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# PATRIOT

439<sup>th</sup> Airlift Wing | Westover AFB, Mass. | Volume 43 No. 12

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439<sup>th</sup> Airlift Wing, 975 Patriot Ave., Westover ARB, Chicopee, Mass. 01022-1825

439aw.pa@us.af.mil  
(413) 557-2020

Patriot on the web:

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439<sup>TH</sup> AIRLIFT WING COMMANDER  
Col. Al Lupenski

CHIEF OF PUBLIC AFFAIRS  
Lt. Col. James Bishop

WING PUBLIC AFFAIRS OFFICER  
Capt. Andre Bowser

SUPERINTENDENT  
MSgt. Andrew Biscoe

NCOIC  
MSgt. Timm Huffman

VISUAL INFORMATION  
W.C. Pope

EDITOR  
SrA. Monica Ricci

STAFF  
TSgt. Brian Boynton  
TSgt. Stephen Winn  
TSgt. Amelia Leonard  
SrA. Charles Hutchinson IV

## UTA SNAPSHOT

>> SATURDAY: Children's Christmas party, fuel cell hangar, 11 a.m. to 1:30 p.m.

News briefs | pg. 3

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Wing wins Raincross | pg. 13

Another C-5B departs Westover, headed to Georgia to be modified to the re-engined M model. Turn to page 7 for additional photos (photo by MSgt. Andrew Biscoe)



**THANKS GIVING** >> Col. Joseph Matson, left, 439<sup>th</sup> Aeromedical Evacuation Squadron commander, serves the Thanksgiving meal Nov. 7 at the Westover Club. This annual tradition of serving up the Thanksgiving meal, on the UTA prior to the holiday, gives the commanders an opportunity to meet Airmen from all over base. The holiday meal tradition continues on the December A UTA with the wing's first sergeants serving Patriot Wing Airmen. (photos by MSgt. Timothy Huffman)



**M**y fellow Westover Warriors, I have had the honor and privilege to serve as your vice commander for the last 18 months. Like most of you, I am a traditional reservist, and also maintain a civilian career. Because we serve part-time, we don't always get to know each other as well as we'd like. But after 26 years of Air Force assignments from Hawaii to Massachusetts, I've learned a bit about the character of all who wear the uniform part-time. Although, this was not always true.

My Air Force journey started on active duty as a second lieutenant, not even aware the reserve existed. While stationed at Travis Air Force Base, Calif., where there's an associate reserve wing, I was brought into the stereotypical, active-duty arrogance towards the "weekend warrior." A brief glimpse into a much longer story reveals a Capt. Tubbs chewing out a reservist on the phone, who introduced himself as simply, "George." I discovered when confronting "George" face-to-face that he was a lieutenant colonel and squadron/deputy commander for operations (DO) – oops! After some maturing and growing in wisdom, I did learn the true value of the reservist and eventually became one, where "George" would be my DO!

Col. Lupenski, as all smart leaders, speaks of the reservists' priorities as family first, civilian job, then the reserve. This is the key difference with active duty. Their first priority is necessarily their duty. Our country needs warriors on the hook 24/7 ready

to forego all else to do their job with no other considerations slowing the response. However, our nation cannot afford a large enough full-time force to meet all of its security demands. Thus the need for a committed, professional force that is more affordable, yet still capable of bringing the fight.

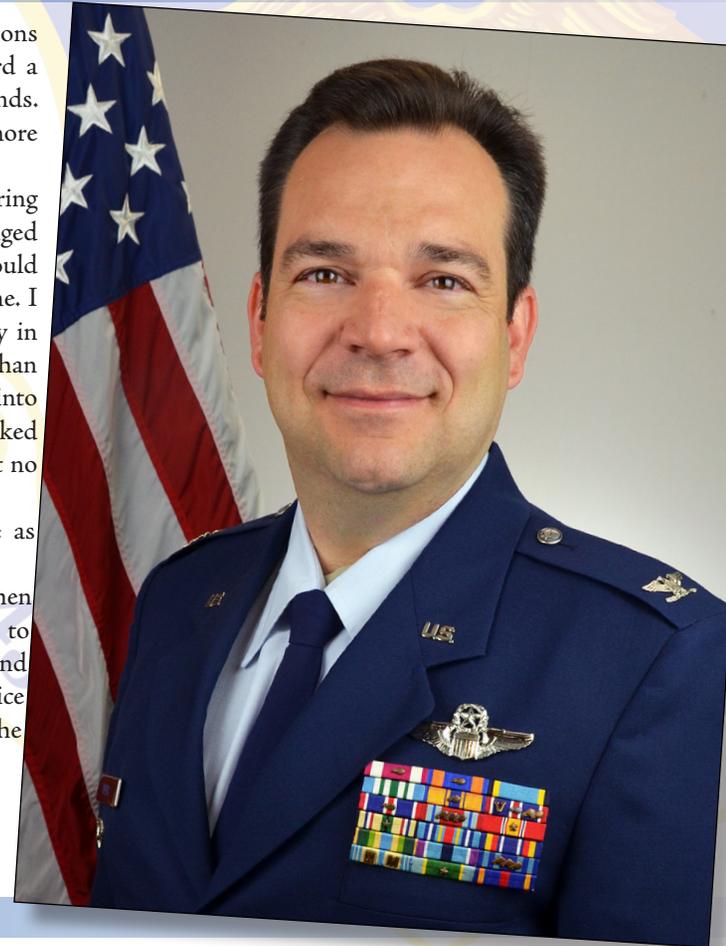
I had the opportunity to explain this in great detail during my time at the Pentagon when a colonel directly challenged my service as a reservist. He did not understand how I could be fully committed to our country without being full-time. I simply explained that I was serving my country faithfully in the role it was asking of me. My commitment was no less than his as demonstrated by risking my life flying routinely into Iraq and Afghanistan war zones. But my country also asked me to go back to the cost-saving, part-time status when it no longer needed my full-time participation.

