recovery from CBRNE incidents. FMS Lexington moved 25 pieces of equipment to the CHP in Greenville to reduce both the man hours and parts replacement on equipment that was identified as not critical to sustain unit readiness. The reduction will translate to costs savings for the government.

Fiscal Year 2012 was also a year of transition and change for senior personnel and leadership in the maintenance community. CW4 Kenny Graves, FMS Bowling Green Supervisor, MSG Stephen Faehr, FMS Richmond Supervisor, SFC Bert O'Daniel and SFC Jerry Shelton from the SMMO, SFC Dale Bailey, SFC Wade Adams, and SFC Joseph Keffer from the CSMS, and SSG Tom Singleton from FMS 5 all retired from the Federal Technician workforce during the year.

Combined Support Maintenance Shop (CSMS):

The Combined Support Maintenance Shop, located at Boone National Guard Center in Frankfort, KY, provides backup Field Level Maintenance to FMS in eastern and central KY, directly supports the United States Property and Fiscal Office (USPFO), Recruiting Command and the Kentucky Department of Military Affairs. They also perform specialty services such as weapons repair, welding, painting, machine work, and calibration for all units in the state.

The CSMS performs maintenance on a wide variety of materiel, including heavy and light wheeled vehicles, fueling equipment, small arms, electronics and communications equipment. The Allied Trades section provides welding, woodworking, canvas, radiator repair, machining, metal/body repair and vehicle painting support. CSMS also operates a calibration lab performing test and calibration on Test and Measuring Device Equipment (TMDE). The Inspection Section performs initial and final checks of all items serviced and repaired for quality assurance. The CSMS supported over 3,200 work orders on Kentucky Army National Guard equipment. The CSMS rebuilt over 100 components (mostly starter and alternators) for the Shop Stock Available for Exchange. The rebuild program greatly reduced the Class IX costs on high consumption items. The CSMS fabricated and manufactured nine M2 .50cal machine gun racks to support units in their Physical Security needs which resulted in a cost benefit to the government on Class II funds.

The CSMS Inspection section is a trusted section as trained experts that the entire KYARNG relies upon for quality assurance and safe maintenance practices. The Inspection section provided inspectors and technical area experts to assist deploying and re-deploying units in support of Operation Enduring Freedom, and Operation Iraqi Freedom/New Dawn. They also provided technical expertise and manpower to conduct Command Maintenance Evaluation Team (COMET) inspections. The COMET inspected 24 of the 24 eligible units in the state for a completion rate of 100%. CSMS also conducted Small Arms inspections for 3 deployments, 1204th ASB to Iraq/Kuwait, ADT IV and ADT V to Afghanistan and the 2/138th FA deployment to the Horn of Africa. The section performed numerous Technical Inspections and Condition Codes in support of the state redistribution plan and excess management of property to reduce the overall excess percentage and to turn in obsolete equipment.

The CSMS supports USPFO by providing inspection, classification, repair, demilitarization, loading, unloading, hauling and towing equipment. Much of the new equipment received by the KYARNG this year was de-processed at CSMS. In addition to the issue and turn-in support to USPFO, the CSMS employs two personnel whose primary mission as Motor Vehicle Operators (MVO) is to conduct the safe transport and haul of equipment in support of National Guard units, maintenance activities, and other agencies throughout the state. For FY 12, the MVOs completed 208 missions and traveled a total of 43,018 miles, 5,732 more miles than last year. The CSMS Wrecker conducted four recovery missions in support of units conducting training and convoys throughout the state. CSMS processes and hauls all scrap metal and vehicles to the Defense Reutilization and Marketing Office (DRMO) at FT Knox and maintains a special waste and wood dumpster for all of Boone Center to use.

Maneuver Area Training Equipment Site (MATES):

The Maneuver Area Training Equipment Site (MATES), located at Fort Knox, primarily provides materiel and Field Level Maintenance support to KYARNG units near Louisville and FT Knox and backup support for FMS 8 and 9. The MATES also supported out of state ARNG units, the Army Reserve, and the Active Component during this year. The MATES performs limited sustainment level maintenance according to doctrine but does perform higher level maintenance in many areas that an FMS cannot. Additionally, MATES supports the USPFO in their fielding and turn-in of Army materiel and equipment.

