



# Kūkā'ilimoku

Vol. 55 No. 10

Oct 2008

## Flying Down Under with the RAAF

by Tech. Sgt. Betty J. Squatrito-Martin

The 154th Wing Fighters marked the beginning of the end of the Hawaii Air National Guard's F-15 era with a recent deployment to Australia in support of Sentry Down Under, Sept. 3-22.

Sentry Down Under, a joint exercise between the HIANG and the Australian Air Force, gave more than 100 HIANG members an opportunity to train in unfamiliar surroundings and to support the Australian Air Force's Weapons Officer's course.

"We pulled people out of their comfort zone, out of the home environment where they are very comfortable with unlimited resources and put them in an environment with a limited number of personnel, a few airplanes, and limited parts," said Lt. Col. Glen Nakamura, detachment commander for Sentry Down Under.

In the course of training, supply and communications challenges, and other unexpected events crept into the operations.

"Having unplanned events actually prepares us better for combat," said Lt. Col. Nakamura. "It teaches us to operate and think outside the box."

"It's all about getting the mission done, one team, one fight," added Lt. Col. Nakamura.

Every deployment is like practice for the real thing, building up your equipment and being able to operate away from home, said Chief Master Sgt. Craig Harimoto, who was in charge of ground safety.

While the HIANG was learning how to overcome adversity and op-



photo by Staff Sgt. Andrew Jackson

*HIANG member checks control surface operations during a pre-flight check during the second day of operations of Sentry Down Under in Williamstown, Australia.*

erate outside the box, the Australian Air Force honed their aviator

lian pilots have been fantastic. They're outstanding aviators," said

skills.  
"The Guard is working with us for counter air defense exercises," said Wing Commander Phil Gordon, Commanding Officer No 2 Operational Conversion Unit.

"They're flying both as good guys and adversary aircraft, giving us realistic threat simulations," he added.

"The Austra-



photo by Staff Sgt. Andrew Jackson

*Master Sgt. Paul Tan supervises preflight operations during Sentry Down Under in Williamstown, Australia.*

See DOWN UNDER page 3



# Commander's Call: Wing deployment success

by Brig. Gen. Peter S. "Skipper" Pawling, Commander 154 WG

Aloha everyone! February may seem far away, but if you put it into the perspective of our traditional members, it's truly only three drills away. Minus the annual training days, that means we only have six more days left until the Operational Readiness Inspection.

I hope that you have been and will continue to focus your energy on ensuring that you and those around you are prepared for the inspection. Let's meet this inspection head on and with enthusiasm as we strive toward our goal of receiving an Excellent rating.

Although our main focus has been the ORI, we've recently had a number of significant events and changes that have occurred in the Wing. For those of you who do not already know, the ACS is deactivating this drill weekend. A week ago we had a family day for the members of the 154th Air Control Squadron to show our appreciation for the hardwork and dedication that they have provided over the years. Although we are sad to see the unit close, we are happy that many of the members were able to find new homes within the Wing and also with the 293rd Combat Communications Squadron.

The 293 CBCS will be splitting their squadron between Kauai and Oahu. Fortunately, this will allow many of our ACS members to remain on Kauai and

remain in the HIANG.

Recently, over a 100 of our personnel return from a deployment to Andersen Air Force Base, Guam. The wing deployed four KC-135Rs along with the appropriate supporting personnel during the months of July and August. I'm proud to say that things went very smoothly during deployment, with 100 percent mission accomplishment. We've proven once again that the HIANG is a valuable and successful commodity within the Pacific.

Members of our Fighter Squadron and maintenance squadrons also recently returned from an exercise held in Australia. During the exercise our fighters and maintainers worked and flew side by side with our Australian allies. Although we don't have much longer to fly the F-15, it is important that we continue to do business as usual. As Guard members, we know that deployments and exercises are a large part of what we do.

Just last week, we had our annual off-site held at Bellows Air Force Station. This year we decided to do something different for the off-site by including some of our junior Airmen. We invited a handful of junior enlisted and junior officers to participate in the discussions, allowing them to come up with their top five concerns.