My fellow warriors, this is the character we all share as reservists.

We are fully committed to defending our country when asked, but we are also willing to maintain the readiness to do so part-time incurring the additional burden of a second career to provide for our families where our reserve service does not. After putting it that way, just maybe it is the reservist who is the most committed after all.

Godspeed,

**Col. Rick Tubbs**  
**439<sup>th</sup> Airlift Wing vice commander**



**BRIEFS**

**Top 3 gathers food**

Airman can help the Top 3 with its annual food drive by donating canned or non-perishable foods. They may be placed in Top 3 boxes in the fitness center and at the military personnel flight building. Top 3 members will bring the donations to Lorraine's Soup Kitchen in Chicopee for the homeless and needy, said MSgt. Greg Libby, Top 3 president.

**Security forces rounds up command-level awards**

The Air Force Reserve Command recently honored two Airmen and a civilian from the 439<sup>th</sup> Security Forces Squadron with this year's Individual Security Forces command-level awards. These recognize individual achievement and performance. The three were:

- MSgt. Steven Pelletier, Outstanding SF Support Staff SNCO
- SSgt. Rory Griffin, Outstanding SF Flight-Level NCO
- Charles Trovarello, Outstanding SF Civilian Support Staff

**Maintainers organizing trip to Maine to honor B-52 crew**

A group of Patriot Wing maintainers is planning another long trip north to rural Maine, the site of a B-52 bomber crash from more than 50 years ago which claimed the lives of six Airmen. Airmen will meet Jan. 23 in Greenville, to honor the crew which was assigned to Westover's 99<sup>th</sup> Bombardment Wing. For more information, email 2<sup>nd</sup> Lt. William Passmore at [wepassmore@gmail.com](mailto:wepassmore@gmail.com).

**R6 aims to prevent DUIs**

Airmen whose driving arrangements might not work out for Saturday nights of A UTAs are getting help from the Rising 6 (known now as R6). An all-volunteer program provides Airmen with safe transportation back to the base. The Airmen Against Drunk Driving number is (413) 459-2464. Callers will be kept anonymous. R6 members seek volunteers to help staff this program. R6 meetings are held at 8:30 a.m. on core A UTAs in Bldg. 1850 (wing headquarters).

# ESPN BROADCASTS LIVE FROM WESTOVER TO MORE THAN 500K



by MSgt. Andrew Biscoe

Patriot Wing Airmen hosted a major national sports network's talk show with participation included directly from Westover men and women.

During the November A UTA, Westover's pull-through hangar bustled with more than 50 ESPN workers in what culminated as ESPN's "First Take" show aired Nov. 9. The two-hour program showcased Westover's joint-service presence: A military audience, a C-5, two fire trucks, an EOD Humvee, Army Humvee, EOD truck, and Marine Corps 7-ton truck with mounted weapon on static display.

The 439<sup>th</sup> Airlift Wing Public Affairs staff arranged pre-selected guest Air Force Reservists who asked ESPN hosts Skip Bayliss and Steven A. Smith current sports events questions.

Col. Al Lupenski, Westover's wing commander, opened the broadcast with a taped message to the ESPN audience.

PA oversaw production to include placement of a 150-pound American flag draped nearly 80 feet from the ceiling.

Setup for the live show started Nov. 6 and continued throughout the weekend leading up to the show. More than 50 ESPN personnel worked on base to build the lighting, power and establish satellite links needed to execute the show and more arrived on show day to work with the talent and the Westover crowd of about 150. Working directly with the director and producer, the set was dressed with military vehicles, flag, and bleachers for the audience.