Several National Guard units from outside the state have taken advantage of the MATES' ability to provide maintenance support during their Annual Trainings at Fort Knox. Infantry, Cavalry, Artillery, and Aviation ground maintenance units from Indiana, Pennsylvania, Tennessee, and North Carolina relied on the MATES to provide maintenance bay space, overhead lift, Class IX repair parts, and recovery and maintenance assistance to maximize their field training. The MATES supported the 1/623rd FA and 2/138th FA pre-mobilization training as well as multiple AT exercises. They provided over 10,000 gallons of fuel during AT.

The MATES received superior recognition by earning 1st place in Region III AAME for small TDA category, an exceptional feat considering the amount of personnel deployed during the FY. In FY 12, 47% of their workforce was deployed at some point. At one point, 31% of the workforce was deployed at the same time. Although they were confronted with significant challenges in manning availability, they still sustained an OR rate of 96.6% and completed over 2,200 work orders for the year.

The MATES CHP (Controlled Humidity Preservation) program saved approximately 1,100 maintenance man-hours. The CHP facility on site allows the MATES to maintain, store, issue, and ship equipment easily while avoiding potential wear and damage from weather exposure and prolonged periods of sedentary positioning.

MATES is also utilized as a deprocessing and training facility for new equipment received by the KYARNG. The location on Fort Knox with access to rail facilities makes it an ideal location for receipt and fielding of large vehicles. Maintenance Technical Inspections and Condition Code transfers of equipment to Reserves and/or out of state were completed as well as redistribution and turn-in of obsolete equipment to DRMO. Supply turned in an excess of 500 bench stock lines to become leaner. The MATES supported SINCGARS radio fielding for the entire state.

Several shop improvements were completed this year. The installation of 274 solar panels which are connected to 100% of the exterior lights reduced the total electric energy consumption by an average of 35% per month. Energy efficient interior lighting upgrades were also completed.

Unit Training Equipment Site (UTES):

UTES is located at Wendell H. Ford Regional Training Center, in Greenville, KY. This year the fifty-eight full-time technicians at UTES supported 23 IDT weekends (many with multiple units conducting training), multiple annual training periods, 4 PTAE pre-mobilization training events for units deploying to Iraq and Afghanistan, and 3 new equipment fielding periods. Contractor work space was provided for 3 months in order to facilitate radio mount installations. UTES is a critical hub for equipment redistribution and new equipment arriving to the state for issue to units in the Western Kentucky region, and all outgoing equipment is processed for shipment through UTES.

The concurrent mobilization and deployment of the 149th MEB and the 1204th ASB continued to impact UTES operations into FY 2012. UTES continued to provide quality support while operating well below its authorized strength even as the mission and support requirement increased with additional mobilization trainings and fieldings for deploying units at WHFRTC. The UTES also provided recovery operations to units traveling to and from WHFRTC for various training periods.

UTES personnel provide maintenance support to the training site and its equipment. UTES is also responsible for managing the CHP for each Major Subordinate Command in the state. They store, issue and track equipment in the CHP program. The UTES processed and returned 111 pieces of equipment from the 149th MEB CHP.

Construction of the new capitalized fuel point adjacent to UTES at WHFRTC was completed. It provides a 20,000 gallon capacity with the space available for an additional 10,000 if needed. This new fuel point increased UTES and WHFRTC's capability to support multiple and simultaneous unit training events and State Active Duty mobilizations. The UTES manages and tracks the fuel transactions for this facility.

The UTES recently received 2 significant upgrades to its supply area. A two level storage system was installed that increased the capacity and efficiency in the storage of consumables and Class IX repair parts. The UTES was fielded with the SATS (Standard Automotive Tool Set) which provides an updated tool set for maintenance support and allows improved accountability.

