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THE REGISTER

THE SELECTIVE SERVICE SYSTEM'S QUARTERLY MAGAZINE



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"I think that mission was something that's really important, but I think that's culture is something that's really set in and made a very positive difference."

SSS employees honored during Q2 awards Pg 16

Paper looking for submissions from SSS employees Pg 22









SELECTIVE SERVICE MAKES TOP 10 LIST

Survey results show Selective Service System ranks in the top 10 'Best Places to Work in the Federal Government' among small agencies.

The Selective Service System received a top 10 ranking as one of the 'Best Places to Work in the Federal Government' among small agencies. The Agency's 2022 10th place ranking among 30 small federal agencies marks the 4th consecutive year that the Agency scored in the top 10, finishing with an overall employee satisfaction



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ON THE COVER

This edition of the Register features the 2022 Best Places to Work badge. To read more about our ranking first published by the Washington Post, click the link below.

<https://www.washingtonpost.com/business/interactive/2023/top-workplaces-federal-government/>

Selective Service System Ranks in Top 10 Best Places to Work in the Federal Government

The Selective Service System received a top 10 ranking as one of the ‘Best Places to Work in the Federal Government’ among small agencies. The Agency’s 2022 10th place ranking among 30 small federal agencies marks the 4th consecutive year that the Agency scored in the top 10, finishing with an overall employee satisfaction survey score of 73.2. The 2022 government-wide average employee satisfaction score among federal agencies was 63.4 out of 100.

The employee engagement score was calculated by the Partnership for Public Service and Boston Consulting Group and was released as part of its 2022 Best Places to Work in the Federal Government report.

The 2022 survey results ranked the Selective Service System second among small federal agencies in the category of ‘effective senior leadership,’ which focused on leaders’ ability to foster a positive work culture where all employees are treated with dignity and respect and provided with the tools needed to contribute to the Agency’s mission.

The Agency finished in the top three for its policies and practices promoting work-life balance for employees as it fully transitioned the workforce to a blend of in-office and telework schedules. Finally, the Selective Service System finished third in the category for ‘diversity,’ primarily for its transformation of personnel management policies and practices, fostering diversity through employee recruitment, promotion,



L to R Chief of Staff Khan, Acting Director Spangenberg, and Acting Deputy Director Brown accept the award in Washington, D.C.

and development opportunities across the Agency.

Acting Director Spangenberg, Acting Deputy Director Brown and Chief of Staff Khan attended the Partnership for Public Service recognition breakfast at the National Press Club in Washington, DC where they met leaders from several top-10 ranked agencies. Data for our Agency is available here: [Selective Service System | Best Places to Work in the Federal Government](#).



Acting Director Spangenberg addresses meeting attendees.

ANNUAL ANAVICUS BREAKFAST AND WREATH-LAYING CEREMONY

Acting Director Spangenberg addressed the annual Army, Navy, and Air Force Veterans in Canada-U.S. Unit (ANAVICUS) breakfast meeting on February 27, 2023.

ANAVICUS was formed after World War II to maintain the bond that was established between veterans in Canada and the United States during the war.

The organization has a history of distinguished members from both the military and diplomatic professions.

Among the many honored guests at the event were Paul Hooper, the President of the Canadian parent organization, American Legion National Commander Jim Troiola of New York, American Legion National Adjutant Dan Wheeler, Selective



Selective Service and American Legion staff at the wreath laying ceremony.

Service Wisconsin State Director and Past National Commanders Denise Rohan, John P. "Jake" Comer, an American Legion Past National Commander from Massachusetts, Acting SSS Deputy Director Craig Brown and SSS Chief of Staff Saif Khan.

Following the breakfast, all were

invited to attend the annual wreath-laying ceremony at Arlington National Cemetery, where American Legion staff and Acting Director Spangenberg laid a wreath at the gravesite of Gen. Lewis B. Hershey.

Gen. Hershey was ANAVICUS' first president and spent almost 30 years at the Selective Service Director.

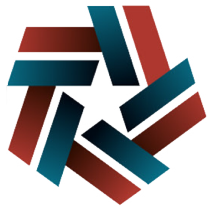
Selective Service Hosts White House Personnel Office Staff



Acting Director Spangenberg and Chief of Staff Khan hosted members from the White House Presidential Personnel Office for a briefing about the Selective Service System on March 24, 2023. Some of the many topics discussed were the Agency's mission and functions, the SSS strategic vision, DEIA and EEO initiatives, and Interagency efforts with other Federal agencies. Joining Acting Director Spangenberg were Acting Deputy Director Craig Brown, Chief of Staff Saif Khan, Mr. Daniel A. Lauretano, Sr., Mr. Robert Kenny, and Mr. Jacob Daniels. The White House team included Mr. David White, Ms. Salem Mariam, and Mr. Milan Vivanco.

ON AIR

WITH



FEDERAL NEWS NETWORK

Acting Director Joel Spangenberg spoke with podcast host Tom Temin about the SSS mission, employee support, and why the Agency made the top ten list of best small agencies.



Acting Director Spangenberg and podcast host Tom Temin sit in the recording studio for a podcast about the Selective Service.

