



# MOS Insider Secrets

## Warrior Intern Program by Jim Clifford, MOS Executive Committee

The transition into the mainstream workforce can be difficult for returning veterans, particularly those recuperating from combat injuries. MOS-IRS, W&I, SB/SE, HCO and the Department of the Defense have joined forces to provide these vets the opportunity to receive quality developmental training for various intern positions at the IRS through the new Warrior Intern Program. This pilot internship program will provide six months of non-paid on-the-job training, flexible work hours and mentoring for each candidate. The program is designed to assist veterans in their transition back into civilian life by building their confidence and giving them the skills they will need to build a successful career.

Austin Compliance Director Jim Clifford is the guiding force behind this ground-

breaking recruitment program. In 2008, Jim and four classmates from the executive development program were looking for a way to give back. They subsequently formed Military Outreach for Service – Internal Revenue Service, an employee organization that provides support to our veterans. Inspired by the Workforce for Tomorrow, Jim, along with Terrance Glover of HCO, contacted the Army Career Assistance Office at Fort Hood.

With full support from base leadership, the Warrior Intern Program is now ready to launch. Jim and Terrance led a team of representatives to deliver presentations. So far, 20 prospective interns have been identified, and interviews are underway. A launch date is tentatively set for early November. These new recruits will be trained in various W&I, HCO and SB/

SE positions in Austin and San Antonio.

Success of this pilot could lead to expanding the program to all returning soldiers who are ill, or were injured or wounded in service and to all IRS offices. Jim said that this has been a real collaborative effort and thanked the leadership at Fort Hood for providing space for program recruiters and trainers and for giving the IRS the chance to go directly to the source and give back. He said that his Navy veteran father instilled the importance of giving back to one's country. He said to Jim, "You live in a time when your country will not make you serve, and neither will I, but if you choose not to serve, you will spend your life serving those who do." Good words to remember as we thank our veterans for their service.



The secret to the MOS is the veterans and the unique talents, abilities, and experience they bring to the plate. They were leaders yesterday, are leaders today, and will be leaders again in the future.

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### Pillows & Pillow Cases by Elizabeth Wade, Austin, TX

#### Pillows for the Troops



Just a note to let you know that today we sent 15 boxes of pillows and pillowcases to the military hospital in Bagram, Afghanistan. We have, as of today, sent a total of 80 pillows and 101 pillowcases so our wounded warriors will be a bit more comfortable while being put back together.

Hopefully, later next week, I can find the time send you a full report. We had a lot of help and cooperation from HIRE and NTEU, which we greatly appreciate.

Our next project is to have boxes in each building for donations for holiday care packages for our deployed

heroes.....Please help all you can!!

Thanks for all your help and enthusiasm!!!

GO LONE STAR CHAPTER!!!

### Gift Drive & Bake Sale Benefit by Jeremy Tindler, New Haven, CT

#### Bake Sale to Benefit Rock Hill Veterans Home

On Monday November 9, 2009 the New Haven, Connecticut Chapter of *Military Outreach for Service - Internal Revenue Service* (MOS-IRS) held a gift drive and bake sale to benefit the Rocky Hill Veterans Home. This facility houses 500 veterans in Connecticut and is run by the Connecticut Department of Veterans Affairs.

Baked goods were donated by employees, as well as by businesses in New Haven who wanted to support our veterans. The event resulted in our delivering 6 boxes full of gifts (everything from clothing items to toiletries to books and videos) to the facility along with \$485 in gift cards. Cathy Cook, Director of Community Affairs, was on hand to accept the gifts and expressed the enormous gratitude for the generosity of everyone

who participated.

MOS-IRS is always recruiting for new members! Please contact me if you might be interested in joining the ranks to support our troops and veterans.

Our next event will be to get a group of volunteers to go up to the Rocky Hill Veterans Home to have a "Game Night" with the veterans. I look forward to reporting on that event in the coming months!



### **Busy in Pittsburgh by Ben Korpriva, Pittsburgh, PA**

The Pittsburgh Chapter has been busy as of late. Having just started our organizational phase, we are about to have our final election for chapter officers and soon after submit our package to be recognized as a formal chapter. Then the fun begins.

In the mean time we have planned a few different activities including a "Send off" package for the newest members of the military. The Pittsburgh Federal Building Has a MEPS center (Military Enlisted Personnel Services). MEPS processes and sends off to basic training all of the young men and women from the area that have enlisted. Frequently those soon to be Soldiers, Sailors, Airmen and Marines

are alone as they begin that journey. MOS in Pittsburgh would like to be a friendly face for that send off, providing cookies and snacks for that final trip to basic training and, potentially, a point of contact for that person should they seek future government employment with the IRS. I remember when I left from this same building. Surely a lonely feeling and a friendly face will be welcome. We are hoping to kick this event off some time after the New Year.