"The event itself was a coup for the Reserve and the base," said Lt. Col. James Bishop, chief of public affairs. "ESPN plugged the base and the reserve multiple times, thanked us on air for being great hosts, showed still shots and video clips of the base and Reservists and more!"

ESPN also gave the base high marks.

"Westover was the best base to work with since I began doing these (at Air Force bases) in 2009," said Jahala Chrzan, ESPN operations producer.

The Public Affairs office would like to thank all of the people and units that helped put Westover in the national spotlight:

- 439<sup>th</sup> Maintenance Squadron
- 439<sup>th</sup> Security Forces Squadron
- 439<sup>th</sup> Explosive Ordnance Disposal
- 42<sup>nd</sup> and 58<sup>th</sup> aerial port squadrons
- 337<sup>th</sup> Airlift Squadron
- Army (302<sup>nd</sup> Maneuver Enhancement Brigade)
- Marines (Marine Air Support Squadron Six)

*(Turn to pages 6-7-8 for more photos)*

# Pre-deployment series - Part 3

## Air Force pulls in resources to support deployers

*EDITOR'S NOTE: This is a third part of a four-part series on pre-deployment readiness. More than 250 Patriot Wing Airmen are scheduled to deploy next spring and summer.*

by MSgt. Andrew Biscoe

The Air Force expects Airmen to be ready to deploy thousands of miles from home. In return, the service provides a support system for those deployers and their families.

This support ranges from an Airman's chain of command listing, to an orderly system of filing such personal items as a birth certificate, passport, to emergency contact information.

Airmen who've cycled through a mobility line – whether during deployments, ORIs, or base-wide exercises, know that the long line slows down because Airmen have questions about their well-being and their loved ones. People seated behind the tables at a mobility line include those with the base legal office, Airmen and Family Readiness Center, the military personnel flight, and public affairs.

The following is not an all-inclusive list. It highlights the most important items to

have on file:

- Notarized will
- Power of attorney
- Emergency contact information
- Medical records
- Bank and financial information
- Phone numbers and web sites for bills
- Copies of orders
- Chaplain contact information
- Passwords
- Insurance information
- Auto information, registration, preventive maintenance
- Plumber, electrician information

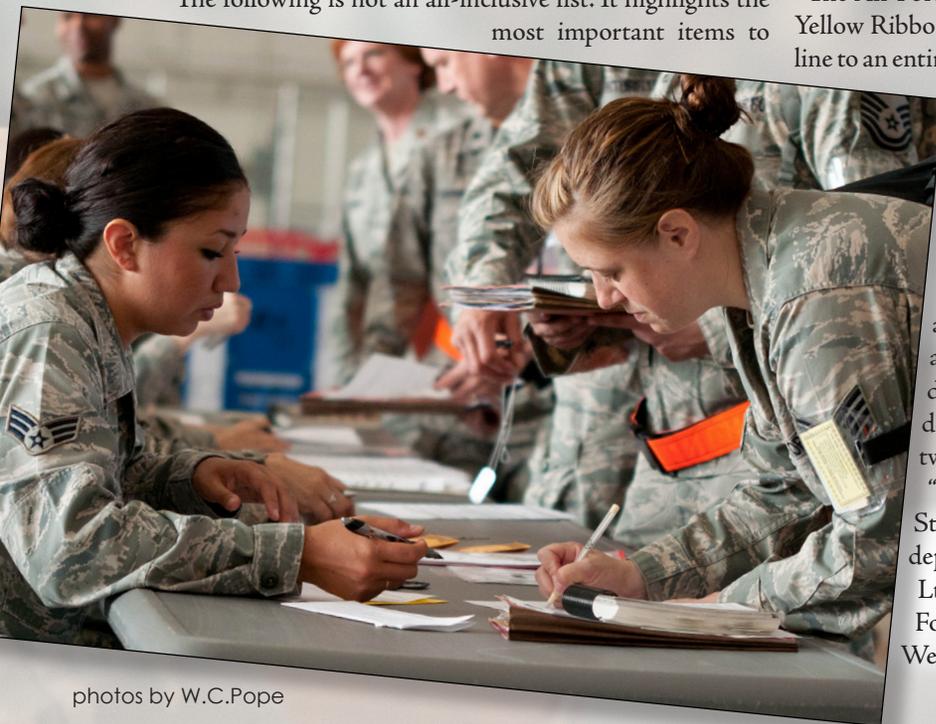
Eight years ago, as leadership assessed the demands that increased deployments have on the Reserve, a new program began.

