



The REGISTER

Fall 2014

DIRECTOR ROMO PRESENTS HONORED PATRIOT CERTIFICATE

The Selective Service Director Lawrence Romo, attended the American Legion Americanism Conference in Indianapolis, IN on September 26-28, 2014. The Director made a presentation to various committees at the conference. Specifically he presented the Selective Service System "Honored Patriot" certificate to the newly elected National Commander of the American Legion, Michael D. Helm, from Nebraska. Additional information on Commander Helm can be found by going to www.legion.org

The conference was also attended by Brett A. Thomas, the Indiana State Director and John C. Cumicek, the Wisconsin State Director.



National Commander Helm and Director Romo



From Left to Right: SD Brett A. Thomas, Director Romo and SD John C. Cumicek

SSS AT FIESTA DC



From Left to Right: Mr. Allard, Deputy Director, MAJ Stephen Hedger, ARNG, DC RFO, MG Donna Barbisch, USA (Ret), (DC State Director).

Selective Service System participated in the September 21, 2014 Fiesta DC Hispanic Heritage event that was estimated to have drawn over 100,000 people from neighboring communities. MAJ Steve Hedger led the setup of the event and he, MG Donna Barbisch, and Deputy Director Allard answered numerous questions from a crowd that varied in ages from 8 to 80! Many thanks to MAJ Steve Hedger, MG (Ret) Barbisch, and Deputy Director Allard for representing Selective Service at this very large event!



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STAR TEAM

Last March, SSS kicked off a new initiative to garner employee engagement to improve the agency's climate and programs. A team of employees was selected by their peers to analyze the results of the 2013 Federal Employee Viewpoint Survey and to propose recommendations to senior management. The mission of this initiative is to increase employee involvement in alignment with Director Romo's management policy of working as a unified TEAM (**T**ogether **E**veryone **A**chieves **M**ore).

The Supporting Transformation and Results (STAR) Team consists of members representing every major division, branch, and directorate of the agency and those who are not currently a manager or supervisor. A chairperson and an alternate chairperson were elected within the team to represent the entire STAR Team in meetings with the agency's senior leadership. The STAR Team members are as follows:

Jennifer Burke, Public and Intergovernmental Affairs

Renee Miller, Operations Directorate/Information Technology

Vincent McClure, Operations Directorate/Planning, Readiness & Training and Alternative Service Program

Tarlon Stewart, Human Resources/Logistics

Karan Fraley, Region 1

Joan Green, Region 2

William Becka, Region 3, Chairperson,

Daisy Santiago, Data Management Center, Alternate Chairperson

Timothy Sayles, Data Management Center

Vacancy, Financial Management

To date, the STAR Team's chairperson and the alternate have presented a number of proposals and questions to the Senior Advisory Group (SAG), which consists of any combination of a minimum of three individuals from senior leadership: Deputy Director Edward Allard, Chief of Staff Joel Spangenberg, Associate Director of Operations Mariano Campos, and Associate Director of Financial Management Roderick Hubbard. Some of the proposals on various topics and areas for improvement which the STAR Team has presented to the SAG are:

- Improving employees' opportunities for upward mobility and advancement within Selective Service
- Enhancing employee morale and respect for leadership
- Recognizing employees for awards and outstanding performance
- Revamping the employee suggestion form and implementation system.

SSS employees are encouraged to talk with any of the members of the STAR Team if they have any suggestions or questions.

MR. ROMO'S TV INTERVIEW

Director Romo was interviewed by NBC station KCRA3, Sacramento. Mr. Romo answered questions about registration and explained that males that don't register by age 26 may be denied many federal and state benefits including Pell grants, Stafford Loans or CalGrants for higher education.



PUERTO RICO RFOs CONDUCT IBMT



From Left to Right: CDR Amelia Stringer-Gowdy, Freddy Prosper, Marissa Aleman, Ramon Rodriguez, and LTC Raul Padilla

CDR Amelia Stringer-Gowdy and LTC Raul Padilla from Detachment 2PR in Puerto Rico held an Initial Board Member Training session on August 2, 2014 at the New Officer State Director training. Receiving their Training Certificates were Local Board Members Freddy Prosper, Marissa Aleman, and Ramon Rodriguez.

