



Department of Defense

36th Annual Disability Awards Ceremony

**Exemplary Components and Military Departments
and Outstanding Service Members and Civilian
Employees with Disabilities**



THE SECRETARY OF DEFENSE
WASHINGTON

Message from the Secretary of Defense

Welcome to the 36th Annual Department of Defense Disability Awards Ceremony. Today's ceremony honors our outstanding Service members and civilians with disabilities for their dedicated service to the Department and the Nation, and recognizes exemplary Department of Defense components for their efforts to strengthen a diverse and inclusive workforce.

October is National Disability Employment Awareness Month, a time to celebrate the skills and talents that our Service members and civilians with disabilities bring to the Department of Defense. Their hard work, courage, and sacrifices strengthen our Department, our Total Force, and our Nation.

Our Nation's disability civil rights laws, including the Americans with Disabilities Act and the Rehabilitation Act, empowered millions of Americans to live, work, travel, and to participate fully in society. In order to advance the spirit of the law and fully embody the values we defend, we must remain steadfast in our commitment to attaining the goal that individuals with targeted disabilities comprise two percent of the Department of Defense workforce. Attaining and ultimately exceeding this goal is a major priority for the Department.

I am grateful for the service of the individuals and components that we recognize today as we all rededicate ourselves to recruiting, retaining, and advancing a modern workforce. I am proud of all who came forward to serve our country, and grateful for the service of all of our Service members and civilians with disabilities.

A handwritten signature in black ink that reads "Ash Carter".

Presidential Proclamation – Anniversary of the Americans with Disabilities Act, 2016

BY THE PRESIDENT OF THE UNITED STATES OF AMERICA A PROCLAMATION

On July 26, 1990, our Nation marked a pivotal moment in history for Americans with disabilities. Fueled by a chorus of voices who refused to accept a second-class status and driven by a movement that recognized that our country is stronger and more vibrant when we draw on the talents of all our people, the Americans with Disabilities Act (ADA) enshrined into law the notion that Americans living with disabilities deserve to participate in our society free from discrimination. Twenty-six years later, as we mark this anniversary, we recognize all this milestone law has made possible for the disability community.

The ADA sought to guarantee that the places we share -- from schools and workplaces to stadiums and parks -- truly belong to everyone. It reflects our Nation's full commitment to the rights and independence of people with disabilities, and it has paved the way for a more inclusive and equal society. For the 6.5 million students and the approximately 50 million adults living with mental or physical disabilities, the ADA has swung open doors and empowered each of them to make of their lives what they will.

Building on this progress is a priority for my Administration. The Federal Government has taken the lead in creating meaningful employment opportunities for people with disabilities. In my first term, I issued an Executive Order that called on Federal agencies and contractors to hire more people with disabilities -- and today, more Americans with disabilities are working in Federal service than at any time in the last three decades. My Administration has vigorously enforced the Supreme Court's ruling in the Olmstead decision -- which determined that, under the ADA, people with disabilities cannot be unnecessarily segregated -- and worked to deliver on the promise that individuals with disabilities have access to integrated, community-based services. The Affordable Care Act affirmed that Americans with pre-existing conditions can no longer be denied health insurance, and this year, we made it clear that health care providers must offer reasonable accommodations and ensure effective communication for individuals with disabilities in order to advance health equity and reduce health care disparities.

As we commemorate this progress, we know our work to expand opportunity and confront the stigma that persists surrounding disabilities is not yet finished: We have to address the injustices that linger and remove the barriers that remain. Too many people with disabilities are still unemployed and lack access to skills training or are not paid fairly for their work. We must continue increasing graduation rates for students with disabilities to give them every chance to receive the education and training they need to pursue their dreams. We must make the information and communication technologies we rely on accessible for all people, and ensure their needs are considered and incorporated as we advance the tools of modern life. And we must keep fighting for more consistent and effective enforcement of the ADA in order to prevent discrimination in public services and accommodations.

At a time when so many doubted that people with disabilities could contribute to our economy or support their families, the ADA assumed they could, and guided the way forward. Today, as we reflect on the courage and commitment of all who made this achievement possible, let us renew our obligation to extend the promise of the American dream to all our people, and let us recommit to building a world free of unnecessary barriers and full of deeper understanding of those living with disabilities.

NOW, THEREFORE, I, BARACK OBAMA, President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim July 26, 2016, the Anniversary of the Americans with Disabilities Act. I encourage Americans across our Nation to celebrate the 26th anniversary of this civil rights law and the many contributions of individuals with disabilities.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-fifth day of July, in the year of our Lord two thousand sixteen, and of the Independence of the United States of America the two hundred and forty-first.

BARACK OBAMA



INTRODUCTION

In honor of the 2016 National Disability Employment Awareness Month (NDEAM), the Department of Defense is proud to recognize this year's recipients of the Secretary of Defense Awards at the 36th Annual Disability Awards Ceremony.

The Secretary of Defense Awards are presented to Service members and civilians with disabilities for their outstanding contributions in supporting the DoD Mission, and to the DoD Components and Military Departments for their exemplary efforts to adopt and implement exemplary practices to advance a diverse and inclusive workforce.

This year marks the 71st anniversary of NDEAM. Since its inception in 1945, DoD has paid tribute to the accomplishments of men and women with disabilities, in particular our Wounded Warriors, whose effort and determination keeps our nation safe and our economy strong. The Secretary of Defense Awards bestowed at the ceremony are a cherished honor. Congratulations to the 2016 recipients.

2016 Secretary of Defense Awards for Achievement in the Employment of Individuals with Disabilities and 2016 Secretary of Defense Award for Achievements in Ensuring Accessible Information and Communication Technology in the Workplace

Five Department of Defense (DoD) Components and Military Departments will be honored for their exemplary practices in employing individuals with disabilities. Four awards recognize achievements in programs and practices promoting hiring, retention, and advancement of individuals with disabilities. Since 2010 this has included recognizing a DoD Component in the Intelligence Community. The new fifth award honors one Component or Military Department for achievements in ensuring accessible information and communication technology in the workplace.

The 2016 criteria used to determine the award recipients for the Secretary of Defense Awards for Achievement in the Employment of Individuals with Disabilities include multiple measures to determine DoD's progress. Each factor is essential to building a comprehensive and successful affirmative program to recruit, retain, and advance individuals with disabilities including Wounded Warriors and veterans with disabilities. Consistent with the adage that "what gets measured, gets done," these exemplary efforts translate into achievement and progress that can be measured. In 2016, Components could also submit documentation of the following exemplary programs and practices as part of the criteria:

- Developing and implementing a personal assistance services program;
- Developing and implementing a strategic plan to ensure accessible information and communication technology;
- Developing and implementing a disability mentoring program; and
- Developing and implementing a comprehensive reasonable accommodation program.

The Component or Military Department honored with the Secretary of Defense Award for Achievements in Ensuring Accessible Information and Communication Technology in the Workplace is recognized for demonstrating exemplary actions in one or all of the following:

- Building a professional team to eliminate systemic barriers to information and communication technology;
- Developing a proactive plan with dedicated resources to ensure the adoption and implementation of accessible information and communication technology; and
- Developing an information technology acquisition strategy to ensure the adoption of accessibility standards for information and communication technology.



