



# MOS Insider Secrets

## 10,000 Voices by Allen L Lichtenwalner, National President

After months of effort the MOS was able to obtain an accounting of the veterans currently in the IRS. There are 10,472 veterans on record. That number, though we wish it were higher, is very significant and truly indicative of the potential voice we could have in the Service as we come together through the MOS.

Veterans have long been an overlooked segment of the IRS for a variety of reasons and under an array of circumstances. However, all that is rapidly changing as the importance of our military veterans and their contributions moves to the forefront.

Our military veterans, which includes those currently in the National Guard or Reserve, contributed to the safety and security of our country. They have elected to continue serving their country by working within the IRS covering a wide spectrum of positions and locations. Despite having a substantial impact as individuals, there was little significance given to our veterans as whole. That's all changing and the changes will be felt within PODs and BODs everywhere.

The Service is recognizing the powerful qualities that veterans bring to the plate. In the recent massive hiring of Revenue Officers, the Service recruited 152 veterans. Please join me in welcoming each of them to the IRS:

**California:** Antolin, Karl; Bates, Bradford; Beedie, Brian; Blevins, Emil; Collins, Michael; Maloney, Lisa; Murata, Kevin; Ross, Joseph; Scoville, Brent W; Smith, Robert; Strickle, Robert; Williams, Harry; Young, Roger; Zacharzuk, Peter

**Central:** Amartey, Arnold; Arcekulakowski, Tonya; Baumgarden, Donald T; Beaupied, Michael; Blouch, Jason; Francis, Fredric; Jackson, Raymond; Kirk, Adam; Kresge, Glenn; McNichol, Zachary; Montalto, James; Montgomery-yingling, Suzanne; Moore, Kinceston; Myers, Wally; Roller, William; Ruck, jr, Richard; Tucker, David; Unger, iii, Joseph; Wiseman, Victor; Wolner, Timothy

**Gulf States:** Andrews, Richard; Blevins, Aaron; Bond, Jacob Jr; Byrd, Dina, M; Carrera, Christopher; Cloud, Brent; Collins, David; Donald, William III, Evans, Kevin; Glass, Buc; Graham, Catherine; Hill, Rodney; Jackson, Pamela; James, Patrick; Johnson, Jody; Lucas, Oliver; Newland, Christina; Noone, William; Norton, Daryl; Norton, James; Richardson, Robert; Stewart, Francine; Tobias, Jarl; Wardach, John; Wright, Jennifer

**Midwest:** Brock, Kenneth; Brychell, Lawrence; Cihlar, Craig; Eichers, Dana; Epperson, Randal; Harter, Douglas; Hunter, George; Kastens, Joseph; Klosterboer, Bill; Kuhn, Steve; Lisell, Ryan; Martin, Chandra; Mcelrath, Dana; Merced,

Elmer; Miller, Naomi, R; Rogers, Joshua; Shultz, Barry; Steineck, Michael, D

**South Atlantic:** Butt, Muhammad; Garre, Colyer, (chip); Goldstein, Mark; Hernandez, Victor; Hlastawa, Joseph; Kerr, Donald; McLaughlin, Craig; Plyler, Eric; Terry, Greg; Thatcher, Donald; Abduls', salaam Rasheema; Astarita, Jacob; Austin, Juan; Bowman, Shellie; Calheta, Michael; Capuano, Ted; Clayton, Tyler; Cockerell, Joshua; Congdon, Zeb; Crespo, Zenaida; Dallam, Lynette M; Fisher, Janet; Fitzsimmons, Jon; Forcht, Michelle; Fussell, James; Greene, Angela, M; Hayes, Walter; Jackson, Yolanda; Lauer, Donald III; Lemeur, Kenneth; Lim, Jack; Llerena, Julio; McLaughlin, Michael; Mullis, Thomas; Myatt, Steven; Saintgeorges, Frantz; Shea, Patrick; Smith, Matthew; Weathers, Lionel; White, Karen; Zoellner, Jeffrey

**Western:** Anderson, Shawn; Boeckle, Michael; Corrigan, Matthew; Crim, Terry; Daleccio, Julio; Encinias, Alfred; Finchum, Michael; Gore, Gordon; Hayner, Beaumont; Heckman, Derek; Johnson, David A; Lamb, Stephen; Lockwood, Curtis; Luker, Travers; Luna, Jeanette; Mack, Cleveland; Malmin, P; Morgan, Allen; Negrete, Matthew; Nicasio, Frank; Patchen, Darren; Phillips, Michael; Riley, Mark; Sanders, Jeffrey; Schasteen, Edwin; Shade, John; Skelton, Mark; Smith, Richard; Smith-vigue, Brandi;