Acting Director Joel Spangenberg was interviewed on the Federal News Network’s podcast Federal Drive with host Tom Temin on April 28, 2023.

The interview was part of a larger series of feature stories on federal agencies regarding rankings as part of the Partnership for Public Service’s 2022 ‘Best Places to Work’ rankings.

Not only did the interview discuss the rankings but also the mission of the Selective Service System.

“We support the national defense community, and people are quite proud of that mission,” Spangenberg said. “We do see ourselves as serving a critical role in ensuring the nation’s military personnel needs are met in times of a national emergency and staying prepared to support that need.”

The Selective Service System ranked in the top 10 of the Best Places to Work in the small agency category, and the podcast aimed at uncovering why.

When asked what he does to ensure that happens, Spangenberg said that Selective Service does well because it really does care

for its people.

“We’ve created a respectful and inclusive culture in the Agency,” Spangenberg said. “I think that mission was something that’s really important, but I think the culture is something that’s really set in and made a very positive difference.”

Spangenberg pointed to leaders leading by example and employees feeling recognized for their talents as examples of what led to SSS making the top ten on the survey results.

“The team has also done a great job caring for the wellbeing of its employees, and this is something we talk about,” Spangenberg said. “We even have had an integrated project team that focused on quality of life, and I think that was very meaningful for people. We’re bringing teammates together to find ways to improve.”

He went on to say that the organization continues to find ways to improve the quality of life for employees. He also said they use the survey results to help motivate the team and help identify recommendations that went into an action plan that the organization is working to implement into the Agency.



106th Anniversary of the Selective Service System

On May 18th, 2023, Joel C. Spangenberg, Acting Director of Selective Service, delivered remarks at Arlington National Cemetery (ANC) to commemorate the 106th anniversary of the Selective Service System and presented a wreath at the gravesite of General Lewis Blaine Hershey to memorialize his life and service to our nation.

Acting Director Spangenberg stated, “General Hershey’s legacy, coupled with the accomplishments of Selective Service directors who followed, motivates our Agency to continue improving and modernizing for the future, while also enhancing our readiness.”

“We remain as relevant today as we were decades ago, when the Military Selective Service Act was first passed into law.”

As part of its enduring mission, the Selective Service continues to register men in a fair and equitable manner, while modernizing its systems and implementing new innovative processes through existing procedures.

Innovation remains a key element of success for the SSS, and this past year, the Agency advanced its modernization efforts by delivering new tools for employees and registration customers while enhancing the cybersecurity data protections.

Currently, registration with the Selective Service is the most publicly visible program during peacetime that ensures operational readiness in a fair and equitable manner.

Acting Director Spangenberg emphasized that everything the Selective Service System does is linked to the Agency’s support to the Department of Defense and America’s national security interests, stating, “As a Readiness organization, we deliver on the promise to maintain a vital national strategic capability to the Nation. We

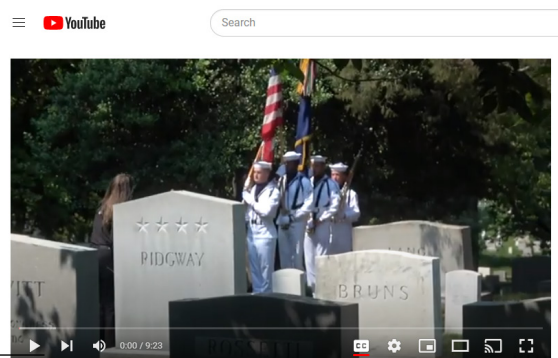


remain ready for immediate mobilization and transition to full operation if directed to do so by the President and Congress. This includes ensuring opportunities are made available to conscientious objectors to serve America as part of an Alternative Service Program in lieu of serving in the military.”

As a central piece of its mission, the Selective Service System stands ready to support the Department of Defense’s efforts to maintain the military end-strength necessary for “backstopping diplomacy, confronting aggression, deterring conflict, projecting strength, and protecting the American people, as articulated in the National Security Strategy and emphasized by the National Defense Strategy.



WATCH ACTING DIRECTOR SPANGENBERG PRESENT A WREATH AT ARLINGTON NATIONAL CEMETERY TO COMMEMORATE THE 106TH ANNIVERSARY OF THE SELECTIVE SERVICE AND HONOR GENERAL LEWIS BLAINE HERSHEY.



106th Anniversary of the Selective Service System

<https://www.youtube.com/watch?v=ECBt0g4g0us>



In April 2023, the Agency created and launched four new Public Service Announcements in English and Spanish.

The 30-second videos are airing on over 1,800 local TV networks and 9,000 radio stations nationwide.

Additionally, the PSAs are a part of the Agency's digital advertising campaign, airing on Disney Plus, Hulu, YouTube, social media, and

much more.

PIA's Digital Affairs team members Mary Junell and Desja Fagins supervised the film production alongside actors, producers, and film crew to provide critical guidance on the Selective Service style and brand.

OUR HALLMARK VIDEO, 'TESTIMONIAL,' HIGHLIGHTS VARIOUS BENEFITS ASSOCIATED WITH SELECTIVE SERVICE REGISTRATION. THE FINAL SCENE REMINDS MEN TO REGISTER BECAUSE 'IT'S WHAT YOU DO.' THIS VIDEO WAS PRODUCED IN ENGLISH AND SPANISH.