Best Military Department

**PRESENTED TO THE
DEPARTMENT OF THE AIR FORCE
DEBORAH LEE JAMES
SECRETARY OF THE AIR FORCE**

The Department of the Air Force is recognized with “The Secretary of Defense Award for Achievements in Employment of Individuals with Disabilities” for the fifth consecutive year. The Department of the Air Force achieved leading scores related to the employment of individuals with targeted (significant) disabilities, with the highest participation rate and new permanent hire percentage of the three Military Departments.

To facilitate achievement of these positive employment outcomes, the Department of the Air Force has adopted many effective strategies, including recruiting widely for positions in all pay plans, occupations, and levels; effective use of Schedule A excepted hiring authority; resurveying its workforce’s OPM SF-256 Self-Identification of Disability status codes; adopting a written reasonable accommodations policy for qualified applicants and employees with disabilities; and providing appropriate training to senior leadership and managers.

The Department of the Air Force was created when President Harry S. Truman signed the National Security Act of 1947. This made the U.S. Air Force a separate military service and ended a 40-year association with the U.S. Army. The U.S. Air Force thus entered a new era in which airpower became firmly established as a major element of the nation’s defense and one of its chief hopes for deterring war. The mission of the United States Air Force is “to fly, fight and win ... in air, space and cyberspace.” To achieve that mission, the Air Force has a vision of Global Vigilance, Reach, and Power.





Best Mid-Sized Component

**PRESENTED TO THE
DEFENSE FINANCE AND ACCOUNTING SERVICE
TERESA MCKAY
DIRECTOR, DEFENSE
FINANCE AND ACCOUNTING SERVICE**

This is the third year in a row that the Defense Finance and Accounting Service (DFAS) is recognized with the Best Mid-Sized Component Award. For the second consecutive year, DFAS exceeded DoD's longstanding goal that two percent of its workforce be individuals with targeted (significant) disabilities, with a participation rate of 2.15 percent. DFAS led all Mid-Sized Components in the percentage of permanent hires comprised of individuals with targeted disabilities.

In addition to demonstrating positive employment outcomes, DFAS was the only mid-sized Component to submit documentation of an administrative mechanism or centralized source of expertise for establishing a comprehensive reasonable accommodations program.

DFAS was created by the Secretary of Defense in 1991 to standardize, consolidate, and improve accounting and financial functions throughout DoD. The intent was to reduce the cost of the Department's finance and accounting operations while strengthening its financial management.

The DFAS leadership and workforce are dedicated to achieving the agency's vital mission every day: "Lead DoD in finance and accounting by ensuring the delivery of efficient, exceptional quality pay and financial information." To accomplish this and to guide our way to the future, the agency has adopted a vision that challenges us to build upon past accomplishments to reach higher: "To be a recognized leader in DoD's financial management by consistently delivering first-class service and products."





Best Small-Sized Component

**PRESENTED TO THE
DEPARTMENT OF DEFENSE
WASHINGTON HEADQUARTERS SERVICES
BARBARA WESTGATE
DIRECTOR, WASHINGTON HEADQUARTERS SERVICES**

Washington Headquarters Services (WHS) is recognized with the 2016 Best Small-Sized Component Award.

WHS performed well in most statistical categories, and was the lead small-sized Component in the participation rate of individuals with targeted disabilities. WHS earned points for demonstrating it had resurveyed its workforce's OPM SF-256 Self-Identification of Disability status codes and submitting documentation of an administrative mechanism or centralized

source of expertise for establishing a comprehensive reasonable accommodations program.

WHS was created in 1977 to provide administrative and management support to multiple DoD Components and Military Departments. WHS supports agencies, organizations, and personnel in the National Capital Region working with administration, buildings, facilities, finances, information technology, human resources, security, and transportation. The WHS team consists of more than 2,300 civilian and military employees dedicated to providing world class service to its customers. WHS is committed to support the mission of DoD, and its offices and agencies. This commitment drives various administrative, human resources, and personal support initiatives administered by WHS, in support of the diverse DoD team of more than 64,000 personnel.





Best Intelligence Component

**PRESENTED TO THE
NATIONAL SECURITY AGENCY
ADMIRAL MICHAEL S. ROGERS, U.S. NAVY
DIRECTOR, NATIONAL SECURITY AGENCY (NSA)**

This is the third year in a row that the National Security Agency (NSA) is recognized as the Best Intelligence Component. NSA achieved the top score among Intelligence Components in the participation rate and new permanent hire percentage of individuals with targeted disabilities. NSA submitted documentation of a comprehensive operational plan for funding supplies, equipment, and services critical to provide reasonable accommodations.

NSA stood out for its exemplary program to ensure accessible information and communication technology for its employees with disabilities. Instead of determining whether NSA was required by law to ensure accessible information and communication technology, agency leadership made a commitment that access to technology would be part of its mission. NSA proactively adopted comprehensive accessibility standards to ensure their employees with disabilities have equal access to information and communication technology.

Established in 1952, NSA has provided timely information to U.S. decision makers and military leaders for more than half a century. The Central Security Service (CSS) was established by Presidential directive in 1972 to promote full partnership between NSA and the Service Cryptologic Components of the U.S. Armed Forces. This new command created a more unified cryptologic effort by combining NSA and CSS. The Director of NSA is dual-hatted as the Chief of CSS.

NSA/CSS is unique among the U.S. defense agencies because of its government-wide responsibilities. NSA/CSS provides products and services to the Department of Defense, the intelligence community, government agencies, industry partners, and select allies and coalition partners. In addition, NSA delivers critical strategic and tactical information to war planners and war fighters.



Best Achievements in Ensuring Accessible Information and Communication Technology in the Workplace

**PRESENTED TO THE
MISSILE DEFENSE AGENCY
VICE ADMIRAL JAMES D. SYRING
DIRECTOR, MISSILE DEFENSE AGENCY**

The Missile Defense Agency (MDA) is honored with the Secretary of Defense Award for Achievements in Ensuring Accessible Information and Communication Technology in the Workplace.

MDA is recognized for its exemplary efforts to implement a program that ensures that its employees with disabilities have equal access to information and communication technology. MDA has taken proactive steps to allocate resources to fund a full-time Section 508 Coordinator position. The MDA Section 508 Coordinator works directly with the Equal Opportunity Office to establish agency-wide policy to ensure the accessibility of information and communication technology for individuals with disabilities. MDA established a program to ensure adherence to Federal accessibility standards and usability guidelines. This model has proven successful in ensuring accessible information and communication technology for MDA employees with disabilities.

MDA is a research, development, and acquisition agency within the Department of Defense. MDA is responsible for managing, directing, and executing the Ballistic Missile Defense (BMD) program. MDA's mission is to develop and deploy a layered BMD System to defend the United States, its deployed forces, allies, and friends from ballistic missile attacks of all ranges in all phases of flight. MDA coordinates with the Combatant Commanders, other DoD Components and Federal agencies, foreign governments, international organizations, and others as authorized.

MDA's total government civilian workforce at the end of fiscal year 2015 included 2,334 civilian employees and 115 military service members located in five states and international locations. The MDA Vision is to "Earn our Nation's confidence in developing effective homeland and regional missile defense." To "Foster a supportive environment for a diverse and professional workforce" remains one of MDA's top strategic organizational goals. MDA's continued dedication to establishing and upholding its status as a model employer is demonstrated in its longstanding commitment to ensuring opportunities are available to everyone.