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**Remember to Send an Email to our Deployed Troops!**



## 10,000 Voices (Continued from Page 1)

Stake, Matthew; Wanamaker, Travis; Wilson, Shawn A; Wright, Elaine

As our by-laws state, "The mission of the Military Outreach for Service – Internal Revenue Service (MOS-IRS) employee organization is to provide support to our veterans of the Uniformed Services of the United States (e.g. Army, Navy, Air Force, Marines, Coast Guard, National Guard, etc.) who have sacrificed so much through their efforts to defend our nation and to further the cause of peace and

freedom around the world. In providing support to military veterans and their family members, the MOS-IRS will simultaneously further the interests of IRS and other IRS employees as the unique features of the veteran community are brought together to enrich life at IRS."

The Military Outreach for Service is there for our all our veterans. Working in unison, we will continue to expand the opportunities for all veterans within the Service, and will demonstrate to the IRS why

veterans are such an asset to the organization. In the upcoming weeks and months, our joint mission is to let our 10,000 voices be heard, and we need you to become part of our Team to help make it happen.

### Hot TIP

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**Put the Website to Work for You!**

## Receiving Website Alerts by David Heiser, Webmaster

Do you want to stay informed about the activities and issues for MOS-IRS or your local chapter?

There's an easy way. Have the website send you an email when new content is posted on the page or pages that interest you. Follow these steps:

Log into the website using your user name and password (if you don't remember, send an email to the [webmaster](#).)

1. On the upper right-hand corner of the screen, where it says "Welcome, your name", click on the down arrow.
2. Select My Settings. (If you get a Microsoft script message, click on "Yes.")
3. Click on "My Alerts."
4. Click on "Add Alert."
5. Select the area for which you want to receive a notification.
6. Scroll down to the bottom of

the page and click on "Next."

7. Fill in your preferences for the alert. Click "OK."

Repeat steps 2 – 9 for each alert that you want to receive.

To receive an alert for your MOS-IRS chapter, go to your chapter web page after Step 1 above.

### To manage your alerts:

1. On the upper right-hand corner of the screen, where it says "Welcome, your name", click on the down arrow.
2. Select My Settings. (If you get a Microsoft script message, click on "Yes.")
3. Click on "My Alerts."
4. Click on the alert link to modify the alert or check the box to delete the alert.

## Swearing in Veterans as Revenue Officers by Harry Manaka

On June 8<sup>th</sup> I had the distinct honor of swearing in 30 veterans who were reporting for orientation as newly minted Revenue Officers. These men and women represented all branches of the military and were eager to begin their federal service.

During the time I spent talking with them, I shared information about our newest employee organization, Military Outreach for Service (MOS-IRS). Many had additional questions about the purpose and mission of MOS and I encouraged them to seek out further information as well as checking out the website (<http://www.MOS-IRS>).

As I was administering the Oath of Office to our new recruits, I was reminded about the significance of these simple words:

"I do solemnly swear that I will support and defend the constitution of the United States, against all enemies, foreign and domestic..."

These brave men and women have already demonstrated their willingness to make sacrifices for the freedoms that we enjoy. I couldn't help but think about our many fallen heroes who never got the chance to come home. We owe them a debt of gratitude for the privilege of living in this great country - the United States of America. I sincerely wish our new recruits success in their careers.



**Harry Manaka**

*A proud and grateful American*

## Dallas Chapter MOS

by Darryl A Parker, Dallas TX Chapter Lead

Hello everyone! Recently, the Dallas chapter of MOS collaborated with the Homeless Veterans Shelter of Dallas (HVSD) in support of the Memorial Day celebration here in Dallas and Fort Worth. As a chapter we collected and donated 2 large boxes of Men's, Women's and Children's clothing items and we have received numerous commitments from other IRS employees who plan to bring in items to donate in the near future.

The HSVD management team was grateful and humbled by our quick response in support of our

brother and sister veterans. We will also have an opportunity in June for the MOS to donate time and talents to the upcoming car races in Fort Worth. Portions of funds received by the coordinators are to be donated to the HSVD in support of veterans.

As Chapter lead I am proud and honored to acknowledge and commend all of the MOS members and the Dallas and Fort Worth IRS employees for their support and dedication to our veterans.