During the past off-sites, I was able to get a feel for the issues that were concerning our Senior NCOs and our commanders, but I have been curious to find out

see **COMMANDER** page 7

## Family Affair

Father, Tech. Sgt. Marconi Cabatbat Sr., 154th Logistics Squadron and son, 1st Lt. Marconi Cabatbat Jr., 199th Fighter Squadron, deploy together for the first time during Sentry Down Under 2008 held Sept. 3 - 22 in Williamtown, Australia. Tech. Sgt. Cabatbat has another son, Jason, who is also a member of the HIANG.



photo by Staff Sgt. Andrew Jackson

## Kuka'ilimoku

This funded Air Force newspaper is an authorized publication for the members of the US military services. Contents of the Kuka'ilimoku are not necessarily the official views of, or endorsed by, the US Government, the Department of Defense, and the Department of the Air Force or the Hawaii Air National Guard.

This publication is prepared, edited and provided by the Public Affairs Office of the 154th Wing, Hawaii 96853-5517. Telephone: DSN/ (315) 448-7320 / (808) 448-7320. Send e-mail submissions, comments or suggestions internally to Kuka'ilimoku or externally to [KUKAILIMOKU@HIHICK.ANG.AF.MIL](mailto:KUKAILIMOKU@HIHICK.ANG.AF.MIL).

The Kuka'ilimoku can be seen on the 154th Wing intranet web page at <http://154web/>. The punctuation of the name of this publication was researched by the Indo-Pacific Language Department at the University of Hawaii.

All photos are United States Air Force photos unless otherwise noted.

COMMANDER  
Brig. Gen. Peter S. Pawling  
STAFF  
Capt. Regina Berry  
PAO  
Tech. Sgt. Betty J. Squatrito-Martin  
PA Representative  
Published by  
154th Wing Public Affairs Office



# Off-site focuses on Wing Airmen's concerns

by Command Chief Master Sgt. Robert S.K. Lee III, 154 WG



Aloha all! This past week Brig. Gen. Pawling held his annual 154 WG off-site at the 298th Regional Training Institute at Bellows Air Force Station in Waimanalo. These off-sites are designed to focus on programs, cultures, processes, situations or concerns within the Wing that need attention in order to better our organization.

The attendee's were divided into three groups: the Commanders and Chief's were split into two groups and the third group was made up

of select enlisted Airmen (E-3's) and Lieutenants. Each group was tasked with brainstorming and discussing the challenges and concerns of the Wing, racking and stacking them by priority. Those top five items were presented when the three groups merged together for further discussion to develop the Wing's top five concerns. Those items that did not make the top five are still living items to be addressed for review and resolution. The dialog covered a wide-range of topics, which I believe added a great deal of value to the health and welfare of the Wing. Acting on the list of priorities that came from this dialog will undoubtedly measure the success of this endeavor.

I want to emphasize to those of you who don't already know it, that today's leadership team spends an

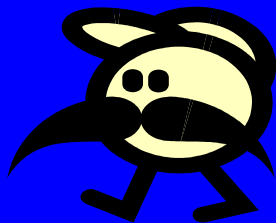
enormous amount of energy, ensuring that the health and welfare of their personnel remains strong. Despite their efforts, they can't do it alone. This great organization that you and I are members of really is as great as you make it. Be proactive in making positive changes and ensure you possess a personal positive attitude and infect those around you with it. With the right attitude, the sky is the limit as to what we can do!

On another note, please take care of your personal responsibilities; we have an IRRE scheduled for next months Unit Training Assembly which leads up to the big show, our ORI. Thanks for all that you do, keep up the outstanding work... Let's roll!



## 1st Sergeant's uniform tips

IAW AFI 36-2903, males with mustaches: mustaches will be neatly trimmed and will not extend downward beyond the lip line of the upper lip or extend sideways beyond a vertical line drawn upward



from both corners of the mouth.

