105th Anniversary of the Selective Service

On May 18th, 2022, Selective Service Acting Director Craig Brown laid a wreath at Arlington National Cemetery to commemorate the 105th anniversary of the Selective Service System and honor the life of General Lewis Blaine Hershey.

The Selective Service has advanced considerably from its original conception, and the ongoing achievements could not have been sustained and developed without the accomplishments General Hershey sought during his dedicated tenure with the Selective Service. His vision to provide our nation with the most prompt, efficient, and equitable draft still serves as our mission today and continues to be a key component of our nation’s national security strategy.

As the third tier of National defense for our all-volunteer military force, the Selective Service continues to register men in a fair and equitable manner, while modernizing our systems and implementing new innovative processes through existing procedures. Innovation remains a key element of success for the Agency, and while we are over a century old, we continue to refine and advance our vision and mission. This past year, we implemented an enterprise content management system providing technology enhancements for productivity and customer service – this increased the efficiency and precision of an estimated one million registration transactions. Our Agency also engaged with a greater number and more diverse set of stakeholders by leveraging remote meeting platforms and other modalities as a means of effective communication resulting in over 105 stakeholder meetings in 2021, more than any previous year.

Currently, registration with the Selective Service is the most publicly visible program during peacetime that ensures operational readiness in a fair and equitable manner. If authorized by the President and Congress, our Agency would rapidly provide personnel to the Department of Defense while at the same time providing an Alternative Service Program for conscientious objectors.

The Selective Service enables our nation to respond to its manpower needs, should it be called upon to do so. We are a small agency with a huge mission, and while young men have not been called for service or draft in nearly fifty years, our Agency helps to prepare and fulfill the promise made by generations of Americans that came before us; to protect our freedom as a constitutional republic.

Watch Acting Director Craig Brown lay a wreath at Arlington National Cemetery to commemorate the 105th anniversary of the Selective Service and honor General Lewis Blaine Hershey above.
On April 6, 1917, the U.S. declared war on Germany. By late April 1917 it became obvious that the number of volunteers to serve did not nearly meet the military need, and passage of the Selective Service Act to create a national draft appeared imminent. The responsibility for holding a draft belonged to the Army’s Provost Marshal General, Major General Enoch Crowder. In order to be ready should he be called upon, Crowder divided up planning responsibilities for a draft and tasked Charles Morris, a civilian employee in his office as well as a Captain in the Army Reserves, to rapidly develop the plan for selection.

The only reference point Morris had was the Nation’s first attempt at mass conscription during the Civil War 50 years prior. Both the North and South had decentralized conscription, leaving it to localities to register and choose conscripts to form local companies of men that would then get integrated into the larger Union and Confederate armies. This had mixed results. There were accusations that the draft placed an inordinate burden on the poor and middle class that could not afford to buy their way out of it, as well as claims of favoritism and corruption. And neither the North nor the South drafted the large numbers of conscripts needed for WWI.

The idea of decentralization was still a centerpiece of the overall plan. Crowder planned to create 4600 local draft boards for the 48 states, the District of Columbia and the 3 territories of Alaska, Hawaii, and Puerto Rico. Crowder also told Morris that the initial draft quota for the Army could be as large as 1 million, requiring perhaps 2 million men to be examined. So how should those names be selected?

Morris agreed that registration had to happen locally, but believed selection had to be centralized somehow. He initially considered the idea of a large draft drum. Many localities had used such a mechanism, also known as a draft wheel, for selection during the Civil War. The names of all registered men in a given area would be placed in the drum and then the requisite number of names to meet a quota would be drawn by local officials. However, Morris decided the idea of a national draft drum was impractical; validation of millions of names and a subsequent drawing would be time-consuming.