*Semper Fi - HOD RAH - Marines  
HUA - Army*

*Anchors Away - Navy  
Semper Paratus - Coast Guard  
Straighten Up, Fly Right - Air  
Force*

## Fundraising—Do It On The Cheap! by Jeremy Tendler, New Haven Chapter Lead

With our new 501(C)(3) status we can finally begin some serious work on behalf of local veterans. One of the members of the New Haven Chapter of MOS-IRS brought up some interesting points that pertain to fundraising, and I thought that some of you out there might benefit from hearing them from me.

### WHO CAN YOU RAISE MONEY FOR?

*The mission of MOS-IRS is to provide support to veterans of the uniformed services of the United States.* This is how the mission statement for MOS-IRS begins. This means that any activity you can conduct that supports veterans is within our charter. Each chapter will have to figure out where their fundraising dollars should go in their local community. Some ideas might be to purchase items for a local veteran's home, or to send care packages to troops deployed overseas. One of the top candidates for our chapter

is the local Blind Veterans Home. If you are looking for ideas, you might want to contact a local chapter of the Disabled American Veterans, American Legion, Military Order of the Purple Heart, Veterans of Foreign Wars, or any other reputable service organization.

### MAXIMIZE YOUR FUNDRAISING POTENTIAL

Once you've decided who to raise money for (REMEMBER THAT MOS-IRS needs funds too!!!) You can begin to formulate a plan. In New Haven, we're thinking about doing a lunchtime food sale. One of our members has already contacted some local (and national) retailers about donating ingredients and supplies. It is amazing how much some of these businesses are willing to donate. It appears that all of the food, paper plates, utensils, and even condiments are going to be donated to the cause. Several weeks before the event,

we will begin posting signs around the office to "leave your lunch at home" the day of the MOS-IRS lunch.

### DON'T FORGET TO ACCOUNT FOR EVERY PENNY

This part is critical. Every cent that is collected must be accounted for and reported to MOS-IRS' National Treasurer. We have to be certain that, even if every penny is given directly to a Veterans Home, we keep good financial records. As IRS Employees we should all be familiar with internal controls, so make sure you do the right thing in terms of counting, depositing, dispersing and accounting for all funds.



## Why Join the MOS-IRS?

By Steve Martin, Vice President, Atlanta Chapter

OK, you've seen this MOS-IRS thing in brochures, event announcements and maybe an email or two and you're wondering what is a MOS-IRS? It looks somewhat military oriented. What's up with that?

Specifically, MOS-IRS is Military Outreach for Service, an IRS employee organization open to everyone whose primary focus is improving the lives of veterans, no matter if active, retired, or previously separated.

*"IRS Employee Organizations have increasingly been playing a leadership role by not only advocating the interests of their members, but also furthering their professional development, contributing to the accomplishment of the IRS's mission, and serving the community."* MOS-IRS is an ED or employee organization within the IRS, for more detail on what an ED is please refer to this link: <http://hqeeod.web.irs.gov/NewSite/WebPages/EmployeeOrgs.aspx>

So, again, why join MOS-IRS? If you are a veteran and want to tell "Sea Stories" with other vets this is the place for camaraderie, to meet, talk and do good things with your fellow vets in the IRS.

- Christmas gift drives for the needy
- Shipments of basic goods to those currently "Serving in the sand"
- Memorial Day Event to honor those who served
- Mentoring for vets in the IRS and those that might want to be
- Helping with questions or concerns related to those on

active duty or called up  
Support for military families

**Question** - But wait, I'm not a vet can I still join?

**Answer** - Of course!

MOS is open to everyone in the IRS, so if you are a military family member, friend or simply want to support those who are serving or those who previously served we welcome you.

For more information, please contact

Allen L. Lichtenwalner, RD, EMBA  
President, Military Outreach for Service  
[Allen.L.Lichtenwalner@irs.gov](mailto:Allen.L.Lichtenwalner@irs.gov)

Or refer to our website  
<http://mos-irs.org/default.aspx>

We look forward to seeing you at one of our meetings and will welcome you to our team.

