

PREFACE

March 3, 2013

1:00 PM (PST)

Home of Matthew Painter

Eugene, Oregon

Interview duration: 55 minutes, 29 seconds

Interviewee: Matthew Painter

Interviewers: Jeremy Nadel, Eli Paris

Jeremy Nadel is a senior at the University of Oregon studying history. He was born and raised in Los Angeles, California.

Eli Paris is a senior at the University of Oregon studying history. He was born and raised in San Rafael, California.

TRANSCRIPT

Eli Paris:

All right, my name is Eli Paris and it is March 3, 2013 and this is Jeremy Nadel here to interview Matthew Painter. Can you please state your name?

Matthew Painter:

Matthew Painter.

Eli Paris:

Which branch of service did you serve in?

Matthew Painter:

The Air Force.

Eli Paris:

When was period of service?

Matthew Painter:

September 11, 1991 to 2010.

Eli Paris:

What was your main MOS?

Matthew Painter:

AFSC, which is Air Force Specialty Code, which is your job title. What I primarily do is to be a fuel specialist which was refueling aircraft on the ground, where we pumped gas into aircrafts.

Eli Paris:

Where are you from originally?

Matthew Painter:

Eugene, Oregon.

Eli Paris:

Why did you choose to join?

Matthew Painter:

I wanted to be around airplanes, and I had a fascination in the aircrafts and it was one of the better services to join, because when I came in Desert Storm was going on and my father was Army National Guard, and seeing all the stuff he had to prepare for in case he had to go to Desert Storm. But the Air Force was more of sitting behind the lines, and go in to the areas so we could serve as more of a support function where I was playing it safe for the most part, until the last 10 years—‘til everything evolved and we were on the front lines.

Jeremy Nadel:

How old were you when you initially joined?

Matthew Painter:

I was 17 when I joined. I was still in high school. My parents had to sign a special form to allow me to sign up when I was 18 and I was on Delayed Entry Program for a year until I graduated high school and [the] following September 11 is when I went to basic training.

Eli Paris:

What exactly was that program?

Matthew Painter:

You were obligated at some time—once you turn 18 or graduate high school you would then join the Air Force. It [was] kind of a promissory contract. I was going beyond the point of turning back.

Eli Paris:

Where did you do your first training?

Matthew Painter:

Lackland Air Force Base in Texas, which was my basic training. All the folks that joined needed to go through this basic training and that’s where it was.

Eli Paris:

How long was that?

Matthew Painter:

Six weeks.

Eli Paris:

What did you think of it?

Matthew Painter:

I enjoyed it, the regimen and everything, I was already kind of a neat kid, so keeping tidy wasn't that bad and different. I was taller than most of the instructors, so when they looked up to me I almost wanted to laugh, but couldn't—I would get in trouble. But I would do it again, honestly. It was a lot of fun.

Eli Paris:

Any specific stories about training that you remember from that?

Matthew Painter:

Getting of the bus from San Antonio Airport to get to the base, was about midnight and then we got there and get indoctrinated and get signed in and get to our dorms, at 2:30 AM, get a quick run through the chow hall to get some food. And make your bed and go to bed, then [at] 5 AM we got back up again to go do physical training. That was probably one of the more memorable moments. The haze—you're on a plane with some of your friends, then, blam, you're right in the middle of it. People start yelling and screaming and the drill instructors start doing their own thing. That was probably one of the most memorable parts of the place.

Eli Paris:

What did you do next? What was your next stop after that?

Matthew Painter:

I went from there to Chinook Air Force Base in Champaign, Illinois, which was my technical school for my job where I spent six weeks, where I learned how to my job of putting gas in airplanes. The whole time I was there, [there was] at least six inches of snow on the ground the whole time, but that was kind of a blur, it went by so quick. Not anything too memorable there. It was a fast six weeks. All the

classes there I took were accelerated courses, that would normally take six months to learn but we did it in six weeks.

Eli Paris:

Where did you go from there?

Matthew Painter:

My first actual duty station was March Air Force base in Southern California, near Riverside area an hour south of L.A. I had an hour to go to surf or ski on my breaks. I [was] in a central spot. Close to everything.

Jeremy Nadel:

What year was that?

Matthew Painter:

January 1992.

Jeremy Nadel:

Was the Gulf War over at that time?