He then explored a marble system, where the name of a registrant would be announced and then a drawing made from a vast bowl of white and black marbles: white and the man was inducted, black and he wasn’t. There weren’t enough marbles available in America to make that work, but the drawing part sparked an idea. One reason Crowder had created 4600 draft boards was to help with logistics in registration. The maximum number of registrants in any given locality, initially all men ages 21-30, was intended to be less than 10,000. Knowing that, what if the Provost Marshal General’s Office (PMGO) instructed all boards to number their registrants from 1 through whatever the top number was, send copies to

Washington DC (to avoid any later shenanigans) and then the PMGO held a drawing of numbered capsules from 1 to the top number for any locality in the country? Those men with the first number drawn would be conscripted, and so on until the needed number of men were drafted.

Crowder socialized this solution and received favorable feedback, so he began running tests on the most fair and efficient way to draw the numbers, settling on folded opaque pieces of paper in empty gelatin pill capsules. In the meantime, the Selective Service Act had been signed on May 18, 1917. Registration for all men ages 21-30 was held on June 5, 1917 and more than 9 million men registered. It turned out the PMGO had been fairly accurate in dividing up the country into districts. The largest one, in New Jersey, had 10,500 registrants.

Morris had one more problem to solve prior to the drawing date of July 20, 1917: what type of vessel should hold 10,500 capsules? During a walk near his Washington, D.C. office at lunchtime in early July he passed Schmid’s Emporium of Pets on 12th St NW and saw something in the window: a large aquarium for goldfish³. Although cylindrical in shape, it was advertised as a goldfish bowl and looked like it could hold 10,500 capsules. He went in and asked the proprietor for permission to borrow the bowl if he put down the $10 cost of it as collateral. Dr. Schmid agreed, and everything was now in place for the draft.

The rest is history. The first WWI draft, held in the Senate office building, lasted 17 hours. Secretary of War Newton Baker drew the first number, #258, and MG Crowder drew the last, #2991³.

Morris did have one problem following the draft. He had not foreseen that multiple parties would want to preserve the bowl as an historical artifact. On July 21st he returned to Schmid’s Emporium and purchased the bowl outright using his own money. The bowl then went on display in Independence Hall, delivered personally by Morris as part of a family automobile trip to Philadelphia.

The bowl made a reappearance for the 3rd and last draft of WWI on September 30, 1918⁴. On October 29, 1940, Lt Col Charles Morris (ret) returned to Washington D.C. with the original bowl for the nation’s first draft in 32 years.

2 Letter from Charles Morris to HW Murphey, Oct 15, 1941
4 The second WWI draft drawing included only those that turned 21 between June 5, 2017 and June 4, 1918 and so was far smaller than the first or third draft drawings and used an actual fish bowl.
Enterprise Content Management System Phase 1 Deployed

Last November, the Enterprise Management (ECM) system was deployed to production. It was a successful deployment due to the tremendous effort and teamwork between different departments of DMC and National Headquarters’ Information Technology staff. While the project suffered setbacks due to technical issues and competing requirements for the time and effort of the personnel involved, it all came to fruition on November 5, 2021, when the first documents hit the ECM system and were processed.

What is ECM: The Enterprise Content Management is also sometimes referred to as “Document Management” or “Record Management.” The purpose of an ECM solution is to improve productivity and customer service. An ECM system helps eliminate extra steps in processes while automating other processes that used to be done by hand or simply on paper. This saves time and labor and eliminates mistakes made in processing the documents.

By scanning paper documents into the ECM system, we eliminate the need to carry paper from department to department. This also assists in document security since the paper documents remain in the DMC Mail Center until they are authorized for destruction.

Why we need it: The Mail Center in DMC receives tens of thousands of pieces of mail monthly. They contain different types of forms, letters, supporting documentation, and other types of correspondence. DMC has a responsibility to properly sort, process, store, and dispose of all paper documents received. Doing this by hand requires a lot of resources, space, manual data entry processes, and internal communications between different departments. It also requires that documents be physically moved from one desk and department to another. The ECM solution has automated and streamlined many of those processes. It converts documents into an electronic format and captures data associated with the document, such as name, address, date of birth, etc. This creates electronic records in our database that can be automatically routed to specific employees with the skill sets required to work them properly.