<https://youtu.be/JKWefcYHOnM>

https://youtu.be/BCIJ7Lc8Q_4



<https://youtu.be/jP0-G6MkxiY>

<https://youtu.be/Yrp2Q4w3I2Q>

'INFLUENCERS' FEATURES A VARIETY OF COMMUNITY MEMBERS FROM ALL WALKS OF LIFE (DOCTORS, PARENTS, TEACHERS) WHO GATHER IN A LOCKER ROOM TO LISTEN TO A PEP TALK. A COACH ENCOURAGES THEM TO REMIND THE YOUNG MEN IN THEIR LIVES TO REGISTER WITH SELECTIVE SERVICE WHEN THEY TURN 18.

'FUTURE STEVE' FEATURES A YOUNG MAN WHO IS VISITED BY HIS TIME-TRAVELING FUTURE SELF, WHO REMINDS HIM TO REGISTER WITH SELECTIVE SERVICE TO REMAIN ELIGIBLE FOR HIS DREAM JOB IN 10 YEARS.

LOOKING FOR OUTREACH MATERIALS?

CLICK THE LINK BELOW FOR DIGITAL ASSETS.

[HTTPS://WWW.SSS.GOV/NEWS-AND-MEDIA/OUTREACH-MATERIALS/](https://www.sss.gov/news-and-media/outreach-materials/)

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Basketball Poster



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Spanish Language Poster



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Pave Your Way



Download

Registration Form

A registration form with various fields for personal information, including name, address, and date of birth. It includes the Selective Service logo and a QR code.

Download

Local Board Member Brochure



Download

New APP for Local Board Members!

The Agency's NEW Local Board Member App is now available for download on both the Google Play and Apple App Store.

The app makes it easier for Selective Service Board Members to find contact information for their region quickly, complete annual training, and easily access FAQs and documents.

Download the app today!

Google Play Store:

<https://play.google.com/store/apps/details?id=com.quickseries.rca.selective.service.system>

Apple App Store

<https://apps.apple.com/us/app/selective-service-system/id6445855725>



PIA BRIEFS GREEN AND GOLD CONGRESSIONAL AIDE PROGRAM

“Attending the briefing enables us to educate participants on how to work with Selective Service when a constituent needs assistance from our Agency.”



PIA team members Jacob Daniels and Rob Kenny meet with members of the Green and Gold Congressional Aide Program.

Members of the Selective Service System’s Public and Intergovernmental Affairs (PIA) Team met with members of the Green and Gold Congressional Aide Program at the O’Neill House Office Building in Washington, DC, on March 28, 2023.

The 13 congressional aides who attended are all military veterans participating in a two-year fellowship in the office of a member of the House of Representatives.

Rob Kenny and Jacob Daniels, both members of PIA, spoke about the importance of fairness and equity, registration, local boards, the alternative service program, and the types of inquiries they may receive from constituents related to Selective Service issues.

Daniels said it was a three-fold opportunity to speak to this group of aides.

“A major responsibility of members of Congress is to resolve constituent matters related to the federal government,” Daniels said. “Attending the briefing enables us to educate participants on how to work with Selective Service when a constituent needs assistance from our Agency.”

Additionally, the briefing provided a chance to build rapport with staff members in various

congressional offices and help assist veterans with their transition to civilian life through supporting the Green and Gold Program.

“It’s an excellent program, and we really appreciate all the work that goes into it,” Daniels said. “The people we meet during these briefings are exceptional, so that’s the icing on the cake.”

The aides were engaged in the briefing and asked questions about topics including registration for transgender persons, expanded registration, and requirements for serving on local boards.

The team from PIA reiterated that they are always available to help them with constituent inquiries and will make their request for assistance a priority.

PIA is already planning on giving a briefing to the next class of Green and Gold Congressional Aide Program participants in June.

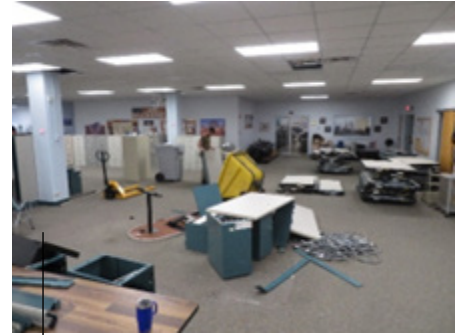
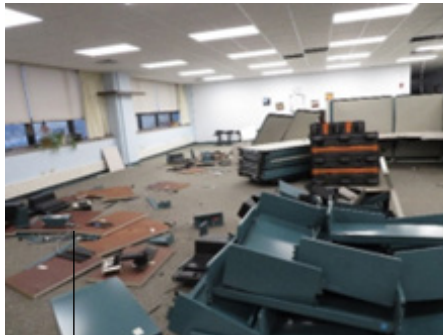
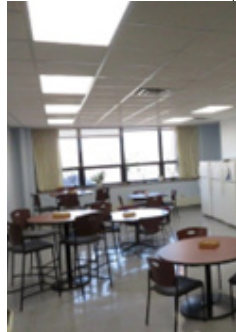
“I think we’ve established an enduring intergovernmental partnership,” Daniels said. “We are on a first name basis with the folks who run the program.”

