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FM WORKFORCE – GOING FROM GOOD TO GREAT

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For More Information visit FM Online or email us at dodfmcertifcationprogram@mail.mil

Email Us **Here**

New User Training: **Click Here**

https://fmonline.ousdc.osd.mil

Comptroller Corner

Mike McCord
Under Secretary of Defense (Comptroller) and Chief Financial Officer

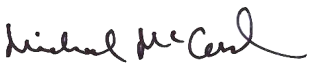
This time every year I set aside time to catalog the year's successes and thank those who steadily displayed their commitment to excellence. Among this year's chief successes, I count the impressive work performed by almost 1,500 FM members who have earned their DFMCP credential and the thousands of others who have begun their journey toward certification. On pages 10 – 13, I have highlighted the people who were the first to use the FM Certification Program as a series of guideposts along their path to professional development. With the support of their supervisors, these FM members evaluated their education and training history, identified training gaps in their professional records, and then pursued training in those areas to enhance their skill sets.

Along with these individual certification achievements, I wanted to provide some key metrics that capture the effort of those who have helped shape the program during this critical year of implementation. On September 30, 2014, we completed the implementation phase of the certification program in the Active Component launching over 46,000 members in the program. That means that in the last 365 days, on average 126 FM members were incorporated into the program everyday – a remarkable feat. In FY2015, we are focused on implementation in our Reserve and Guard Component.

As you know, when individuals are incorporated into the program, the next step is to ensure their understanding of the program and how to use it as a tool to further their careers through professional development. Through 45 training sessions held virtually and in-person, the DoD FM Certification team equipped Component Administrators (CAs) and Component Certification Authorities (CCAs) with the information and tools they needed to help their teams walk through the certification process. We created and distributed approximately 23,000 certification tools and resources, presented over 25 hands-on briefings, and, with significant help from 56 component course managers (CMs) and the Tiger Team, aligned 646 courses into FM myLearn – the FM community's online repository of FM-related courses. We also completed development of 38 OUSD(C)-developed web-based training courses, with another 31 slated to roll out in FY 2015.

However, these metrics do not begin to capture the amount of training provided by your individual components and organizations, or the amount of learning gleaned through one-on-one conversations between supervisors and their team members. These metrics are only indicators of the knowledge gained through your participation in the program.

In 2015, I will continue my full support of this program and expect to keep this momentum going. I expect to see a steady increase in certified members, improved communication across and within DoD organizations, and enhanced understanding of key concepts like audit readiness. I expect to see a workforce empowered by knowing the competencies in which they are expected to excel, and I expect to hear of more valuable, career-centered conversations between leaders and their teams. As in 2014, I expect a lot and with your continued engagement, enthusiasm, and determination, I know 2015 will be a year of professional growth and continued excellence.



Join us on LinkedIn by clicking below!
http://ow.ly/sZfDv

My Career. My Certification.

Hello, my name is Debra Kendall, and I am certified at Level 2 of DoD Financial Management (FM) Certification. I am a Budget Analyst for the US Army Corps of Engineers (USACE), Walla Walla District, our District's FM Certification Program subject matter expert and Component Administrator (CA), and a USACE Northwest Division Alternate CA. As an FM member, a CA, and a certification advocate in general, I am enthusiastic about helping others understand how to navigate the Program by telling my own certification story.

When I first learned of this Program in May 2013, I was excited to discover that USACE was in the first wave of implementation and since then, having earned my certification, I have yet to be disappointed. It's been a rewarding and career-enhancing experience, and I look forward to greater professional opportunities with all the knowledge I've gained from the Program. Although my certification journey was not an easy path, it was definitely worth it – and to learn so much along the way, what a BONUS!

When I was ready to get started, I found that reading the FM Certification Handbook was an excellent first step in my journey. After reading through the handbook, I quickly learned that the FM Online website would provide a wealth of information, as it had several training resources and links to program information readily available.