The Air Force Reserve Command has set up the Yellow Ribbon program, which takes the mobility line to an entirely new level. The program is a result of a congressional directive in the 2007 Defense Appropriations Act that mandated reserve components provide additional deployment support and reintegration to reservists and their families.

Its purpose is to ensure support and outreach services are readily available to unit members, their families and communities throughout a deployment cycle. Not only does the program focus on pre-deployment activities, but also reintegration activities after the end of any deployment or mobilization lasting 90 days or longer. Members qualify to attend one pre-deployment and two post-deployment events.

“Deployers can sign up for the Yellow Ribbon program as soon as the command notifies us,” said 1st Lt. Steven Marchegiani, Westover's Yellow Ribbon program coordinator. “This is an invaluable resource for deployers, their spouses, and their families.”

Lt. Marchegiani may be reached at 557-2273. Visit the Yellow Ribbon program at [www.yellowribbon.mil](http://www.yellowribbon.mil). For more information on pre-deployment preparation, Visit the Westover Club at 11:30 a.m. Dec. 6 for the Westover Strong event.



# COMMAND BRIEFS ENLISTED EVALUATION SYSTEM AT WESTOVER

Air Force Reserve Command representatives explained the Air Force's new Enlisted Evaluation System to the Patriot Wing on the November A UTA.

During a "road show briefing" held Nov. 8 in the 337<sup>th</sup> Airlift Squadron's auditorium, briefers highlighted the aim of the new system: For supervisors to gauge Airmen on performance, and to ensure that performance is the primary factor in promotion.

With promotions, the Senior NCO Academy and a Community College of the Air Force degree are both now required for Airmen to be promoted to chief master sergeant and senior master sergeant, and they must be in a chief master sergeant or senior master sergeant position under unit vacancy requirements, additionally, this requirement is mandatory for filling the top two enlisted positions, said MSgt. Alice Mitchell, 439<sup>th</sup> Force Support Squadron.

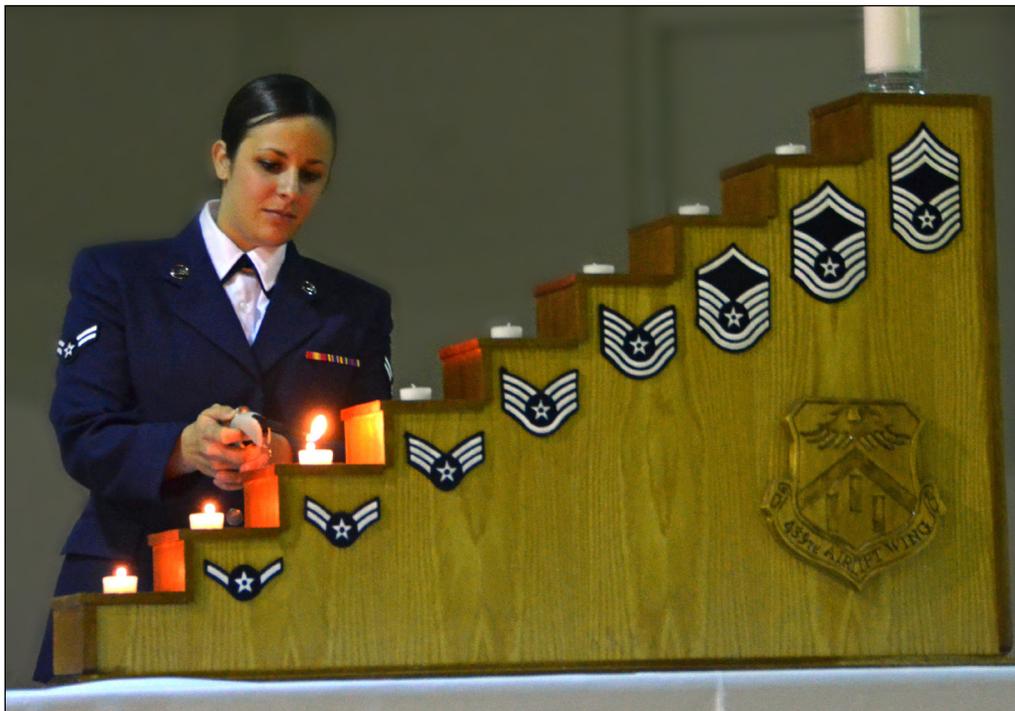
The UTA briefing stemmed from last year's Air Force announcement about a series of sweeping changes to the Enlisted Evaluation System and Weighted Airman Promotion System.

The changes are intended to ensure the Air Force truly makes job performance the driving factor and began to be implemented incrementally beginning in August 2014. The changes continue through early 2016.

"What gets measured gets done," said Secretary of the Air Force Deborah Lee James. "We want to make sure performance is the most important thing in every aspect of an Airman's career, so the evaluation process is going to measure performance, and the promotion system is going to emphasize performance."