*IRS Employee Organizations have increasingly been playing a leadership role by not only advocating the interests of their members, but also furthering their professional development, contributing to the accomplishment of the IRS's mission, and serving the community*



Some of the MOS-IRS Atlanta chapter founding members decided that honoring our military by wearing red shirts at meetings would create more visibility for local MOS-IRS efforts. So Chapter President Sharon Davis came up with a vendor who could provide these shirts, embroidered with an American flag and the slogan, "Supporting our veterans," while member Tom Young executed the plan. When you add in the spiffy custom MOS-IRS name tags created through the efforts of chapter member Sam Spayd, it looks like the Atlanta chapter of MOS-IRS is ready to rock and roll. In the front row are (left to right) Jon Bird, Steve Martin, Tom Young and Don Lightman. Standing in the back is another founding chapter member, Dave Swafford. Why is he not wearing a red shirt? Well,

## Team MOS

The Military Outreach for Service is composed of members from every walk of life, enlisted and officer alike. There is no way the MOS can succeed if it were not for the often tireless efforts of Officers, Chapter Leads, and Commit-

tee Members. I want to spend some time and recognize those people who have stepped up to the plate to take a more active role in our future—the leaders with Team MOS.

## MOS Officers & Leaders

Unlike most Presidents, I have two right hands and they each have names: Jon Bird (Vice President) and Susie Harm (Secretary). Due to an unexpected departure, Susie has also graciously volunteered to temporarily fill the shoes of Treasurer as well. These two, couple with my MOS Executive Steering Committee, enable me to push the bounds and develop the MOS into the organization we all envision.

their often hectic workload and daily mission requirements, these four individual continue to help push the MOS forward in the right direction, often removing systemic barriers that hinder our success. Join me in thanking Jim Clifford, Art Gandara, Fred McElligot, and Darrell S White. This team of Executives has devoted a tremendous amount of time and effort to advancing the MOS.

our by-laws. They recently submitted a comprehensive update to our By-Laws which now includes specific area including Officer resignations. The updated By-Laws will be released by the end of July 2009.

**Chapter Development Committee:** John Mansfield has partnered with John Gray, Alfred Holimon, and Nelson Melitz to tackle one of the largest programs within the MOS—they are developing the MOS Chapter Development Checklist. This checklist serves as our controlling document used to evaluate and approve the official charter of all Chapters within the MOS. The Chapter Development Checklist should be available and approved by August 31, 2009.

### Senior Executive Steering Committee

There are four Executives that continue to provide strong oversight and continued guidance to the rest of the MOS Team. Despite

### By-Laws Committee

Marietta Brookshire leads this team which includes Tim Farrell, Stephen R Martin, Tom Murphy, and Ralph Murray. Together, they have accepted the daunting challenge of being the go-to team for anything and everything related to

**Team MOS**  
Our achievements are the result of 20% inspiration and 80% perspiration



### 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
- James Clifford, Warrior Intern Program
- Rodney Kobayashi, Workforce of Tomorrow Ad Hoc 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, in no particular order, are those who are leading the way in their own geographic areas:

- Teal Ellington ~ Philadelphia, PA
- Latrina Hunter ~ Little Rock, AR
- Mary Hunter ~ Lanham/Seabrook, MD
- Sharon Davis ~ Atlanta, GA
- Brian Smith ~ Kansas City, MO
- Robert Alexander ~ Washington, DC
- Courtney Poppenberg & Kathleen Denson ~ Columbus, OH
- Darlene Christianson ~ Rochester, MN
- Thomas White ~ Austin, TX
- Melvin Gong & Jacque M Johnson ~ Fresno, CA
- Thomas J Bruner ~ San Francisco, CA
- Michael J Bilas ~ Lowell, MA
- Michelle Hedden ~ Detroit, MI
- Darryl Parker ~ Dallas, TX
- Kevin Hollian ~ New York City, NY
- Michele K Beck ~ Portage, MI
- Jeremy Tandler ~ New Haven, CT
- Dale Imbleau ~ Portland, OR
- Stanley Walter ~ Memphis, TN
- William Basham ~ Ogden, UT
- Patrick Kearney ~ Holtsville, NY (Brookhaven)
- Steve Sykes & Garland Hill II ~ Nashville, TN
- Steven D Wohl & Rodney Kobayashi ~ Seattle, WA
- John Gray ~ Greenville, SC
- Drew Palmer ~ Sioux City, IA
- Vicki S Hayes ~ Lexington, KY
- Ben Korpiva ~ Pittsburgh, PA

### MOS Chapter Leaders

~ ~ ~ ~ ~

Leading by Example Once More...