The ECM project included an effort to create forms that reside on our website so the public can submit their requests electronically. This saves time for customers and decreases the amount of paper mail we would need to receive.

How it works: When a filled paper form is scanned, it goes through a character-recognition program, so all key information is captured automatically.

Once the key data is captured, the document is indexed with that captured key data, and the ECM system automatically interfaces with the RCV system to either create a new registration or update records with the new information provided by the document. Then the document gets stored in the archive, where a simple search can pull it.

Team members: There were a lot of personnel involved in different stages of the project that contributed to the successful implementation. The project consisted of a requirements generation stage, vendor selection process, discovery meetings with the selected vendor, and User Acceptance Testing. There was also a significant IT effort to allow the ECM system safe access to RCV.

Some of the key subject matter experts who were
instrumental in getting the project to the finish line:
• Daisy Santiago, Iris Nhu, and Angelia Gayden in the Registration and System Analysis Division at DMC.
• Kyle Wisher, Andy Gonzalez, and Bernard Washington in Call Center Branch at DMC.
• Trevor Barlow, Flora Terrazas, Francisco Morales, and Veronica Quinette in Mail Center Branch at DMC.
• Steven Wynands, Alex Yuen, and Jonathan Kimball at HQIT.

We would also like to thank the senior management team, Mathew Adams, Nicole Harris, Daniel Mira, Scott Jones, TJ Kenney, and Craig Brown, for their continuous support of this effort.

What’s Next: While Phase 1 is deployed, the team is working on implementing Phase 2 of the project, which will integrate electronic forms into the website. In addition, the team is working on making the system fully compliant with the security requirements.

There is still a lot of work to be done, but the team is confident we will be successful in the Phase 2 implementation.

Have more questions? Feel free to contact Steve Panich, an ECM Project Manager at DMC, ext. 7904, Vyacheslav.panich@sss.gov

Ms. Joan Greene Receives Meritorious Service Award

On April 13, 2022, the Region II staff presented Ms. Joan Greene with the SSS Meritorious Service Award. She will continue to be a part of Region II’s success as she leaves behind many processes she instituted. We wish her all the best in her new position in Region III. Please join us in congratulating Ms. Greene on a well-deserved promotion.
Employee Awards

Congratulations to SSS Employee of the Quarter Anne Basa, DMC, and all the employees who received awards during FY22 Q2 for their superior performance and contributions to Selective Service. A list of the award recipients is shown below. If you would like to learn more about the agency’s Awards Program, please see PPPM Chapter 451 Recognition and Incentive Award Program.

Quarter Two

PIA Group Award:
Victoria Briggs
Jacob Daniels
Desja Fagins
Emily Fogelman
Mary Junell
Dominic Lizambri
Elizabeth Peschock
Matthew Tittmann
Betty Lou Wingo

FM Group Award (SPOT):
James Gerber
Tara Mahoney
Ian McNa

Employee of the Quarter Award:
Anne Basa, DMC

Employee Awards

PIA Group Award:
Victoria Briggs
Jacob Daniels
Desja Fagins
Emily Fogelman
Mary Junell
Dominic Lizambri
Elizabeth Peschock
Matthew Tittmann
Betty Lou Wingo

HR Group Award (SPOT):
Felicia Hall
Uniqua Watkins
Donna Woods

Honorary Awards:
Exceptional Service (Bronze) –
Trevor Barlow

Exceptional Service (Bronze) –
Philip Murdock

Individual Awards:
Matthew Adams, DMC
Jennifer Burke, PIA
Perry Chaplin, IT
Angelia Gayden, DMC (SPOT)

Yudidian Georges, RII
Daniel Mira, IT
Milagro Pereira, DMA
Anthony Rayome, RI
Ali Tilave, IT
Region II Admin Officer Inducted into the Distinguished Members of the Adjutant General’s Corps, Class of 2022

Mr. Gary L. Martz, Region II Administrative Officer, has recently been selected into the Distinguished Members of the AG Corps (DMOC) and will be inducted on June 3, 2022. Mr. Martz joined Region II in February 2019 and immediately put his skills to work for the Agency and Region II Reserve Service Force. He brought a wealth of administration experience (over 33 years), Army Reserve Policy, and excellent relationships with senior leaders.