PIA continues to foster relationships like these to support the overall mission of the Selective Service System.



PIA team members Jacob Daniels and Rob Kenny meet with members of the Green and Gold Congressional Aide Program.

OUT WITH THE OLD & IN WITH THE NEW



THE DMC BEFORE AND DURING RENOVATIONS

DMC Completes Renovations

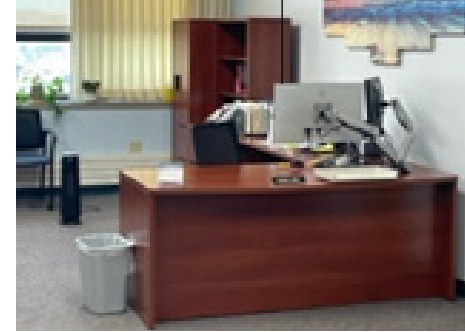
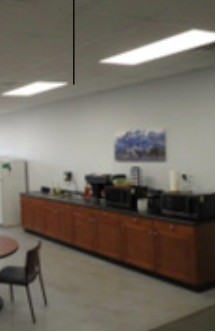
The Data Management Center welcomed the New Year with a bang, as the furniture renovation projects started and employees and staff said good-bye to some older furniture and fixtures dating back thirty years.

The renovations took place in three phases. The first phase began in January 2023 with brand-new furniture in the outer offices through out the Data Management Center.

The second phase of the renovation was a major undertaking, as it involved the Call Center Branch, Registration Support and Analysis Division (Project Management and IT), and Data Entry.

The renovations consisted of over thirty cubicles in two separate areas. The demolition of the cubicles was the first part of the project. In order to reduce costs, the DMC enlisted the assistance of a working party from the Great Lakes

L TO R: LARGE BREAK-ROOM COMPLETED, SMALL BREAK-ROOM COMPLETED, CALL CENTER COMPLETED AND ADMIN FURNITURE COMPLETED.



NICOLE HARRIS AND MICHEAL MIGLIARA CUT THE GRAND REOPENING RIBBON DURING A CEREMONY AT THE DMC MARCH 8, 2023

Naval Station.

The working party consisted of ten newly enlisted, recent Naval boot camp graduates that assisted the DMC staff and employees with the laborious demolition effort (see photos).

After the demolitions were completed, the furniture installations began and the DMC slowly turned into a new working environment.

The final, third phase of the renovations were the much-needed upgrades to the break-rooms. The breakrooms were updated with new cabinets, sinks, tables, and chairs. All of the modern updates have provided the employees with an increased

pride in their workplace and increased employee morale.

March 8th, 2023 was the long awaited day that everyone was looking forward to. There was a ribbon cutting ceremony and the re-grand opening of the Data Management Center.

Mr. Micheal A. Migliara, Associate Director Public and Intergovernmental Affairs was present to participate in the ribbon cutting ceremony to mark the end of the renovations.

The ceremony marked a great milestone for the DMC staff and employees, and everyone enjoyed cake and punch to celebrate the success.

SUPERVISOR TRAINING AT REGION I AND THE DATA MANAGEMENT CENTER

On April 13th and 14th, 2023, Chief of Staff Saif Khan, General Counsel Daniel A. Lauretano, Sr., Human Resources Officer Lee Levells, and Contracting Operations Officer Georgette C. Hendricksen visited Region I and Data Management Center for a staff visit and in-person supervisor training.

The Supervisor Training covered critical topics such as your role as a supervisor, human resources, legal/ethics, and contracting management. It was an excellent opportunity to ask questions and to engage with the subject matter experts.

The visitors took a tour of all the DMC spaces and, as with all visitors, were very

impressed by the organization and effort required in order for DMC to accomplish its daily mission.

At the end of training, the Chief of Staff presented Daisy Santiago with a 35-year Federal service award. Ms. Santiago has worked for the Data Management Center for her entire career, and the employees and staff are truly grateful for her dedication and service to country.

David Johnson was presented with the Employee of the Quarter Award for the 2nd Quarter. Mr. Johnson is one of our newest employees and has hit the ground running with his contributions and experience in project management.



Daisy Santiago and Chief of Staff Saif Khan



David Johnson and Chief of Staff Saif Khan



Kenneth Montgomery and John Williams stand with attendees of the Conservative Anabaptist's Conscientious Objectors Encouragement Meeting.

National Alternative Service Program Conscientious Objectors Encouragement Day

On April 1, 2023, the Selective Service System attended the Conservative Anabaptist's Conscientious Objectors (CO) Encouragement Meeting at the Ephrata Fellowship Church in Ephrata, PA.

The meeting was sponsored by Harmony & Dunkard Brethren Conservative Anabaptist Service Program, a draft preparation service program and division of Christian Aid Ministries.

The meeting was attended by Pennsylvania State Director John Williams, National Alternative Service Program Manager Ken Montgomery, members of the Lancaster County Selective Service Local Board, Rick Hess, Greg Sahd, and Richard Dellinger, Public Affairs Specialist

Desja Fagins, and community volunteer James Myers.