## Join Military Outreach for Service—IRS

by MG(RET) Rodney Kobahashi

The American Flag means life, freedom, and safety to me. The American Flag is a symbol of America and represents the United States of America and the reason I and so many others have served as members of the Armed Services in this great Country. Most who served in war remember their first combat experience. What I remember vividly is the flight back on the helicopter and seeing the American Flag as we were landing at our base camp. I felt secure knowing that I would be among fellow Special Forces Soldiers in safety of our base camp. My experience was almost 40 years ago but it seems as fresh as if it was just last month.

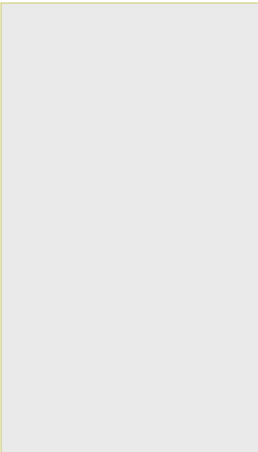
Why did I join the Military Outreach for Service-IRS? I know my rea-

son was that I am part of a special group of Veterans, family members, and supporters of the military who support Veterans and feel the same about our Country, the United States of America and the importance of what our American Flag represents throughout the world. The members of MDS-IRS have the same emotions and feelings I had almost 40 years ago as I have today when I see the American Flag. They are the ones that have their hands over their hearts or salute as the American Flag goes by on July 4<sup>th</sup> or any other day.

I know that each member understands and remembers the importance of our military. I know they understand that protection of our Nation and way of life is not free.

More importantly, our members honor and cherish life, freedom, and safety but always remembering the lives it costs. I am a part of the loyal members of the MDS-IRS family that are willing to support our Nation, the Flag, the symbol of life, freedom, and safety. Many of the MDS-IRS members have served in tough times as well as the good times to guarantee that we live in freedom. I am glad that I am a part of the Military Outreach for Service-IRS and around veterans, military family members, and supporters of the military. Join this great MDS-IRS family.

**Rodney Kobahashi**  
Major General (Retired)



## Introduction to the MOS-IRS by James P Clifford

The following is an extract from the keynote presentation given by Jim Clifford at the IRS Deaf & View Conference held the week of June 15, 2009:

"I thanked the VIEW and DEAF leadership earlier for bringing this conference to Austin, but I have another reason to pay to a debt of gratitude to Ted Figueroa, Joyce Williamson and Jim Bishop. Last year, I had the privilege to be involved with a group of wonderfully talented and dedicated individuals in founding a new employee organization within IRS. Hopefully, many of you have heard of Military Outreach for Service – or MOS-IRS.

MOS-IRS is the newest IRS employee organization. MOS got started when a group of us from my Executive Development class got to talking about our desire to be able to give something back in exchange for everything that had been given to us. Someone noted that IRS lacked a formal support network for our military veterans. Inspired by a presentation from the leadership of the various IRS employee organizations – including DEAF and VIEW - we decided to start an employee organization dedicated to providing support to our veterans of the Uniformed Services of the United States who have sacrificed so much through their efforts to defend our nation and to further the cause of peace and freedom around the world.

So there we were with this great idea and not the faintest idea of how to get started. So, we contacted Ted...and Joyce...and Jim... and the leaders of the other employee organizations. And I am pleased to say that they were very responsive to our needs. They provided us with guidance and support and lessons learned and best practices and all the other "stuff" we needed to know that we didn't even know we needed to know until they told us we needed to know it. So, I am pleased to have this opportunity – on behalf of MOS-IRS - to thank them personally. Thank you.

I won't try to tell you everything about MOS-IRS – if you're interested in learning more about the organization, please go online – the in-TER-net, not the in-TRA-net - and google MOS-IRS and you'll find our website with every bit of information you'll need, including – most importantly - a membership application.

There is one aspect of MOS-IRS I want to talk to you about. One of our primary objectives as an employee organization is to support IRS's efforts to recruit military veterans and especially veterans with disabilities. We've got a lot of different initiatives in play to augment IRS's recruiting efforts, but there is one in particular I wanted to share with you today.

In my dual role as a founding member of MOS-IRS and an executive in W&I, I spearheaded an initiative to develop an internship program for our men and women returning from active duty who have become ill, injured or disabled while in service to our nation. In conjunction with the US Army and the Department of Defense, we are prepared to launch the Warrior Internship Program within IRS.

As these brave warriors recover from their injuries, the Army provides a structured transition assistance program that supports them through medical rehabilitation and prepares them for their - often times difficult - transition back into civilian life. Part of their transition is to prepare them for a return to the civilian workforce. The Warrior Internship Program is intended to provide one piece of that supportive transition.