Kentucky RESET Program:

The KYARNG continued to "reset" equipment for Kentucky Army National Guard units returning from Operation Enduring Freedom (OEF) and Operation Iraqi Freedom/New Dawn (OIF/OND). The RESET program is based adjacent to the MATES on Fort Knox and is staffed with traditional Guardsmen on Active Duty for Operational Support (ADOS) orders. During FY 12 as many as 42 guardsmen worked at RESET and throughout the state at various FMSs that provided direct support for units that were deployed.

RESET conducted 10/20 level maintenance on deployed equipment in support of the 149th MEB, 1204th ASB, ADT III and IV, including eligible Left Behind Equipment. RESET completed over 6,100 work orders on LBE or RESET equipment during FY 12.

Unit Scheduled Services:

All levels of command have visibility on the Unit Scheduled Services posted on the Department of Military Affairs SharePoint Web Portal under J4/SMM shared documents. The Kentucky National Guard enjoyed improvements in the percentage of Unit Scheduled Services completed and reported each of the previous four years. However, with the largest mobilization in the Kentucky National Guard's history, including the 1204th ASB and 149th MEB, the scheduled services completion rate declined. This year the KYARNG completed just over 88% of their required unit services. 75th Troop Command had the distinction as the only MACOM to attain the 100% goal.

Maintenance Training:

The SMMO facilitates technical training for Kentucky Army National Guard maintenance personnel. The SMMO analyzes and interprets data and findings from previous years' inspections to identify and determine training needs for unit training and maintenance programs. In FY 12, the SMMO hosted multiple training events for the Motor Officers Course,

NBC NCO/Unit Armorer Course, SAMS-E training, and Battalion Drivers Licensing Programs. For the year, the SMMO trained 36 personnel in SAMS-E operations, 3 personnel on CBRNE, 10 personnel on Armorer functions, and 15 personnel on Motor SGT/Officer responsibilities. In terms of numbers of Soldiers trained, there was a 19% increase from 2011 to 2012 (85 to 105). The SMMO facilitated numerous course offerings at the National Guard Professional Education Center, equipment maintenance related schools and specialized training, and other additional topics. We facilitated training for a total of 32 full time maintenance technicians on HMMWV maintenance at Mishawaka, IN, and the following PEC training: 9 personnel for TAMMS Readiness Course, 3 personnel for Property Book Officer Course, 4 personnel for Inspector Course, 7 personnel for Unit Supply operations and 1 person for the Maintenance Supervisor's Course.

Readiness Statistics:

The KYARNG maintained a 97.12% OR rate for all Reportable items during the year and an 87.31% OR rate for all Pacing items during the year.

As of 19 September, there were 2,384 MWOs remaining, down 1,022 from FY 11.

In FY 12, 1,847 Safety Messages were added and to date the shops have complied with 1,080 of them.

Information Management (J-6)

Mission: The Chief Information Officer (CIO) and the Joint Force Headquarters - J6 (Information Management Office) are one integrated office that provide the vision, direction and current operational management of all information technology resources in support of the Department of Military Affairs (DMA) and the Kentucky National Guard.

We provide effective, sustainable, state of the art Information Technology services throughout the breadth and depth of the DMA Enterprise. Our objective is voice, data, and video services at all levels of the department and from all locations, near and far. These services will be as robust, user-friendly, and as reliable as possible; and operate within applicable laws, regulations, and prudent security measures.

Automation Division:

Computer and Network User Support- The Automation Division delivers IT services and customer support to over 2,800 users on KY DMA network. This network consists of over 100 servers and 2, 500 computing devices. The Automation Division maintains and manages the J6 Operations help desk which is staffed 24X7 to respond to customer needs and issues. During the past fiscal year the operations desk logged and closed 16,429 work orders.

Server and Database Administration- The Automation Division also reduced our carbon footprint by the virtualization of 4 host servers within the Department of Military Affairs. This reduction of physical servers lowered our energy usage by not only having fewer devices to power, but also by requiring less cooling in our J6 server room which prevented overheating of devices. Additionally, this gave us greater return on investment by maximizing processor and memory usage in a shared environment while providing us greater redundancy and recoverability in the event of a catastrophic failure.