2016 Secretary of Defense Awards to Outstanding Service Members and Civilians with Disabilities

The Outstanding DoD Service Members and Civilians with a Disability Award honors DoD civilian employees (since 1981) and Service members (since 2010) who have supported the DoD mission, overseas contingency operations, or whose attributes best epitomized the qualities and core values of their respective Military Service or other DoD Component. The achievements of these Service Members and civilian employees, their commitment to excellence, have contributed significantly to our ability to keep our Nation safe and secure.

The 2016 award recipients have been selected by their organizations from among thousands of Department of Defense Service Members and Civilian employees with disabilities worldwide. This year, awards are presented to 18 civilian employees and Service members with a range of disabilities, including individuals with sensory impairments (such as blindness, deafness, hard of hearing), physical (such as amputation, quadriplegia, polio, cerebral palsy, Parkinson's disease), and mental (such as Post Traumatic Stress Disorder (PTSD), intellectual disability).



Joseph C. Atalig

*Logistics Management Specialist
United States Army
Fort Sam Houston, Texas*

Joseph Atalig, a wounded soldier who sustained several service-connected physical injuries, post-traumatic stress disorder, and traumatic brain injuries during a 2004 deployment in Iraq has proven himself to be an outstanding performer, effective leader, and mentor to other wounded soldiers.

Mr. Atalig began his career with the Federal government when he was hired in September 2008 as a Supply Technician (Forklift Operator) Y B-02 (GS-7 equivalent) at U.S. Army South Logistics Directorate and later promoted to the position of Logistics Management Specialist—Supply Support Activity Accountable Officer, GS-0346-1 1. He is considered a subject matter expert on maintenance, supply, and Standard Army Retail Supply System-Level I (SARSS-1) by his peers and personnel from other agencies. From April 2011 to May 2012, Joe saved ARSOUTH and customer commands over 400,000 dollars in turn-ins, unnecessary shipping charges, and hundreds of hours in processing supply requirements. He did this through his technical expertise, leadership skills, and ingenuity.



Joe is a firm believer in equal opportunity. An active supporter of the VA Non Paid Work Experience program, DoD Workforce Recruitment Program, and the Wounded Warriors Project, he has made attempts through these programs to place an individual with a disability to work with him as a Supply Technician GS-0346 GS7 in the Logistics Automation Branch warehouse. He is spearheading efforts for U.S. Army South to participate in the Wounded Warriors Project TRACK™ program.



Deborah S. Worek

*Budget Officer, GS 12
United States Army
Fort Belvoir, Virginia*



Ms. Deborah Worek distinguished herself in her duties as the Agency Budget Analyst for the United States Army Force Management Support Agency (USAFMSA) since joining the Agency in June 2012. Ms. Worek demonstrates excellence in mastering the complex General Fund Enterprise Business System. Her meticulous attention to detail directly improved the Agency's management of limited financial resources in an austere budgetary environment. Ms. Worek's efficient budget tracking methods and compilation of the bi-weekly payroll reports facilitated accurate on-demand budgetary snapshots for Agency leaders. Ms. Deborah Worek played an instrumental role in compiling and documenting the Program Objective Memorandum (POM) cycles for the Agency, ensuring sound fiscal resource projections by providing vital input into the POM development and the Commander's Narrative Assessment. Her ability to seamlessly navigate through Army and Department of Defense budget systems enables the Agency to shrewdly manage limited resources and accurately forecast future fiscal requirements.

Nowhere is Ms. Worek's exemplary attention to detail more evident and visible than in the periodic Department of Defense budgetary Joint Reviews which serve as a check and balance for her daily, monthly, and quarterly performance. In these Joint Reviews, OA22 Budget Analysts always praise Ms. Worek's care and attention to even the minutest details, and her unparalleled knowledge of all budget items.

Ms. Worek consistently demonstrates expertise with the Defense Travel System (DTS). Reliance upon efficient DTS management is essential for USAFMSA. Ms. Worek's day-to-day management of DTS consistently keeps the Agency's travel requirements flowing in accordance with approved travel guidance and budgetary constraints. Ms. Worek's exemplary DTS expertise is critical to Agency success.

Ms. Worek continues to set the standard for all members of the Agency to follow. Her work product is exceptional day in and day out. She is the definition of a team player. Ms. Deborah Worek's outstanding performance is in keeping with the finest traditions of Army civilian service and reflects distinct credit upon her, the U.S. Army Force Management Support Agency, the United States Army, and the Department of Defense.



Scott M. Zessin

*Geographer
United States Army
Omaha, Nebraska*

Scott Zessin has been working at the Surveys, Mapping, and GIS section of the Geotechnical Sciences and Engineering Branch in Omaha Nebraska for more than 11 years. Mr. Zessin started with the Omaha District under the Workforce Recruitment Program in 2004. Mr. Zessin has received outstanding ratings for nearly each of his 11 years of Federal service.

Mr. Zessin is asked for by name due to his reliability and his geospatial expertise. This includes his experience executing a plethora of projects on a variety of Product Delivery Teams. Projects include but are not limited to: unexploded ordinance, flood control, environmental clean-up, recreation, real estate, military construction, Operations and Maintenance, flood mitigation, formerly used defense sites, real estate, LiDAR, Pavement Maintenance Management System data development, and inventory. He has taken on a team lead role in several of these projects managing funding and scheduling of team members. Mr. Zessin receives accolades from his peers and his staff.



In addition to his geospatial duties, Mr. Zessin has taken on purchasing credit card duties. He supports the section and branch in purchasing supplies, equipment, repairs, maintenance, training, and utility locating services. He has not had any ratifications or errors while executing these duties.



Alec E. Forsman

*Atlantic Test Range Photogrammetrics Team Lead
Department of the Navy
Patuxent River, MD*

Mr. Forsman leads a team that designs, develops, operates, and maintains post-processing optical and photogrammetric systems and provides quality data to Navy test programs. He is a nationally recognized flight test photogrammetry expert for weapons separations, ship suitability, ballistics, and mishap reconstruction. He develops new photogrammetric techniques and his solutions consistently exceed program expectations in spite of resource limitations. He is called upon to complete test and evaluation assessments for naval aircraft and weapons systems. His technical excellence has benefitted F-35, P-8, P-3, E-2C, and F-18 test programs, the Joint Precision Approach and Landing System, Joint Direct Attack Munition, Advanced Target Forward Looking Infrared, Standoff Land Attack Missile Expanded Response, and classified projects.

Initiatives include developing the next-generation “TrackEye” system, which ensures successful ship suitability testing for aircraft, reduces data processing turnaround time, improves automatic tracking for range customers, and reduces the time and cost of providing photogrammetric analysis. He has improved photogrammetric techniques for more efficient weapon separation testing and participated on projects that resulted in faster tracking, analysis, and data delivery. He identified major improvements and efficiencies—including reduced cycle time and labor costs associated with data reduction, plus annual cost savings, and reduced overtime for test programs. He co-authored a book and researched improvements to photogrammetric target acquisition, tracking, and analysis funded by the Naval Innovative Research and Engineering program. He has presented numerous papers at national and international technical conferences and symposia.