We are also currently trying to organize a campaign to get items to send to deployed troops in the sand box for the holidays. This program is in its infancy but Nancy Teschke, a Revenue Agent from

LMSB is working hard to organize volunteers to prepare the packages and get them out to forward deployed troops. Having been down range, I know how much those packages mean. I'll never forget 2 cases of chili that showed up at just the right moment. The insurgents loved to mortar our DFAC (Dining Facility) during meal times so many of my troops hated to go try to eat. The chili showed up from a co-worker here at the IRS who was a Vietnam Vet. I'll never forget that chili and how it showed up at just the right time for me and my soldiers.

### **Military Experience Task Force by Lee Lichtenwalner, President**

What does a military Veteran bring to the plate that separates him or her from their civilian counterparts? How do we capture the education, training, and experience of Veteran and apply it within the IRS? How do we build on a Veterans background and recognize they need less training for a supervisor, manager, or Director position?

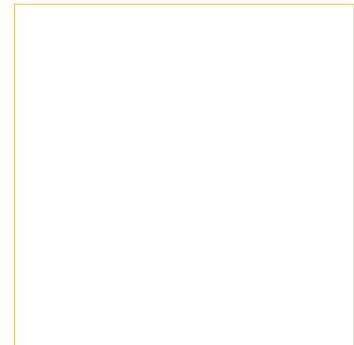
These are some of the many challenges being addressed by a new Military Experience Task Force just formed within

the Internal Revenue Service. This Task Force was suggested many months back and as is common with many great idea, it's taken a while for it get off the ground. Now, thanks to an email for Ernie Belitz in the Commissioner's office, it is moving forward.

There are some twenty individuals from all walks of life within the IRS and all levels of military backgrounds (including non-military folks) who have volunteered to tackle the

challenge head on. The Military Experience Task Force will be looking at it from three perspectives: Recruitment, Retention, and Promotion.

I made it clear during first contact with the MOS back in its formation that I believe military Veterans are a resource and the IRS needs to capture the training, education, and experience they bring to the plate. Happily, the process has begun...



## President Obama Launches Major Veterans Employment Initiative (Office of the Press Secretary, November 09, 2009)

The White House announced the launch of an initiative that is designed to transform the federal government into the model employer of America's veterans. This evening, President Obama will be joined by Secretary of Veterans Affairs Eric Shinseki, Secretary of Labor Hilda Solis, Secretary of Homeland Security Janet Napolitano and Office of Personnel Management Director John Berry to sign an Executive Order on the Employment of Veterans in the federal government, which establishes the Veterans Employment Initiative for the Executive Branch. The Initiative underscores to federal agencies the importance of recruiting and training veterans, aims to increase the employment of veterans within the Executive

Branch, and helps recently hired veterans adjust to service in a civilian capacity.

"Honoring our sacred trust with America's veterans means doing all we can to help them find work when they come home so they never feel as if the American Dream they fought to defend is out of reach for them and their families," said **President Obama**.

"But this initiative is about more than repaying our debt for their courageous service and selfless sacrifice. It's also about continuing to fill the ranks of federal employees with men and women who possess the skills, dedication, and sense of duty that Americans deserve from their public servants. And few embody those qualities like our nation's veterans."

The Executive Order creates an interagency **Council on Veterans Employment** that will advise the President and the Director of the Office of Personnel Management on the veterans' employment initiative. The Council will be chaired by Secretary of Labor Hilda Solis and Secretary of Veterans Affairs Eric Shinseki. OPM Director John Berry will serve as the Vice Chair and Chief Operating Officer of the Council.

"Veterans have shown unmatched dedication to public service," said **Secretary Shinseki**. "They offer leadership and technical skills that are in high demand, whether in the public or private workforce. Not only does this initiative present an opportunity for Veterans to serve their Nation once again, the Nation will benefit from the education and training Veterans received in the Armed Forces. I am looking forward to working with Secretary Solis and Director Berry to achieve the objectives of this initiative across the federal government."

"Veterans are an important part of our nation's past, present and future. They deserve our full support as they reintegrate into the civilian workforce," said **Secretary Solis**, "In signing this Executive Order, President Obama underscores his Administration's commitment to our military men and women, and



## President Obama Launches Major Veterans Employment Initiative (Continued)

keeps us squarely on the path to achieving the goal of good jobs for everyone.”