Matthew Painter:

No, we were still sending people there to relieve people who had been there, and since that was new, there was a new training I had to go through before I could serve. I was an E1 and had no stripes, so they weren't going to send me into harm's way, so I actually did not deploy from that location at all. Because at that point the Gulf War was starting to die down, and it wasn't as big at that point than before.¹

Jeremy Nadel:

How long were you at the March base?

Matthew Painter:

¹ Combat operations in the Persian Gulf War ended February 28, 1991. Matthew Painter is likely referring to the operation as a whole, not the "Gulf War" itself as typically defined.

Nineteen-ninety-two to December of 1995. We got transferred out of the base because they were doing realignment around the base. It was active duty and National Guard combined, and the base was shut down because they were doing a lot of base closures, because of cuts and stuff, so the active duty left with all the aircraft, and whatever aircraft the guard and reserves had stayed with them. So it turned into a Guard and reserve base, so over the six months people were cycled out of the base and turned over to Guard and reserves.

Jeremy Nadel:

Were you an E1 the whole time you were there?

Matthew Painter:

No, after six months you got E2 which is one stripe. Another year from that you get the second stripe. And at your three year point you get three and you're a senior airman then. When I had just left the base I had just made senior airman.

Jeremy Nadel:

What was next after that?

Matthew Painter:

We got told to go to Mt. Nome Air Force Base in Idaho and it was in the middle of nowhere. It's a high desert plateau and it's just fields. But it was nice because it was separated from the hustle and bustle of cities, and Boise was the only city nearby.

Jeremy Nadel:

When you were back at Southern Cal[ifornia] Air base, did you have much flexibility in going out?

Matthew Painter:

Oh yeah. If we weren't on duty we had a lot of flexibility to go or do whatever we wanted. Down in Southern Cali, I went to help with the Northridge earthquake. I volunteered with FEMA, going out into Glendale where the epicenter was, and doing humanitarian work, setting up tents and cooking stoves. Seeing where the destruction actually happened in the area, seeing people in their front lawn[s] with nothing behind, with what used to be a house. So it was kind of a humbling type scenario. But we also went through the L.A. riots there. We did get locked down for that where we couldn't leave the base.

They didn't want us being involved in the looting and fistfights and gunfights downtown in L.A. So we had married folks that would go off the base to live—they were staying with us in the dorms, in the base and stuff—it was kind of hectic for five days or so, but for our protection. They were looking out for us, so it worked out pretty good. The quake was '94, I think.² It was humble to watch. They came in our radio room to ask for volunteers to do something with the quake, and there was two of us that raised our hands, and we ended up doing things like I mentioned earlier, and it was an awesome opportunity for us young people to go out and do something like that. And the two of us actually earned the Army Humanitarian Service Medal—and that's coming from another service. To get this medal was unheard of for an E3 at the time. It was kind of different for us to stand up in front of all our peers and elders—higher ranking—and get an Army medal on an Air Force base.

Jeremy Nadel:

How did the army react to you getting the medal?

Matthew Painter:

They didn't know it existed. When they started reading the citation, when I got this, it was on a sheet of paper, and the actual verbiage is in a paragraph—they read your name, what you did, and why you got the medal. They started reading it and we were looking out into the audience, and it was stunned faces. It was unheard of to get this while in the Air Force at the time. There was three of us total, two airmen and a sergeant, an E5. It was a neat experience.

Jeremy Nadel:

How long were you in Idaho for?

Matthew Painter:

I got there in January '96, and left in January of '99. This was the base [*where*] I had my first deployment, where I went to Chiqueeza Air Base in Bahrain. At that time the Air Force was going towards a battle lab concept, where you had a base that [*had*] every capability, that the base could pick up and go elsewhere, and they would be self-sustaining and wouldn't need any other bases to help them out. So we picked up the whole base, left a skeleton crew, and spent three and half months in Bahrain.

Jeremy Nadel:

How big was the base?

² The Northridge earthquake occurred on January 17, 1994.

Matthew Painter:

Not sure. Well, Chiqueeza still was a Bahrain Air Force base, and we were retaining it for a while.

Eli Paris:

What did you do day-to-day there?