Domain Migration and Consolidation – The KY NG resources were migrated to the National Guard Domain, greatly enhancing the ability of KY National Guard soldiers to work effectively while away from their normal work location. This migration allows for broader more

transparent access to resources and data stored within the KYNG network, from National Guard Networks in other states and territories. This migration consisted

Communications Division:

Telecommunications/Networking - During the past year the Telecommunications section provided 24X7 network connectivity to over 70 remote locations from Ashland to Paducah. Services included: data services, telephone services, video services, and military secure network and voice services. In addition to supporting network connectivity at each of these National Guard armories, training centers, and headquarters, the Telecommunications section also provides all networking and telecommunications support to the Division of Emergency Management and the Emergency Operations Center in Frankfort.

By far the largest project the Telecommunications section completed this year was the Multi-Protocol Label Switching (MPLS) rollout. This project was the culmination of several years of planning and was funded at over \$5million dollars primarily with Federal Dollars. This project saw the installation of over 300 network devices distributed across nearly 70 separate sites and included: equipment refreshes, installation of Wide Area Application Service (WAAS) for more efficient use of network resources, the redesign of our network architecture from hub-and-spoke to MPLS requiring the change out of over 150 telecommunications circuits, a bandwidth expansion program providing 6 times the network bandwidth at our headquarters, 41 times the network bandwidth at our training center, and 5 times the network bandwidth at the Boone National Guard Center and Emergency Operations Center in Frankfort, and the establishment of a network backbone capable of supporting our Continuity of Operations (COOP)/ Business Continuity (BCP) plans.

The Telecommunications section changed out 9 telephone systems (PBXs) at various National Guard armories and at the headquarters and training sites, many of these phone systems dated back to 1999. At the headquarters we implemented new phone systems that provided expanded Voice over Internet Protocol (VoIP) as well as Session Initialization Protocol (SIP) telephone service. This will increase our survivability and flexibility improving our ability to respond to the citizens of the Commonwealth. These combined projects totaled over \$500,000 primarily funded as a Federal Program.

The Telecommunications section oversaw the procurement and installation of a Network Access Control (NAC) solution which provides port level access control to the network. When fully implemented and coupled with Dynamic Virtual Local Area Network (VLAN) assignment, we will be able to secure the government network while at the same time providing network access to other agencies which may need to use the National Guard facilities during times of disaster.

Finally, the Telecommunications section provided assistance in the rerouting of telecommunications infrastructure for the construction of the new Commonwealth Emergency Operations Center (CEOC) and has provided their expertise in the planning and design of the Information Technology systems and support for the new CEOC construction; and will pay a pivotal role in ensuring all Department of Military Affairs critical communications services stay online during the transition late this coming summer.

WIRELESS Section Emergency Management & Military Support:

Special events - The J6 wireless shop provided remote communications support to several special events that included the Ky Derby, Thunder over Louisville, Emergency Management CSEPP Exercise, Emergency Management Workshop, and the Bluegrass Amateur

Radio HAM Fest. This support included long range reach back capabilities for command and control, radio communications for security personnel and command post integration for operational control. These special events also provide training to our support personnel for preparation for an emergency event.

Training - The J6-Wireless Shop provided emergency communications training to the 149th signal company to help support units in a time of disaster. This training included Joint Incident Site Command and Communications (JISCC) transportation and configuration, satellite voice and data communications, UHF and VHF two-way radio communications and HF communications training that was supported by local Military Auxiliary Radio volunteers (MARS).

Exercises - J6 Wireless personnel were actively involved in the planning and execution of the 2012 Communications Exercise (COMEX). Staff conducted interoperability communications on all bands plus they coordinated several very robust regional and statewide amateur radio nets. The COMEX AAR indicated that 118 of 120 counties participated in the exercise. Local Capital Amateur Radio Society and Anderson County Amateur Radio Club members supported the COMEX with volunteers in the EOC and the EM Mobile Command Vehicle.