“President Obama strongly believes in honoring the service of our veterans and he sees this initiative as an opportunity to put some real muscle behind that promise,” said **Director Berry**. “The strong sense of patriotism and public service held by members of our armed forces doesn’t leave them when they exit from active duty. It benefits our government to seize this opportunity to utilize their skills and dedication to service. The Veterans Employment Initiative will help our federal agencies identify qualified veterans, clarify the hiring process for veterans seeking employment with the federal government, and help our veterans adjust to civilian life once they are hired.”

The Order also establishes a Veterans Employment Program office within most federal agencies. These offices will be responsible for helping veterans identify employment opportunities within those federal agencies, providing feedback to veterans about their employment application status, and helping veterans recently employed

by these agencies adjust to civilian life and a workplace culture often different than military service.

In addition, the Office of Personnel Management will issue a government-wide strategic plan that will focus on creating leadership commitment and an infrastructure in each agency to promote continued skills development and employment success for veterans. The strategic plan will also include marketing strategies aimed at agency hiring managers as well as veterans and transitioning service members.

“This Executive Order reflects the shared commitment across the Obama administration to hiring American veterans,” said **Secretary Napolitano**. “Veterans play a vital role in the Department of Homeland Security’s mission to protect the nation, which is why we have pledged to grow our veteran workforce to more than 50,000 Department-wide by 2012.”

At the end of Fiscal Year 2008, there were approximately 480,000 veterans working within the federal government.

For more information, visit:

[www.fedshirevets.gov](http://www.fedshirevets.gov)

*"For their service and sacrifice, warm words of thanks from a grateful nation are more than warranted, but they aren't nearly enough. We also owe our veterans the care they were promised and the benefits that they have earned. We have a sacred trust with those who wear the uniform of the United States of America. It's a commitment that begins at enlistment, and it must never end. But we know that for too long, we've fallen short of meeting that commitment. Too many*

*-PRESIDENT OBAMA,  
MARCH 19, 2009*



President Barack Obama leaves a Presidential coin at the gravesite of 19-year-old Medal of Honor recipient, Specialist Ross McGinnis, who is one of two Medal of Honor recipients memorialized at the cemetery from the wars in Iraq and Afghanistan. The President was at Arlington Cemetery to give remarks in commemoration of Veterans Day. November 11, 2009. (Official White House Photo by Pete Souza)

Remember our Deployed  
Folks all year long!



## TEAM MOS

Without  
our  
People  
the MOS  
would  
simply be  
just an  
acronym.

## Team MOS

I can tell you as the National President for the MOS, there are many things going on simultaneously across the nation within the MOS. I would be completely remiss if I

didn't extend my sincere appreciation to the following people for the effort they are bring to the plate to make our MOS the best employee organization within the service. If it

were not for the men and women who are on these pages, the MOS simply would not exist. Next time you see one of them, thank them.

## Our Officers & Leaders

My thanks to my fellow MOS Officers, Jon Bird (Vice President), Roger Janosek (Treasurer), and Susie Harmon (Secretary). They work tirelessly keeping me straight and focused.

**Senior Executive Steering Committee:** Join me in thanking Jim Clifford, Art Gandara, Fred McElligot, and Darryl S White for their continued efforts. This team of outstanding individuals has gone far above the playing field and has devoted a tremendous amount of time and effort to advancing the MOS.

Also note that Jim Clifford is the driving force behind our recently launched Warrior Intern Program, of which Art Gandara is also one of the first mentors.

**By-Laws Committee:** This team consisting of Marietta Brookshire, Tim Farrell, Stephen R Martin, Tom Murphy, and Ralph Murray have accepted the daunting challenge of being the go-to team for anything and everything related to our by-laws. In the last year they have many updates, all of which are posted online.

**Chapter Development Committee:** John Mansfield, John Gray, Alfred Holimon, and Nelson Melitz are tackling one of the largest programs within the MOS—overseeing the MOS Chapter Application approval process. Note that Sharon Davis and her team in Atlanta, GA have been officially recognized as MOS Chapter 1, the Peachtree Patriots Chapter!

### MOS Team Members:

There is another group of MOS members who have offered to do things in unique areas. They are (again in no particular order):

- Eric Anderson  
Operation Warfighter
- Rodney Kobayashi  
Workforce of Tomorrow Ad Hoc Team Member
- David Heiser  
Webmaster
- Matt Ferrero  
HCO Liaison Officer



## MOS Chapter Leaders

I cannot possibly say enough about the group of Chapter Leaders, their assistants, and their members that have taken the plunge and started Chapters within their respective. They are helping the MOS grow rapidly and provided much needed support and visibility for the veterans in the Service.