Through the Warrior Internship Program, active duty soldiers who are in transition, will spend four to six months working in IRS facilities as interns. They will be provided with mentoring, coaching and a variety of other aspects of support as they gain valuable on-the-job experience and take the next steps on their way to resuming their lives. Right now, we are set to pilot the internships in W&I, SBSE and HCD in about 40 locations around the US, including W&I Compliance here in Austin.

*Jim Clifford*

Field Director, W&I Compliance  
Austin, TX

**"... we decided to start an employee organization dedicated to providing support to our veterans...who have sacrificed so much through their efforts to defend our nation...around the world..."**

*- Jim Clifford*



## **Honoring Our Fallen Warriors by Don Connolly**



During more than 17 years with IRS, I had not seen a single celebration of our employees' military service. As a start-up project, MOS-New Carrollton planned and executed a four-hour Memorial Day Observance with display items and video. Titled "Take Time to Remember," this event demonstrated that there is significant interest in recognizing veterans in our workforce.

Located in the high-traffic corridor just outside the NCFB cafeteria, the display was centered around a video projected on a large screen. This repeating 16-minute show included video clips

from the Iraq conflict as well as photos and paintings depicting each of our nation's wars. MOS members contributed personal items representing each of the armed services for display on the tables, and took turns manning the display.

The response was impressive, with many NCFB employees stopping to chat or watch the video. Six veterans filled out membership forms, and in several cases new friendships were formed as people learned they had more in common than they had thought. Particularly touching was a scene where two long-term employees who had

seen one another around the building for years, learned they had both had similar experiences in combat in Vietnam.

As the initial public outreach for the New Carrollton Chapter of MOS, this event was an unqualified success and paved the way for a more expansive program honoring our veterans in November.

**Don Connolly**  
New Carrollton Chapter  
Interim Vice President

## **MOS Treasurer Special Elections**

It is with regret that our previous Treasurer, Jim Quinn, had to resign his position for personal reasons. It is especially difficult at this critical juncture in the growth of the MOS.

We sent out a call for nominees for the position of Treasurer, and three individuals stepped up to the plate and nominated themselves for the position on the MOS Team:

**Mr. Greg Jimenez**  
Administrator Assistant  
Orland Park, Illinois

**Roger Janosek**  
Appeals Officer  
Dallas, Texas

**Vern E Gohanna**  
Revenue officer  
Huntsville, Alabama

From July 1, 2009 to July 15, 2009 all MOS members will be able to see their MOS Officer Nomination forms which gives a synopsis of their military career as well as their IRS career. The three nominee packages will be hosted on our website. Refer to the Elections.

Following this viewing period, the MOS will be conducting a Special Election for the position of Treasurer. All members on record will receive a separate email giving them specific instructions on the voting process. Members have from July 15th-July 30th 2009 to vote for Treasurer.

All votes will be tabulated and the Treasurer selected and announced following the NBO Officer's Meeting on August 6, 2009. Our website will announce the new Treasurer who will assume their position effective August 15, 2009.

## An Open Letter to Our Veterans

The IRS has a new, military veteran-focused employee organization, Military Outreach for Service – Internal Revenue Service. Jim Clifford, an IRS executive, and one of the “founding fathers” of MOS-IRS commented on this new group’s origins:

*“MOS-IRS got started when a group of us from my Executive Development class got to talking about our desire to be able to give something back in exchange for everything that had been given to us. Someone noted that IRS lacked a formal support network for our military veterans. Inspired by a presentation from the leadership of the various IRS employee-organizations, we decided to start an employee organization dedicated to providing support to our veterans of the Uniformed Services of the United States who have sacrificed so much through their efforts to defend our nation and to further the cause of peace and freedom around the world.”*

We promise not to bore you with unnecessary speeches, lengthy documentaries or questionable war stories. We can tell you this--MOS-IRS is for veterans, about veterans, by veterans and our veteran supporters. It is an opportunity to network—to learn, share, explore, and grow. MOS-IRS is all about giving back to the veterans who gave us our freedom and showing respect and honor to all those that are currently serving or who have previously served. MOS-IRS gives its members the opportunity to help the IRS understand the many unique qualities and talents we bring to the plate. We want to help the IRS properly recognize and use veterans for the valuable resources we really are and give us the promotional opportunities we have earned.