During the event, Pennsylvania State Director John Williams explained the mission of Selective Service, and Kenneth Montgomery, Selective Service Alternative Service Program Manager, shared the goals of the National Alternative Service Program and the collaborative efforts between the Agency and CO communities.

A recording of the SSS Alternative Service portion of the event is available for viewing for Selective Service employees, State Directors, and volunteers.

<https://youtu.be/956INHk3MhU>

Evangelene & Biaji

The Mother-Daughter Duo of the DMC

At just five years old, Biaji Hawkins first walked through the DMC doors in 2004 when her mother, Contact Representative Evangelene Montgomery, brought her in for 'Bring Your Child to Work Day.'

Biaji began working alongside her mother in 2021 as a Contact Representative; however, two years prior, she worked as a Data Management Center Contractor for the Mail Center Branch.

Biaji and Evangelene led in planning and preparing for the DMC's 2022 African American History Month luncheon events, where they presented a wellness game. Evangelene 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.

"I love working with my mom. We can help each other with work-related issues or even share something one of us has learned with the other. So, it's great!" said Biaji.



The Duo states that their major challenge working together is keeping the other from eating all their snacks. They support and encourage each other by actively listening to concerns and not being afraid to say sorry.

Working together has strengthened their relationship and given them a unique perspective on the work-life balance.

Working as a Contact Representative at the Data Management Center may be difficult at times, but for Biaji and Evangelene, it's a career that has brought them closer together.

Regional Social Media Program

Within the past decade, social media has increased significantly; in 2005, 5% of adults living in the United States reportedly engaged on social media platforms. Today, that number has drastically risen to nearly 70%. With social media's rising influence among users, it's important the Selective Service remain involved online, providing an opportunity for local civic engagement and registration awareness.

The Digital Affairs Team launched the Regional Social Media Program, designed to connect Agency key players to Regional specific media platforms. This initiative will encourage networking among volunteers, employees, RSMs, and State Directors to facilitate registration awareness within communities.

All members of the Selective Service family have an opportunity to contribute to the Regional Social Media Program and can submit content related to Regional specific outreach efforts. If you are on social media, be sure to like, follow, and share your Region's Facebook page linked below.

[Region I - Selective Service System](#)

Michelle Cebula, Michelle.Cebula@sss.gov

[Region II - Selective Service System](#)

Charles Kinsey, Charles.Kinsey@sss.gov

[Region III - Selective Service System](#)

Kathy Green, Kathy.Green@sss.gov



To submit stories, photos, narratives, or any other forms of content, please contact Elizabeth Peschock at EPeschock@sss.gov



John Arbogast raises his right hand during his swearing in ceremony.

John A. Arbogast Sworn in as Selective Service System's California State Director

On March 13th, 2023, John A. Arbogast was sworn in as the California State Director of the Selective Service System by Acting Director of Selective Service Joel C. Spangenberg.

A native Californian, Mr. Arbogast was nominated for this leadership position by California Governor Gavin Newsom.

The swearing-in ceremony was held at the California National Guard Joint Forces Training Base in Los Alamitos.

Acting Director Spangenberg said, "Mr. Arbogast is a highly regarded member of the Pasadena community, with a proven record of success in everything he does. He is an exceptional leader, recognized for his contributions as a veteran, first responder, teacher, and coach. We are fortunate to have

Mr. Arbogast take the reins as California State Director. He will lead efforts to strengthen Selective Service System readiness capabilities statewide in coordination with California's state, county, and local officials."

"Having served our country in the U.S. Coast Guard with four years of voluntary active duty after 9/11, I appreciate and respect the sacrifices that the men and women who serve are making for our country. The Selective Service System enables our Nation to respond effectively to military personnel needs in times of national emergency. It is an honor and privilege to serve as California State Director and support this important mission by ensuring that we can fairly and rapidly mobilize operations across the state if called upon to do so," said Mr. Arbogast.



CALIFORNIA STATE DIRECTOR JOHN ARBOGAST, SEEN TO THE LEFT IN UNIFORM AND ABOVE AT HIS SWEARING IN CEREMONY.

During his 28 years of distinguished military service, Mr. Arbogast served as a Detachment Commander for the Selective Service System for Los Angeles County, California. He oversaw all volunteer board memberships, successfully increasing board member staffing levels from 63 percent to 97 percent during his tenure. He was subsequently awarded the Joint Service Commendation Medal for his extraordinary achievements while serving in this leadership position.

Mr. Arbogast, recently retired from his duties as a Pasadena City Commissioner and volunteer Pasadena Fire Department medic, and previously served as a federal inspector for the U.S. Department of Justice, a chief warrant officer 4 in the U.S. Coast Guard, and a master training honors history teacher and

track coach.

He was also a lead law enforcement peace officer and fire suppression captain as a park ranger for the City of Los Angeles for 21 years. Most recently, he served as California's Deputy State Director of the Selective Service System.

Mr. Arbogast is an honors graduate from both the University of Southern California and the California State University at Los Angeles Master Teaching Program.

He completed a graduate fellowship in field archeology at the College of William & Mary, as well as two advanced leadership schools at the U.S. Coast Guard Academy.