Here is our current roster of Chapter Leaders by State:

Hunter Latrina K—Little Rock, AR  
 Johnson Jacque M - Fresno, CA  
 Bruner Thomas J - San Francisco, CA  
 Holland Stephen R- Denver, CO  
 Tendler Jeremy - New Haven, CT  
 Alexander Robert W - Washington, DC  
 Erick Tidwell - Jacksonville, FL  
 Davis Sharon L - Atlanta, GA (MOS Chapter #1)  
 Palmer Drew - All Cities, IA  
 Cleveland Theodore - Chicago, IL  
 Berger Robert D - Indianapolis, IN  
 Partin Roger D - Covington, KY  
 Hayes Vicki S - Lexington, KY  
 Bilas Michael J - Lowell, MA  
 Hunter Mary A - Lanham/Seabrook, MD  
 Hedden Michele - Detroit, MI  
 Beck Michele K - Portage, MI  
 Christianson Darleen M - Rochester, MN  
 Smith Brian W - Kansas City, MO  
 John Gray - All Cities, SC  
 Kearney Patrick T - Holtsville/Brookhaven, NY  
 Tucker Timothy - New York City, NY  
 Popenberg Courtney M & Denson Kathleen D - All Cities, OH  
 Imbleau Dale E - Portland, OR  
 Harper William D - Philadelphia, PA  
 Kopriva Benjamin M - Pittsburgh, PA  
 Gray John - Greenville, SC  
 Walker Stanley - Memphis, TN  
 Sykes Kirk R & Hill Garland II - Nashville, TN  
 Wade Elizabeth S - Austin, TX  
 Parker Darryl A - Dallas, TX  
 Lampignano Kathleen A - Houston, TX  
 Wohl Steven D & Kobayashi Rodney M - Seattle, WA

### MOS Chapter Leaders

**Expertly leading  
the troops in the  
trenches—and it  
shows!**

## Veteran Stand-Down by Richard Keeling, Atlanta



**Our  
Chapters  
are  
Reaching  
out to  
Veterans  
everywhere!**

On October 3, 2009 I attended a “stand down” event at the Department of Veterans Affairs (VA) in Atlanta GA. Stand Downs are one part of the VAs efforts to provide services to homeless veterans. Stand Downs are typically one to three day events providing services to homeless Veterans such as food, shelter, clothing, health screenings, VA and Social Security benefits counseling, and referrals to a variety of other necessary services, such as housing, employment and substance abuse treatment. Stand Downs are collaborative events, coordinated between local VAs, other government agencies, and community agencies who serve the homeless.

The IRS had a booth at this event that was staffed by representatives from Stakeholder Partnerships, Education and Communication and Taxpayer Advocate Service and we provided various materials about credits and deductions for veterans as well as other materials on other services provided by the IRS. Over 500 homeless veterans attended this all day event in which the veterans first received flu shots and medical care and then proceeded to the booth area where they was an array of various booths offering education, legal, tax advice and many other services. After all the veterans were served a hot meal, each homeless veteran received donated clothing along

with a new Army back pack, sleeping bag and boots.

From speaking with many of the veterans in attendance, they were happy to see the IRS there to assist them with many different tax issues. We also had numerous “trinkets” such as IRS pens, magnifying glasses and plastic bags to hand out and this made our booth one of the top attended booths at the stand down. The volunteers from the IRS also expressed their gratitude for being able to assist many of America’s Heroes.

## It’s All on the Web!

According to my last membership database update, we have nearly 250 members. Oddly, very few—and I found myself guilty as well—haven’t signed on the website and viewed all the work done by webmaster, David Heiser.

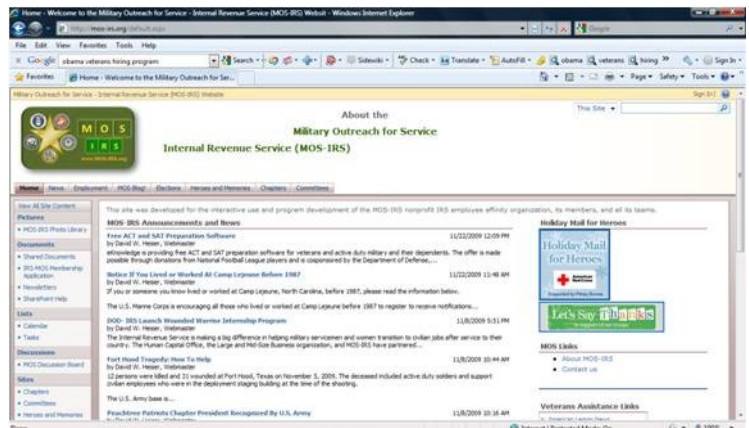
Our website, at <http://www.MOS-IRS.org>, is our primary source of information sharing and news. Pages have been devoted to veteran benefits, Chapters, share documents, and much more. David has worked many long hours building our site into something to be proud of,

and we owe it to him and the MOS to visit the site on a frequent basis.