Matthew Painter:

We were on eight hour shifts, thank God. Basically the aircraft would fly sorties, whenever the aircraft came down, the head crew chief would call out that the goes [?] were coming back and got about an hour out until they landed, and we would stand by our trucks until the crafts came in, and then they got out of them and we would refuel them immediately when they landed. In my position I was E4. I was an airman. My job was to drive a big truck and put gas in the plane safely and timely, and that was pretty much it, there for the three and half months, pumping gas. I pumped around three million gallons of gas in aircraft personally while I was there.

Jeremy Nadel:

Do you remember what types of craft were there and what their missions were?

Matthew Painter:

We had fighters, long range fighters, long range bombers and aerial refuelers. That's the concept we went back to when we were at Mountain Home. The base had every capability to go down range and fight a war, or provide humanitarian efforts, however you want to look at it, so it didn't matter which plane hit the ground, I already knew how to put gas in it, so we pumped anything and everything. That's about it.

Jeremy Nadel:

Were you able to go off the base there?

Matthew Painter:

I went to Manama. We had to purchase our fuel from the navy base in their capital city. I had a check for \$1.2 million to buy gas from them. It was the largest check I ever held, but I had an E8 with me,

who took us to get off the base, and looked around their navy base, and [we] were there for half the day while we paid for gas.

Jeremy Nadel:

Did they have a big base?

Matthew Painter:

Not really. I didn't see too much of the base so I couldn't tell you exactly. We went to their base exchange which was like their department store, and we saw the office where we paid for it. Getting off the base was cool because we were living in tents and we got to see actual buildings.

Jeremy Nadel:

So your base wasn't fixed structures?

Matthew Painter:

Yeah, basically we had large tents for bigger meeting areas, and for living quarters we had expandable rooms where you pull each end of it and you pull it out like an accordion, and could fit up to eight men with cots. The doors on each end were hardened, but the rest of it was kind of a fabric-like plastic that was weatherproof—kept the wind and the rain out, but not the heat. And our AC didn't work too well. I was the graveyard shift there, so I was working in the cool, but had to sleep when it was 130 degrees out, so it was difficult.

Jeremy Nadel:

How long were you in Bahrain for?

Matthew Painter:

Three and half months, and after that we redeployed back to Mountain Home and picked up the base again and shifted it back home, and picked up day-to-day operations at the base again.

Jeremy Nadel:

Were you still on your first contract then?

Matthew Painter:

No, I just had started my second. I had to reenlist while I was still at March, my first base. My enlistment was four years, but because of the budget cuts it was hard for us to get a career job reservation where you had to have a clean record, and the government decides whether you can reenlist. Because of the cutbacks not everyone could sign a new contract, so some soldiers were honorably discharged. So they had to hand-pick who were the best people to reenlist. It got down to the point where one function in the personnel flight told me, “You need to reenlist or you’re going to be out of the military,” so I got down to two weeks before my deadline to reenlist and they told me I was eligible to do this. So I found my officer and told him I wanted to reenlist for four years. So it was hurried to get it done.

Jeremy Nadel:

What was your next place after Mountain Home?

Matthew Painter:

I hadn’t been overseas yet at a home station, and only had one deployment, so I was due for overseas tour. Instead of going to Korea by myself—because I had children at the time—there was an opportunity to take my family with me on a tour and so I could get the credit I need to for my overseas deployment. So we went to the Azores in Lodges Field Base, which was a small chain of islands off the Portuguese coast, owned by Portugal, and it’s roughly 900 miles off the East Coast of the USA. We always hit Januaries for some reason. I left home in January and got to the Azores in January, and served two years there, ‘99 ‘til 2001, on an island with my family. It was good for me because I am a family person myself and [*they*] stayed with me for two years. My youngest daughter was only six months old and my other one was six. So we got on the plane and went to Portugal.

Jeremy Nadel:

Was the island small?

Matthew Painter:

It’s 11 by 14 miles, kind of small. When we did our initial orientation to the place they said you can drive around and see everything on the island in two weeks. I was there for two years. They said to pace yourself, get to know they culture and people. I worked by Portuguese civilians in my job. By the time I ended up leaving two years later, I still haven’t seen and done everything. It was nice, and something we could do later and travel to if we wanted.

Jeremy Nadel:

What was the Portuguese civilians' role at the base?