Before retirement, his last duty assignment was with the Office of the Chief, Army Reserve, as the G-1 Sergeant Major. In this nominative Sergeant Major position, Mr. Martz advised, coordinated, and implemented Army Reserve human capital strategies, plans, operations, visions, resources, and goals within the Office of the Secretary of Defense, Joint Staff, Combatant Commands, Army Staff, and Commands to support the National Strategy and the Army Campaign Plan.

Prior to this appointed Sergeant Major position, Mr. Martz was designated by the Secretary of Defense to serve as the first Senior Enlisted Advisor Board Member to the Office of the Secretary of Defense Reserve Forces Policy Board as authorized in the 2011 National Defense Authorization Act. He served as the subject matter expert for personnel, mobilization, and readiness issues affecting enlisted personnel from all seven reserve components. In this capacity, he worked with senior military and civilian leadership throughout the Department of Defense, the White House, and the United States Congress. Mr. Martz also served as the G-1 Sergeant Major of the Army Reserve Command in Fort McPherson, GA.

The official Adjutant General’s Corps Regimenal Association site states, “The AG Corps Hall of Fame officially opened on June 11, 2010. The AG Corps Hall of Fame exists to recognize and honor persons who have made positive, lasting, and significant contributions that truly perpetuate the history and traditions of the U.S. Army Adjutant General’s Corps. AG Corps HOF and DMOC members are honored with a permanent display in the AG Corps Hall of Honor at the Adjutant General School, Fort Jackson, SC. The AG School will honor and recognize the achievements of the 2022 HOF and DMOC Classes during the Induction Ceremony on June 3, 2022, at Fort Jackson, SC. We will also execute the National AG Ball on the evening of June 3, 2022, at the Columbia Metropolitan Convention Center, Columbia, SC (formal announcement and details are forthcoming).”

We have seen firsthand the significant contributions Mr. Gary Martz has given to Region II and the Agency. Congratulations on this most noteworthy and deserving achievement!
During March, the DMC management celebrates and recognizes all employees for their continued dedication, commitment, and contributions to the agency and its mission. To celebrate, their Annual Employee Appreciation Luncheon was held on March 31st, 2022.

The luncheon was well attended in person and via Zoom.

Normally, DMC Director Nicole Harris thanks all the staff and spends time with everyone enjoying a special lunch.

This year, the staff surprised Nicole and offered her their sincere appreciation for her excellent leadership and for her support and dedication to the DMC staff.
African-American History Month Celebration

On February 16th, 2022, in honor and observance of African-American History Month, the Data Management Center held its first "virtual" Equal Employment Opportunity National Observance. The national theme for 2022 was "Black Health and Wellness." To celebrate the observance, the DMC staff and employees participated in trivia games, a "virtual" healthy food contest, and a historical look at medical professionals that have made an impact to modern medicine.

As a special guest, Mr. Kenneth Montgomery, Equal Employment Opportunity Director for Selective Service System, joined us virtually via Zoom. The event captured African-Americans' cultural and historical impact on our society.

Additionally, Veronica Quinette created a tabletop poster board of remarkable African-American historical figures (see below photo) that was on display in the DMC for the month of February in honor of the observance.

Evangelene Montgomery and Biaji Hawkins (photo below), a mother and daughter team, took the lead in planning and preparing for the luncheon events. The day’s events were a wonderful presentation of African-American history.