IAW AFI 36-2903, For men and women: fingernails will be clean and well groomed. Fingernails will not exceed 1/4 inch in length past tip of finger.



Males are not authorized to wear nail polish.

Fingernails will not interfere with duty performance or hinder proper fit of prescribed safety equipment or uniform items.



## Down Under

Lt. Col. Nakamura.

According to Wing Commander Gordon, the high quality of the next generation of weapons officers that the Royal Australian Air Force will produce will be, in no small part, due to the Guard.

"That training, the practicing to get out there, to pack, to fly, to operate in a different air space with different procedures has been tremendous training for all of us, said Lt. Col. Nakamura.

"It's a fantastic test of coalition operations when you can actually work along side your closest ally and have a formation of Eagles along side a formation of Hornets trying to defend off the hordes of attackers," said Wing Commander Gordon.

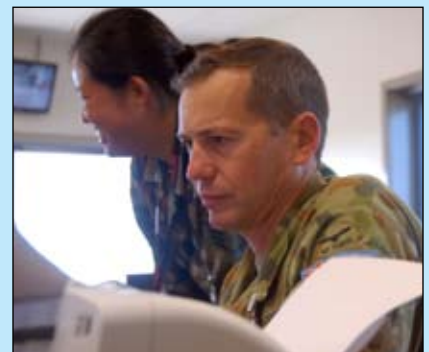


photo by Staff Sgt. Andrew Jackson

The HIANG is still on schedule to begin receiving F-22s in fiscal year 2010.

Sgt. Tom Morris of the RAAF and Sgt. Mu Kang, 199 FS operations clerk, work on a lan connectivity issue during Sentry Down Under.

# Guardsmen share Aloha with Kyrgyzstan kids

by 154 WG Public Affairs

Members from the 154th Services Flight, deployed to Manas Air Force Base, Kyrgyzstan, were joined by more than 15 members of the 254th Services Flight, Guam Air National Guard, to spread the Island and Aloha spirit with the community of Jeny Pahkta by hosting a Pacific Island Cultural Day.

The Airmen, deployed as part of the 376th Expeditionary Force Support Squadron, visited the village prior to this event to paint, clean and distribute donated clothes and supplies to the children.

The numerous Islanders participating in the cultural day brought out their creativity and talents by per-

forming as singers, back-up singers, and dancers.

The Airmen also assisted in the

set-up, break-down and most importantly in helping to encourage crowd participation.

Tech. Sgt. Lori Lopez, 154 SVF, provided the choreography for the dance portion of the performance. She taught the dancers "Ulupalakua" and "Hafa Adai."

She also took care of ordering of leis and the material for the dancers.

Not only did the crowd receive a dance performance for entertainment but the Airmen also brought a little song into the event by performing Island favorites such as, "Honey baby," "Under the Boardwalk," "Hafa Adai," and "Stir it up."



photo by Senior Airman Alison Osborn

Members of the 376th Air Expeditionary Force Support Squadron share traditional Pacific Island songs and dances with a group of more than 100 Kyrgyzstan children during the Pacific Island Cultural Day of Sharing in the village of Jeny Pahkta, Aug. 20.

# HIANG delivers in Guam, mission accomplished

154 WG Public Affairs

More than 100 members from the 154th Wing deployed to Andersen Air Force Base, Guam, in support of Tanker Task Force for Operation Enduring Freedom June 27 to Sept. 1.

Deployed Airmen successfully provided and supported air refueling missions for a variety of aircraft such as B-52s, F-15s, F-18s, and F-22s. We successfully accomplished 100 percent of our tasked sorties, said Lt. Col. Kurt Lajala, commander 506th Expeditionary Air Refueling Squadron.

The various aircraft deployed from several Air Force bases to Guam, to promote regional security and stability.

"It is really impressive working around all the different aircraft here," said Master Sgt. Malcolm Chum, 506th Expeditionary Air Refueling Squadron maintainer. "You could even say we have front row seating during take-offs and landings," he added.