In addition to WAPS changes in the active-duty's Weighted Airman Promotion System, Airmen are seeing new EPRs and new processes for completing those reports. The Airman Comprehensive Assessment built the foundation for these changes by providing a tool and process to improve communication between supervisors and subordinates. Three new EPR forms, which closely parallel the ACA, have been introduced for chief master sergeants, senior NCOs and technical sergeants and below. The latter two EPR forms will also include a section for promotion recommendations.

"The purpose of the enlisted evaluation system is to accurately document duty performance so we can have honest performance-based discussions with our Airmen," said Air Force Chief of Staff Gen. Mark Welsh III. "Unfortunately, over time the system has become



inflated and a great majority of Airmen have become a 'firewall five,' which makes it very difficult to differentiate our very best performers."

Chief master sergeant evaluations are now accomplished on a unique EPR form intended to capture overall performance and provide the opportunity to recommend chiefs for future roles. The new form serves as the senior rater's process to nominate chief master sergeants for the Air Force's Command Chief Screening Board, replacing the current nomination process.

To complement the new forms, the Air Force also modified the Enlisted Evaluation System policy. Static, or fixed, annual closeout dates for each rank tied to active-duty promotion eligibility cut-off dates were introduced for all Airmen in November 2014. The

Air Reserve Components followed the same static cutoff dates as active-duty personnel but is implementing changes through 2017 due to biennial reporting requirements. This eliminates the need for "change of reporting official" evaluations which are being replaced by letters of evaluation.

"This is the most comprehensive update to enlisted evaluations and promotions in nearly 45 years," said Chief Master Sgt. of the Air Force James Cody. "Our enlisted leaders have worked closely with the Air Staff and (major command) commanders to design a system that truly recognizes and rewards Airmen based firmly on their performance."

While WAPS and its forthcoming changes are exclusive to the active-duty component, the enlisted evaluation system changes are a total force initiative being incorporated into the Reserve and Guard components.

For more information on this enlisted evaluation system, call SSgt. Aleina Bernier-Regan at 557-3437.

Online information is available on the Air Force Portal myPers web page. (Additional information provided by the Secretary of the Air Force Public Affairs staff)

## Service cutoff dates by rank:

SrA: March 31, 2016  
SSgt: Jan. 31, 2017  
TSgt: Nov. 30, 2016  
MSgt: Sept. 30, 2015  
SMSgt: July 31, 2016  
CMSgt: May 31, 2015

# Goodbye 5006



**ANOTHER C-5 TAKES OFF FROM  
WESTOVER FOR THE LAST TIME**

**SOLEMN SALUTE >>** MSgt. Brian LeClerc, 439<sup>th</sup> Aircraft Maintenance Squadron, provides a send-off to the C-5 he was a crew chief with as the airlifter prepares to depart for Lockheed-Martin co-located at Dobbins Air Reserve Base, Ga. The C-5 will be modernized to a M model and will then equip the Air Force Reserve's 433<sup>rd</sup> Airlift Wing at Joint Base San Antonio-Lackland, Texas. (photos by MSgt. Andrew Biscoe)