Projects

Morehead Armory – J6 Personnel planned an antenna project and executed a contract to add additional HAM and public safety antenna's and radios in the Morehead Armory. Using the existing tower, a new B & W HF Antenna, two VHF-UHF antennas plus a cable TV antenna were installed for interoperability at the armory. In addition to the radio antennas a UHF TV antenna and coax was installed.

EOC antennas – Due to construction and tornados in March, 8 runs of 7/8" coax were relocated requiring extensive coordination and work.

EOC HAM Radio projects – As part of the planning for the new EOC, new radios and antennas and work stations were installed in the ECIC (Communications Room). This was an extensive re-design that included the installation of an RMS Pactor station serving the south eastern part of the US. Project 25 Radios installed in an interoperability switch were added into the HAM Radio Suite. The complete installation was designed to be moved into the new EOC when construction is complete.

New J6 Wireless Building – J6 Wireless Staff planned for and moved into their new shop in June/July. Adding to Wireless Shop capabilities was the addition of a 4 Bay Pole Barn to house all of the mobile command vehicles.

Owensboro and Burlington Armories – J6 Wireless Staff was instrumental in planning for a tower, antennas and radios to be added to both the new armories. Plans were awaiting execution as of the date of this report.

WHFRTC Tower Project Planning – J6 Wireless Staff conducted extensive planning to execute a project plan to construct a 190 foot tall communications tower. The contract to install the tower has been awarded as of the date of this report.

New KY Emergency Management EOC – Wireless Staff continues to be an integral part of the design and planning for wireless communications in the new EOC. Work continues with weekly meetings and planning sessions for this project.

Emergency Deployments- The J6 Wireless section was deployed to West Liberty, KY in Morgan County in the EM Mobile Command Vehicle within 2 hours after the EOC was activated to support an Incident Management Team with voice and data during the response

phase of the Tornado that destroyed this town. The EMMCV was the first state vehicle to arrive and provided 911/PSAP services to Morgan County for 5 days until local telephone service could be restored. City elected and public safety officials worked out of the truck during the 5 day period immediately after the event. The EMMCV operated for over 300 hours (from the generator logs) in support of the mission in West Liberty.



The new J6 Wireless Satellite Trailer was successfully deployed to Morgan County for its very first mission to support 3 Fire Commission Command Trailers with voice and data during the response phase of the tornado. See Above and

At Right: J6 Staff provided interoperable communications to the Military Police personnel that were deployed to augment the Kentucky State Police to provide additional security in West Liberty. Staff members provided additional portable radios and erected a portable repeater for county wide communications.



Communications equipment and personnel also responded to Salyersville, KY in Magoffin County to provide public safety communications after the town was hit by a tornado and phone and cellular service was disrupted for an extended period of time.

EOC Support- Wireless Shop personnel deployed to the state emergency operations center and provided ESF2 (Communications) support during severe weather events to include the severe tornado outbreak in March 2012. Personnel provided the primary liaison for the EOC CSCG (Commonwealth Systems and Communications Group) and performed ESF 2 duties. J6 Wireless personnel managed a huge flow of communications outages caused by the severe tornado outbreak and worked with agency partners and communications' providers. ESF2 and CSCG personnel operated in a 24 hour a day environment and were fully integrated into the battle rhythm produced briefings on statewide communications issues plus they coordinated volunteer HAM and Military Auxiliary Radio communications statewide.

IFLOWS – Integrated Flood Observing and Warning System - The 5th Congressional District upgrade project sits at 95% complete and the grant application was renewed for upgrades to continue for another year. Work was begun to develop specifications for the purchase of computer software to manage data and to provide maintenance information.

Programs, Plans and Policy Division

Print Shop Capabilities- There has been several changes to the J6 Print shop. One being the quality of material use to bind books, briefings, SOPs, etc... In an effort to focus on customer service and to produce something that will last, several machines were replaced with newer and safer equipment that will lessen the footprint on the environment as well as produce a professional document for the J6 customer base.

