



# MOS Insider Secrets

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.

## From the President by Allen L Lichtenwalner, National President

One of the single most important challenges to me, as President, is ensuring I keep an open line of communication between myself and all members. This newsletter is just one such example.

In upcoming weeks and months, the Military Outreach for Service (MOS) will continue to open

doors to exciting new opportunities, challenges, and rewards. Many of you may recall that one of my goals this year was to start Chapters in each of the 50 states, with a year-end goal of attaining 2,500 members. We're off to a moderate start this year, with 26 Chapters under development nearly 400 new members.

As you read through this newsletter, you will see there are many programs and committees that are under development. If you don't find your name listed there is a reason for it—you're not fully connected to the MOS. Membership is more than filling out an application; membership involves stepping up to the plate and taking an active role in the future—our future and yours.

The MOS is for veterans, about veterans, by veterans. An extra hour a week is all it takes. If each MOS member contributed a single extra hour each week, we would have over 20,000 hours of effort applied within the MOS. That is what brings SUCCESS.



## Email Formatting within the MOS

One of our members, Kevin Holian, recommended the use of email headers to help differentiate the importance of MOS emails. I am supporting this initiative. Effective today, I request all MOS leaders and members format their emails as follows:

**MOS FYI** – For email between members simply to share information.

**MOS FYI Time Sensitive.** Similar to FYI, but where there is a limited time to take advantage of situation, such as IRS hiring announcements, discounts for veterans, etc.

**MOS URGENT** – From MOS leaders to members where an immediate response is required in less than two weeks.

**MOS Action** – From MOS leaders to members where some type of non-urgent action (i.e., two weeks to thirty days) is required.

### Inside this issue:

In-touch Program	2
Mentor/Protégé Program	2
Workforce of Tomorrow	3
Membership Dues Are Coming	3
Operation Warfighter	4-5
Team MOS	6-7
Recruiting Challenge	8

### MOS In-Touch Program

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



This program is for all leaders and members, and it is designed to let each other know of any IRS member who is deploying, currently deployed, or returning from deployment. Our goal is have a special area on our website identifying those MOS members called to active duty.

This area of our site will also be used to announce the death or serious illness or injury of our members

and leaders, including their families. As I have always stated—we will take care

of our own no matter where they may be serving. We owe it to them



### MOS Mentor/Protégé Program

**Do You Have What it Takes to Be a Mentor?**

~ ~ ~ ~ ~

**Are you looking for a Mentor?**

Early on in the election process, I made it clear that one of my focal points this calendar year is to bring forth an interactive program between mentors and protégés. While much work remains to be done on the program, I am asking everyone to volunteer

for the program—either as a mentor or as a protégé by sending me an email directly volunteering to serve either as a Mentor or work as a Protégé.

As a mentor, you will be assigned protégés to whom you will provide your wisdom, experience, recommendations, guidance, and counseling. You will help our veterans fill gaps in the experience leading to more advanced career and managerial potential. More often than not, this will entail one or two phone calls each

month and one or more emails monthly.

As a protégé, you will be assigned a mentor. Your mentor may request you to read books, articles, or other publications. They may ask you to write articles or perhaps do research in an area (not specifically within your current career path) to help evaluate your analytical and communicative ability.

You may be assigned to a project team, consisting of other protégés, and work within a team environment to challenge your time management, project management, and people skills. Be prepared to use your off-duty time to help advance your career.



## MOS and the Workforce of Tomorrow

As many of you have heard, the IRS is partnering with all employee organizations—including the MOS—on recruiting initiatives across the nation.

To accomplish short-term improvements for you and begin long-term improvements for the future, the Workforce of Tomorrow task force being led by Beth Tucker, Director of Workforce Initiatives, will focus on six critical areas:

- **Valuing and retaining our people** - Ensuring meaningful employee recognition, development and strategies to retain our best talent
- **Planning a dynamic hiring strategy** - Building

a flexible workforce plan that takes into account business trends and objectives

- **Attracting the best internally and externally** - Developing enhanced recruiting and career progression strategies
- **Streamlining hiring** - Improving processes, automation and policies to reduce the time it takes to fill positions
- **Growing future leaders** - Enhancing our leadership planning and succession processes, and focusing on development opportunities

**Enhancing the role of managers** - Developing strategies to assist managers in mentoring, leading

and developing colleagues while addressing administrative burden.



### Workforce of Tomorrow

“Attracting the best internally and externally “

## MOS Membership Dues Are Coming to a Check Book Near You

Many of you have asked what does it cost to join the MOS, and when will we begin paying dues?

For fiscal year 2009, which will end September 30, 2009, the cost of dues will be \$12.00 per member.

However, we will not begin collecting the dues until we have our Articles of Incorporation filed which I anticipate having completed by the end of April.

These dues will pay for our website and legal fees associated with our 501(c) (3) non-profit status. You will be sent an email announcing the dues, mailing instructions, etc., and will have 30 days from the date of the email to pay your dues in full.

Effective October 1, 2009 (the start of FY2010), our dues will increase to \$24.00 per year. Each member must full pay for the year via personal check; you will have until

October 30, 2009 to pay your dues or your membership will be cancelled.