TENNESSEE REPRESENTS THE SSS AT THE NATIONAL ASSOCIATION OF STUDENT FINANCIAL AID ADMINISTRATORS

LTC James Thompson and Tennessee State Director Bruce Henry represented the Agency at the 2014 National Association of Student Financial Aid Administrators exhibit that took place from June 29-July 1, 2014 at the Music City Center in Nashville, TN. This event was an opportunity to show the importance and benefits that are associated with Registration.



From Left to Right: LTC James Thompson and Tennessee State Director Bruce Henry

VIRGINIA TROOPS ATTEND THE ST. AUGUSTINE FESTIVAL IN RICHMOND, VIRGINIA

Virginia State Director Robert Flores, and RFOs from the Virginia Detachments had a busy day recruiting potential Board Members and educating the Hispanic community about SSS registration at the St. Augustine Festival held in Richmond, Virginia on September 13, 2014. They also showed support for the event by purchasing cuisines, raffle tickets, and handcrafts. In addition, they joined children in the long line at the facial painting tent, choosing something "rare" to have painted on their face. The State Director and his RFOs chose what was rare for them...facial hair! They got what they asked for!



From Left to Right: Major Nguyen Tran, LTC Mike DePiro, SD Robert Flores, and Major Danny Golden

MAJ. DAVID LYDON SUPPORTED THE ASCA EXHIBIT

Major David Lydon from Florida 2-5 Detachment supported the American School Counselors Association exhibit from June 29-July 2, 2014 at the Walt Disney World Dolphin Hotel in Lake Buena Vista, Florida. This event proved vital in contacting prospective Registrars in the high schools for registration awareness.



Major David Lydon from Florida Detachment 2-5

TRAINING FOR NEW ARMY OFFICER EVALUATION

J-1 staff members from NORAD and USNORTHCOM, SFC Matt Rogers, SFC Helene Ravello, and CW3 Shawn Stafford, hosted a training session for the New Army Officer Evaluation program at Region III. Region I, II III and NHQ OPS and NHQ HR-MIL participated in the training session.



From Left to Right: SFC Matt Rogers, SFC Helene Ravello, CW3 Shawn Stafford

NHQ OP PITCHES IN FOR DC EXHIBIT

With multiple events happening in D.C. at the end of September, the staff from the Operations Directorate at NHQ pitched in to cover the exhibit at the Congressional Black Caucus Foundation event held at the Washington Convention Center in Downtown D.C. from September 24- 27, 2014. Participants from OP were Cassandra Costley, Darren Lloyd, Mike Young, Vince McClure and Mario Campos.



Darren Lloyd

SSS EXHIBITS AT THE NAACP CONFERENCE

The National Association for the Advancement of Colored Persons (NAACP) conference was held in Las Vegas at the Mandalay Bay Hotel on July 19-22, 2014. LT William Clear and LT Todd Huff staffed the SSS booth. In the photo below, LT Huff shows an attendee how easy it is to register online.



From Left to Right: LT Clear and LT Huff

SSS CONGRATULATES REGION 1's FY2014 AWARD WINNERS

Please help SSS congratulate Region 1's FY 2014 Annual Award winners and nominees! Thanks for the outstanding efforts. We look forward to FY2015 and the many improvements to come. Well done team!

REGION I RFO OF THE YEAR:

LTC Drew Techner, USAR, Pennsylvania, DET PA 1-14

Nominated by his State Director for his consistent outstanding performance, extra work outside of normal duty hours, and his leadership in bringing two detachment areas into the 95%+ plus board fill rate. LTC Techner continues to use all tools available to garner success and is a true steward and standout. He was Detachment Commander of two Detachments for half of the year and was critical in both Detachments reaching the Director's Excellence Level over the course of the year. His primary detachment that he ran the entire year ended FY2014 at 99+% with only one vacancy left (with one in the pipeline!) of the 125 board members he is responsible for as well as 5/5 for 100% on his District Area Board. He arranged for unpaid orders to conduct SSS duties to include canvassing Eastern PA Chambers of Commerce, VFW's, and American Legion Posts. He trained not only his detachment LBM's, but also surrounding detachments LBM's throughout the year. Drew stayed focus on his career progression both as a Reserve Force Officer and in his civilian job as a North Philadelphia police commander. Both paid off this FY as he was promoted from MAJ to LTC (USA Reserve) and from Commander to Captain (Philly police force.) He completed an impressive 213 academic hours of the Army