He received the 2008 United Way Light of St. Mary’s County award, participated in Naval Air Systems Command’s Disability Mentoring Day, and has previously served on the Southern Maryland National Alliance on Mental Illness board of directors. Mr. Forsman refuses to let life’s obstacles prevent him from achieving his personal and professional goals. He motivates his team through his actions, work ethic, and determination. He sets a good example through his technical leadership and dedication to the Navy mission.



Adam Jonathan LeBlanc

*Staff Sergeant, USMC
Department of the Navy
Camp Lejeune, North Carolina*

SSgt LeBlanc enlisted in the Marine Corps as an infantryman in July, 2000. He deployed on a UDP to Okinawa from April to October 2011. Shortly after returning, he was deployed to Guantanamo Bay, Cuba, in support of Operation Enduring Freedom in 2002. In 2003, he was deployed to Iraq with Task Force Tarawa 3 in support of Operation Enduring Freedom. Upon returning from Cuba, he was reassigned to become a marksmanship instructor in Quantico, VA. While in Weapons Training Battalion, he volunteered to join Combat Replacement Company 3 in order to fill billets in units that have sustained heavy losses in combat. He was selected to join 1st Battalion 3rd Marines as a sniper and deployed in 2004 in support of Operation Phantom Fury to secure Fallujah. After returning from his assignment, he was deployed to Afghanistan as a Company GySgt with 1st battalion, 25th Marines Regiment and was sent to Wounded Warrior Battalion-East in November 2015 to recover from his medical conditions. SSgt LeBlanc has degenerative disc disease, which resulted in extensive operations in his lower back, as well as Post Traumatic Stress Disorder and Traumatic Brain Injury.

As a recovering service member at the Wounded Warrior Battalion, SSgt LeBlanc has been an active volunteer in the community. He frequently volunteers to support Habitat for Humanity, the local Special Olympics, and the Boy Scout Association Troop 90. He is an active participant in competitive events for wounded, ill, and injured Service members and veterans, has competed in the 2016 Marine Corps Trials, and is currently training to represent the United States Marine Corps in the Royal Marine Triathlon, which will be hosted in the United Kingdom summer of 2016. SSgt LeBlanc has had a distinguished career in the Marine Corps as an infantryman. During his 16 years in the Marine Corps, he was deployed nine times: four to combat in Iraq, two to Afghanistan, and three on unit deployments around the world. Despite serious medical challenges, he maintains an infectious optimism and contributes to his community.



Christina D. Pate

Inventory Management Specialist, NT04
Department of the Navy
Panama City, Florida



Mrs. Christina Pate began her career at the Naval Surface Warfare Center, Panama City Division, in 1982 as a temporary Student Aid, working her way up over the course of the 33 years through a variety of positions to Inventory Management Specialist. As the site Subject Matter Expert for the General Services Administration (GSA) Global Supply Program, she worked with counterparts at GSA to accomplish an overhaul of the program by encouraging their online program to interface with local internal systems, resulting in savings. She has served on Quality Process Teams, and has received a variety of awards over the course of her career. Examples include the Meritorious Award for Support of Desert Storm Operations (1992), for support in requisitioning parts to be shipped to the Warfighter, using the best price practices for ensuring competition of lower costs and gaining expeditiously shipped orders; Meritorious Unit Commendation for Meritorious Service (2008-2013); Participation in the Naval Supply Systems Command Price Challenge Hotline Program (2009), reporting price challenging discrepancies, providing the Government refunds which resulted in savings to the local projects; On-the-Spot awards for support in expediting acquisitions in support of Deployable Joint Command, and Control Hurricane Katrina efforts.

Ms. Pate plays an instrumental role at the Command and in the community: serving as the Equal Employment Opportunity Diversity Council Chair (2010 to present); participating as a member of the Children's Christmas Party Committee (CCPC) for over 25 years; and serving as the station's Employee Welfare Association President (2003-2005). In 2012 Ms. Pate was instrumental in attracting Mr. Bill Klein, a reality television personality, as the guest speaker for the National Disability Employment Awareness Month event, and in 2016 she established Special Emphasis Program Manager (SEPM) CoManagers.

Ms. Pate selflessly gives her personal time and talent as Santa's Helper when the CCPC hosts 100 local disadvantaged children from local elementary schools. Ms. Pate proudly supports the programs where she volunteers. She never lets being born with a rare Robinow Syndrome, and diagnosed with breast cancer (2012), stand in her way. Ms. Pate's cancer remains in remission and she continues performing her duties and tasks with the same eagerness and exuberance she did for the previous 33 plus years.



Technical Sergeant Jason Caswell

*Crew Chief, E-6
19th Aircraft Maintenance Squadron
United States Air Force
Little Rock, Arkansas*



TSgt Jason Caswell is vital to accomplishing the aircraft maintenance mission at Little Rock AFB. In his primary job as an Aircrew and Maintenance Debriefer, TSgt Caswell utilized an Air Force wide process improvement initiative known as AFSO 21 in order to minimize the aircraft debrief time for C-130J aircrew members. This enabled aircrew to notify maintainers of serious mechanical faults during flight, as well as operational checks performed to accurately describe the aircraft airworthy condition. Initially, the debriefing process took an entire hour. However, TSgt Caswell cut that time in half by streamlining the process and eliminating unnecessary steps. He developed a plan to train 250 aircraft maintainers on the Data Transfer and Diagnostic System, which allows maintainers to accurately review, troubleshoot, and document trends in aircraft discrepancies and faults. TSgt Caswell reviewed over 300 previous aircrew debriefs created by his section and determined that a training deficiency existed with establishing standards in status reporting. He quickly established a thorough training plan tailored specifically to each person assigned to his section, increasing proficiency and significantly reducing the debrief error rate.

The Air Force Wounded Warrior program selected TSgt Jason Caswell to brief Mrs. Laura Junor, Principal Deputy Under Secretary of Defense for Personnel and Readiness, about issues concerning the Department of Defense Warrior Games. The intent of the briefing was to justify the necessity of the Warrior Games, which is an adaptive sports competition for ill, wounded, and injured service members. He participated in several events during the 2015 Warrior Games. TSgt Caswell competed in volleyball, throwing shot put, and was selected as an Air Force Team Captain. While studying in the Non-Commissioned Officer Academy at Sheppard AFB, TX, TSgt Caswell volunteered to speak at a base resiliency event, sharing his personal experience of becoming an amputee and the will it takes to return to active duty service. He has been a guest speaker for multiple amputee support groups in both Wichita Falls, TX and Jacksonville, AR. He is an outstanding role model.



Mr. Robert A. Schenk Jr.

*Installation Deployment Officer
Department of the Air Force*

Mr. Robert Schenk Jr., a U.S. government employee assigned to Yokota Air Base, serves as the Installation Deployment Officer and Chief of Plans and Integration. As the Installation Deployment Officer, he directs all contingency, emergency and expeditionary deployments and receptions for the installation while ensuring legal compliance to meet U.S. Pacific Command inter-agency needs. He manages the installation's Support Agreement program in which he oversees more than 60 active host and tenant agreements as well as 13 international agreements with the Government of Japan. Mr. Schenk's exceptional knowledge of logistics was crucial during Exercise VIGILANT ACE where he led his team in the deployment of 12 C-130 aircraft generating 186 sorties, ultimately enabling numerous combat training scenarios between the U.S. and Republic of South Korean forces. His efforts to integrate Air National Guard members into these training missions played a vital role in accomplishing the exercise through flawlessly receiving and processing more than 338 tons of cargo and 1,200 forces to the local theater.