The observance began with a brief history lesson presented by Bernard Ben-Carew. Bernard shared some of his “personal” experiences of living in Sierra Leone that were interesting and unique.

The event concluded with a challenging healthy wellness game presented by Evangelene Montgomery and Biaji Hawkins. Ms. Montgomery shared her experience as a young woman growing up on the south side of Chicago and the positive impact that a historical role model had on her life.

In keeping with local tradition, the DMC held a luncheon on February 24th, 2022. The Employee Activity Committee did some amazing cooking, and employees and staff brought in several homemade dishes.

Employee Activity Committee Members (left to right): Pam Miller, Rhonda Robinson, Veronica Quinette, Evangelene Montgomery and Kim Nichols
The Biggest Winner!

The agency’s first annual Quality of Life's Biggest Winner campaign encouraging employees to adopt a healthy lifestyle was a success and had agency-wide staff participation. The 90-day program provided opportunities for participants to make positive changes in their daily lives and set personal, healthy goals. Employees could participate in the Wellness Bingo Challenge, Step Challenge, or Weight Challenge, all of which were fun and creative ways to earn weekly points toward your Fitness Goals. And for those that enjoyed sharing their successes and suggestions with others, virtual Brown Bag lunches were held every week with health and wellness presentations.

Employees were inspired to be physically active by partaking in the Fitness Step challenge. Those who embraced the challenge walked a total of almost 9,245,000 steps or 4,623 miles. These steps were collectively equivalent to walking from NHQ to the DMC/Region I and back to NHQ with 807 miles to spare or across the U.S. from coast to coast (2,500 miles) and north to south (1,600 miles) with 520 miles to spare! As Acting Associate Director of Operations, T.J. Kenney noted, "All with only 16 winners reporting, we should be able to get to Europe next year!"

Weight Challenge participants met many of their goals as well. Those that participated in the challenge together lost over 100 pounds! By losing weight, many of the employees said their overall health improved, they had more energy, slept better, and were motivated to continue their healthy lifestyle journey.

Employees really enjoyed playing the healthy living Bingo. The Bingo card squares varied week to week and always included challenges for everyone. The squares included many variations of the following: drinking 60oz or more water per day; no sweets (except fruit) or alcohol; fun activity with a family member; cardio/fitness/healthy activity, steps, for 1 hour each day; eat five different color veggies; eliminate carbs each day; sleep at least 8 hours; meditate for 15 minutes 3x's per day; eliminate caffeine beverages; share women's history fact on fitness; try a new calming activity before bed; reach out to a SSS employee you don't know; hug a family member each day and many more.

Thank you to all those that participated in the Biggest Winner campaign—you are all winners! Congratulations to the top point earners in each of the challenges listed below.

**BINGO**
1. T.J. Kenney (OPS) – 22,036
2. Micheal Migliara (PIA) - 21,708
(50 additional BINGO’s!)
3. Kim Nichols (DMC) – 5464
4. Iris Yu (DMC) – 4666
5. Betty Lou Wingo (PIA) - 3679

**WEIGHT LOSS**
1. Robert Broze (DMC) – 20.8 LBS
2. T.J. Kenney (OPS) 20.7 LBS
3. Micheal Migliara (PIA) 16.5 LBS
4. Karen Fraley (R1) 12.5 LBS
5. Kim Nichols (DMC) 11 LBS

**MOST STEPS**
1. Matthew Adams (DMC) – 1,319,557
2. Micheal Migliara (PIA) – 1,073,637
3. Ed Medina (R2) – 998,017
4. T.J Kenney (OPS) - 833,338
5. Betty Lou Wingo (PIA) 703,535

Congratulations to our winners and everyone who participated!
After four years of service to the Data Management Center (March 2018 to March 2022), the staff and employees bid farewell to Mail Center Manager Trevor J. Barlow, Sr.