Matthew Painter:

Typically in my office we usually had around 85 to 115 people, that the highest ranking down to the lowest airmen. In this particular flight there was only 30 military in the flight, and then 60 to 65 Portuguese civilians, and their job was primarily to be ship leaders in the shops and flights, and they would go pump the gas. So when I got there as an E4 I didn't have to pump gas anymore, except when Kosovo kicked off. I was on the Azores when Kosovo happened and we started to get really busy really quick with all the aircraft stopping there to refuel before going out. We had NATO aircraft, American aircraft, so the military ended up having to help the Portuguese civilians because it was overwhelming for us to do the whole job ourselves. So we would flip a coin in the morning to decide who is doing the tankers and who is doing the fighter. Depending on which you get then the Portuguese would take one type of craft and the American military would take the other types. We would play games about who could pump the most gas, which was fun, because they tended to believe that we didn't work hard, because we had the office jobs and the more relaxed duties, but once they saw, yeah, we do know how to pump gas, they took us in as family and treated us differently.

Jeremy Nadel:

How would you compare the duties of the base before and after Kosovo?

Matthew Painter:

They didn't have home station aircraft to take care of like at a normal base, so it was night and day work, but it was only for a month and half or so where we had this big influx of aircraft, and it went by so fast because you stayed busy the whole time. I think the Portuguese had four helicopters and a couple of prop jets used for small cargo and such. It was just a hump in the road. After Kosovo it was back to normal, not busy at all, back to golfing on Saturdays.

Eli Paris:

How long were you there?

Matthew Painter:

Two years. Then we transitioned on to Travis Air Force Base in northern California, in between San Francisco and Sacramento in the Bay Area, and picked the car up in Seattle because we had to ship it

back on a boat from the Azores, and transition down there. The last ten years of my career were at that base, so I spent a lot of time there.

Jeremy Nadel:

Did you start at the new base as an E4?

Matthew Painter:

While I was in the Azores I made staff sergeant—E5—about halfway through my deployment there. So once I moved to Travis I was already a sergeant, so it was a little different of a scenario. I didn't drive trucks anymore, I mainly just supervised the drivers. I would sometimes help them physically, but more supervisor role at that point.

Jeremy Nadel:

Were you there during September 11, 2001? And do you remember it?

Matthew Painter:

Yes I was and I remember it. It was my anniversary date for enlisting. I could never forget it because it was exactly ten years later when September 11 happened.

Jeremy Nadel:

How would you say your personal experience of the Air Force changed before and after September 11?

Matthew Painter:

If you consider when I was at Mountain Home, there wasn't much of a fence line when I was there because I was out in the field. The security factor was highly heightened after September 11th. I think what it did was to increase the security level for all bases. I mean the guards still checked if you had a military ID and went through your car to make sure you were OK. I think the main change in thinking was that anything could happen to our military and national security anywhere, and we previously thought we were living in a world where we couldn't be touched or attacked, and we got touched big time, and after that the military's perception changed to expect anything could happen.

Jeremy Nadel:

Did you have increased or heightened traffic or security after 9/11?

Matthew Painter:

It was making sure people were accounted for. I can't really describe—that time frame was really chaotic. I got called early that morning after it happened, after working sea ship the night before, and then I got home and got a call two hours later and they said we were now at a heightened threat level, and [I] was told to stay by the phone to get orders. Twenty minutes later I got another phone call saying I needed to come to work because they needed accountability and needed everyone in one spot. When I got to the gate, the gate line was backed up a couple of miles. They had military security and cruisers—which were military police running up and down the highway—at the incoming traffic, looking for people in uniform. Not only civilians were trying to get their kids to school, but also old people trying to get to the commissary, so it was a huge traffic jam, and they—military police—would pull us out of the traffic and transport us to the base in the medians. And then we got to the gate, because we were in uniforms and had our supplies. Then they told us to go to work. A ten-minute drive turned into 45 minutes, so it was more difficult to get there.

Jeremy Nadel:

When was the first time you were deployed after 9/11?

Matthew Painter:

Eight days after it happened I got another phone call saying that me and another staff sergeant had to go somewhere. So I had to go to work at 9 PM and they kind of hinted to us that there was going to be a couple of crews going out, and we were going to be on the graveyard shift, so we went to rest for a while before we deployed. Then we got briefed up the next day, still with no mention to where we were going. So on the 19th of September, me and five other people got on an aircraft at the base and left, not knowing where we were going.