Mr. Schenk guided the logistics planning and execution of Operation CHRISTMAS DROP, the longest running Department of Defense humanitarian aid mission. The 374th Airlift Wing demonstrated its ability to rapidly execute a Humanitarian Assistance and Disaster Relief operation alongside the Royal Australian Air Force and Japan Air Self Defense Force; a first in the 64 year history of the operation. Mr. Schenk's meticulous logistics planning skills, in conjunction with the Royal Australian Air Force and the Japan Air Self Defense Force, ensured the uninterrupted preparation and delivery of 32,224 pounds of life sustaining aid to the Federated States of Micronesia, Republic of Palau, and the Commonwealth of the Northern Mariana Islands. Mr. Schenk is ultimately responsible for maintaining the primary airlift hub for all U.S. forces in the Western Pacific. His steadfast management and oversight directly affects the 374th Airlift Wing's ability to provide trained and ready expeditionary forces anywhere in the world. Mr. Schenk epitomizes the qualities and core values of the Air Force as evident through his achievement of this year's Zenko-kai Award, which is awarded by the Government of Japan to an individual who has made a positive impact on the local community.



Hiromi N. Allen

*Regular Part-Time Supervisory Store Assistant
Army and Air Force Exchange Service
Spokane, Washington*

When Ms. Allen was almost three years old, she was struck by a car and suffered severe nerve damage in her right arm and hand. After graduating from high school, she went to Foreign Language Business School to learn economics while studying English.

In 2005, Ms. Allen was hired as a temporary part-time Senior Store Associate in the shoe department, then moved to regular part-time Store Associate. In 2007, she worked with the Operations Squad and in October 2011, Ms. Allen was selected to fill the Shift Supervisor in Softlines. Ms. Allen quickly reorganized the department by setting clear goals for her associates. She allowed her crew to take ownership of their areas and help them develop personally and professionally. She set up displays and products which coincided with Exchange promotions and targeted holidays. Ms. Allen was selected to attend the Retail Management Academy and was temporarily promoted to Shift Manager at the Express when a manager resigned.



Ms. Allen was selected as the permanent Manager for the position but missed working in the Main Store. She graciously declined and returned to the Supervisor position in the Softlines department. Ms. Allen is considered the “go to” Supervisor and often willingly switches her schedule to help accommodate unforeseen problems. Ms. Allen has been selected as Employee of the Month on three occasions. She has been recognized with four “Thanks for Caring and Sharing” awards, one “Thanks for Making it Better” award, one “Excellence” award, and five Special Recognition Awards.

Ms. Allen volunteers at the Family Readiness Center, where she helps run the Airmen’s Attic. While there, Ms. Allen mentors High School students, and several were so inspired by her dedication to the Service members and their families, they decided to join the Exchange family. Two of the individuals have become supervisors themselves. Ms. Allen has been praised by several Commanders and has been recognized multiple times as the Volunteer of the Quarter. She epitomizes the value of “Families Serving Families,” out-performs her peers with sheer work ethic, and has an unmatched personal drive, giving all to the “Greatest Customers” in the world.



Kevin K. Truong

*Senior Auditor
Defense Contract Audit Agency
New York, New York*

Mr. Truong is a Senior Auditor with the New York Branch Office (NYBO). He has had Muscular Dystrophy since the age of 22. Mr. Truong has excelled as an auditor at the NYBO. Mr. Truong has been lead auditor in various complex incurred cost audits and other assignments. He has performed well in all of his audit assignments and is always willing to take on more to expand his knowledge. This was evident in his audits of a government contractor in 2008, 2009 and 2010.

The 2008 audit resulted in 480,000 dollars in questioned costs and the 2009 audit resulted in questioned costs of 1.1 million dollars. Mr. Truong completed complex risk assessments of a government contractor with minimal input from his supervisor. The 2010 Incurred Cost audit risk and final report were handled independently and the audit program steps were accurate, complete, and precise. His dedication and commitment to his assignments are exemplary.



Mr. Truong has an exceptional relationship with his team peers and others in his office. He works effectively at building and maintaining team participation through active involvement at meetings and staff conferences. Mr. Truong builds good working relationships across the agency through his daily interactions in response to numerous requests. He addressed requests and audit concerns regarding a government contractor network encompassing over 70 working divisions. Mr. Truong has a good working relationship with the contractor's liaison. His assistance in negotiations greatly benefitted finalizing agreements. While still performing his duties, he pursued and completed an online MBA with high honors.

Mr. Truong is always willing to help other auditors and to participate in office activities. He served as acting supervisory auditor. He worked on Incurred Cost audits, forward pricing audits, as well as special projects which benefitted other audit offices. He performs mobile audits at various contractor locations and participates in the audit negotiations. His assistance at negotiations greatly benefitted the finalizing of agreements.



Jacqueline Spiller

*Store Associate
Defense Commissary Agency
Kansas City, Missouri*

Ms. Jacqueline Spiller was born in Middletown, Ohio, and moved to Chicago, Illinois, when she was 6 months old where she spent most of her childhood. When Ms. Spiller was 14 years old, she was diagnosed with transverse myelitis, which destroyed the nerve roots in her spinal cord, impairing the use of her legs.

Ms. Spiller attended Southern Illinois University-Carbondale majoring in Public Relations. In 1985, she began work as the executive secretary in charge of Medicare purchasing and billing services for Blue Cross-Blue Shield.

Ms. Spiller is the mother of two boys and served as secretary for Red Cross activities in Southern Illinois during the early 1990s. She became part of the administrative support staff of the United Way of Marion, Illinois. Ms. Spiller started the Parent-Teacher Organization at her son's school and then later served as its President.

In January 2012, Ms. Spiller joined the Defense Commissary Agency working for the Richards-Gebaur Commissary located in Missouri as an outstanding Store Associate.





Eric James "EJ" Belliveau

Software Specialist

Defense Contract Management Agency

Eric James Belliveau is a Disabled Veteran, having served as a U.S. Marine in Vietnam from 1968-1969. Mr. Belliveau is proud of his service at DCMA as part of the overall effort to support the Warfighter with high quality products and services that support the mission of the U.S. Military while ensuring value for American taxpayer dollars.

While pursuing a graduate degree in Economics at San Jose State University, Mr. Belliveau was enrolled in a DoD Disabled Veteran Job Placement program. In May 2008, he was referred to DCMA Lockheed Martin Sunnyvale (LMS) for a temporary assignment to the Contract Management Office (CMO) Summer Intern Program. During his brief tenure, Mr. Belliveau found himself very much at home in a diverse military/civilian environment in direct support of deployed Warfighters. It was at this time that the Keystone Program was presented as a possible entry point for permanent employment.

In 2010, Mr. Belliveau's skills, abilities, background, and performance resulted in an offer of employment as a DCMA Keystone Intern. Given Mr. Belliveau's broad experience in the high tech industry, he selected his career track to be that of a 2210 Software Specialist (IT APPSW). While still a Keystone, Mr. Belliveau was selected to assist in standing up the agency's Tier II Leadership Development Program. He tailored the DCMA program to local CMO requirements, assisted in recruiting leadership candidates and graduated from the two-year program.