Visual Information:

The J6 VI section completed over 900 work ticket requests for DA photos and other audio visual support during this fiscal year in addition to the support listed below:

On Site DA Photo Support – During this FY the DA Photo requirement for enlisted and officer personnel E6 and above became a crucial component of the new EPS and ORB system. Visual Information planned and developed the capability to provide DA Photo services at unit locations during IDT weekends, saving KYNG Soldiers significant costs in travel, time and civilian work absence.

At Right: KYNG New Website – In coordination with the PAO Office, VI designed, developed and coordinated the construction of the new KYNG website. While the website is still under review for final draft approval, once launched it will provide the KYNG with an updated fully functional website the will be the single point for public information pertaining to the KY National Guard.



Conference Support – Supported 2 major conferences, 2012 OPD and the 2012 Governor’s Emergency Management Workshop, providing 100% of the audio visual services, including a live internet broadcast of the events for soldiers and civilians unable to attend in person.

Kentucky Air National Guard

Mission and Resources:

The 123d Airlift Wing (123 AW) is a Kentucky-based National Guard organization whose mission is to:

- 1) Provide highly combat ready airlift, civil engineering, security, medical, special operations, and other support forces to Combatant Commanders when called in support of United States national security objectives;
- 2) Protect life and property, preserve peace, order, and public safety when called for during state and national crises; and
- 3) Participate in local, community-based programs that add value to community, state and nation.

The 123 AW continued to epitomize the quality of the Total Force by its extraordinary performance in regional contingencies throughout the world. From Southwest Asia to service at home in the Commonwealth, the 123 AW's national reputation as "first to volunteer" remained untarnished.

The 123 AW has produced a sustained record of superior performance. No other airlift unit has experienced the range and scope of missions tasked to the 123 AW. In every case the results have been mission accomplished -- in superb fashion.

The wing has been, and will remain, *READY, RELIABLE* and *RELEVANT*.

The Kentucky Air National Guard (KyANG) began and completed the 1 October 2010 through 30 September 2012 fiscal year with over 1,200 personnel supporting Global Contingency Operations (GCO) operations on a daily basis. Air Guard personnel also deployed to support ongoing operations and exercises in Europe, North Africa, Asia and Southwest Asia, the Caribbean Islands and Central and South America.

For the seventh consecutive year the KyANG finished the federal fiscal year at or above 100 percent manning.

Organization:

Command and control of the KyANG is directed by the Adjutant General and the Assistant Adjutant General-Air through Joint Force Headquarters-Kentucky based at Boone Center in Frankfort. The 123d Airlift Wing, based at the Louisville International Airport, is organized into five groups (Contingency Response, Operations, Maintenance, Mission Support, and Medical) and 15 subordinate units. These units carry out the wing's operational mission and provide logistical and administrative support to include global mobility, global readiness, aerial port, combat control, maintenance, supply, transportation, contracting, communications, civil engineering, personnel, services, security police, and medical functions. The wing provides tenant support for the 41st Civil Support Team and the 20th Special Forces units of the Kentucky Army National Guard.

Joint Force Headquarters-Kentucky manages the Kentucky Air National Guard’s two newest medical-related missions, the 123d CBRNE (Chemical, Biological, Radiological, Nuclear, Explosive) Enhanced Response Force Package (CERFP) Squadron and the 123d

Fatality Search and Recovery Team (FSRT). The CERFP mission, including 47 KyANG personnel, responds to CBRNE incidents and supports state and federal agencies in managing event consequences through casualty and patient search and extraction, decontamination and medical support. The FSRT works closely with the CERFP Squadron. In turn, the CERFP and FSRT missions work closely with Kentucky Army National Guard CERFP elements under Joint Force Headquarters Kentucky.

