

THE REGISTER SUMMER 2022



Angela Poole and Biaji Hawkins are recognized for their superior customer service by Mr. Brown

SSS Summit Inspires Positive Change

Led by former Acting Director Craig Brown and former Acting Deputy Director Micheal Migliara the agency held a two-day offsite summit, August 23-24, at the Selective Service System's Data Management Center in Palatine, IL to share, strategize and collaborate on the ongoing transformation of our agency. Staff was able to participate either in person while following CDC protocols or virtually via Zoom. The summit served as an open and transparent series of discussions to empower the workforce and inspire positive change within the agency. Mr. Brown stressed that Selective Service's culture

must continue to build upon three elements necessary for success. Employees need to have a clear vision of where they are going, they need to know that they are valued and supported for their strengths and that everyone has a voice.

The summit served as a collaborative series of sessions to help advance operational efficiencies across the agency. It included customer service; internal policies and guidelines; information technology and cloud innovations; network reliability and security; data collection, storage

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and analysis; public outreach strategies; talent management practices and programs; planning joint mobilization exercises; and quality of life initiatives for the benefit of the Selective Service System workforce and to meet our mission.

Many of the summit's suggested policy, plans and program initiatives that will be implemented will serve Selective Service well as we face future challenges. Agency leadership will continue modernizing and streamlining processes to further improve our day-to-day operations.



Mr. Migliara gives a presentation

Former Acting Director Visits Data Management Center

Former Acting Director Craig Brown visited the Data Management Center and Region I in June. During the visit, Mr. Brown toured the DMC and was able to meet with staff and employees in the Mail Center Branch, Document Services Section, and the Call Center Branch. He was accompanied on the tour by Mr. T.J. Kenney, Acting Associate Director for

Operations.

The highlight of Mr. Brown's visit was his first chance to view the Enterprise Content Management (ECM) system in operation. DMC went live with ECM in November 2021 and continues to push toward greater automation of paper-based processes as outlined in previous Register articles.

During his tour, Mr. Brown saw the entire ECM process, from the inbound processing of paper-based mail, through the scanning and data entry processes, and finally to the processing of the files to create records in RCV, ready for action for Registration or Compliance. Mr. Brown asked questions and was very impressed with DMC's progress to date of this complex project.

He ended his visit with an All-Hands meeting with DMC staff.



T.J. Kenney, Craig Brown, Flora Terrazas and Francisco Morales



Scott Overbey and Craig Brown



Craig Brown, Iris Yu, and T.J. Kenney

Digital Advertising Program

During FY 2022, a new digital advertising objective was implemented. The ‘awareness’ objective replaced the previous objective of ‘website clicks.’ The Digital Affairs team’s main goal was to increase registration awareness within our targeted low registration compliance regions, increasing impressions across all digital advertising platforms. The new objective and an increase in budget accounted for over 216,465 users visiting the SSS website during

the FY 2022. To put that in perspective, studentaid.gov only accounted for 25,607 users visiting the website from June 1, 2020, to June 1, 2021, taking into account the time in which SSS registration status still affected eligibility to receive federal student aid.

Our team is looking forward to FY2023 and learning new and creative ways to provide registration awareness that will, in turn, create a direct correlation to website traffic and registration rates.



SSS Exhibits at the 103rd Annual National Federation of High Schools’ Summer Meeting

The National Federation of High Schools (NFHS) Summer Meeting was held in San Antonio, Texas, June 28 – July 2, 2022. The meeting provided networking opportunities, professional development, and resources for state association staff and board members around the country.



Mary Junell and Desja Fagins staff an agency booth

Participants could attend group training sessions from high-profile speakers like Olympic Gold Medalist and current training and development expert Jackie Joyner-Kersey. There were a variety of networking events and seminars alongside an exhibit hall filled with booths from numerous organizations including the Selective Service System. During the opening event, an information video “Who Needs to Register with the Selective Service System” was played to attendees

During the event, SSS staff members were on hand at the booth to answer questions from attendees, provide outreach materials, and share the importance of Selective Service registration. The agency values our partnership with NFHS and our shared goals of making “champions on the field and in life.”