He lives with his wife Nancie, who serves as the Chief of Internal Affairs for the Los Angeles Fire Department, in both Pasadena and San Clemente, California.

Gary W. Kirk, Sworn in as the Selective Service System's Alabama State Director



AFTER NEARLY 34 YEARS OF SERVICE WITH THE AIR FORCE AND AIR NATIONAL GUARD, GARY KIRK CONTINUES HIS SERVICE TO THE COUNTY BY BECOMING THE ALABAMA STATE DIRECTOR OF THE SELECTIVE SERVICE SYSTEM.

On April 21, 2023, Alabama Air National Guard Officer, Gary W. Kirk, was sworn in as the Selective Service System's Alabama State Director by Selective Service Acting Director Joel C. Spangenberg.

Alabama Governor Kay Ivey, who nominated Mr. Kirk for this position, participated in the ceremony at the Alabama State Capitol in Montgomery.

Alabama Governor Ivey said, "Mr. Kirk has not only served our Nation for more than 30 years as a true patriot and hero, but he has stepped up and helped our great state of Alabama get through some difficult natural disasters to include Hurricane Ivan and numerous tornado outbreaks over the years.

Thank you, Gary, and thank you Alabama Air National Guard for all that you do. The State of Alabama stands ready to support our homeland in times of national emergency and part of that commitment means partnering with the Selective Service."



Mr. Kirk is presented a certificate by Acting Director Spangenberg.

Acting Director Spangenberg said, “Mr. Kirk dedicated nearly 34 years of military service to our Nation. He is an exceptional leader, recognized for his contributions to the Air National Guard and the Air Force in the areas of tactical and combat communications, cybersecurity, and information technology. As our Alabama State Director, Mr. Kirk will lead efforts to strengthen Selective Service System readiness capabilities statewide in coordination with Alabama’s state, county, and local officials.”

“It is an honor and privilege to join the Selective Service System and continue serving our Nation in this important role. We do not know what the future may hold, and it is vitally important that the Selective Service is ready to support the military personnel needs of our Nation in times of national emergency. As Alabama State Director I am committed to proactively working to ensure that we can fairly and rapidly mobilize operations across the state if called upon to do so,” said Mr. Kirk.

Mr. Kirk, who attained the rank of Colonel before retiring from the Alabama Air National Guard in

2019, held numerous leadership positions during his nearly 34 years of service, culminating with his ascension to Director of Cyberspace Operations in Montgomery, AL.

He previously served as Adviser to the Air University Commander, as Commander of the of 226th Combat Communications Group and Commander of the 226th Combat Communications Squadron.

Mr. Kirk began his military career with the U.S. Air Force in 1986 with the 426th Tactical Fighter Squadron at Luke Air Force Base, AZ.

Mr. Kirk is a life member of the National Guard Association of America, the Air and Space Forces Association, and the Veterans of Foreign Wars.

Mr. Kirk earned his Bachelor of Science Degree in Business Administration from Southeast Missouri State University and his master’s degree from Golden Gate University in San Francisco, CA.

In 2006, he earned a master’s degree in strategic studies from the Air War College, located at Maxwell Air Force Base, AL.

He lives with his wife Jeanine in Wetumpka, AL. They have two adult children: Andrew and Ryan.

QUESTIONS AND ANSWERS WITH *Georgette C. Hendricksen*



As the Selective Service System made the top 10 list of best places to work for the fourth consecutive year, across the Agency are employees who have dedicated their lives to federal service, many having served more than 30 years in support of our government.

For each quarterly issue of The Register, the Digital Affairs Team would like to showcase SSS dedicated employees who have chosen a career in federal service.

Georgette Hendricksen, a Contracting Operations Officer, has been with Selective for almost a year, but she brings more than 38 years of federal service and experience to our organization.

In her interview, she told us why she first chose federal service and what it has meant to her to continue a career of civil service to our country.

How long have you worked for the federal government and in what capacity, and how long have you worked for SSS?

I have worked for the federal government since Sept. 4, 1984, so for 38 years and 8 months. I've worked for the Selective Service System for almost one year. The remainder of my time has been with the Department of Defense Inspector General and the Department of Defense Education Activity (previously DoD Dependent Schools). I started my career in support services and then moved to a supervisory management/program analyst position in support services.

“Without my civil service positions, I don't think I would have had these opportunities and experiences and made both professional and personal friendships.”

Eventually getting promoted to a Program Analyst position in Logistics. In 2009 I took a leap to the contracting career field, eventually taking on the responsibility as a Contracting Officer.

What made you first want to work for the Selective Service?

I was looking for career enhancement and saw the job announcement with SSS for the Chief of the Contracting shop. I looked at the SSS web site and found the mission and Agency was unique and important to our country. I knew I was ready for this type of opportunity based on my extensive contracting and team lead experience. Additionally, the opportunity offered a promotion for me.

Why did you decide to choose federal service as a career path?

I was living in Japan with my husband who was active-duty Air Force at the time when the opportunity came about. I went through the American Careers for Administrators testing and landed a career position. This has provided potential for career advancement and very good benefits.

Why do you think so many people choose to work in federal service?