During his career at the DMC, Mr. Barlow was involved with several significant projects that required many years to come to fruition. He was an integral part of the DMC effort to move to Full-Service Intelligent Mail Barcoding with the United States Postal Service as part of the project to reduce “Undeliverable as Addressed” (UAA) mail. He was also a major part of the project team responsible for the planning, installation, testing, and acceptance of the new Enterprise Content Management system at DMC. He had been instrumental in creating a heightened sense of employee morale in the Mail Center, especially during the COVID pandemic.

The employees at the DMC hosted a farewell luncheon with special presentations and offered their heartfelt gratitude and support to Trevor and his wife, Eyedie. Matthew Adams, Deputy Director DMC, presented Trevor Barlow with the Selective Service System’s Bronze Meritorious Service Award. Trevor accepted a position with Occupational Safety and Health Administration (OSHA). We wish him all the best and continued success and happiness in all of his future endeavors. He will be missed.
Mr. Eric Sayles joined the Selective Service System team in January 2022 as a Program Analyst in the Region II Operations Division. He is responsible for managing the board program for the Eastern States within the Region, which includes Florida, Georgia, North Carolina, Puerto Rico, South Carolina, the Virgin Islands, Virginia, and West Virginia.

Prior to coming to the agency, Mr. Sayles served six years in the Air Force as an Aviation Resource Manager. In addition, he has a combined total of five years of Civil Service. He spent three years with the Small Business Administration and two years with the National Park Services.

Mr. Sayles has a Bachelor’s Degree in Business Administration from DeVry University and currently resides in Johns Creek, GA, with his wife and two sons.

RII Officer selected for Command

After 13 months with the Selective Service System, MAJ Greg Holloway of Region II was selected to Command the Critical Infrastructure Protection Battalion out of Camp Dawson, WV. The unit is part of the Army Interagency Training and Education Center Brigade, and he is scheduled to take Command on March 1, 2022. MAJ Holloway was assigned to Region II as an Area Office Coordinator for SSS Joint Service Detachment 2WV, State Headquarters, Charleston, WV, on February 1, 2021, and was an integral part of WV during his assignment.

A few of his past assignments include Platoon Leader, Stryker Company Commander (OIF), Battalion S3 Air, Brigade Staff, and G3 Operations & Plans. His attention to detail and full support of the SSS mission and priorities during a National Pandemic proved that he is an excellent contributor and team player in any joint environment.

MAJ Holloway is the 2nd RSM from RII in FY2022 selected for Command.

Our Joint Service Reserve Force prove to have impeccable leadership abilities while broadening their assignment history. We continue to support and encourage all of our Officers to pursue career growth opportunities for promotion.

Congratulations, MAJ Greg Holloway!
I came to St. John Vianney High School in 1995 as an Assistant Principal and was in charge of what we now call student development—basically a dean of students. I had held essentially the same position in 2 previous schools and one of the tasks in all 3 positions was to assist the Guidance Counselors with all sorts of student paperwork—registrations, letters of recommendation, collection of forms, etc.

One of the hardest tasks, especially in the late 1970s and 1980s was Selective Service Registration. There was a great fear, mostly among parents, that we were signing their boys up for "the draft" and it was difficult explaining that Selective Service is more than just "the draft" and, in fact, that there has not been a draft law on the books since 1973.

Prior to entering administration, I had been a history teacher and spent a lot of time encouraging my seniors to register over the years. When I was approached by a local Selective Service representative and invited to become a registrar, I welcomed the opportunity because it made it so much easier to get the guys to register (and it helps that federal financial aid for college is tied to registration!)

Over the past 27 years, I have registered most of our senior guys with Selective Service with the help of the great resources provided by the department. It has also helped me and our other history teachers by providing materials on SS and the draft for classroom use. It has certainly made a lot of parents happy when those financial aid offers arrive!

Thank you all at Selective Service for this great benefit for young men all over the country.