Within FM Online, the FM myLearn and DoD FM Certification Program tabs were the main sources of key information and resources. With recent updates, these tabs are even more informative than when I first accessed them in 2013. In particular, the Training and Overview videos were very helpful. The information they provide has now also been parlayed into a variety of excellent hardcopy tools, and web-based training within the FM Learning Management System (LMS). The FM LMS Job Aids were also invaluable in organizing myself and completing required tasks efficiently. I kept them on-hand until the three-step process became routine.

In early 2014, by completing training courses within the FM LMS and those external to it (such as ones I found on FM myLearn), I easily completed all but eight course hours of my Level 2 requirements.

At this point, I thought I hit a brick wall trying to complete the requirements without using any academic courses gleaned from a bachelor's degree. Then, I utilized a fairly new resource showcased on FM Online, the LinkedIn FM Certification discussion group! I registered for LinkedIn, joined the group, and researched information on my topic. When I couldn't find anything related to my topic, I submitted a question and began my very own discussion string asking for specific advice for my situation. The concise response I received led to my completing all requirements within days – the rest is Certification History!

Looking back on my journey, I would say that using FM myLearn in conjunction with the Learning History Worksheets was pivotal to my success in the Program. I used FM myLearn to search for courses that satisfied multiple competencies and then plugged them into my Learning History Worksheet (LHW) to identify where I still needed training. Using those two resources in conjunction was essential to my success in the Program.

Further, FM myLearn is a tremendous resource for finding training outside one's own organization. I believe FM myLearn will become even more important as we seek out affordable web-based courses for use in today's fiscal environment. I plan to continue using FM myLearn with an evolving LHW to help me decide which courses I should take as I work to maintain my certification through continuing education and training (CET) credits.

Throughout my certification journey, I found that even when I met challenges, those experiences yielded valuable information and personal and professional rewards! The training available via FM myLearn thoroughly covers core financial management principles that will lead to a workforce better prepared to meet resourcing challenges and obtain auditable financial statements. Even if you're not required to earn an FM Certification, I'd recommend taking advantage of the many training opportunities available in FM myLearn. Finally, I just want to encourage all FM members to stay focused on figuring you your path to certification and then taking action to complete the requirements – you'll be glad you did.

Useful Links

- DoD FM Certification Handbook - http://go.usa.gov/FYJF
- FM LMS Job Aids - http://go.usa.gov/FYSm
- Three-Step Process - http://go.usa.gov/FYhQ
- FM myLearn - http://go.usa.gov/BbaW
- LinkedIn Discussion Group - http://ow.ly/sZfDv
- Learning History Worksheets - http://go.usa.gov/Fgqj

Course Spotlight

We are pleased to announce the release of a new web-based course:

Intermediate Financial Concepts, Policies, and Principles *Certification Level 2 – 3 Course Hours*

Competency: Financial Concepts, Policies and Principles

The course discusses the concepts, policies, and principles of finance as it relates to major laws and regulations governing finance processes, military and civilian payroll processes, commercial payments and contracts, disbursing operations and disbursing state of expenditure accounting, and standard accounting and feeder systems in the DoD.

Upon completing the course, you will be able to:

- Identify the major entities in finance
- Identify major financial laws and regulations
- Describe military and civilian payroll processes
- Define contracts and commercial payments
- Describe disbursing operations and the disbursing state of expenditure accounting

How to Access these Courses:

1) For those of you already participating in the Certification Program with access to the DoD FM LMS, we recommend that you launch and complete OUSD(C) courses in the FM LMS where completion is recorded automatically toward program requirements.
   > DoD FM LMS: **https://whs.plateau.com/learning/user/ssoLogin.do**
2) For those without DoD FM LMS access, launch the courses from the FM myLearn website, using the exact title as the keyword in the search bar. You will need to record learning and upload the completion certificate into the DoD FM LMS to receive credit toward DoD FM Certification.
   > FM myLearn: **https://fmonline.ousdc.osd.mil/FMmyLearn/default.aspx**.
   > Click on the "My WBT" tab in the top left corner.