CONTINUED ON NEXT PAGE

Correspondence Course Program. He completed six courses including Military Intelligence, Physical Security and Chaplain Assistance. This was voluntary training to improve his general knowledge of his own branch, military intelligence. He is an activist in his community through both written articles and public speaking opportunities. He volunteers many hours to these efforts. He regularly responds to Region and National HQ tasking's as well as his USAR suspense items with thoroughness and in a timely fashion.

(Congratulations to our other very worthy nominees: LtCol David Slack, USMCR, IN and Maj James Flyntz, ARNG, RI)

REGION I TOP DETACHMENT OF THE YEAR:

Indiana IN 1-3 - LtCol David Slack, USMCR, and W-4(Ret) Donald Borries, USCGR

IN 1-3 had some incredible dedication to duty this FY, being 50% manned through the first half of the year and 25% manned for the 2nd half of the year. The RFO's in this detachment continually worked outside of drill to maintain and recruit BM / DAB vacancies to strive toward 100% goal. They continually established working relationships with other services to accomplish manpower recruitment and operational logistics support. They were the first detachment to personally go VFR direct to Reserve Recruiters and supply them with information about the SSS RFO position and follow up routinely until candidates were identified and interviewed. Despite being short manned, they set Statewide goals for Indiana and achieved those goals. They started the year with 7 boards with 3 members – now have ZERO with 3 members or less! Their local board members assigned went from 88% to 97%! Their total vacancies were 27, now six with another handful in the process for appointment! This detachment continually provides well thought out after action reports that speak to the health and wellness of SSS in the State of Indiana and the health and wellness of the members of the Indiana SSS family. Well done IN 1-3!

REGION I MOST IMPROVED DETACHMENT OF THE YEAR:

New York 1-9 – LTC Robert Broderick, USAR and LT David Hartz, USNR

Detachment NY 1-9 improved by 12% during the course of the year that was tracked by Region I; Well done!

(Congratulations to our other double digit improver: Det 1RI – MAJ James Flyntz – 11% improvement!)

REGION I DIRECTOR'S EXCELLENCE AWARD WINNERS: [THESE DETACHMENTS HAD 95% OR HIGHER LBM ASSIGNED/100% DAB ASSIGNED/ZERO 3 MEMBER BOARDS]

(As of the close out Region I Scorecard)

1DE – Delaware – (CW4 James DiDonato, ARNG) [100%/100%/0]

IL 1-2 – Illinois – (LTC Peter Everett, USAR; W-3 Roland Ashby, USCGR; W-4 Mark Razny, USCGR; and CDR Daniel Clabbers, USNR) [98%/100%/0]

1 ME – Maine – (LTC Marleen Lajoie, ARNG) [98%/100%/0]

1 NH – New Hampshire – (CPT Paul Gannon, ARNG) [100%/100%/0]

OH 1-11 – Ohio - (Maj Chris Hoermle, USAFR; LtCol Jeffrey Marks, USAFR; LtCol Reginald Victor, USAFR) [95%/N/A/0]

PA 1-14 – Pennsylvania - (LTC Drew Techner, USAR) [99%/100%/0]

PA 1-15 – Pennsylvania - (LTC Darryl Martin, USAR) [95%/N/A/0]

1 RI – Rhode Island – (MAJ James Flyntz, ARNG) [97%/100%/0]

REGION 3 STATE DIRECTORS ATTEND NOSD

Nevada State Director, Brigadier General (Ret) Francis Gonzales, and Washington State Director, COL (Ret) John Asey, attended the Los Alamitos, California New Officer State Director training. Mr. Brett Williams, Operations Manager Region 3 presented their appointment certificate.