# Lights...

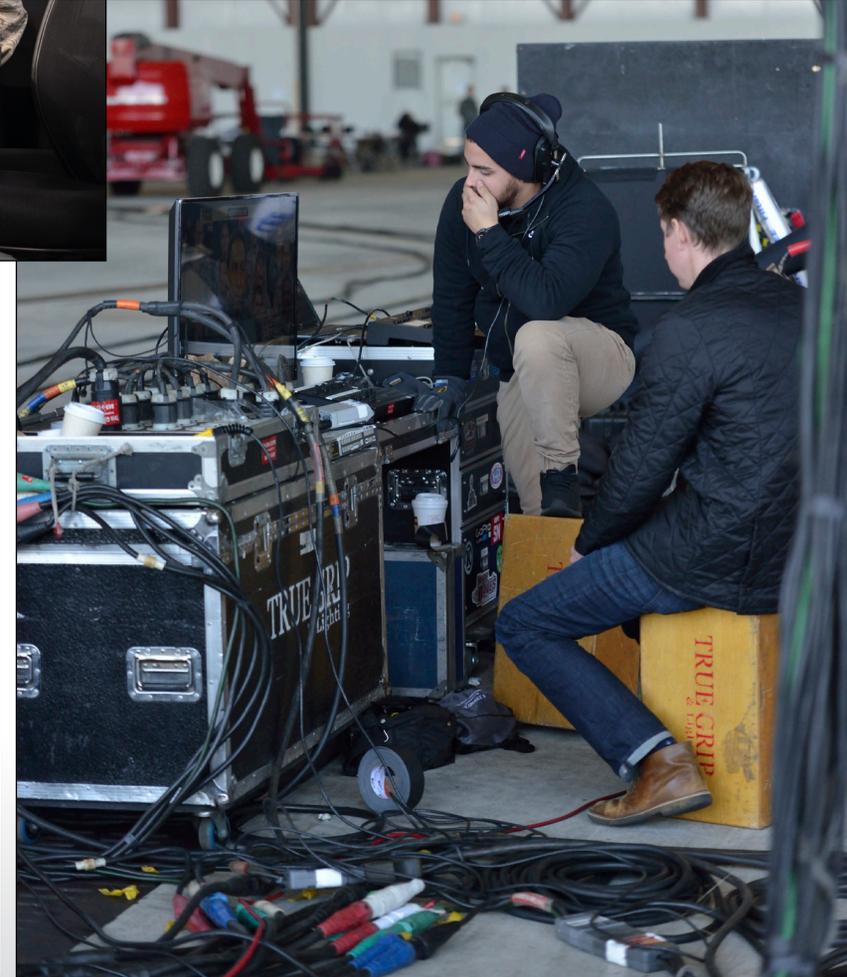


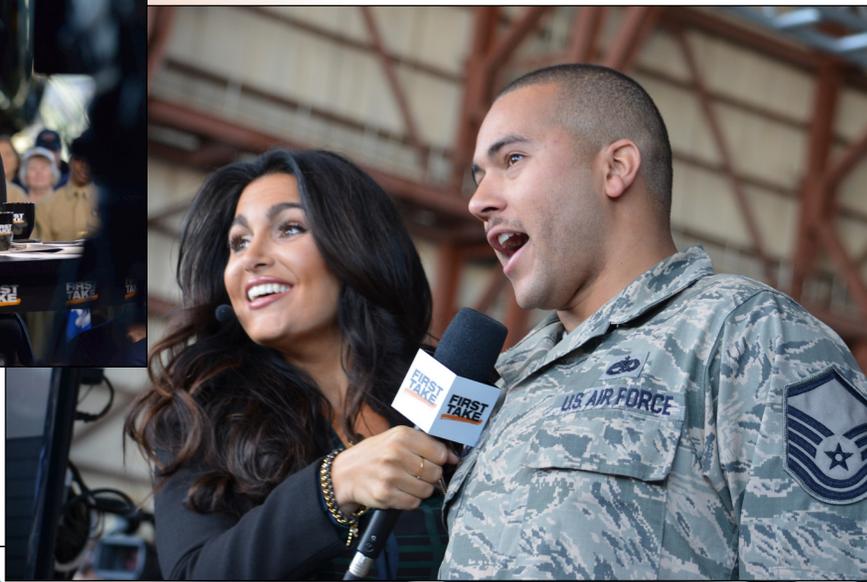
**NOVEMBER 8 >>** By Sunday morning, all the equipment and lighting was put into place. The ESPN lighting crew had spent most of the day before setting up the rigging to mount the lighting and cables. The flag that had been hanging in the Base Hangar had to be moved from its initial hanging spot to one where it could be used as a backdrop. (photos by Westover Public Affairs)



# Camera...

**EARLY NOVEMBER 9 >>**  
Morning started early for the ESPN and Westover crew. A November wind chilled the air inside the pull-through hangar as its mammoth doors opened revealing the C-5 with its visor up. Everything was ready for the stars of the show, both the ones from Westover and the ESPN headliners. (photos by Westover Public Affairs)





**NOVEMBER 9 SHOWTIME >>** Right up until air time at 10 a.m. it seemed like organized chaos but, when the ESPN director gave the word, all fell into place and like a well-oiled C-5, the show came off flawlessly. With the initial live showing of the two-hour program and many times re-run, the estimated viewership has been well over 500,000. (photos by Westover Public Affairs)



# Bosses Day 2015



**BOSSSES BRIEFINGS >>** This year's Bosses Day, held Oct. 30, comprised a day-long schedule that showcased Westover's joint-base mission to 25 employers of reservists. Tours took the guests to an isochronal inspection visit, weapons display and orientation, and a C-5 flight over Cape Cod. The total reach of the employers -- including executives at large companies -- topped 75 million people. (photos by Westover Public Affairs)



# Around Westover

**LAST BURN >>** Westover firefighters "cook" a metal aircraft frame, popularly known as "Miss Piggy," one last time before winter. An advance production team from ESPN visited Oct. 30 to take photos and video that would be used as inserts into the live broadcast, that took place Nov. 9. (photos by W.C.Pope)



**FRENCH HONORS >>** America honors the victims of the Paris terrorist attacks with the Stars and Stripes at half-staff Nov. 16 on Westover's base ellipse. (photo by MSgt. Andrew Biscoe)