If you have any questions, please contact the FM Certification Team at **dodfmcertificationprogram@mail.mil**.

CONGRATULATIONS! Hats off to the 1000th person to earn their DFMCP credential!

Diane Whittington, Budget Analyst
PEO-EIS, Technology Applications Office (TAO)

"The targeted training has helped me understand the many aspects of financial management in the federal government and Department of Defense. Often the daily work in one position focuses on a narrow part of financial management. The Certification presents a wider view of financial management in the Department of Defense and provides valuable knowledge for the financial community.

It is great to be among the early achievers for this certification; however, many financial managers have completed training throughout their careers that applies to the certification. I am grateful that much of my prior training and DAWIA Certification was credited toward the Financial Management Certification.

This certification grants credibility for a well-deserved, yet sometimes under-recognized, federal government workforce. In addition, the training will greatly benefit new financial managers by providing the foundation for a successful career in DoD Financial Management. On-going training will ensure continued skill enhancement throughout our careers."

New Year's Resolutions: Achieve your DFMCP!

2015 is almost here and now is the perfect time to take stock of your career and establish your professional development goals for the New Year. With the DFMCP as your guide, setting resolutions is easy! Use the tips below to get organized and get moving toward earning your DFMCP credential.

1. Decide your Primary and/or Alternate Tracks with supervisor support.
   a. Primary Track - Applicable for Certification Levels 1-3
   b. Alternate Tracks - Applicable for Certification Levels 2 and 3
   c. Once you've decided on the appropriate career track, use the job aid below to select it in the FM Learning Management System (FM LMS).

   Job Aid "How to Choose Primary and Alternate Tracks in the FM LMS"
2. Collect your education and training history, and "play" with the Learning History Worksheets.
   a. Plug in different courses to learn which courses satisfy the most course hour requirements.
   b. Search for your courses on FM myLearn using the left-hand navigation bar to narrow your search. Remember courses are broken down into four categories:
      i. Active DoD – Courses Currently Offered by DoD Organizations
      ii. Inactive DoD – Courses No Longer Offered by DoD Organizations
      iii. Federal Non-DoD (Active/Inactive) – Course offered by Federal (non-DoD) organizations
      iv. Commercial – Courses offered by non-government vendors (e.g. Management Concepts or the Graduate School)
3. Use FM myLearn to identify which courses satisfy your remaining course hour requirements.
4. As you complete course hour requirements for each competency, log into the FM LMS to complete the three-step process to record your learning.
   a. Step One – Record Learning – Once you've complete an "achievement" use the resources below to record it in the FM LMS.

   "The DoD FM LMS 3-Step Process: Record Learning, Record Documentation, and Request Approval"

   "How to Find and Record an External Course in the DoD FM LMS"

   "How to Record an Academic Course in the DoD FM LMS"

   b. Step Two – Record Documentation - Each "achievement" requires proof or documentation that it was successfully completed. Acceptable documentation includes certificates, or transcript. Remember, the FM LMS only accepts one PDF document per competency, so do not record documentation until you have fully satisfied all hours for that competency. Then, combine multiple completion certificates and transcripts into one PDF.

   "How to Upload Documentation in the DoD FM LMS"

   c. Step Three – Request Achievement Approval – After you've completed steps one and two above, use the job aid below to request approval for each achievement.

   "How to Request Approval of a Completed Certification Requirement in the DoD FM LMS"

   When you've gained approval for each achievement in the LMS, use the job aid below to request approval of your certification.

   "How to Request Approval for the FM Certification in the DoD FM LMS"

FM Extras

But Don't Take My Word For It: Course Recommendations from the Field

Looking for courses? Below is sampling of courses that have received some of the highest course ratings to date.

Find these courses at http://go.usa.gov/MTQV.

DoD FM 101 - Audit Readiness

"Outstanding, basic FIAR course. I really am impressed. This CBT gives me very good understanding of FIAR strategic plan and objectives. I'll have to figure out how to print the slides without index on left side—we can use some of these to brief unit commanders, operations directors, etc."