Brigadier General (Ret) Francis Gonzales, COL (Ret) John Asey and Mr. Brett Williams

DELAWARE BOARD MEMBERS ANNUAL GATHERING

For the past several years, Delaware RFO CW4 Jim DiDonato and Delaware's Local Board 001 get together for fun, food and friendship. In September this fourth annual event was held at the home of Chairman Al Andres and his wife, Mrs. Theresa Andres. This year the Kent County board extended an invitation to Board Members in neighboring Sussex County (LB002), as well as the Eastern Shore of Maryland. Some drove more than an hour to join the festivities. Everyone enjoyed a variety of home-cooked foods. Mrs. Andres was the perfect hostess, as she delighted in welcoming the Selective Service volunteers into her home.



Mr. Andres capped the event by presenting each Board Member with a special 9-11 commemorative flag. RFO Jim DiDonato, the brainchild of the annual gathering, and State Director Dick Cecil agreed that it was a huge success, and served the larger purpose of strengthening the bond among the boards. "Delaware board members are more than just once-a-year acquaintances. Through events like this, I believe they have become friends," said the chief.

MRS. SMITH'S STORY



In 1964, Mrs. Kathryn Smith, a young woman from Watertown, New York, was looking for a change from her mundane factory job. She found it with the Selective Service System (SSS). She discovered that there was a civil service test being offered for a clerk's position at her local SSS office. She took the exam and was selected for the position over many other candidates. She was excited about beginning this new chapter in her life with her \$3,200.00 per year job. At that time the Area Office included local boards 46 and 47 (LB 47 no longer exists) and was located on the 5th floor of the Woolworth building. The office staff consisted of Mrs. Smith, her supervisor who had been there since WWII, and another clerk. The office was very busy and her duties included reviewing case files, scheduling physicals and arranging bus transportation for the young men. Sometimes there would be as many as two busloads of young men waiting for transportation. Mrs. Smith recalls that the mornings that the physicals were taking place, the young men would gather on the street corner in front her office with the police there to assist although there were never any real problems. Occasionally a sensitive burglar alarm would be set off by a drafty window and she would have to go to the office in the middle of the night to reset the alarm.

The Local Boards would meet twice a month and review approximately 50-75 case files. Mrs. Smith recalls that she saw all the many different classifications come through her office. One case that she remembers was that of a local physician. Once

he found out that he was to be inducted, he went to Canada and may never have returned to the US. But those types of cases were the exception rather than the rule. She remembers the Local Board Members as being very fair and doing a great job deciding all the different cases.

In 1969, Mrs. Smith was promoted to position of Executive Secretary Supervisor and was in charge of the office. Around 1972 the office moved to the State Office Building in Watertown where it remained until it's closing in 1975. With the Vietnam War winding down and the active draft coming to an end, the SSS laid off the clerks in her office and Mrs. Smith was the only employee remaining. In the last years the office was open, she would process veterans who would bring in their DD214's so that they would be reclassified as 4A. The closing of the office in 1975 was a quiet event without any fanfare. Mrs. Smith continued her career in public service working at Fort Drum, the Department of Agriculture and finally retiring from the Postal Service.

Mrs. Smith always enjoyed her time with SSS and in 2009 she was appointed as a Local Board Member assigned to Area Office 8 Local Board 46 in Watertown where she serves with distinction. Mrs. Smith says that "working for the Selective Service System was the most interesting job I have ever had. I believe in the military and a strong defense, voluntary or otherwise".

VIOLET MOSES JOINS HR STAFF

Ms. Violet Moses has over 20 years of Human Resources experience in the federal government and private sector. Her extensive knowledge in recruitment, leadership, employee development, training, compensation, and benefits will surely enhance the level of customer service HR provides. Her passion is customer service.

She has successfully re-engineered the Human Resources Division objectives to be aligned with agency goals and objectives at the Bureau of Engraving and Printing (BEP). She was instrumental in managing, with great success, the BEP Performance Management Division's, On-line Transit Subsidy's, Garnishment Program and Non-Monetary Award Program. She has incisive ability to identify areas in need of improvement with the vision to develop and implement successful action plans.



TERRANCE SIMS JOINS SSS

Mr. Terrance Sims started his career at the Department of Transportation as a student in 2004. He worked as an Office Clerk for the Office of the Secretary, Human Resources Office where he provided customers with information pertaining to their personnel file and answered other HR related questions. He has worked his way up from an Office Clerk to HR Specialist.