In 2013, Mr. Belliveau joined the DCMA Journeyman Program and served with distinction as Software Lead on two ACAT I satellite programs. The caliber of his work stood the test of a Management Review Team (MRT) in July 2015 with no findings. Mr. Belliveau has performed oversight for over a billion dollars in software development acquisitions at various times. These programs include the management of distributed software teams from the East Coast to the West Coast. These are highly visible programs with high risks to software development. Three of the programs relate to satellite constellations and two of the programs regard missile defense.

Mr. Belliveau was detailed to the Agency Process Working Group (PWG), a strategic enterprise application effort. The mission of the PWG is to streamline DCMA processes across the organization so that policies and enabling systems are aligned. His special IT skills and expertise from working in the private sector are paying huge dividends to DCMA's PWG.



Kenneth William Kramer

Accountant

*Defense Finance and Accounting Service
Indianapolis, Indiana*

Mr. Ken Kramer's outstanding efforts have directly contributed to the Agency's ability to achieve and sustain audit readiness. He routinely finds innovative solutions to difficult or sometimes impossible problems, and he is the organization's subject matter expert on the budget execution process. Additionally, Mr. Kramer is the advocate for Departmental Reporting, ensuring that data is complete and accurate before reports are finalized every month.

During the latest Attestation Standard 801 (AT 801) review, the Agency was required to provide auditable support of accountant reviews of budget execution reports. This requirement involved the use of at least 100 different checklists. Mr. Kramer developed an automated, consolidated checklist, saving the Agency both time and money, while reducing chances of human error. The automated checklist has been shared with Departmental Reporting – Army, and has greatly reduced the number of hours associated with completing the requirements of the AT 801 review.



Mr. Kramer created additional automated checks for the monthly budget execution reports and the quarterly financial statements for all departmental organizations. His reconciliations save countless hours for the Budget Execution Team during the monthly and quarterly reporting cycles. The reconciliations verify Fund Balance with Treasury, Collections, Disbursements, and Appropriations Received, which are critical to the overall Financial Improvement and Audit Readiness Plan for Department of Treasury Index Number 097 financial reports.

Mr. Kramer served as the Head Varsity Girls Basketball Coach at the Indiana School for the Deaf from 1998 to 2003. His 1998-1999 and 1999-2000 teams were recognized as "National Team of the Year" by several prominent deaf publishers. Mr. Kramer's expertise and dedication make him an invaluable asset and his efforts reflect great credit upon Departmental Reporting, the Agency, and the Department of Defense.



Major Timothy P. Tatem

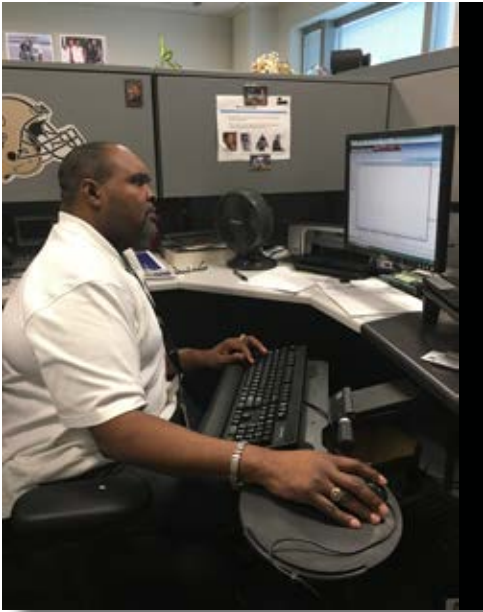
*Support Division
Defense Intelligence Agency
Reston, Virginia*



Mr. Tim Tatem, an outstanding Army officer, has served his country for over 17 years. For the past year, as a member of the Defense Intelligence Agency's (DIA), Defense Combating Terrorism Center (DCTC) Support Division, he has continued to serve as he leads and manages programs that provide DCTC personnel with the capabilities and services they need and deserve as they engage the Nation's most critical intelligence mission areas. As the DCTC lead for DIA's transition from the Department of Defense Intelligence Information System to the Common Operating Environment domain, Mr. Tatem took on the critical and challenging job of moving DCTC personnel to the new Intelligence Community Information Technology Enterprise-compliant initiative enacted by the Office of the Director of National Intelligence. Using his project management skills, Tim helped transition all of DCTC in just three months. Throughout this period, as more than 1,000 accounts were moved to this new domain, DCTC experienced no mission failure of its numerous terrorist fighting initiatives as Tim transitioned personnel from 5 locations as well as 4 Joint Reserve Intelligence Centers, hosting more than 150 reservists in a highly successful migration.

Mr. Tatem has put his program management skills to work in other critical areas to ensure awareness, training, and access for DCTC divisions and personnel desiring to use misattribution accounts. Coordinating across DIA and with DCTC leaders, he ensured all mission areas had access to this capability by organizing, training, and brokering the creation of nearly 80 DCTC accounts enabling mission growth. Mr. Tatem contributes to the community, helping to shape our young people through his involvement with the Boy Scouts of America since 2013. Already this year, Tim has led over 300 Scouts and Scout supporters on more than 15 hikes.

Tim's Bronze Star, two Meritorious Service Medals, and numerous other awards are a testament to his outstanding service to the Nation as an officer of the highest regard. He has provided expert-level skills and acumen while displaying a humble demeanor that belies his knowledge and a work ethic that are second to none.



Frank E. Moses, Jr.

*Management Analyst
Defense Logistics Agency
Fort Belvoir, Virginia*

Mr. Moses is the Task Management Tracker (TMT) expert for Human Resources (J1). He analyzes all J1 taskers and distributes them to the appropriate offices in a timely manner. No matter the subject, Mr. Moses is able to route the suspense to the correct office. He constantly monitors the status of all J1 TMT taskers to ensure that they are completed by their suspense date. In addition, Frank volunteers his time to train employees new to TMT or new to the J1 team, ensuring J1's high standards of excellence are consistent across the organization. Mr. Moses is very diligent with regard to ensuring all suspenses are completed on time. He is very proactive and follows up with warnings when suspenses are due. He is the primary troubleshooter to address any TMT system issues. He ensures that all policy and issuance taskers are in the proper format/writing in accordance with the DLA Manual 5025.01, Writing and Managing Policies and Procedures. Frank is a critical part of a team that ensures J1 enjoys a fine reputation within DLA for suspense management and outstanding staff work.



In addition to his duties managing suspenses and the flow of correspondence, Mr. Moses continues to do an outstanding job as the J1 DLA Facility Manager, along with helping to manage the Security and Safety Monitoring Programs. He is responsible for performing monthly safety inspections for DLA Headquarters (HQ) J1 offices. Frank takes a diligent approach when conducting these inspections, safeguarding J1 employees and property, and ensuring that J1 is in compliance with DLA instructions. As the J1 DLA Facility Manager, Mr. Moses makes certain that all safety and fire marshals meet mandatory training requirements. As the TMT expert, Mr. Moses goes above and beyond his responsibilities by conducting one-on-one training for anyone who might need additional training to understand the TMT process. Mr. Moses goes out of his way to help any customer even if it does not pertain to his duties or responsibilities. He is a great example of a teammate who is willing to go above and beyond for the benefit of the organization and his peers. Recently Frank completed the "Yellow Belt Lean Six Sigma" certification, displaying his determination to learn a new skill in order to assist J1 in building a foundation that facilitates continuous process improvement capabilities. This is a skill that is outside of his normal daily functions. He is loyal, flexible, reliable, willing to assist anyone with anything, and is an informal leader.



dodea
DEPARTMENT OF DEFENSE EDUCATION ACTIVITY

Terry O. McMurry

*Assistant Network Operations Center Manager
Defense Threat Reduction Agency
Fort Belvoir, Virginia*

Terry O. McMurry serves in the Defense Threat Reduction Agency (DTRA) Special Programs Office as the Assistant Network Operations Center Manager and Property Book Custodian for the U.S. Special Operations Command's Countering Weapons of Mass Destruction Support Program.