Working for the federal government presents so many interesting work opportunities and sometimes the chance to live overseas. It often provides great job security, good career paths and options to grow.

What is different about Selective Service compared to the other places you have worked?

Since it is a smaller Agency, it is more like a community. You get to know almost everyone in the Agency and have an opportunity to interact with them. Also, you have more autonomy and responsibility.

How would you describe the culture of Selective Service to someone who doesn't work here?

It is a thriving culture, very upbeat and supportive. Since arriving here, I saw the opportunity to make a positive contribution to the contracting team and Agency by strengthening the contract processes and training in the Contract Division, with customers, and contractors.

What has been your proudest moment working in the federal government and for the Selective Service?

Being recognized and awarded an Air Force Productivity award with a ceremony at the Pentagon. I was part of a 4-member team that was recognized for saving millions of dollars for the Agency in contractual transportation services.

How do you feel about the work that you do as a federal employee?

It's been very rewarding throughout the years. Over the years I know I've made a direct impact on the education of military and civilian family members attending DoDEA schools throughout the world. I ensure that the government is getting what they pay for, I'm a great steward of government resources. I enjoy the new challenges I face at SSS being somewhat new here. I can only hope I make a positive impact wherever I may work.

Is there anything else you would like to share regarding your 38 years of federal service?

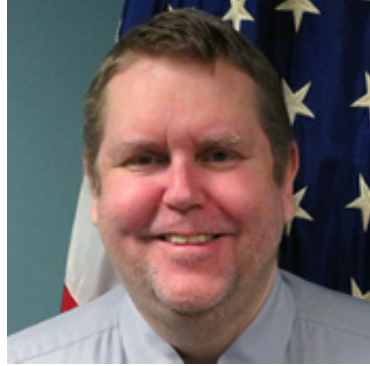
Working for the federal government has awarded my family and I the opportunity to live overseas for many years and experience other cultures. Additionally, I've gone on to finish my master's degree with the Naval Post Graduate School along with other civilians and military members. Without my civil service positions, I don't think I would have had these opportunities and experiences and made both professional and personal friendships.

Want to tell the story of your federal service? Contact epeschock@sss.gov to be featured in our next issue!

QUESTIONS AND ANSWERS WITH *Robert Broze*

Robert Broze, an IT Specialist, has spent his entire federal career with the Selective Service System, serving more than 38 years with the Agency.

In his interview, he told us why he first chose federal service and what it has meant to him to continue a career of civil service to our country.



“This had always felt like a family culture with traces of a team collaboration.”

How long have you worked for the federal government and in what capacity, and how long have you worked for SSS?

38 years 10 Months (Mail Logistics, Research & Computer Support).

What made you first want to work for the Selective Service?

it was my first job offer since graduating high school.

Why did you decide to choose federal service as a career path?

My father had worked for the Federal Service for 30+ years and he recommended me to follow the same path.

Why do you think so many people choose to work in federal service?

Good access for health insurance, sick leave, annual leave, and with a good path for promotion potentials.

How would you describe the culture of Selective Service to someone who doesn't work here?

This had always felt like a family culture with traces of a team collaboration.

What has been your proudest moment working in the federal government and for the Selective Service?

Receiving an Honored Patriot award/plaque from Director Donald Benton for the time that I had worked at NHQ.

How do you feel about the work that you do as a federal employee?

I feel very proud and satisfied for my efforts and contributions over the many years.

Is there anything else you would like to share regarding your 38 years of federal service?

The many years have gone by so quickly – I worked through the low and high points – seen the good and the bad – My career path has shaped the person that I am today – A proud Federal Employee with my valued traits of Integrity, Honesty, Loyalty and Trust.

Want to tell the story of your federal service? Contact epeschock@sss.gov to be featured in our next issue!

Quarter Two Employee Awards

Congratulations to SSS Employees of the Quarter, David Johnson (DMC) and Runner-Up Employee of the Quarter, Thomas Birchmeyer (RI) and to all the employees who received awards during FY23 Q2 for their superior performance and contributions to Selective Service. The award recipients are 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.

Congratulations to all of the award winners this quarter!



Employee of the Quarter
David Johnson (DMC)

**Employee of the Quarter
Runner-up**
Thomas Birchmeyer (RI)

Individual Awards

Erin Courtney (PIA)
 Sabrina Cunningham (RII)
 Charles Kinsey (RII)
 Gary Martz (RII)
 Anthony Rayome (RI)
 Eric Sayles (RII)
 Anne Basa (DMC)
 Rob Grinton (DMC)
 Kim Nichols (DMC)
 Yudidian Georges (RII)
 James Gerber (SS)
 Georgette Hendricksen (SS)
 Eric Meyers (IT)
 Bernard Washington (DMC)
 Desja Fagins (PIA)
 Lacy Walton (DMC) Meritorious Service Award – Bronze
 Murthy Raja (IT) – Certificate of Recognition

Group Awards

Shaquita France (DMC Group)
 Andy Gonzales (DMC Group)
 Patrick Henning (DMC Group)
 Luis Vazquez (DMC Group)
 Kyle Wisher (DMC Group)
 Ian McNa (SS/IT Group)
 Tahreem Choudhary (SS/IT Group)
 Craig Brown (Realignment IPT)
 Nicole Harris (Realignment IPT)
 Scott Jones (Realignment IPT)
 Steve Kett (Realignment IPT)
 Saif Khan (Realignment IPT)
 Dan Lauretano (Realignment IPT)
 Micheal Migliara (Realignment IPT)

Lacy Walton Farewell Retirement Luncheon



L to R Kyle Wisher, Matthew Adams, Lacy Walton, Nicole Harris

On Thursday, April 20th, 2023, the Data Management Center staff gathered to honor Lacy Walton and his wife, Patty Walton, as he retired from his distinguished service to the Selective Service System-Data Management Center.