Accounting Concepts, Policies, and Principles

"Every DFAS employee should take this training. By far the best one related to DFAS Accounting."

Budget Formulation, Justification, and Presentation

"This course was excellent! It covered the import elements of the budget formulation, justification, and presentation process and illustrated some challenges to defending and executing the budget in sufficient detail without overwhelming the audience."

Knowing is Half the Battle

Knowing who to call when you have certification questions will help you get the information you need quickly. Use the information below to figure out who to call when you have questions.

General Program Questions

DoD FM Certification Program Team – Helps you with generic program-related questions (e.g. policy questions). Contact via dodfmcertifcationprogram@mail.mil or LinkedIn http://ow.ly/sZfDv

FM LMS Questions

Component Administrator (CA) – Helps you access and use the FM LMS.

Contact your organization's FM Certification POC to identify the appropriate CA.

1. PIN Reset
2. Document Deletion
3. Supervisor Changes

FM LMS Help Desk – Assists you with technical system issues.
Contact Information: 1-800-735-1236

Course Alignment Questions

Course Managers (CM) – Each component has CMs who oversee and facilitate the course-to-competency alignment process. Contact your organization's Certification POC to identify your CM.

Find your organization's FM Certification POC at
http://go.usa.gov/H2Xm.

Key Terms

Achievement: In the FM LMS, a successfully completed certification requirement is called an achievement. This term applies to all completed requirements: course hours at Certification Level 3, official documentation for developmental assignment. Once you have completed all of the requirements necessary for each achievement item, you will submit that "achievement" to your supervisor for approval.

Primary Track: Your Primary Track is normally tied to your occupational series/specialty, or to the subject area in which you are currently working. When you select a Primary Track, you are focusing your development on the facet of financial management to help you grow your expertise in that subject matter. Work with your supervisor to determine which Primary Track is right for you.

Alternate Track: Your Alternate Track is a subject area other than your Primary Track. When you select an Alternate Track, you gain a basic understanding of the fundamentals of a subject area outside your realm of expertise. Work with your supervisor to determine which Alternate Track is right for your.

Documentation: Proof of successful completion (e.g. transcripts, certificate of completion).

Quarterly Quiz

Q. Where can I find courses developed by commercial vendors that are aligned to FM Certification competencies?

A. The vendor's website
B. FM myLearn
C. Both

See page seven for the answer.

All Aboard: Training for the New Year

As we plow full steam ahead into the New Year, here's a list of training offered at regular intervals by OUSD(C) to help you and your team get up to speed on the Program.

Component Certification Authority (CCA) Training

Audience: Component Certification Authorities

Date: Recurring–2nd Friday, Monthly

Time: 0900–1200

Description: This training forum allows CCAs to receive training directly from the Program Manager of the DoD FM Certification Program. CCAs will be provided step-by-step training on how to run and review the scorecard report for users seeking FM Certification approval. In addition, the training includes a brief review of how to leverage other CCA tools, such as FM myLearn, FM Online, and the Academic Matrices.

Registration: Log into the DoD FM Certification Learning Management System (LMS) at **https://whs.plateau.com/learning/user/ssoLogin.do.**

From the Home Screen, click through the instructions below:

Click 'Browse' (located in catalog area) >>
Click 'Course Calendar' (upper right-hand corner) >>
Select Desired Month for Training >>
Click FM Certification CCA Training >>
Click 'Register Now' button (found in Action column).

Train-the-Trainer (T3) Component Administrator Round Table

Audience: Certification Program Managers, Lead Component Administrators, and Trainers

Date: Recurring–3rd Wednesday, Monthly

Time: 1300–1500

Description: This training provides a collaborative environment for OUSD(C) to share information with Program Managers, Lead Component Administrators, and Trainers who work at the Component level. If you would like to submit topics for discussion during the round table, please submit topics two business days prior to the training session to **DoDFMCertificationProgram@mail.mil.**

Registration: Email the DoD FM Certification Program mailbox at **DoDFMCertificationProgram@mail.mil** to request training, and include your role within the Certification Program (e.g. PM, Lead CA, T3, etc.)