Mr. McMurry demonstrated exceptional knowledge and skills as the Assistant Network Operations Chief and is leading efforts to successfully implement four security upgrades of the Dynamic Picture of the Operating Environment (DPOE), a 20 million dollar cloud-based Research and Development system supporting deliberate and operational planning. Mr. McMurry's outstanding efforts driving security upgrades resulted in no loss of connectivity to more than 800 users worldwide. His thorough understanding of software coding and IT systems maintenance is exemplary and continues to demonstrate a positive impact on the mission.

Accounting for more than 7 million dollars in Government property, Mr. McMurry orchestrated a complete UNCLASSIFIED and SECRET Net Computer upgrade of his facility, replacing more than 200 individual work stations. Working closely with the DTRA Chief of Information Operations, Mr. McMurry supported the scheduling, shipment, delivery, unpacking, imaging, and installation of 204 computers in less than 30 days. During initial installation, Mr. McMurry was instrumental in identifying critical software configuration issues that made them inoperable. He worked closely with the vendor, a team of contractors, the DTRA IT support staff and his Network Operations Center (NOC) team, and they were able to repair the problem quickly resulting in no loss in computer connectivity for 128 people supporting the Commander, U.S. Special Operations Command. An outstanding effort!

Mr. McMurry is an active member of the Cross Friendly Church in Gaithersburg, Maryland, and is a devoted husband and father of two children.



Jeremy L. Tuck

*System Software Engineer
Missile Defense Agency
Redstone Arsenal, Alabama*

Mr. Jeremy Tuck joined the Missile Defense Agency (MDA) in April 2012 through the Missile Defense Civilian Development Program (MDCDP), an internship program that provides a hands-on approach through rotational assignments, education, and on-the-job training. Before joining MDA, he worked as a software engineer for seven years at a government contracting company and interned as a website designer at the Marshall Space Flight Center. Mr. Tuck is a system and software engineer with a strong work ethic, who analyzes and assesses his team's needs in order to creatively develop new resources and methods to improve their efficiency and effectiveness.



During his five years at MDA, Mr. Tuck has worked as a system and software engineer in the Terminal High Altitude Area Defense (THAAD) Software Division under the Chief Engineer. Mr. Tuck consistently and actively pursues new solutions, opportunities, and products to improve the ability of the THAAD Software Division to accomplish its mission in a more effective and efficient manner.

Mr. Tuck tracks and assesses all potential and anticipated challenges in regards to THAAD systems. He delivers the findings to all respective THAAD Team stakeholders. His efforts in tracking and communicating the potential and anticipated challenges have increased the THAAD team's situational awareness, resulting in a team-wide increase in productivity and improved working relationships. This supports the MDA Core Value of teamwork as well as the MDA Goal of a team approach for Agency operations.

Mr. Tuck supported THAAD Modeling and Simulation by working with the respective contracting company to determine and forecast software issues for the Post Engagement Ground Effects Model and Parametric Endo/Exoatmospheric Lethality Simulation. Mr. Tuck's approach to the task, consistent communication, and work efforts provided the contracting company with near-real-time solutions and an entirely new capability to utilize for future software builds to support MDA. This supports the MDA Core Values of dedication, professionalism, respect, and teamwork as well as the MDA Goal to continue developing and fielding the Ballistic Missile Defense System for homeland and regional defense.



Brent S. Hare, NSA

*Director of Operations
National Security Agency
Ft. Meade, Maryland*

Mr. Brent Hare served at the National Security Agency (NSA) as a Mission Watch Officer (MWO) from 18 May 2014 to 23 January 2016. During his time as an MWO, he contributed to countless successful computer network exploitation (CNE) operations within the Tailored Access Operations (TAO) organization.

As a Watch team lead, Mr. Hare trained his own team and then assisted with training at least two other teams, rotating duties among team members so that each person had an opportunity to diversify his/her skills and gain experience while encouraging knowledge sharing. He worked with multiple teams to help members complete their Job Qualification Standard (JQS) training, mentoring them so team members qualified on the tools and processes used on the watch floor. He mentored civilians, contractors, and military personnel alike. His peers regard him as an expert in his field, and he is known for his “team-first” attitude.



Upon completing his tour as an MWO, Mr. Hare assisted with developing the MWO JQS, defining the standards and methods that will be used as a guide to train future MWOs. His other duties included direct mission impacts through troubleshooting dataflow requests and collaborating with other divisions across TAO to mitigate outages. Mr. Hare took the knowledge he gained during his tenure on the watch floor and has trained approximately 18 watch officers. Mr. Hare uses a wheelchair, but at no time does his disability impact his work or stop him from taking on a task. His dedication to the job and mission is unparalleled. As a Tier 1 emergency designated employee, he worked his rotational shift position without missing a shift, including through snowstorms and “Superstorm” Sandy, which sometimes resulted in his needing to sleep at Ft. Meade when his relief could not make it in.

As a result of Mr. Hare’s professionalism and dedication to the mission, the leadership of the Mission Infrastructure Technologies Operations Center selected Mr. Hare to spearhead the development of the newly formed Strategic and Tactical Operations Investigation Team. Mr. Hare thrives on challenge, and whenever issues come up, as they often do, he runs toward the problem, rather than running from it. In his new role, he is charged with solving the hard problems that impact CNE operations. His responsibilities include identifying potential network degradation issues and mitigating them before they impact the network. Mr. Hare is one of those rare individuals with both strong leadership skills and technical capabilities, and he truly enjoys sharing with other people. His accomplishments reflect great credit upon him, the National Security Agency, and the Department of Defense.



Office of Diversity Management and Equal Opportunity (ODMEO)

ODMEO promotes diversity in the Department of Defense (DoD). ODMEO envisions a Department of Defense that reflects the face of the Nation. To that end, we seek a Department that competes for the best and brightest talent our Nation has to offer. We focus our efforts on emerging talent to ensure that we successfully attract, recruit, develop, and retain a highly skilled total force capable of meeting current and future mission requirements.

ODMEO Vision: Foster a diverse and inclusive, mission-ready total force.

ODMEO Mission: Direct and oversee policies and programs to promote a DoD culture of dignity and respect that values diversity and inclusion as readiness imperatives.

Disability Initiatives of ODMEO

The objective of ODMEO's disability programs is to ensure the full participation of individuals with disabilities, including wounded warriors, in all DoD policy, programs, and activities through the elimination of technological, architectural, and programmatic barriers.

ODMEO's disability programs strategically guide and support DoD Components on compliance with Federal disability civil rights laws, and leading the Department's efforts to become a model employer of individuals with disabilities.