The 223d Intelligence Flight, under Joint Force Headquarters-Kentucky, provides sensitive mission support information through its Sensitive Compartmented Information Facility (SCIF) to Air Force and key national intelligence user agencies. The flight is a stand-alone mission under control of the Air Force Intelligence, Surveillance and Reconnaissance Agency (AFISRA) aligned with the 659th ISR Group, 70th ISR Wing (24th Air Force), Fort Meade, Maryland.

Manning / Personnel:

On September 30, 2012 the manning strength of the Kentucky Air National Guard stood at 1,211 men and women. The figure represents 100.83 percent of the current authorized strength of 1,201. During this reporting period the Kentucky Air National Guard recruiting office was responsible for 131 enlistments/appointments. Of the 131 enlistments/appointments, 50 percent were non-prior service, 30 percent were prior service, and 20 percent were officers. As of 30 September 2012, female membership stands at 15.34. Total minority participation for this reporting period stands at 25.6 percent (an increase from 19.0 percent in as of 30 September 2007).

Aircraft:

The Kentucky Air National Guard is equipped with a fleet of eight C-130H aircraft, which were delivered from the assembly line in 1992. All of the wing's C-130H2 aircraft are equipped with the latest Self-Contained Navigational Systems (SCNS) and Aircraft Defensive Systems (ADS). In March 2005, one aircraft was delivered to Boeing contractors at Kelly Air Force Base in San Antonio, Texas to undergo a two-year conversion and act as a test bed aircraft for the C-130H Avionics Modernization Program (AMP), completed in 2009. Through the AMP modification, the Department of Defense has contracted to upgrade systems in all Kentucky C-130H2.5 aircraft with the systems currently incorporated into newly manufactured Hercules aircraft. This fleet upgrade remains on hold pending evaluation of long-term Air Force requirements.

The SCNS system is a computer-based navigational system, which gives the Kentucky aircraft distinct technological advantages in helping ensure accurate airdrops. The Kentucky aircraft were the first to be delivered to the Air Force with factory-equipped SCNS systems. Other Air Force, Air National Guard and Air Force Reserve C-130s have been retrofitted with the systems as well. Once location parameters have been programmed into the system, the system's computers are capable of tracking exact locations, calculating precise timing to target, signaling drop points and measuring ground speed and direction and speed of the wind. The system can even provide aircraft steering in preparation for airdrops.

Aircrew from the 123 AW continue to employ the Joint Precision Airdrop System (JPADS), which utilizes Global Positioning System (GPS) signals to guide high-altitude airdrops of equipment and supplies very accurately to ground troops in combat. Our aircrews continued training on the system for an anticipated AEF deployment. The aircraft are also equipped with defensive systems that can detect the launch of Surface-To-Air Missiles (SAM) and take

defensive action through the dispensing of flares and chaff. A recent addition to this Missile Warning System (MWS) is the Large Aircraft Infrared Countermeasure (LAIRCM) that directs laser energy to defeat incoming missiles, very common in the high-threat environments in which the 123 AW conducts missions.

The C-130 Hercules aircraft, first rolled out in 1956, remains in service today in 63 countries around the world. A C-130 delivered today does not differ much in appearance to the first aircraft that rolled off the assembly line. The total cargo volume of 4,500 cubic feet, capacity of 92 troops (64 paratroopers) and 74 litters, with two attendants has remained standard. The present production version is a vastly improved, significantly more capable airplane.

Each step along the way in its development evolution, the C-130 has been improved. The manufacturer retained the basic shape and size and concentrated on new and important improvements to internal systems, power and performance. The C-130H Hercules aircraft that make up the Kentucky Air National Guard fleet represent the culmination of nearly 50 years of refinement to the best tactical airlift airframe the world has known.

Facilities:

The Kentucky Air National Guard base at Louisville International Airport is 17 years old and remains one of our nation's showplaces for ANG units located on metropolitan airports. It has wonderful visibility to the public and to its recruiting base, with excellent sight lines to I-65 in both directions.