"All told, we reliably accomplished 74 higher-headquarters directed sorties, successfully delivered over 3.5 million pounds of fuel to deployed combat aircraft and safely flew over 315 all-weather, expeditionary force KC-135R hours," said Lt. Col. Lajala.

In addition to the deployment and redeployment, the 203rd Air Refueling Squadron performed three "swap out" moves of both operations and maintenance personnel. "Each swap out moved approximately 50 people each way, flawlessly," said Lt. Col. Lajala



courtesy photo

Hawaii Air National Guard members on deployment to Guam.

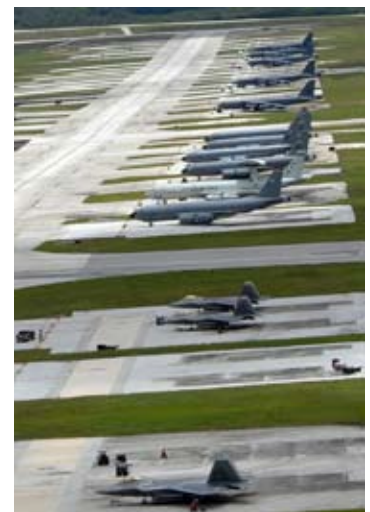


photo by Airman 1st Class Cory Todd

F-22 Raptors, other fighters and air refueling aircraft occupy the flightline at Andersen Air Force Base, Guam.



## Congratulations new CCAF graduates

Please extend congratulations to the following individuals for meeting the graduation requirements to be awarded their Community College of the Air Force (CCAF) Associates Degree in Applied Sciences relative to their Air Force Specialty Code (AFSC). The following are graduates of the October 2008 class:

SMSgt Ruben Mesinas	154 SFS
SMSgt Mark Turner	154 SVF
MSgt Winlove Almazan	154 MSF
MSgt Christine Grundy	154 LRS
TSgt Carmen Colon-Aleman	154 MDG
TSgt Nicholas Ozaki	154 MXS
SSgt Jason Iinuma	154 AMXS
SSgt Celeste Tucker	154 CF
SSgt Patrick Ruble	154 AXMS
SSgt Amy Gerard	154 MDG
SrA Ryan Cabanizas	154 MXS
SrA Sue Musrasrik-Quiles	154 WG
SrA Bronson Domingo	154 MXS

SrA Marcella Rosales

154 MDG

The CCAF serves the United States Air Force, Air National Guard, Air Force Reserves and Department of Defense by helping enlisted personnel obtain an accredited Associate in Applied Science Degree in 67 different degree programs.

All new enlisted members are automatically registered in the degree program for which they are eligible during their fourth week of basic military training. Upon returning from initial active duty training, members are urged to setup an appointment with a CCAF Advisor in the 154th Force Development (Base Education and Training) office.

The advisor will provide a comprehensive briefing detailing the program from start to finish. If you haven't had a chance to meet with one of our CCAF Advisors, please call 448-7429 (weekdays) or 448-7431 (UTA weekends) for an appointment or visit the Air Force Virtual Education Center via the Air Force Portal.

We will be happy to help you achieve your edu-

## Vehicle weight and tax exemption

*Excerpts from memorandum written by K. Mark Takai, State Representative 34th House District*

Oct. 1, marks the culmination of more than 10 years of hard work. From now on, all servicemembers who claim Hawaii as their state of residency can obtain an exemption from the motor vehicle weight taxes for both the State of Hawaii and Counties.

The new City and County of Honolulu's CS-L-50A form, motor vehicle weight tax exemption for National Guard and Reserves, is being distributed by the Hawaii State Department of Defense through the various military branches.

(Reservists and active duty personnel living on Kauai, on the Big Island or in the County of Maui should check with their respective car registration offices for the weight tax exemption forms. The CS-L-50A form is for Oahu residents only.)

All military personnel qualify for this exemption regardless of whether their car registrations expired on Sept. 30. Those who already paid their vehicle registration will receive a prorated refund of weight taxes. At

their next renewal, both the state and county weight taxes will be waived as a result of the passage of HB 2605, Act 141-2008.