We landed in Guam, which was the first landing spot, and we didn't know there were five or six aircraft in a line with us, and we stayed at Guam like 16 hours. Got back on the plane and finally got to Diego Garcia which is a small island in the middle of the Indian Ocean. Another island, if you will. But we didn't know this until we were in the air and the officers said they didn't even know where they were going; they were just told to fly to the coordinates. I was the fourth aircraft on the ground there, and if you look back in the news we fueled the first aircraft to actually drop bombs on Afghanistan. So we got there the 21st or so and immediately started refueling planes, because there were planes landing right behind us. It's a naval station—NAS—so they didn't have Air Force fuel people to refuel the Air Force planes. They

had Filipino contractors hired by the government that did the refueling, but with that large of an influx of aircraft there was no way they could do the job themselves, which was why they sent us.

Jeremy Nadel:

So Diego Garcia—where is that, exactly?

Matthew Painter:

It's called the BIOT—the British Indian Ocean Territories. Owned by the Brits, but they had an American Navy air station on there that's very small, and had a runway that we could use for our aircrafts so we decided to occupy it for a while. The island is really small. Parts of it—there is a center lagoon to it and parts of it you can drive all away around the island because it ends up dropping off in the ocean. It looks like a giant foot with toes at the top, so those parts are above the water, but there are no roads between them. Parts of the island is on the two-way highway. The lagoon is on one side and the Indian Ocean is on the other side, so it's really narrow, but that's the layout. We set up tents and started going to work pumping gas.

Jeremy Nadel:

So the first planes you refueled went to where, exactly?

Matthew Painter:

We had tankers and long-range bombers that followed us in. About two weeks after we got there with the tankers the B-52s started coming in and also the B-1 Lancers started coming in for the long range bombing. Another couple weeks after that is when we actually started putting bombs on targets in Afghanistan. It was really busy. When they come down we needed to put gas in them quickly because they were swapping crews and going back up immediately.

Jeremy Nadel:

How long were you there for?

Matthew Painter:

Six months. It was a long six months. We had no idea when we were going home because they had not determined that yet. There wasn't a large amount of people to swap us out, because there were so many operations at the time. We did have a full flight. We had about 40 people who were refuelers like

me. We had a set structure, so it was like you were, like, a normal home station base in essence, but again we were there 'til they told to go home.

Jeremy Nadel:

How long would you work in a typical day or night?

Matthew Painter:

Luckily because we had so many people we were on eight-hour shifts, six days on, one day off. But on the day off there wasn't anything to do. We had already done all the sport fishing on the island, and the nine-hole golf course—where basically you're golfing on coral—so your ball hits the coral and goes in the ocean or lagoon because it ricochets. So we spent a lot of frustration time at the driving range. That was all we could really do. But my wife ended up sending my snorkel gear over so we could go into the lagoon and snorkel. The Air Force has a MWR—Morale Welfare Recreation type of AFSC or job, so they brought their whole contingents over, and we had a movie and game room. We watched the Superbowl at 2 AM, and they would have events for us to do, and different activities to do. It was a miniature base so it had all the amenities. So it has stuff to do, but after you do these things three or four times in a week it gets redundant.

Jeremy Nadel:

So where did you go after that?

Matthew Painter:

I transitioned back to Travis. Basically I made the rank again of E6, technical sergeant. Where at this point I know every aspect of the job. Whether I'm sitting in a chief's chair, E9, or the driver's seat of the trucks, I knew the full spectrum of my field. However, I could not have made the decisions an E9 would make, but I knew his job and roles. But I could still drive the trucks too, where sometimes I would have to get back in the truck because I like doing it.

So a couple years later, I had to go to Lackland Air Force Base again for schooling for NCOs. It's kind of a leadership course. It's basically classes to make you into a leader, learning to talk command and drill other people and how to discipline and manage people, being a leader pretty much for six weeks. Got back from that, and again just going along with day-to-day operations at the base, and then got picked up for a four-month deployment to Afghanistan.

At this point I had been to quite a few different places, and this was 2007. Me and my boss—an E7—took twelve people to Bagram to relieve that crew. At this point this was normal rotation in these

countries to deployment areas. We got on a plane. He took the first seven and I took the last five of us, and he went a week before I did, and I brought up the second batch of people. We sat in Afghanistan for four months doing the same thing, pushing gas to anything that hit the ground.

Jeremy Nadel:

Were you allowed to go off the base there?