Course-to-Competency (C2C) Training

Audience: Course Managers

Date: Upon request on Thursdays

Time: 1000–1130

Description: This training reviews the standard operating procedures for aligning financial management and leadership courses to competencies (C2C) for the DoD Financial Management Certification Program. This training is designed to bring new course managers, who are not familiar with the program, up to speed on all of the policies and procedures regarding courses, their upload, inventory, and maintenance.

Registration: Email the Governing Body Secretary at **osd.pentagon.ousd-c.mbx.cfcm-governing-body-secretary@mail.mil** to request training, and include your role within the Certification Program (e.g. CCA, CM, etc.)

Certification Implementation

An UPDATE: With over 46,000 active duty and civilian DoD financial managers brought into the DoD FM Certification Program during FY2014, the DoD FM Certification Team is now focused on ushering in our counterparts in the Guard and Reserve. With a target completion date of 31 March, the Components are steadily managing their individual implementation plans with 839 reserve members already incorporated into the Program as of 18 December.

With National Guard/Reserve implementation underway, the teams are tackling head on the complexities that come with implementing this unique population. One of the areas that we are currently working is a solution to a barrier that doesn't permit FM members that have two DoD CAC ID cards, known as a dual persona, to log in to the FM LMS. The National Guard/Reserve includes FM members that have both a part-time military FM assignment and a DoD full-time government civilian FM position.

Because of the leadership demonstrated at all levels of the organization, the majority of people reading this are already using the tools available on FM Online to determine their individual path to certification. Other members, like Debra Kendall featured on page 2, have successfully met certification requirements by using the e-catalog on FM myLearn to identify courses which fill the gaps in their training record. The result is standardized training in the Department's most urgent subject areas, such as audit readiness, fiscal law and analytical thinking.

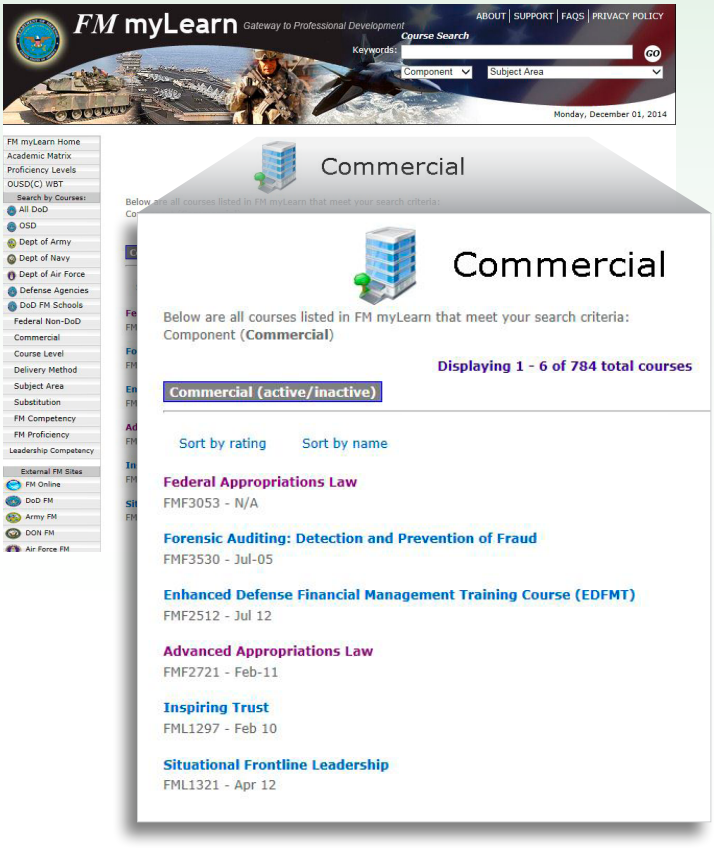
As we march toward implementation of the total force, we hope you will share your secrets to success (and your challenges) with over 350 members of the DoD FM Certification Discussion Group on LinkedIn. This online discussion group crowd sources answers, getting you the answers you need without delay. Join the group at https://ow.ly/sZfDv.