This new CS-L-50A form should be completed by reservists and certified by their unit commanders or authorized representatives. The City and County of Honolulu will only accept the original, blue forms that were provided to the State of Hawaii Department of Defense. No duplication of the form will be permitted. Similar to the current CS-L-50 (for active duty personnel), the form is required each time an exemption is being requested.

If the reservist applies for a refund of motor vehicle weight taxes that had been paid before Oct. 1, 2008, this same form will be required as an attachment to the refund application from. The reservist will be entitled to a refund for the full remaining months of the vehicle's registration period beginning Oct. 1, 2008 to the end of the registration period that was previously paid.



Vehicles that are leased to the qualified reservists as evidenced by the certificate of registration or the lease agreement, also qualify for the weight tax exemption. According to the City and County of Honolulu, it is possible that there may be several vehicles with this exemption at the same household. As long as the qualified member is noted as one of the registered owners, the reservist husband, reservist wife, and reservist adult child are each entitled to one vehicle weight taxes exemption.

## News Briefs

### Vote Early

This year's General Election falls on Nov. 4, 2008, which happens to be the last day of our Joint 154 WG/15 AW IRRE. Please ensure unit members' right and privilege to vote is preserved and honored. EET will modify the exercise accordingly; however, certain portions of the Wing may have an extended day due to regeneration.

To minimize the impact on the exercise, early and absentee voting is highly encouraged.

For information on early/absentee voting go to: <http://hawaii.gov/elections/>

<http://hawaii.gov/elections/factsheets/fsvs500.pdf>

For uniformed and overseas citizens go to:

<http://hawaii.gov/elections/factsheets/fsvs516.pdf>

General Election Registration will close Oct. 6, 2008.

Early Voting for the General Election is: Oct. 21 - Nov. 1, 2008.

General Election will be conducted on Nov. 4, 2008.

### Changing Cola

COLA, effective Oct. 10, 2008 a change to the COLA Rates will take place. Because of this change to Average Annual Spendable Income Table, expect to see a slight change to your COLA entitlement. For an online inquiry to view COLA entitlement, visit the following site:

<http://perdiem.hqda.pentagon.mil>.

#### 154 WG Drill Dates

**Nov. 1-2, 2008**

**IRRE Nov. 3-4, 2008**

**Dec. 6-7, 2008**

**Jan. 10-11, 2009**

### Oct. promotions

#### Promoted to SMSgt. (E-8)

293 CBCS Iida, Wayne Y.

#### Promoted to MSgt. (E-7)

291 CBCS Aribal, Sundie  
154 AMXS Kenneth, Miike E.  
154 MSF Sabagala, Beau K.  
HQ HIANG Yoshimoto, Charlsyee M.

#### Promoted to TSgt. (E-6)

154 AMXS Cortado, Sean V.  
169 ACWS Evans, Kenneth P  
292 CBCS Hanley, Colby O.  
154 ACS Isoda, Kent Y.  
154 AMXS Mirafior, Kristian R.  
154 SVF Ramos, Bobby R.  
154 CF Ross, Jake  
154 OSF Rothstein, Ian L.  
154 CF Uekawa, Shon T.  
154 AMXS Wachi, Lyle S.

#### Promoted to SSgt. (E-5)

154 MXS Chong, Daniel D.  
154 MXS Guerrero, Noel C.  
154 AMXZ KAAI, Brad M. K.  
154 MDG Kim, Jennifer H.  
154 MXS Patterson, Jonathan L.  
154 SVF Steeger, William E.  
154 MXS Tsutsumi, Ryan J.S.

### Family Camp

Family Camp is first-come first-served! Deadline for registration is Nov. 14-16, 2008.

The Camp is being provided by Operation: Military Kids.

Eligible families include those families of the Active duty or activated reserve member of the Army, Air Force, Navy, USMC, National Guard, or Coast Guard who have been through a deployment in the past 12 months or are preparing to deploy in the near future.