His knowledge and experience in staffing and recruitment, benefits, processing personnel actions, and solving complex pay issues will be a tremendous asset to the HR team. Terrance has served as an HR Specialist with the United States Department of Interior and the United States Department of Education. He is customer-focused and prides himself on providing world class customer service.



CLARA PALACIOS

Ms. Palacios comes with over ten years of logistics experience from the U.S. Army and private sector. She managed daily supply operations for Headquarters V CORPS with over 700 soldiers and civilians. As part of her duties she supervised the acquisition, reception, storage, distribution, turn-in, and accountability of property and equipment.

During Operation Iraqi Freedom (OIF) 2006, she performed duties as logistics and Property Book Non Commissioned Officer and was an integral member of the team responsible for the redeployment, reconstitution and reintegration of the Headquarters V Corps.

Ms. Palacios separated from the armed forces in January 2011 and joined Aspen Consulting, LLC, as a warehouse support and PBUSE operator, where she supported the 21st Theater Sustainment Command-US Army in Europe.

Prior to joining the Agency, she worked for the Department of the Navy, Material Readiness Branch at Marine Corps Base Quantico as a Purchasing Agent.

Ms. Palacios brings with her a host of knowledge in logistics and procurement. "GO ARMY"



LINDA CHAMBERS, BUDGET OFFICER

Please welcome Ms. Linda Chambers, our new budget officer, to the Selective Service System team. Ms. Chambers brings with her a wealth of knowledge and experience from the public and private sectors. She has held positions with the U.S. Department of Agriculture, the U.S. Department of Labor, IBM, and Morgan Franklin Corporation. Linda has earned the following undergraduate and graduate degrees: Bachelor of Arts Degree (BA) from the University of Maryland Baltimore County (UMBC) Magna Cum Laude; Master's Degree in Public Administration (MPA) from the City University of New York (CUNY), Baruch College School of Public Affairs, Pi Alpha Alpha Honor Society; and a Master's Degree in Business Administration (MBA) from Suffolk University Sawyer School of Management in Boston, Massachusetts. Welcome Linda!



TINA VALENTINE, PIA

Tina Valentine is the newest member of the Public & Intergovernmental Affairs staff. A former Marine, Tina comes to SSS from the Marine Corps Association & Foundation. She brings with her experience in electronic media, web based communications, writing and photography. Some of Tina's responsibilities will include assisting PIA staff with exhibits, records management, and the e-digital library project. Tina is pursuing her Bachelor of Arts degree at the University of Maryland. Welcome Tina!



KATHERINE MURPHY, OPERATIONS MANAGER, REGION 1

Ms. Murphy is Region 1's new Operations Manager and comes to us with a wealth of experience to include: Human Resources, Administration, Inspector General, Military Accessions, Budget, Policy and Plans, and Operations Management. She is a retired Army Officer and has spent the last 9 years as a Federal Employee with USMEPCOM in North Chicago, most recently as the Operations Officer for Western Sector.



BRENT M. DOWNS

Brent M. Downs joins the SSS as the Administrative Branch and Deputy DMC Manager. Prior to joining SSS, Brent served as the Chief, Enterprise Applications Branch with the United States Military Entrance Processing Command (USMEPCOM), a position he held since January 2010. During this tenure he also served as the Acting Chief for the Enterprise Server Branch. Prior to those positions Brent served as the Chief, Enterprise Customer Service Branch from December 2009 to December 2010.

Before joining USMEPCOM as a DA Civilian, Brent said that he “enjoyed a proud career supporting the best service component in all of the DoD, the US AIR FORCE!” He first entered government service being commissioned in June 2004 from the United States Air Force Academy in Colorado Springs. From there he was assigned to the 88th Communications Squadron and 88th Communications Group at Wright-Patterson AFB, OH. Lt Downs took on various assignments culminating as the 88th Communications Group Executive Officer. During this time he also spent 4-months in support of Operation Iraqi Freedom as the Executive Officer for the 407th Air Expeditionary Group, Ali Base, Iraq.

In March 2007, Brent separated from Active Duty and entered the private sector where he was an IT Consultant working for BearingPoint’s Public Sector Solutions Group. He then returned to government service working as the Chief, Executive Communications Support for the 88th Communications Group. In that position he provided desktop support to an USAF 4-star general and his 100+ personnel command support staff. He served in this position until being selected to join USMEPCOM in December 2009.