Lacy has been an integral part of the Agency for six years, and his contributions have been immense. Throughout his career, Lacy demonstrated an unwavering commitment to his customers, coworkers, and country, inspiring all who had the pleasure of working with him.

In recognition of his outstanding service, Lacy was awarded a Bronze medal for his meritorious service to the Selective Service System and a U.S. flag that was flown over the U.S. Capital was presented to him in honor of his service and retirement.

Lacy has had a remarkable career spanning over four decades, beginning with his service in the United States Navy in 1975.

He joined the Navy just 13 days out of high school and served as a Boatswain Mate, spending a total of 19 years and 11 months on sea duty and serving on six different ships. He retired from the Navy as Chief Warrant Officer 4 in 2005, having served for 30 years and three months.

After retiring from the Navy, Lacy embarked on a new career as the District Technical Manager

for HVAC at Sears. He managed 47 Service Technicians for 11 years, from 2005 to 2016. During his time at Sears, he was named Tech Manager of the Year three times, in 2011, 2013, and 2015.

In 2017, Lacy began working for the Selective Service System as a Contact Representative, starting as a GS-5 and eventually reaching GS-8.

As a Contact Representative, Lacy has been responsible for helping thousands of individuals navigate the complex world of Selective Service registration. He has always been committed to helping people, and he has done so with compassion, empathy, and patience.

Throughout his career with the Selective Service System, Lacy has demonstrated an unwavering commitment to serving the American people and ensuring the success of the Agency. His commitment to excellence and his unwavering dedication to his fellow citizens have impacted the Selective Service System and the people he has served.

Lacy's dedication, hard work, and positive attitude have impacted everyone he worked with and inspired others to follow in his footsteps.

We wish Lacy all the best in his well-deserved retirement and thank him for his service to our country and his community.



Lacy Walton sits at his desk in the call center.



Lacy Walton with his wife Patty



Lacy Walton is presented a plaque by Nicole Harris

Betty Lou Wingo honored for her dedication to The Register



Public and Intergovernmental Affairs would like to recognize the tremendous work Ms. Betty Lou Wingo has accomplished while working on The Register for the past 12 years! A long-time member of the team, PIA would like to extend our deepest gratitude for your remarkable work in capturing the Agency's organizational history for over a decade!

If you have worked at the Selective Service System anytime in the past 13 years, then you are familiar with the work of Ms. Betty Lou Wingo.

Although she currently serves the organization in the Office of the Director, her dedication to the organization and its employees shines through in her 12 years as the Editor in Chief of The Register.

During that time, Betty Lou oversaw the publication of 65 issues that served as the Agency's leading sources of information, internal outreach tools, and historical and reference resources.

Getting The Register published quarterly was not an easy task, requiring coordination with offices across the organization, but Betty Lou's leadership ensured each issue was a success and a cohesive representation of the Agency.

As the Editor in Chief, Ms. Wingo was responsible for gathering articles and information, overseeing the publication's design, reviewing and editing from cover to cover, and distributing the publication across the Agency, all while

maintaining a high work ethic in her duties not related to The Register.

Each unique issue has been filled with images, articles, and information that help tell the story of the Selective Service. Still, one of Betty Lou's favorite parts is sharing the stories of employees making a difference in their communities.

"I particularly enjoyed working on articles about SSS family members who volunteered their time to help improve and make a difference in the lives of others," she said.

Additionally, Betty Lou enjoyed highlighting the successes of the employees she worked with.

"We have an entire section in The Register that lists awards and promotions," she said. "I think it has a positive impact on employee morale and helps motivate employees to do their best."

Betty Lou recently received an award for her outstanding performance surrounding her work on the Register and continues to demonstrate her dedication to the organization. Thank you, Betty Lou, for your remarkable work to capture the Agency's organizational history for over a decade.

HAVE AN IDEA FOR A STORY?

TOOK A PHOTO AT AN
OUTREACH EVENT?

*We are looking for employee
submissions to The Register!*

**The Register is YOUR publication, and we want you
to be part of it! Have ideas for the next edition?
Contact epeschock@sss.gov for future submissions!**

Contributors: Mary Junell, Desja Fagins, Kyle Wisher, Anne Basa, Rob Grinton, Georgette Hendrickson, Robert Broze, Betty Lou Wingo, DMC Staff, PIA Staff

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The Register welcomes any news of interest to the Selective Service System employees. Send article submissions to Editor, The Register, Selective Service System, National Headquarters, Arlington, VA 22209-2425