Quarterly Quiz

Where can I find courses developed by commercial vendors that are aligned to FM Certification competencies?

B – FM myLearn

To find commercial courses that are aligned to the FM Certification Program, click on the "commercial" tab found in the navigation bar on the left hand side. Here, you will find over 700 courses from vendors such as Management Concepts, the Graduate School, Skillsoft, and professional associations such as the American Society of Military Comptrollers that are aligned to FM Certification competencies.



Got Courses?

To help you plan your professional development for the next year, here is a list of courses planned for development in each quarter. The green check marks indicate that the course is complete and available in FM myLearn and the FM LMS.

Courses Planned for FY2015

Quarter Planned	Certification Level	Course Title[1]	Course Hours	Competency
Q1	2	Intermediate Finance Concepts, Policies, and Principles ✓	3	Financial Concepts, Policies and Principles
	2	DoD Intermediate Budget Principles ✓	3	Budget Concepts, Policies and Principles
	2	Revolving Funds and Internal Controls ✓	3	Financial Concepts, Policies and Principles
	2	DoD Intermediate Accounting Principles	3	Accounting Concepts, Policies and Principles
	3	Defense Business Systems Decision Support	2	Decision Support
Q2	1	DoD Introduction to Defense Working Capital Funds	3	Fundamentals and Operations of Finance
	1	The Basics of Making Payments	3	Fundamentals and Operations of Finance
	1	DoD Introduction to Fundamentals and Operations of Budget	3	Fundamentals and Operations of Budget
	3	DoD Accounting Analysis for Leaders	4	Accounting Analysis
	1	DoD Basic Fundamentals and Operations of Budget	3	Fundamentals and Operations of Budget
	1	DoD Introduction to Fundamentals and Operations of Military and Civilian Pay	3	Fundamentals and Ops of Mil/Civ Pay
	2	Structuring Decisions Under Uncertainty	4	Decision Support
	1	DoD Basic Fundamentals and Operations of Military and Civilian Pay	3	Fundamentals and Ops of Mil/Civ Pay
Q3	3	DoD Advanced Financial Management for Leaders	4	Advanced Financial Management
	3	DoD Advanced Accounting Analysis	2	Accounting Analysis
	2	DoD Intermediate Financial Management Systems	4	Financial Management Systems
	1	Decision Support Basics	4	Decision Support
	2	DoD Accounting Concepts, Policies, and Principles	3	Accounting Concepts, Policies, and Principles
	2	DoD Budget Concepts, Policies, and Principles	4.5	Budget Concepts, Policies and Principles
	2	DoD Audit Concepts, Policies, and Principles	3	Audit Concepts, Policies, and Principles
	3	Risk and Risk Management	4	Decision Support
	2	DoD Intermediate Audit Concepts, Policies, and Principles	3	Audit Concepts, Policies, and Principles
Q4	3	DoD Advanced Financial Management	3	Advanced Financial Management
	2	DoD Intermediate Payroll Concepts, Policies, and Principles	3	Payroll Concepts, Policies, and Principles
	2	Accounting Analysis	4	Accounting Analysis
	2	DoD Payroll Concepts, Policies, and Principles	3	Payroll Concepts, Policies, and Principles
	2	Financial Concepts, Policies, and Principles	4	Financial Concepts, Policies and Principles
	3	DoD Financial Management for Leaders	2	Financial Management Analysis
	2	DoD Commercial Pay Concepts, Policies, and Principles	3	Commercial Pay Concepts, Policies, and Principles
	2	DoD Intermediate Commercial Pay Concepts, Policies, and Principles	3	Commercial Pay Concepts, Policies, and Principles
	1	DoD Basic Fundamentals and Operations of Accounting	2	Fundamentals and Operations of Accounting

[1]Course title is subject to change and not final until course is complete

Announcements

Closed Captioning

Good news! In addition to the printable scripts, Closed Captioning is now available for interested FM members.