From the Front Office

Mr. Joel C. Spangenberg Director (acting) Selective Service System



Mr. Joel C. Spangenberg, an appointee of the Biden-Harris Administration and member of the Senior Executive Service, became Deputy Director of the Selective Service System in August 2022. As an agency executive, he will serve in the capacity as acting Director, overseeing National Headquarters staff, the Data Management Center, and three regional headquarters throughout the United States consisting of civil servants, reservists from six services, and over 10,000 volunteers. Previously, he served in senior career roles as the first Executive Director of Operations at the Defense Nuclear Facilities Safety Board, Deputy Associate Administrator for External Affairs at the National Nuclear Security Administration, and Associate Director of Governmental Affairs at Naval Reactors.

During the Obama-Biden administration, Mr. Spangenberg served as Chief of Staff of the Selective Service System (SSS) and Special Assistant to the Deputy Secretary of the U.S. Department of Veterans Affairs. He has also worked in the U.S. Senate as a Subcommittee Deputy Staff Director

and Professional Staff member, where he led national security legislative and oversight efforts. His key volunteer positions in the community have included service as Chairman of Congresswoman Eleanor Holmes Norton's Service Academy Selection Board, SSS Local Board Member of the District of Columbia (D.C.), and Vice Chairman of the D.C. Mayor's Advisory Board on Veterans Affairs. Mr. Spangenberg is a member of the American Nuclear Society and a former Term Member of the Council on Foreign Relations.

Mr. Spangenberg is also a veteran of the U.S. Navy, where he served as a Surface Warfare Officer (Nuclear). He was assigned to the destroyer USS Ross (DDG 71) as the Anti-Submarine Warfare Officer, deploying in support of Operation Enduring Freedom following the 9/11 terrorist attacks. He also served as Reactor Electrical Division Officer on the aircraft carrier USS Abraham Lincoln (CVN 72) with service in the Western Pacific, including in support of disaster relief operations in Indonesia in the immediate aftermath of the 2004 tsunami. His final Navy assignment was Regional Program Director for Training and Readiness (N7) to Commandant, Naval District Washington. Mr. Spangenberg's civilian and military decorations include the NNSA Distinguished Service Medal, SSS Distinguished Service Medal, Department of Defense Meritorious Service Medal, Navy Achievement Medal (two awards), National Defense Service Medal, Global War on Terrorism Expeditionary Medal, Global War on Terrorism Service Medal, and Humanitarian Service Medal.

Mr. Spangenberg graduated with Distinction from the U.S. Naval Academy with a Bachelor of Science degree in Systems Engineering. He is also a graduate of the U.S. Naval War College, where he earned a Master of Arts in National Security and Strategic Studies. Additionally, Mr. Spangenberg completed master's degrees in engineering management at Old Dominion University and in administrative leadership at the University of Oklahoma and is also a graduate of the U.S. Air War College's Senior Developmental Education program.

Adinolfi Family Legacy of Service Spans More than 100 Years

Retired Senior Naval Officer and Commander Greg Adinolfi Carries forward the Symbolic Family Torch of Service Today as Maryland's Selective Service Director

At his swearing in ceremony as Maryland's Selective Service Director earlier this year, retired senior U.S. Naval Officer and Commander, Greg Adinolfi reflected on his service to our country by recalling the dedication of courage of past generations of his family who served.

It all began during WWI when on July 8, 1918 Commander Adinolfi's fraternal grandfather, Ferdinando Adinolfi enlisted as a Private in the Army. Ferdinando, born in Italy and a resident of a Jersey City, standing at just 5 foot 7 inches tall, was fearless in his service throughout the war, receiving commendations for his contributions in America's defeat of Germany.

The legacy of service established by Grandfather Ferdinando in WWI was proudly carried forward

by Commander Adinolfi's father, Philip, and three of Commander Adinolfi's uncles, Alphonse, John, and Joe in WWII. Philip, served in the Army Air Corps, John served in the Army, while Alphonse served in the Marines and Joe served in the Navy. The youngest of the five Adinolfi men, Charlie, went on to serve in the Army during the Korean War.

"I am extremely proud of my dad and uncles for their service to our country. They made the decision to step forward and be part of something bigger than themselves, helping defend America, our freedoms and way of life. Their selflessness courage and patriotism inspired me to join the Navy." said Commander Adinolfi.

Before becoming State Director in 2020, Commander Adinolfi was a Reserve Service Officer 2013-2014 attached to

Selective Service System where he vetted and trained citizens of Maryland to become Local Board Members.

Commander Adinolfi, who has built a distinguished private sector career with Verizon Communications,



also completed two deployments to the Middle East as a Surface Warfare Officer after being called back to active duty while in the Navy Reserve.