MOS-IRS is an organization with over 400 current members (there are 10,000+ potential members such as yourself), and is working on developing 26 MOS Chapters around the United States. We are in the process of finalizing our non-profit status and have several programs under development. These include our Warrior Intern Program, Recruitment Partnering with the IRS Central Recruiting Office and MOS-IRS Mentor Program which we are tentatively calling the MOS-IRS Boot Camp for Veterans. Our Chapters have already started becoming involved in their communities and have reached out to veterans both locally and deployed. We're an organization that can do good things for veterans, both internal and external to the IRS.

MOS-IRS is about you, us and the team we make. We share common interests and high goals; we have aspirations of doing something challenging, rewarding and often demanding; we seek something that will help us achieve a higher level of satisfaction. Take a look at our Website at <http://www.MOS-IRS.org> and see what we've accomplished so far. Ask your local Chapter representative about us. If all else fails, send me your questions via email. We are strongly committed to making MOS-IRS a success, and want you to be aware of our rapidly growing, veteran-focused employee organization--The MOS-IRS Team.



**Allen L. Lichtenwalner, RD, EMBA**

President, Military Outreach for Service

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## Knowing What Works by Art Gandara

*I served in the United States Marines Corps, spending four years active duty and about 19 years in the Reserves. I was a Master Sergeant with an MOS of Combat Service Support Chief/Logistics Mobility Chief. After I left active duty in 1979, I started my IRS career. One thing I liked about working for the IRS was being able to continue to serve my country as a Reservist while also pursuing my career with the Service.*

*I've had my share of drills, training, ATDs, etc. Most times, my managers were very understanding of my military commitment. As a matter of fact I even worked for other former military members. There were times I would have to explain or provide verification to my manager(s) that I was leaving temporarily to perform military duties. Mostly, this was to ensure I was properly accounted for with work planning, timekeeping, and pay.*

*As a Reservist, I believe it's important that we all keep informed of what our commitments are to our employer. Below I've included some excerpted tips from The Employer Support of the Guard and Reserve organization's website. These tips are useful and key to helping us all understand commitments and rights.*

### Tips for National Guard and Reserve Members: Avoiding Job Conflicts

Most employment conflicts can be avoided by being candid with your employer about your obligations as a member of one of the Reserve components. Don't take your employer's support for granted. Keep your boss informed about what you do in the military and when you do it. Let your boss know the vital mission that is supported by your participation in the National Guard or Reserve. Let your boss know how your military ex-

perience and training will make you a more capable civilian employee. Take time to recognize the sacrifice your boss and co-workers make when they support you. Here's a summary of advice from ESGR on how to keep the boss on your side:

### Talk To Your Boss

No matter what your military assignment or specialty, tell your employer about it. Many people hold down military jobs that relate directly to their civilian careers. If yours is one of them, your boss would be pleased to know that you are learning and practicing military skills that can pay off on the job. Even if what you do in the military is different from your civilian job, sharing the details can impress your boss. You are using your spare time to participate in a second career that is of great importance to your community and the nation. That is a strong indication to people at work that you are the type of person who seeks out-and can handle-serious responsibility.

### Federal Law

Experience has shown that members of the National Guard and Reserve, as well as their employers, do not always have a clear understanding about employment and reemployment rights for Reserve component members. Federal law guarantees the right to take time off from work to attend to your military responsibilities. The more that you, your boss, and your personnel office know about the federal laws and legal precedents that spell out Reserve reemployment rights, rules and obligations protected by the laws, the less chance there is for misunderstanding. Basically,

USERRA provides that an employer must give you time off to perform military service and reemploy you following the service with status, seniority and rate of pay as though you never left. The employer cannot discriminate against you because of your military connection. This protection applies to employees who are full-time, part-time, or probationary, so long as the employment is not brief, non-recurring, and not expected to continue for a significant period.

### Drill Schedules

Don't make your boss guess about your National Guard or Reserve duties. The more you share with the boss - and the earlier you share it the better - about drill schedules, annual training plans, reemployment rights and rules, and any extra time-off requirements, the easier things will go. Many units meet on the same weekend of each month, with exceptions for holidays or when scheduled annual training intervenes. If your unit follows this pattern, let your employer know. Remember, you must give your employer advance notice of any military service, including drills. Let your boss know as early as possible when you will be absent from work. When schedule changes occur, notify the employer as soon as you know about them.

### Annual Training Schedules

The same rules apply for Annual Training (AT). Most units schedule their AT months in advance - that is the time to provide notification to the employer. A change in orders can be more easily handled than an unplanned absence. If you are going to be on an advance party, or if your AT will exceed the



traditional two weeks, make sure your employer knows about it well in advance.