**FOLDING HONORS >>** TSgt. Raphael Marrero and SSgt. Janet Izquierdo, Westover Honor Guard members, perform the flag folding ceremony for an ESPN crew. (photo by W.C.Pope)

# 439<sup>th</sup> Airlift Wing named best in 4<sup>th</sup> Air Force for 2015

by SMSgt. Keith Baxter, 4<sup>th</sup> Air Force

MARCH AIR RESERVE BASE, Calif. – The 439<sup>th</sup> Airlift Wing, Westover ARB, Mass., was awarded the 2015 Raincross Trophy at a dinner Nov. 19, naming them best wing among the 15 in 4<sup>th</sup> Air Force, a title they will carry for the next year.

“I am incredibly proud of the 439<sup>th</sup> Airlift Wing. They worked very hard for this award. They don’t do it for recognition, they do it because each and every one of them take pride in their jobs,” commented Col. Albert Lupenski, 439<sup>th</sup> AW commander. “They’re very committed.”

This year’s selection process was among the most competitive, with each wing submitting high quality nomination packages, said Lt. Col. CJ Bentley, 4<sup>th</sup> Air Force process manager. “The competition was tight but the stand out winner was the 439<sup>th</sup>.”

The Greater Riverside Chambers of Commerce Military Affairs Committee hosted the 16<sup>th</sup> Annual Raincross Trophy Dinner at the Riverside Convention Center, which was attended by commanders and command chiefs representing each wing in the numbered Air Force, as well as local community leaders and elected officials.

The Raincross Trophy was reinstated in 1998 after the NAF headquarters relocated from McClellan Air Force Base, Calif. to March ARB.

“The competition for these awards is really a matter of pride in 4<sup>th</sup> Air Force,” said Maj. Gen. John Flournoy, commander, 4<sup>th</sup> AF. “The decision is never easy because each wing has a unique mission set. Every wing is performing far above expectations.”

Three other awards were announced at the ceremony:

The 315<sup>th</sup> Airlift Wing, Charleston AFB, S.C., was presented The Aircrew Excellence Award.

The 434<sup>th</sup> Air Refueling Wing, Grissom ARB, Ind., earned The CMSgt. James Clouse Trophy, for maintenance excellence.

The 927<sup>th</sup> Air Refueling Wing, MacDill AFB, Fla., received The TSgt. Anthony Campbell, Jr. Trophy, in recognition of being the best mission support group in 4<sup>th</sup> AF.



Maj. Gen. Kenneth Lewis, Jr., Roger Rupp (Riverside Chambers of Commerce), Col. Al Lupenski, and Maj. Gen. John Flournoy stand while displaying the Raincross Trophy. (photo by SMSgt. Keith Baxter)

**COMBAT COMPETITION >>** Westover Marine reservists, assigned to Marine Air Support Squadron Six, take part in a bi-annual combat fitness test competition Oct. 30. The Marines competed in low crawls, the fireman’s carry, and hauling 50-pound ammunition cans. (photos by SrA. Monica Ricci)





**CFC BREAKFAST >>** Col. Rick Tubbs, 439<sup>th</sup> Airlift Wing vice commander, provides Combined Federal Campaign information to Airmen and civilians at the Oct. 28 CFC kickoff breakfast held at the Westover Club. The campaign runs until Dec. 15. The goal for this year is to raise \$35,000 by Dec. 11. Donations topped \$10,000 as of Nov. 20. Donations may be made to any unit keyworker or by going on line to the CFC web site at [cfcnexus.org](http://cfcnexus.org). (photo by SrA. Monica Ricci)

**PILOT FOR A DAY >>** Victor Torres was Westover's Pilot for A Day Nov. 7. He and his family toured the base and met the men and women of the Patriot Wing during a portion of the November A UTA. Lower photo shows Victor with Capt. Austin McCann, 337<sup>th</sup> Airlift Squadron. The Pilot for a Day program allows specially-selected disabled children to tour the base and get an inside look at the workings of Air Force bases. (photos by TSgt. Brian Boynton)



## POPE'S PUNS

by W.C.Pope



PROMOTIONS

**Master Sergeant**

Amber Dutton  
Anthony Tassinari  
Michael Turgeon



**Technical Sergeant**

Peter Alicia-Correa  
Timothy Budka



**Staff Sergeant**

Brian Boike  
Marc Chenail  
William Bannister  
Amanda Colasacco  
Michael Eaton  
Sam Methe  
Joseph Monast  
Joseph Musiak  
Ryan Oleksiv  
Richard Perry  
Rene Rodriguez  
Stephany Silva  
Christopher Thom