The OMK family camp information and registration form is online: <http://www.operationmilitarykids.org/public/statePOCNewsDetail.aspx?type=event&ID=616>

and at the Hawaii OMK site:

<http://www.ctahr.hawaii.edu/4h/OMK/education.htm>

### New BAH guidance

Non-prior servicemembers, without dependents, who have a mortgage or official rental agreement obligation while attending BMT or initial Technical School Training may be eligible to receive Basic Allowance for Housing for the duration of the training. This guidance is retroactive to Feb. 1, 2008. If you believe that you qualify for this entitlement please contact the Military Pay section: Staff Sgt. Sue MusrasrikQuiles 448-7486, Tech. Sgt. Jackie Roque 448-7484, or Master Sgt. Carleton Tajiri 448-7479.

### Flu shot schedule

All members receiving vaccinations must be on military status. This includes RUTA and for points only status.

Oct. 7-24, Tuesday-Friday 7 a.m.-noon in the immunizations clinic.

By appointment, call 448-7546 Tech. Sgt. Jared Mina.

November 1-4 (IRRE) 24 hours at 154 MDG immunizations clinic.

December 6-7 Saturday Flu only 9 a.m.-3 p.m.

Sunday, Flu and other shots 9 a.m.-3 p.m.

Flu mist will expire Dec. 30, 2008. The goal is to have all flu mists accomplished by December drill. See flu shot screening form for contraindications to taking the flu mist.

Please have screening forms completed before standing in line for immunization.

### New speed limit

The speed limit in both directions on O'Malley Blvd between the overpass and Apollo Avenue has been decreased to 30 MPH from 35 MPH. This change has been implemented in an effort to enhance overall traffic safety.

# Wing members spread goodwill in the Philippines

by 154 WG Public Affairs

Capt. Leah Boling, 154th Wing chaplain, and Tech. Sgt. Michael Dinneen, 154 WG chaplain's assistant, departed in late August for a six-month deployment to Zamboanga, Philippines as part of a Joint Special Operations Task Force – Philippines mission.



"We've been up and about already visiting one orphanage and one school," said Chaplain Boling a few days after their arrival.

Since then, Chaplain Boling and Tech. Sgt. Dinneen have



JSOTF-P photo

Capt. Leah Boling, 154 WG Chaplain, visits pre-school children at the orphanage in Zamboanga City, Philippines.



JSOTF-P photo

US military personnel and Armed Forces Philippines hospital staff from Camp Navarro gather at the orphanage.

visited five schools, two orphanages, and one women's crisis shelter delivering school supplies, toiletries and medical supplies where needed.

"Our job here is three pronged," said Capt. Boling. "We are here to provide pastoral ministry to the US personnel, assist my counterparts (AFP Chaplains) provide pastoral ministry to their own personnel, and to provide humanitarian aid to the local communities in Mindanao.

The JSOTF-P in coordination with the Republic of the Philippines government and the Armed Force Philippines, have conducted humanitarian civic action programs in the southern Philippines since 2002.

## COMMANDER

what concerns were on the minds of our junior Airmen. I was surprised to find out that the concerns were somewhat similar. I'm sure that everyone who attended can agree that it was refreshing to get the younger Airmen's perspective. We look forward to continuing to engage and challenge our young Airmen to be vocal and forthright in expressing their concerns.

I want to thank all of you who participated in the fiscal year close out. Particularly our Finance and Contracting sections that play a large part in the success of the fiscal year end. Mahalo a nui loa!

## WORSHIP SERVICES

### General Protestant Service

12:30 p.m. – 1:00 p.m., UTA Sundays, Bldg.3416, 2nd floor, Na Koa Conf Room.

### Catholic Services

5:00 p.m., Saturdays, Nelles Chapel

10:30 a.m., Sundays, Chapel Center

### Jewish Services

7:30 p.m., Fridays, Pearl Harbor Aloha Chapel on Makalapa Road.

### Buddhist, Muslim or other faith groups

call either the Wing Chaplain's office at 448-7275 on drill weekends or during other times the Chapel Center at 449-1754.