The MOS Blog and Heroes and Memories pages contain information about us, by us, and for us.

This is our site, paid out of membership dues and donations. Let’s make the fullest use of the site. If you have idea on how to improve it, send an email to:

David.W.Heiser@irs.gov.



## MOS-IRS Moves Mountains to Become Tax Exempt

by Jon Bird, Vice President

Recently, one of our employee organizations, the Military Outreach for Service, received a welcome letter from the IRS that made their day. The long-awaited letter, signed by Robert S. Choi, director of Exempt Organizations Rulings and Agreements, granted MOS-IRS its long-awaited tax exempt status.

According to Allen L. Lichtenwalner, SBSE revenue officer and president of MOS-IRS, "The tax exempt status is required by IRS regulations surrounding employee organizations. More importantly, this 501(c)(3) approval allows all of the MOS-IRS

chapters to solicit membership dues and other donations on a tax deductible basis."

The approval letter said in part, "We are pleased to inform you that upon review of your application for tax exempt status we have determined that you are exempt from Federal income tax under section 501(c)(3) on the Internal Revenue Code. Contributions to you are tax deductible under section 170 of the code. You are also qualified to receive tax deductible bequests, devices, transfers or gifts under section 2055, 2106 or 2522 of the Code."

Looking into the future, the MOS-IRS president noted, "After many months of waiting, the recent approval of our tax exempt status will have the potential of increasing our revenue stream significantly in 2010. We expect our chapters will now be empowered to expand all of their membership, education and charitable efforts for the benefit of IRS employees and military organizations."

MOS-IRS is one of the newest IRS employee organizations



**Non-Profit Application  
Approved!**

## A Different Story by Allen Lichtenwalner, President

Recently I had the opportunity to help carry presents over to two local nursing homes where Veterans were spending their final years and listened to what they had to say. A World War II Veteran relayed this story:

He was assigned to a Platoon of 200, of whom only 16 members remained. The rest were killed by Nazi's in Germany, and he and the remaining few were surrounded by the enemy, defenseless, hungry, tired, and cold. Facing certain death, he simply bowed and head and asked his maker for a hand out of the trouble he was

in, and vowed to make it a point to do more for humanity and in his life.

The German Soldiers had surrounded them, ordered them to their feet. They spent many long weeks marching side by side across treacherous terrain though all types of weather. In all, they marched nearly 300 miles through the German country side, the Nazi's pointing and yelling the whole distance.

Growing tired and more exhausted with each day of marching, he thought for sure he was being marched to his death, or at least one

of the well known and feared death camps. He thought his young life was over.

To this day he cannot explain why, nor how. But he greets each day with a smile and soft prayer on his lips. The Germans, whom he thought were going to end his life, marched him the entire distance to an American military installation and turned the remaining soldiers over and set them free.

This is him on the right. I was holding the camera and listening to his story...



## Everyone Has a Second Chance!



Some months back I gave everyone the opportunity to take this large patch off my hands. None of the members stepped up to the plate and succeeded....

Starting January 1, 2010 and running through March 31, 2010, I am challenging each MOS member to become the best MOS recruiter you can be! I will give you this patch—which I personally worked very hard to obtain at significant personal cost and effort—for recruiting more new members than your peers. Here's how it works:

You have one quarter to recruit members into the MOS. Each member you recruit must send me an email and state, "I was recruited by..."

To be in contention for the prize—my personal and highly prized patch—you must recruit a minimum of ten members (who fill out their membership form and pay their dues by the end of the quarter). The MOS member who recruits the most people will be rewarded with this patch.

So what are you waiting on??? Get out there and get recruiting!

Allen Lichtenwalner  
National President

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E-mail:  
[Allen.L.Lichtenwalner@irs.gov](mailto:Allen.L.Lichtenwalner@irs.gov)

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## MOS Opportunities Remain

As you read through this list of dedicated and devoted team of individuals you will see they come from every area, every career field, and every branch of service. You can step up to the plate and join them. We are always looking for individuals to become part of a team or committee. Send me your biography (keep it short please) telling me your military background and what you've done in the IRS. I'm sure I'll find a fit for you.