"I am proud to have been fortunate enough to carry our family legacy of service forward. My service in the Navy made me who I am today, but it was the values and commitment to service instilled in me by my father that made me take the leap of faith required to live a life of service," Commander Adinolfi said.



Retired BG Dwaine Drummond Sworn In as Maine State Director



Retired U.S. Army Brigadier General (BG) Dwaine Drummond was sworn in as the Maine State Director for Selective Service by Acting Associate Director of Operations and Region I Director Mr. Thomas Kenney. Maine Governor Janet Mills nominated BG Drummond for this position.

“It is an honor and privilege to serve as Maine State Director and help ensure that young men, statewide, are aware of the federal law and register with the Selective Service System. By doing so, these young men are demonstrating

their patriotism and willingness to answer the call to service in the event of a crisis,” BG Drummond said. “The Selective Service does important work in support of the Department of Defense’s mission, and I am proud to be part of it,” BG Drummond further stated.

In addition to his position as Maine State Director, BG Drummond is the Executive Director for the National Guard Bureau Facilities and Engineering Advisory Committee and works as a codes and ordinance consultant for the Town of China, ME. He served over 36 years in the Army, National Guard, and Maine Army National Guard, commanding at the company, battalion, and brigade levels. He is an Iraqi Freedom Veteran and previously served as Director of Facilities and Engineering for the State of Maine and the Maine Army National Guard. He graduated from the University of Maine and went on to earn his master’s degree at Thomas College in Waterville, ME. BG Drummond is an Army War College graduate and longtime, active member of the American Legion. He resides in China, ME with his wife, Brenda. They have two grown children, Chase and Kiley.

Ms. Rebecca Baczewski Sworn In as Vermont State Director

Former U.S. Army Reserve officer and community leader Rebecca Baczewski, was sworn in as the Vermont State Director by Mr. Thomas Kenney, Selective Service System Acting Associate Director of Operations and Region I Director. Ms. Baczewski was nominated for this position by Vermont Governor Phil Scott.

“Having served in the US Army Reserve and counseled Army and Air Reserve component families in the areas of family readiness and resilience training, I appreciate and respect the sacrifices and

commitment that our young men and women in uniform make every day to defend America. In this same light, it is an honor and privilege to serve as Vermont State Director to help ensure that men, ages, 18-25, across the state are aware of the federal law and register with the Selective Service System,” Ms. Baczewski said.

Ms. Baczewski, is a billing specialist for The Lifestyle Athlete and Rehabilitation Clinic in Burlington, and has been an active volunteer in both local and military communities. Her roles included lead volunteer at the Vermont Air National Guard 158th Fighter Wing, Girls on the Run coach, German American Women’s Club media specialist, and Americans Working Around the Globe Executive Board Member. She previously served as a Senior Family Support Assistant for the State of Vermont and, when in Stuttgart, Germany, assisted the U.S. Army Garrison with resiliency training as part of service member in-processing. Ms. Baczewski earned her bachelor’s and master’s degrees at Midwestern State University in Wichita Falls, TX. She resides in Burlington, VT with her husband, David.



Mr. Michael A. Smith Sworn In as Connecticut State Director

Mr. Michael A. Smith, community leader, business executive, and former U.S. Army Infantry Officer was sworn in as the Connecticut State Director by Mr. Thomas Kenney, Selective Service System Acting Associate Director of Operations and Region I Director. Mr. Smith was nominated for this position by Connecticut Governor Ned Lamont.

“The Selective Service registration represents an additional tier of support to our Nation’s all-volunteer military in the event of a national emergency and factors into the Department of Defense’s efforts to maintain military readiness. It is an honor and privilege to serve as Connecticut State Director and support this mission by ensuring that young men, ages, 18-25, across our state are aware of the federal law and register with the Selective Service System,” Mr. Smith said.

Mr. Smith, who is an experienced financial



professional, is an active volunteer in his local community. He dedicates his time as a volunteer first responder with the North Haven Community Emergency Response Team, serves as the President of the Board of Directors for the West Point Society of Connecticut, and has coached numerous youth soccer and basketball teams in multiple communities around Connecticut. Mr. Smith is a West Point graduate and lives in North Haven, CT and has two grown sons, Michael and Isaiah.

Retired Navy Commander Jason Fahy Sworn In as Rhode Island State Director

Retired senior U.S. Naval officer and Commander, Jason Fahy was sworn in as the Rhode Island State Director by Mr. Thomas Kenney, Selective Service System Acting Associate Director of Operations and Region I Director. Commander Fahy was nominated for this position by Rhode Island Governor Daniel McKee.