One of the newest bases in the country, it was completed in May 1995. The Department of Defense has entered into a 52-year lease (which expires in 2046) with the Louisville Regional Airport Authority for the property. The state-of-the-art facility was designed and built specifically for the unit's airlift mission. The 81-acre site consolidates operational and administrative functions within 14 buildings with almost 383,050 square feet of working area. The facility also features 79,167 square yards of aircraft-related pavements and 98,326 square yards of vehicle-related pavements.

The base is truly a showplace with the completion of the front gate facility, decorative fencing, base landscaping, a Minuteman statute, lighting and building signs. A 3,000 SF Sensitive Compartmented Information Facility (SCIF) provides specialized communications equipment to federal and military organizations for information classified above TOP SECRET to be collected, analyzed and disseminated. A 50,900 SF 123d Contingency Response Group construction project proposal is in the design stage, with construction currently set for FY2018. The new facility would be located adjacent to the current wing headquarters building and will house the new Contingency Response Group and incorporate a dining hall addition, security forces addition and services addition. The base boasts several impressive environmental features. In addition to being tested and found to be environmentally clean, the base has a state-of-the-art drainage system in the hangars and on the aircraft ramp designed to capture any fuel spills for proper disposal.

Flying Operations and Deployments:

The 123d Airlift Wing is part of the 18th Air Force, with headquarters at Scott Air Force Base, Illinois. The unit is assigned to Air Mobility Command (AMC).

Kentucky Air National Guard aircrews flew 3,006.8 hours on 1,500 sorties during the reporting period. Of these flying hours, 609.7 (251 sorties) were flown in support of worldwide Operation ENDURING FREEDOM missions, Air Mobility Command Tactical Airlift Control Center missions and Operation CORONET OAK support missions in Central and South

America. The unit continues to emphasize flying safety and has built a solid safety record. The KYANG has flown 82,350.0 hours without a Class A accident.

Personnel were deployed all over the globe, many of them in harm's way, to locations including Southwest Asia, Europe, North Africa, Central and South America, and the Caribbean Islands. Additionally, the Kentucky Air National Guard flew numerous missions in the United States.

Elements of the 123d Airlift Wing's Operations and Maintenance Groups deployed 96 personnel from July through November 2012 for Air Expeditionary Force (AEF) 7/8, flying sustainment missions throughout the U.S. Central Command Area of Operations. Lieutenant Colonel Shawn Dawley, Commander of the 165th Airlift Squadron, served as Commander of the 737th Expeditionary Airlift Squadron, comprised of personnel and aircraft from multiple Air National Guard C-130 units, throughout the deployment.

A Kentucky Air National Guard member is welcomed home by loved ones Sept. 11, 2012 after his deployment to Southwest Asia in support of Operation Enduring Freedom. (Kentucky Air National Guard photo by Master Sgt. Phil Speck)



The 123d Contingency Response Group (CRG) became the first Air National Guard CRG to earn Joint Task Force-Port Opening joint cargo-handling capability verification, demonstrated during Exercise Eagle Flag, a USAF Chief of Staff-directed exercise designed to test a CRG's ability to operate in a deployed environment, at Joint Base McGuire-Dix-Lakehurst, N.J. in March 2012. The Joint Task Force-Port Opening mission creates a logistics hub that combines an Air Force Aerial Port of Debarkation with an Army trucking and distribution unit. Officials from U.S. Transportation Command and the U.S. Air Force Expeditionary Center rated the CRG's performance as 'best seen to date' in two key areas – cargo operations and force protection.



Airmen from the Kentucky Air National Guard's 123rd Contingency Response Group set up an Alaskan Shelter tent at Joint Base McGuire-Dix-Lakehurst, N.J., March 26, 2012, during Exercise Eagle Flag. More than 80 Airmen from the Kentucky Air Guard have joined forces with over 50 active-duty Army troops and Air Guardsmen from New Jersey and Mississippi to establish an aerial port at Lakehurst Naval Air Engineering Station within 24 hours of arrival. Inspectors from U.S. Transportation Command will evaluate the performance of the Kentucky unit during the exercise. (U.S. Air Force photo by Maj. Dale Greer)