## MOS, Operation Warfighter, and Things You Should Know

This project, designed to take our injured service members and place them in limited intern programs within the Service, is continuing to move forward. The last indication is that it will be wrapped up under an IRS/Department of Defense Operation Warfighter program that currently is in place and approved. As with our many other programs, there has been a tremendous amount of effort in the program and much work remains to be accomplished. Everyone should anticipate hearing more over the next few months.

In doing more research on this very important topic, I discovered the LMSB Diversity Recruitment Guide. This document contains some excellent

information as follows:

### Hiring Veterans

Veterans are vibrant men and women who have proven their ability, loyalty, and commitment to a country they so honorably served. Veterans make a conscious choice to serve our country and many want to continue to serve as valuable public servants. They understand the meaning of discipline, teamwork, and completing a task. Their experience and training in various specialties are often transferable to positions throughout the IRS.

Below, we will briefly discuss the various hiring authorities available to staffing specialists. The information is presented to recruiters as background information. It is important to remember

that all determinations regarding the appropriateness of a hiring authority and/or qualifications are made by the IRS Personnel Office.

There are two general ways veterans can be appointed to a Federal job: Competitive Appointment and Noncompetitive Appointment under special authorities that provide for conversion to the competitive service.

### Competitive Appointment

A Competitive Appointment is one in which the veteran competes with others for a job that has been posted. This is the normal entry route into civil service for most employees. Veterans' preference applies in this situation, and those veterans who qualify as preference eligible -- i.e., who are entitled to veterans' preference, have 5 or 10 extra points added to their score.

### Non Competitive Appointment

A Noncompetitive Appointment is an appointment that is under a special hiring authority such as the Veterans Recruitment Appointment (VRA) Authority (formerly known as the Veterans Readjustment Appointment (VRA) Authority) and the Special Authority for 30 percent or more disabled veterans. Eligibility under these special authorities gives veterans a very significant advantage over



## ... Things You Should Know (Continued from Page 4)

others seeking employment in that they do not compete with others.

### **The Veterans Recruitment Appointment (VRA) Authority**

The Jobs for Veterans Act (“Act”), Public Law 107-288, enacted on November 7, 2002, revised the eligibility requirements under the Veterans Readjustment Appointment, and was re-introduced as a Veterans Recruitment Appointment (VRA) Authority.

### **Hiring Veterans with Disabilities (Disabled Veterans)**

Veteran men and women bring a unique talent to the workforce and represent a deserving talent pool that is often overlooked. Listed below, are resources to help build your applicant pool:

### **Department of Labor Veterans Employment and Training (VETS)**

- VETS supports a network of local employment service professionals who assist disabled veterans in locating and securing employment.
- State employment offices and Directors of Veterans Employment and Training (DVETS) work with recruiters and state employment specialists to provide qualified

job candidates.

- VETS is currently working on a state and national resume data base of disabled veterans.

### **Veterans Administration Vocational Rehabilitation and Employment**

- Contact the VA Employment Specialist in your area (see listing below).
- Identify qualified applicants.
- Develop potential training programs.

### **Operation Warfighter**

**Program** - The Department of Defense Military Severely Injured Center sponsors Operation Warfighter, a temporary assignment or internship program for Service members who are undergoing therapy at military treatment facilities in the United States.



Remember to Send an Email to our Deployed Troops!



**TEAM MOS**

**Our people are our ONLY asset**

**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), James Quinn (Treasurer), and Susie Harmon (Secretary). They work tirelessly keeping me straight and focused. I would also like to point out that Jon Bird has also accepted the position of Chair, Communications & Public Affairs Committee.

**Senior Executive Steering Committee:** Join me in thanking Jim Clifford, Art Gandara, Fred McElligot, and Steve Cickay (who has since retired) for their 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.

**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.

**Chapter Development Committee:** John Mansfield, John Gray, Alfred Holimon, and Nelson Melitz are tackling one of the largest programs within the MOS—they are developing the MOS Chapter Development Checklist. This checklist, as specified in our by-laws, will be the controlling document used to evaluate and approve the official charter of all Chapters within the MOS.

**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 Transition Intern Program / Wounded Warrior
- 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, 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

### MOS Chapter Leaders

**“Doing what is right for the right people” - Ed.**



## MOS Recruiting Challenge Starts April 1, 2009!



MOS Veterans in Action

Here is your chance to take something out of my hands—but you're going to have to work for it like I did. Before I tell you the criteria, let me tell you how I got hold of it. It's my own personal Fallen Heroes patch (attached to this email). While living and working in Las Vegas, Nevada, I became an active member of the American Legion Riders, part of the American Legion. One of the events we conducted was a poker run, the proceeds of which were given to economically challenged US service members. Part of the event consisted of a very loud, very expensive auction of motorcycle and military items. This patch personally cost me a lot of money--\$175.00 to be exact. I have carried this patch with me for a number of years. And now, here's an opportunity to get it away from me!

From April 1, 2009 to June 30, 2009, the MOS member that recruits the most MOS members will win the patch! ***In order to qualify, each person that recruits a member must have that member send me an email that states, "I was recruited by ...." along with their membership form. A minimum of ten qualified recruited members gets you into the running. In the event of a tie, a drawing between the names will be held.***

*You've seen the patch (which is 11.75 inches in diameter!).  
Now, here's your chance to get it away from me!*

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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.

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