Matthew Painter:

No, not at all. We could see the outside the wire, but our job didn't require us to go outside, so there was no way for any of us to go off the base to get shot at. We were really short manned as it was. In our flight, we only had 19 total, and we did the calculations, and we actually needed 42 men to do our job that we were doing. It didn't matter what hit the ground—Navy aircraft came, Russian aircraft came from Kyrgyzstan, which was a mail run. Everything came down, crafts from different bases, to do the close air support for the base, all kinds of stuff. These were 12-hour shifts now because of lack of manpower. We would not have been able to do it with eight-hour shifts; we were still on six on and one off. It was probably my most enjoyed deployment to be honest, and it went by in a blink, because we were always at work. There was not anything to do at this base, they had a barber shop and a gym and besides that there wasn't really too much else to do. So during the time I was there I had only four days off. I was second in charge, so I just went to work with the guys and spent my time with them on time off.

Jeremy Nadel:

Do you know why you were short-manned?

Matthew Painter:

When you have a certain amount of aircraft or [a] certain mission in the location you're at, that is a calculation that is made as to what they need and what you can give them. And what they needed kept getting blurred, with the Navy aircraft at an Army post because it was an Army-run base. The lines were getting blurred as to what the Air Force was responsible for fueling. Plus there was another contractor on the base that would refuel some of the other aircraft too, and between the three of us—the flight that left before us—had taken on more because they could handle, because they had a few more people when we got there. It was assumed that we would continue to handle that on those handshake agreements, and it wasn't the case, so we had to fight to because we couldn't take care of all the crafts. These other people in the other organization already did it before, so why couldn't they continue doing it? It was kind of trying

to figure out what the contracts actually said. They divided it up where we had to take care of a certain amount of aircraft and not the whole base.

Jeremy Nadel:

What happened after your deployment there?

Matthew Painter:

I went back to the States. It was 2007 and I went back to Travis again and just stayed there until I retired. No other deployments, just different jobs within my field that I moved into, and [I] decided that when my 19-year mark hit—at 19 years and one day—I was eligible to retire. I put my paperwork the second after it hit that. The last year I had been trying to make E7 because you do have to take a test to become this. I was not successful at it. I was missing it by a couple points each year. It was getting more political in the sense you had to do xxx and xxx to make rank, and I just wanted to do the work, but you had to do the work, and go over there and shake someone's hand and so on.

It was not getting enjoyable to me anymore, not to mention the job there I was performing. I would get phone call at 2 AM in the morning, we had a fuel spill in the flight line. At this point I was the squadron's technical safety and environmental supervisor and had to meet with federal regulators all the time and had to report to them. So it was kind of time consuming—taking away from my family—so between the politics, and having zero time with the family, retirement seemed like the right thing. Well, two months before my retirement ceremony, I made E7. I got the notification that some of my other buddies made it too, and I ended up turning it down.

Jeremy Nadel:

Would you have had to sign a new contract?

Matthew Painter:

Because I was so close to the end of my enlistment at that point, I would have had to do another two years to accept the rank. So they would do what's called an extension on my current enlistment. So there was a ten-day period of time where you had to choose yes or no. So those ten days were probably the longest ten days I had to decide something. Ultimately, I told my commander I was turning the rank down, and some people were disappointed and some people were just *get out* while you can, it's your turn, leave. It was my decision, so I ended up retiring out.

Jeremy Nadel:

Did the Air Force give you any incentives to stay?

Matthew Painter:

No. During the time I was in, when I came in in '91, there was no signing bonus, if you will, or enlistment bonus. There was no reenlistment bonus. The younger guys were getting bonuses after ten years, so there was no bonus besides getting the rank, however there was a pay increase. Your seniority goes up a bit, there is a respect bonus *per se*, but there was not extra compensation or anything like that.

Jeremy Nadel:

Did you think that had a lot to do with the way the Air Force changed after the War on Terror?

Matthew Painter:

No. What the problem was, is that they couldn't get people to sign up for the service. That's why they put out these bonuses, and said, "You sign up for six years, we will give you a stripe and a pay bump," however, you had to serve these six years before you get the money. If you don't they will take it back. But my career field never had a large reenlistment bonus anyways. It was on the lower end of the scale. I couldn't even apply for it because my time served. It was just the fact they needed more people to hold the number of operations and aircraft that existed. That's pretty much a nutshell of what I went through.

Thanks.

TRANSCRIPTION NOTE

None.