Extra Training

When you or your unit needs additional training, or you are scheduled to attend a service school, let the boss know about it. Giving employers the maximum lead-time enables them to make plans to accommodate your absence. To the extent that you have control over the scheduling of additional training, try to minimize any adverse impact your absence will cause from the civilian job. Show consideration for your boss and your co-workers when you volunteer for nonessential training.

Emergency/Contingency Duty

Many Reserve component members have served on active duty in support of such operations as the Persian Gulf conflict. In any case, when you have been activated involuntarily for a particular mission, your period of service will not count against the cumulative 5-year limit established under USERRA. In most cases, voluntary duty will also be exempt from the 5-year limit if it is in direct support of a contingency operation.

Federal Employee Paid Military Leave

Federal employees are entitled to time off at full pay for certain types of active or inactive duty in the National Guard or as a Reserve of the Armed Forces. More information is available from the Office of Personnel Management site at: <http://www.opm.gov/oca/leave/html/military.htm>.

*I found this information to be extremely helpful. Overall, I believe the key is maintaining an open line of communication with your manager about your military commitments. Also, you should know that there are other sources of information about this subject, including talking to someone from MDS-IRS. I've learned a lot along the way and have benefited greatly from being an IRS employee, while also serving my county.*

*Art Gandara  
Director, Midwest Area Collection*



*I've had my share of drills, training, ATDs, etc. Most times, my managers were very understanding of my military commitment. As a matter of fact I even worked for other former military members.*

*- Art Gandara*

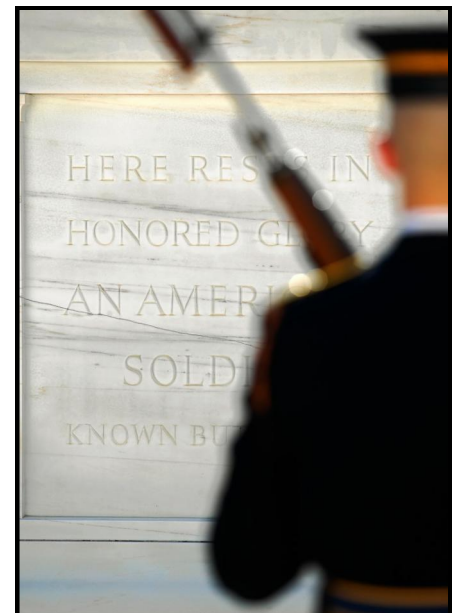
**An Update from Kansas City by Brian Smith, KC Chapter Lead**

The Kansas City Chapter of MDS-IRS is still growing. We recently participated in celebrating Memorial Day by displaying posters in the campus hallways to define the real meaning of Memorial Day. So many people these days only remember it as the beginning of summer, or as a day of remembrance for deceased family members. We plan on having a more elaborate display next year. This is the only formal activity we have had to date although our membership is motivated and ready to get out there and support our veterans.

I got involved with MDS-IRS because I have been a member of the military all of my adult life and come from a military oriented family.

I went to boot camp 5 days out of high school at the age of 17. All of the four boys in our family were on active duty in the Marine Corps for at least four years. My next to the youngest brother recently retired as a Master Gunnery Sergeant with 30 years of active duty.

After the Marine Corps I joined the Army Reserve and have deployed several times while working for the IRS. I am very well acquainted with the challenges of going on active duty and returning back to the work place. I hope to see MDS-IRS get involved with IRS management to ease this transition process and provide support to the family members left behind. I like many of the ideas that have been discussed within the organization such as the mentoring program, partnering with the Wounded Warrior organization, and making the hiring of disabled veterans a priority



at IRS. I look forward to watching MDS-IRS grow and seeing the great things accomplished by the organization.

## Celebrate the 4th of July with a Veteran!



July 4th, 2009

*Over the years, military veterans played a vital role in America's history; they are responsible for protecting the freedoms we enjoy and defending the lifestyle we have come to appreciate. Many of our veterans sustained injuries while others lost their lives in the pursuit of our liberty and peace. On this day, a day whereby we celebrate our proud and hard won independence, let's not forget the thousands of veterans who made this day possible. Take a moment to remember all who gave a little bit of themselves for this day. Say thank you to those who once served our proud nation. Honor and respect all who currently serve. Cherish and care for those that will serve this great nation in the future.*

To contribute an article to this newsletter, contact Allen, our MDS President.  
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