Brent’s educational background includes a Bachelor’s of Science degree in Computer Science from the US Air Force Academy and he’s currently working on his Master’s of Science in Government Information Leadership from the National Defense University College. Other achievements include achieving various IT related certifications and completing the Air Force’s Air Command and Staff College by correspondence.

Mr. Downs’ civilian awards and decorations include the Air Force Exemplary Civilian Service Award, Army Commanders Award for Civilian Service and the Army Achievement Medal for Civilian Service. Brent has been married for 10 years to his lovely wife Doneda and they have two children Jonathan (4) and Adri (2).



ROBERT BROZE, IT

National Headquarters is pleased to welcome Robert Broze as a recent hire in IT. He comes from the Data Management Center after thirty years of service to SSS. IT is glad to have him onboard – the staff worked with him extensively in the past, and we know he’ll be a productive member of the IT team.



SHERRIE OLSEN, DMC RI/R BRANCH MANAGER

Ms. Sherrie Olsen is the new Registration Information and Research (RI/R) Branch Manager at the Data Management Center. Sherrie started her career with the Selective Service System in 1988 as a Research Clerk. Through the years, she has held various positions including Research Assistant and for the last three years as the Lead Research Assistant in the RI/R Branch.

Recently, she along with the other team leads helped manage a prolonged gap in the branch manager position. Her professionalism and dedication to duty ensured mission completion in a professional and timely manner. Her strong performance and knowledge of the RI/R Branch is vital as she leads the team forward.



LES WEAVER JOINS SSS

Les Weaver is a Management Service Assistant for Selective Service System at the DMC. He received a BS in Historic Preservation from Southeast Missouri State University. Upon completing his undergraduate degree, he worked as a Collections Assistant for the DuSable Museum of African American History. After the birth of his child and seeking more education, he decided to join the Army in 2003. While in the Army, he worked as a Human Resources Specialist for 106th Medical Detachment in Yongsan, South Korea, and Training and Doctrine Command at Fort Monroe, Virginia. He rose to the rank of Sergeant within 2 years. He also spent arduous hours in school and, just before honorably discharging from the Army, he completed a MS in Human Resources Management at Troy University. Not long after leaving the Army in 2007, Mr. Weaver was hired as the Chief of Awards and Evaluations at Tripler Army Medical Center in Honolulu, Hawaii. In addition to these duties, he taught Microsoft Office Suite at Leeward Community College to laid-off airline workers to assist them in finding new employment. Mr. Weaver's resume includes many positions with the federal government to include, his last position, Administration Assistant

with the U.S. Navy Recruit Training Command. In his spare time, Mr. Weaver is a football coach for Pop Warner Grayslake Jr. Knights, a screenwriter, and an aquarist. He looks to complete another MS Degree in Therapeutic Herbalism by the fall of 2017.



LAIQUN MAO DEPARTS SSS

Laiqun Mao has moved on from the Selective Service System and accepted a position at the Department of Homeland Security. He joined the agency in August of 2012, worked as a primary developer to design and implement the new Integrated Mobilization Information System (IMIS) to replace the old IMIS "Band Aid" system in use over the last six years. The application was deployed in production in 2014; it returns the agency to a fully functional system to support management of Board Members, RFOs, State Directors, Registrars, and SRVs. As Database Administrator, he designed the new database schema according to the best practices of the modern relational database structure to maintain the data integrity, developed an ETL solution to migrate the data from the legacy system, and designed and implemented more than 82 reports with the newest reporting system offered by Microsoft. Using the Geographic Information System, he created the new maps to visualize the location information which has great potential to be used by many other applications in the agency. With integration service, he developed all modules for the IMIS system to communicate with external systems. He also completed the database designs of new modules in the CRPP application.



VINCE MONROE GOES TO HHS

Vince Monroe, IT Specialist, has moved on to the Department of Health and Human Services. While at SSS his duties included Tier 3 Server / application support for all regional offices; managing the agency's infrastructure; maintaining the agency's agreements with vendors and contractors; liaison between senior management and technology; managing infrastructure according to agency requirements, SOP's and federal standards; and identifying vulnerabilities, risks and protection needs. We wish Vince success in his new IT position.



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