“Having served in the US Navy, I appreciate and respect the sacrifices and commitment that young people who serve are making for our country. The Selective Service enables our Nation to respond effectively to military manpower needs, should it be called upon to do so. It is an honor and privilege to continue to serve as Rhode Island State Director and support this mission by ensuring that those eligible, ages, 18-25, across the Ocean State are aware of the federal law and register with the Selective Service System,” Commander Fahy said.

A Naval Academy Graduate and Associate Director of the Ocean Exploration Cooperative Institute at the University of Rhode Island, Commander Fahy served 20 years in the Navy as a professional engineer; Navy Diving Officer; and



Seabee Combat Warfare Officer. He commanded two deployed detachments of Seabee divers throughout the Pacific in support of Navy waterfront construction missions. Commander Fahy is a decorated veteran with multiple Meritorious Service Medals; Joint, Army and Navy Commendation Medals; and various other service awards.

He holds advanced degrees from the University of Rhode Island with a master's in Ocean Engineering and the Naval War College in Defense and Strategic Studies. Commander Fahy resides in North Kingstown, Rhode Island with his wife Jaime, and their sons, Quinlan and Campbell.

In The Field

Former Acting Deputy Director, Micheal Migliara presented New York City State Director Paul Raimondi and Pennsylvania State Director John Williams with the Vietnam War Veteran lapel pins at the Niagara Conference on Thursday, August 18th. Both State Director Raimondi and Williams served in the Vietnam War.



L to R: Paul Raimondi, Micheal Migliara, and John Williams

Region 1 RSMs Participate in Local Events

This summer, the Region I Resource Service Members (RSM) from New Jersey have been busy raising awareness about Selective Service registration. Lt Col Thompson, Maj Malloy, and Maj Capezzuto, participated in the Cumberland State Fair. This venue of approximately 6,000 attendees provided an excellent opportunity for the RSMs to reach out to young men and influencers and inform them of the many benefits of registering. The RSMs also attended the American Legion Jersey Boys State program held at Rider University where they communicated with and distributed registration information to 650 high school students.



Lt Col Thompson and Maj Malloy



American Legion Jersey Boys State program participants



Employee Awards

Congratulations to SSS Employee of the Quarter Flora Terrazas from the DMC and all the employees who were promoted and received awards during FY22 Q3 for their superior performance and contributions to Selective Service. A list of the award recipients and employee promotions 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 Three

Runner-up Employee of the Quarter:
Tahreem Choudhary (IT)

Individual Awards

Michelle Cebula (RI)
Duyen Pham (IT)
Kyle Wisher (DMC)

Spot Awards

James Gerber (SS)
Thomas Kenney (RI)

Honorary Awards

Karen Britton (SS)

Group Awards

RI State Program Manager Team

Karan Fraley
Jennifer McClanahan

Quality of Life IPT

Yudidian Georges
Nicole Harris
Jennifer McClanahan
Luis Vazquez
Betty Lou Wingo

Employee of the Quarter Award:
Flora Terrazas, DMC



Promotions

Crystal Davis, Contract Representative, DMC – Promoted to GS-8
Biaji Hawkins, Contract Representative, DMC – Promoted to GS-7
Sabrina Mey, Mail Processing Assistant, DMC – Promoted to GS-7
Elizabeth Peschock, Digital Affairs Chief, PIA – Promoted to GS-12
Angela Poole, Contact Representative, DMC – Promoted to GS-8

Iris Yu Promoted to IT EMC Specialist

Ms. Nhu “Iris” Yu has been promoted to IT Enterprise Content Management (ECM) Specialist. The promotion was effective July 17, 2022.

She joined the Selective Service System team as an Information Technology Specialist on June 25, 2017, as part of the Data Management Center Registration and System Analysis Division. Prior to joining SSS, Ms. Yu worked at the United States Military Entrance Processing Command here in Great Lakes, Illinois.

Ms. Yu was born in Vietnam, raised in Taiwan, and currently resides in Vernon Hills, IL with her mother.

In 2001, Ms. Yu graduated with a Bachelor of Science degree in Computer Science from Long Beach State, in Long Beach, California. In 2009 Ms. Yu earned a Master’s degree in Computer Science from California State University, Fullerton, California.