**Senior Airman**

Maxime Castor  
Michael Davis Penta  
Christopher Ellis  
Amber Hanson  
Nicholas Massari  
Robert O'Connell  
Ronald Ouellette  
Kyle Pardee  
Vitaliy Peylykh  
Colin Quirk  
Joseph Romito Carey  
Tajh Russell



**Airman 1<sup>st</sup> Class**

Umer Rehman  
Jamie Williams



**Airman**

Christiana Burelle  
Theodore Enos  
Sean Masse



**TSgt. Anthony Racco**

**42<sup>nd</sup> Aerial Port Squadron**

TSgt. Anthony Racco, a 42<sup>nd</sup> APS air reserve technician, works in the air terminal operations center. His primary job is to load cargo on and off all types of Air Force transports. TSgt. Racco has been in the Air Force Reserve for 10 years, with a short time in the Army Reserve before that. He's a veteran of overseas deployments, including his first to Afghanistan in 2006 -- as an airman first class.

"That deployment changed my whole view on life," TSgt. Racco said. "It opened up my eyes to my job as to what the Air Force does for our national defense."

Aerial porters may be mostly visible as they move pallets of cargo off a C-5, but their jobs require versatility too. TSgt. Racco is part of a Patriot Wing mission response team, which can take him to global locations in support of the wing's strategic airlift mission.

-- MSgt. Andrew Biscoe



**RETIREMENTS**

**Colonel**

Kerry Kohler

**Lieutenant Colonel**

Michael Davis

**Master Sergeant**

David Aucoin  
David Goodfellow  
Stephen Salvini



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**Club >>** Breakfast with Santa, Dec.19, 9-11a.m.; DJ Kuls Dec. 5, 7-11 p.m. in the lounge. Christmas Countdown Buffet Dec. 17. Lunch 11-1 p.m.; dinner 5-7 p.m.

**The Grind >>** Fall and winter flavors Crème Brulée Latte, Peppermint Mocha Latte, Gingerbread Latte, Peppermint Hot Chocolate.

**Bowling Center >>** The Sixth Annual Support Our Troops Bowling Tournament, Dec. 5, 1:30 p.m. and 3:45 p.m. Peppermint Pin Friday and Saturday nights in December. Decorate a pin contest: Pick up your pin any time, drop off by Dec. 21. Ugly sweater party Dec. 5, 5-10 p.m. Kids' holiday vacation bowl, 11-2 p.m. Dec. 21-23, 28-30, \$1 games, \$1 shoe rentals.

**Fitness Center >>** Basketball sign-ups Dec. 1-23. Coaches meeting, Dec. 16, 4 p.m. Season starts in January. Indoor hockey games, Dec. 7-11 at 7:30 p.m. (5-man teams). Volleyball tournament sign-ups Dec. 1-13 Games will be held Dec. 15-16 at 4:40 p.m. (6-man teams).

**Outdoor Recreation >>** Ski and snowboard rental, tune-ups -- all of your winter essentials.



Look for WNN on local  
community access channels

## EMPENNAGE

### Westover Marines set up annual Toys for Tots holiday kindness



Published monthly for Patriots like A1C. Michael Dimonda, 439<sup>th</sup> Security Forces Squadron, and more than 4,700 people assigned to Westover Air Reserve Base.

Westover Marine reservists are again coordinating the annual Toys for Tots holiday gift drive. The Marine Corps Toys for Tots Foundation was founded in 1947. The Toys for Tots mission is to distribute toys to children whose families are in need during the holiday season.

“Here at Westover, the Marines spend many hours from October through December, collecting toys for families in the Berkshire, Hampden, Hampshire, and Franklin counties,” said Sgt. Jessica Murphy, Marine Air Support Squadron 6.

A retired Marine, who’s known to all as “Rocky,” is a very passionate and active within the Toys for Tots program. He’s Rocky Snow, a Vietnam veteran who became active in the program after his retirement. Sgt. Murphy said he’s been involved with Toys for Tots for 42 years, spending an average of 60-70 hours a week working around the clock dropping off and collecting boxes full of toys. Rocky and his more than 50 civilian volunteers, are known as “elves,” and have distributed about 100,000 toys per year.

Why year after year? “Regardless of a family’s financial situation, all children regardless of their age, deserve to have something to open for Christmas,” Snow said.

For more information on donation drop-off near Westover, please contact Staff Sgt. Timothy Jackson, at 557-3743, Ext. 1113.



**HITTING IT BIG >>** The 2015 Eastern Region collegiate boxing event was held at the MassMutual Center, Springfield, Mass., Oct. 31. Hector Perez, a Westover Marine, won his match against his UConn opponent. Rocky Snow coaches the Westover and UMass clubs. Two Westover boxers participated. (photos by SrA. Monica Ricci)