# Challenging Sexual Harassment

by Rex Jones, EEO

Someone once asked me, "What do good people need to do to allow evil to prevail?" And the answer is... "nothing."

The term "sexual harassment" crops up quite often for me. I hear it, and talk about it everyday because of my duties as the State Equal Employment Manager. You may not hear the term sexual harassment as part of your job, but you may see examples of it or display behaviors of it yourself. It is definitely an issue that should be challenged when it surfaces.

So, what exactly is sexual harassment? Exactly may be too strong of a word because not everyone is offended by the same comments or behaviors.

The Equal Employment Opportunity Commission describes sexual harassment as any sexual advances, requests for sexual favors and verbal or physical conduct of a sexual nature that affects careers and creates a hostile environment.

There are two (2) types: "Quid pro quo" and "hostile environment." The former is similar to putting a carrot in front of a horse's mouth, "If you go out with me, you'll get promoted, get good performance reports and other career benefits." The latter is by far the most common form of sexual harassment. Sexual innuendos, jokes, comments, sexually-oriented magazines, posters and physical contact that is sexual in nature. In most cases the behavior is unwelcome, one-sided, unacceptable, intimidating and the offender usually doesn't know when to stop.

There are times when it's almost easy to blame the victim for not coming forward. The offender could say, "If he/she only told me my jokes made him/her uncomfortable, I would have stopped a long time ago." Or even, "I asked them if it was alright to tell those jokes and they didn't say a thing."

However, let's look at two reasons cited in a survey why people don't come forward with their complaints. One is fear of reprisal. Some folks are just plain scared they'll be labeled troublemakers or no longer be part of the team if they file a complaint. Another fear is that no action will be taken to correct the inappropriate behavior.

Here are three strategies to encourage reporting and discouraging harassment of this kind. The first must begin with our leader's policy and stand on sexual harassment.

For the people who haven't seen Maj. Gen. Lee's policy I urge you to do so (they should be posted on your units primary bulletin board). It speaks loud and clear, discrimination (including sexual harassment) will not be tolerated. So if you are tempted to

test policy enforcement, don't, you'll lose.

Another strategy is for commanders, flight chiefs, and supervisors to emphasize their personal stand on the issue (just remember to walk what ya talk). Enforce teamwork and professional behavior at all times and take these types of complaints seriously. Find out the facts and take swift and appropriate action. Lastly, take full responsibility for your behavior, whether victim, offender, or even bystander.

If you believe sexual harassment is just another "women's issue" you're dead wrong. This is a mission readiness issue. It affects you, your co-workers, your team and certainly the mission. All of us are responsible for preventing and eliminating sexual harassment.

Allow me a quick commercial break in order to provide a simple illustration intended to motivate us into action.

In 1997 we lost a famous author. His name is James Michener. He's the one who wrote those huge "paper weight" type books such as Alaska, Texas, Hawaii, etc.

At the age of 80 he began to realize that the folks he was closest to where gone (past away or retired). This thought depressed him and he decided to give up.

He just sat down and (basically) waited to die. One day, in his depressive state, he reflected back to his childhood and recalled his neighbor's apple tree.

For many years this tree produced abundant apples...then the tree began to become frail, withered and stop producing.

James Michener saw his neighbor out by the tree with tools, and he thought the neighbor intended on cutting the tree down, so he ran out in order to watch.

To James' surprise he notices the owner of the tree began to drive those huge rusty nails into the tree trunk. Mr. Michener thought this odd and asked what he was doing.

The neighbors reply was, "I'm driving these eight nails in an attempt to shock the tree back into production and if it doesn't work then I will cut it down." The following year the tree produced a huge supply of apples.

This visual picture motivated James to author 17 additional books between the ages of 80 to 90 and in his final interview he stated that he had enough information stored in his head to write 'til the age of 120.

My hope is that the information provided above can be used as the rusty nails to shock/motivate us all to do SOMETHING to ensure the "evil" of sexual harassment doesn't ever go unchallenged.