At the DMC, Iris quickly established herself as a technical expert. Her main role included support of the Registration Compliance Verification (RCV) system. Iris was involved in the automation of the RCV files processing, worked on the Code-1 and Mailstream projects, managed updates and configuration changes, documented Use Cases and Tests



Cases, and performed multiple other tasks related to the proper function of the RCV system.

With the implementation of ECM, Ms. Yu took the initiative to obtain additional duties as the System Administrator of the ECM software. This change required her to gain extensive knowledge of the inner workings of the new system.

As a result of this promotion, Ms. Yu will focus on supporting the ECM system and will provide leadership, support, and guidance to the junior staff.

We are fortunate to have Iris as a part of our DMC team.

Congratulations Iris!

Award Presented to Alabama State Director Mr. Paul Jacobs

On July 9, 2022, Region II Director, Mr. Perez, presented State Director (SD) Pau Jacobs with the Selective Service System Exceptional Service Award. Retired Brig Gen Jacobs joined the Selective Service

in May 2018 and served the State of Alabama with great distinction and honor as a trusted and respected representative on behalf of the Selective Service System. In the short period of time he was with us,

SD Jacobs was able to achieve notable actions that will ensure the State of Alabama continues a positive trend with regards to Registration, Local Board member appointments and National Guard assignment vacancy fills. He personally engaged with the Joint Force Headquarters of the Alabama National Guard to help make sure our Army National Guard positions were a priority and fully manned. SD Jacobs also initiated and established support with the Alabama Department of Motor Vehicles ensuring all contact information remained up to date regarding registration initiatives. The Exceptional Service Award was presented to SD Jacobs during the July drill weekend at the Joint Force Headquarters in Montgomery, AL. Mr. Perez, SD Jacobs, LTC Bacon, and Maj Elrod also met to discuss, plan, and review the materials for the Alabama State Readiness Plan Tabletop Exercise (TTX) that will be held during the August Drill weekend. SD Jacobs was a key member in the planning of the exercise. We thank SD Jacobs for his support to the Selective Service System and the Nation.



L to R: Mr. Carlos Perez, SD Paul Jacobs



L to R: LTC David Bacon, Maj Stephen Elrod, SD Paul Jacobs

Region 1 RSM of the Quarter: Lt. Col. Thompson



Congratulations to Lt Col Thompson, USAFR from New Jersey on being named Region 1 Reserve Service Member of the Quarter. Lt Col Thompson, has demonstrated exceptional leadership while constantly encouraging his team to achieve Selective Service's mission in new and innovative ways.

Bravo Zulu!

Region II RSM Promotes Registration Awareness



Region II RSM Lt. Col. Frank Mulder Jr. (pictured above center) attended a Junior Reserve Officer Training Corps event involving 80 schools with over 1,100 high school junior cadets from Kentucky and Tennessee. He personally spoke to and provided registration information to 300 plus cadets.

The participants ranged in age from 14

to 18 years old. LTC Mulder explained to the young men the importance of registering with Selective Service and the many benefits linked to the registration requirement.

He also engaged with guidance counselors serving as chaperons about registration and discussed strategies to improve registration with men from ages 18-25.

Matthew Tittmann Retires

On July 27, 2022, Selective Service staff joined Matthew Tittmann, Senior Public Affairs Specialist in the Office of Public and Intergovernmental Affairs, and his wife Jill to celebrate his retirement.

During his tenure at the agency Matthew has enthusiastically supported registration by collaborating on many agency programs including: public service announcements; outreach efforts; the SSS exhibit program; working with stakeholders and influencers; helping create transit ads in major cities;

and various advertising and media campaigns. Additionally, Matthew has experience working with the agency's Military Personnel program.

Matthew retired from the U.S. Army in 2004. Prior to joining SSS, he served in a number of civilian assignments at DOD's BRAC Joint Service Group, the Army BRAC Implementation Office, the United States Security Assistance Command, and the Defense Media Activity at Fort Meade, Md.

We thank Matthew for being a valued member of



the SSS team and for the many contributions he has made to our agency. We wish Matthew and his wife Jill much happiness as they embark on this new chapter of their lives.



Craig Brown, Jacob and Matthew's wife Jill



Jacob Daniels presenting Matthew with moments of appreciation from the staff.



Contributors

Matthew Adams

Greg Adinolfi

Anne Basa

Michelle Cebula,
Yudidian Georges

Rob Grinton

Charles Kinsey

PIA Staff



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