ODMEO enhances diversity and inclusion among Components through the following policy development and program implementation initiatives:

- Policy Guidance
- Interagency Collaboration
- Rehabilitation Act (Section 504 & 508) and Architectural Barriers Act Complaint Management
- Analysis of Disability Trends and Statistics
- The Workforce Recruitment Program
- DEOMI Disability Program Management Training

For more information about ODMEO's disability programs and services, contact:

Email: osd.ability@mail.mil

Phone: (703) 614 – 3391

For more information about the WRP, visit: www.wrp.gov

To file a Section 504 or 508 complaint, e-mail: osd.disabilitycomplaints@mail.mil.

To file an ABA complaint, visit: www.access-board.gov/aba-enforcement

The Workforce Recruitment Program

The Workforce Recruitment Program for College Students and Recent Graduates with Disabilities (WRP) is a unique Federal recruitment and referral program to hire postsecondary students and recent graduates with disabilities into temporary and permanent Federal positions in a variety of fields.

The Office of Diversity Management and Equal Opportunity (ODMEO) manages DoD participation in the WRP. The goal of the program, particularly within the DoD, is to create a pipeline of qualified applicants, which will lead to an increase in the numbers of people with disabilities working in the Federal Government.

The WRP Program is recognized by the Office of Personnel Management and the Equal Employment Opportunity Commission as a proven affirmative strategy to increase the representation of individuals with disabilities in the Federal workforce. The program is a vital component of our joint efforts to fulfill the intent of President Obama's Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities, signed July 26, 2010.

Since 1995, the WRP has supported Federal departments and agencies in recruiting, retaining, and advancing individuals with disabilities. The WRP began as a pilot program within the Department of the Navy and achieved such success that it was expanded across the entire Department of Defense. Today the program is managed by the Department of Labor, with the Department of Defense remaining its largest and most committed stakeholder.

By leveraging this innovative program, Federal departments and agencies both fill essential positions with extraordinarily talented individuals and promote a more diverse and inclusive workforce. The WRP talent pipeline can be hired for temporary assignments and permanent placements. All candidates are eligible under Schedule A noncompetitive appointment authority as set forth in Title 5, Code of Federal Regulations, Part 213.3102(u).

The WRP e-Mentoring Program encourages participants to consider DoD careers and establish relationships to assist in developing and refining their career plans. Mentors provide guidance on topics such as goal setting, résumé development, networking, business etiquette, and interviewing. Mentors and mentees communicate biweekly via email on these topics throughout the year.

For more information, visit or email Disability Programs at

OSD.Ability@mail.mil



Accessibility on Washington Headquarters Services Properties

WHS Accessibility Task Force

The Accessibility Task Force (ATF) advocates and provides a voice for persons with disabilities in buildings owned and operated by WHS to ensure facilities are accessible and provides an essential avenue to engage with facility management. The ATF solicits, analyzes, and shares with all stakeholders accessibility issues and concerns that may arise from inherent building constraints, new construction, renovation activities, signage, and operation of facilities on WHS-owned and operated properties, continually striving to promote collaboration and ensure accessibility.

Have accessibility questions or concerns?
Email: WHS.Accessibility@mail.mil

WHS Mobility Assistance Program at the Pentagon

This program consists of a limited number of motorized scooters. Individuals can be assigned motorized scooters for one to three days or up to 90 days, based on their needs.

For additional information, visit
<https://safety.whs.mil/MedicalScooter.htm>

HQDA Temporary Electronic Mobility Program

The Headquarters Department of the Army (HQDA) provides temporary mobility solutions within the Pentagon for civilian and military personnel. For additional information, contact:

Mr. Willie Warren
willie.j.warren10.civ@mail.mil

Wheelchair Reservations

To reserve a wheelchair at the Pentagon or Mark Center, contact:

- Pentagon Customer Assistance Center:
(703) 697-7351
- Mark Center Customer Assistance Center:
(571) 372-HELP

Shuttle Bus Solutions

The WHS Transportation Management Program Office (TMPO) provides coordination to arrange accessible transportation services at the Pentagon, Mark Center, and leased facilities for the Department of Defense (DoD) shuttle buses.

To request accommodations on a DoD shuttle route, contact the specific dispatcher for that route at least 24 hours in advance at <https://customerresources.whs.mil/DFD/ShuttleBus.php> (CAC required).

For more information, contact:

WHS TMPO
(571) 372-7124

Email:
whs.pentagon.em.mbx.dodshuttlebus@mail.mil

Website:
<https://customerresources.whs.mil/transportation>

Accessible Parking

The WHS Parking Management Office (PMO) provides accessible parking permits.

Call the PMO at (703) 697-6251 or visit them in Room 2D1039 for more information.
willie.j.warren10.civ@mail.mil



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Defense Equal Opportunity Management Institute

History & Mission

The Defense Equal Opportunity Management Institute (DEOMI) was founded in 1971 as the Defense Race Relations Institute in response to the civil rights movement of the 1960's. Today, DEOMI offers Equal Opportunity/Equal Employment Opportunity education and training for military active duty and reservists as well as civilians in both resident and non-resident courses. DEOMI's mission is to enhance readiness from development through delivery of world-class human relations education, training, and innovative solutions for its customers.

Training Methodologies

DEOMI uses a variety of educational techniques with an emphasis on experiential learning. Topics are presented during interactive auditorium lectures and then reinforced and expanded upon during facilitated small group exercises and discussions based on the adult experiential learning model. Experiential learning involves several teaching methods. The selection and use of methods in any given part of a course are carefully adapted to the subject material and the educational objectives of the instruction. For course information, visit www.deomi.org.

Mobile Training Teams

DEOMI provides Equal Opportunity (EO) and Equal Employment Opportunity (EEO) training outside the Institute through its Mobile Training Teams. These teams of professionals are designed to serve the specialized needs of requesting agencies by providing targeted training to participants via courses, seminars and workshops. There are basic EO and EEO foundational courses available; however, DEOMI can completely customize any presentation based on requirements and time constraints.

DEOMI Research & Consultation

DEOMI is a Center of Excellence with a primary mission of enhancing mission readiness at all levels of the Department of Defense. DEOMI advises policy makers; provides consultation to decision-makers and leaders; develops and delivers the highest quality training and education; leads the scientific field in both theoretical and applied research to benefit the community at large, and significantly adds to the body of scientific knowledge; and makes available through knowledge management and collaborative endeavors the most recent discoveries, applications, and historical information; and provides a forum and environment within which the world's experts may collaborate in order to form new ideas and visions for the future. DEOMI—the global choice for effective human relations education, training and research consultation services.



READINESS Is DEOMI's Guiding Principle

Respect - for the infinite dignity and worth of all individuals

Excellence - in education, training, and research

Awareness - of the issues, successes, and strategies in human relations

Diversity - an understanding that our strengths derive from our differences as well as our shared values, goals and ethics

Innovation - of processes, technology, and designs to enhance our mission

Nation - which we have sworn to defend and endeavor to improve

Exchange - of ideas in the spirit of academic freedom and professional responsibility

Selfless service - a priority to the higher ideals of equality and fairness

Support - a commitment to quality processes for our customers and our organization

www.deomi.org



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Washington Headquarters Services (WHS)

Dr. Edna Johnson

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Phone: (571) 372-4034



Special thanks to the National Guard Bureau for providing the distinguished 50 State and Territorial Flags for the Disability Awards Ceremony.



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