Certificate Printing

If you have earned your FM Certification we would like to recognize your hard work by making available a printed certificate for you to frame or otherwise display in your home or work office.

To obtain a printed certification, click on the link below to fill out a certificate request form via FM Online. Click here to print:
https://fmonline.ousdc.osd.mil/CertPrintRequest.aspx

Approvals Pending Reports Now Available

LMS users and administrators may now run a report to display where their submitted achievement stands in the approval process.

Waivers for DoD FM 101 Modules

To support Component Certification Authorities (CCAs) in approving certifications, you now have the capability to provide supporting documentation justifying the waiver of a DoD 101 module. Users may upload documentation using the documentation process outlined in the Job Aid below.

Job Aid: **How to Upload Documentation in the DoD FM LMS**

Fiscal Law 301

For members whose positions align to FM Certification Level 3, the Fiscal Law required course is available via the link below. Unlike other "Other Required Courses," you must Record Learning for this course in the FM LMS following the guidelines outlined in the Job Aid below.

Fiscal Law 301 Course: **https://fmbweb1.nmci.navy.mil/policy/fiscal_law/asp/login.asp**

Job Aid: **How to Find and Record an External Course in the DoD FM LMS**

Continuing Education and Training (CET) Automatic Reset

Previously, when a user completed their CET requirement, the FM LMS automatically restarted their CET requirement clock as soon as the requirement was complete. Starting on 1 January 2015, Continuing Education and Training credits (CETs) will only be reset every two years regardless of how early the requirement is met. For example, if you earn your certification on 15 February 2015, your CET two-year clock will "start" 15 February 2015, giving you until 14 February 2017. Your second CET two-year clock will begin at the beginning of March 2017 and end on 28 February 2019.

Certification Audits and Approval

Previously, following the CCA's final approval of a certification, the user would receive a system-generated email of certification approval. However, following CCA approval, the DoD FM Certification team would conduct a quality assurance review, which sometimes resulted in having to rescind certifications in order to have corrections made. Starting 1 January 2015, the quality assurance review will occur prior to the system-generated email being released. Now, when you get your approval email, congratulations - you're a DFMCP!

CONGRATULATIONS!

Congratulations to the FM members listed below on earning their Defense Financial Management Certification Program (DFMCP) credential between the period 25 September to 19 December.

Level 1

Karl Ahner (AF)
Tatyana Alekseyeva (DFAS)
John Alleman (AF)
Justin Althoff (AF)
Logan Anderson (AF)
Catherine Anderson (AF)
Houston Anderson (AF)
Gale Barnett (DFAS)
Itzel Barrerarodriguez (AF)
Diane Bartolozzi (DFAS)
Andres Beckles (AF)
D'Andre Benjamin (AF)
Brandon Bennett (AF)
Darren Betts (AF)
Andrew Bitz (DFAS)
Jonathan Blythe (AF)
Kimberly Brandon (DFAS)
Rabeka Branham (AF)
Lolita Breton (AF)
James Brock (AF)
Janice Brooks (DFAS)
David Brown (AF)
Vikki Brown (AF)
Christian Brown (AF)
Jordon Brunet (AF)
Jason Burns (AF)
BetteJo Caldwell (DFAS)
Jessica Calkins (AF)
Travis Carbonell (AF)
Jennifer Carpio (DFAS)
Dorothy Carr (AF)
Koetta Carrell (AF)
Kevin Carroll (AF)
Jonathan Chapman (AF)
David Chew (AF)
Christopher Chick (AF)
Kathleen Chmielefski (AF)
Kayla Ciriello (AF)
Scott Clark (AF)
Rebecca Cline (AF)
DeNica Cole (AF)
Steven Colletta (AF)
Calen Coloma (AF)
Ericka Cook (AF)
Marilyn Cote (DFAS)
Anthony Coudriet (AF)
Wesley Cure (AF)
Wendall Curry (AF)
Joshua Daily (AF)
Pauline Dalton (AF)
Jeremy Dame (AF)
Jed Dauz (AF)
Derrick Davis (AF)
Emily Day (AF)
Luis De Vazquez Salgado (AF)
Jeremy Dearing (AF)
Ann DeBlasiis (DFAS)
David Demilt (AF)
JoAnn Denton (AF)
Christin Duenas (AF)
Jonathan Dunn (AF)
Timothy Eaken (AF)
Steven Eddy (DFAS)
Decoreo Edwards (AF)
Melissa Edwards (DFAS)
Jeremy Egg (AF)
Monika Ellstrom (AF)
Louis Epperson (AF)
Eric Escamilla Martinez (AF)
Jonathan Evans (AF)
Michael Farley (AF)
Daniel Farr (DFAS)
Maria Faulkner (AF)
Leandro Flores (AF)
Andrea Flores (AF)
Jose Flores (AF)
Griszelda Floyd (DFAS)
Amanda Fockler (AF)
Matthew Folendore (AF)
Yvette Fonseca (DFAS)
Dulce Fuentes (Army)
Miguel Garcia (AF)
Joel Gardner (AF)
Cameron Geiger (AF)
Cory Gibson (AF)
Victor Gonzales (AF)
Leslie Gonzalez (AF)
Kevin Grant (AF)
Mimi Greasham (AF)
Jacquel Gulley (AF)
Andrew Gullinese (AF)
Tyler Gustdaf (AF)
Ester Gutierrez (DFAS)
Leona Guy (AF)
Stephanie Hall (AF)
James Hamlett (AF)
Hannah Harris (AF)
Jacqueline Harris (DFAS)
Natasha Harris (DFAS)
Carla Hasberry (AF)
Matthew Hendrickson (AF)
Evelin Hill (AF)
Joshua Hines (DFAS)
Lauren Holmes (AF)
Brittani Hopkins (AF)
Michelle Howard (DFAS)
Wei Huaung (AF)
Curtis Hunt (AF)
Laura Hussey (DFAS)
Cristobal Ibarra (AF)
Leslie Ingram (DFAS)
Terrence Jackson (AF)
Heidi Jackson (DFAS)
Melanie Jackson (DFAS)
Charde Jackson (DFAS)
Felicia Jackson-Robinson (DoN)
Anastacia Jenkins (AF)
Phyllis Jennings (DFAS)
Royce Johnson (AF)
Daniel Johnson (AF)
Robert Jones (AF)
Crystal Jones (AF)
Andrea Jones (DFAS)
Porshia Jones (AF)
Ronald Keen (AF)
Alton Kelly (AF)
Kevin Kersey (AF)
Brendan Khan (AF)
Bradley Kilkowski (DoN)
Raymond King (AF)
Alan Kitler (AF)
Patricia Klemm (DFAS)
Kathleen Knese (DFAS)
Karen Korow Diks (AF)
Christine Krebs (DFAS)
Yong Kyle (DoN)
Kady Landrum (AF)
Alaina Latvis (AF)
Jeaniae Lawton (AF)
Garrett Lethco (AF)
Sadie Lindsay (AF)
Andrena Long (DoN)
Michael Loveless (AF)
Jesse Manley (AF)
Tameka Mann (AF)
Nathaniel Manning (AF)
Patricia Manuele (DFAS)
Gail Marsh (DFAS)
Gregory Martin (AF)
Cory Martin (AF)
Amy Matthews (DFAS)
Carolyn Mazzatti (DFAS)
Julius McCray (AF)
Christopher Mcelveen (AF)
Robert Medlin (AF)
Justino Mendez (AF)
Audrina Mercado (AF)
Sarah Miller (DFAS)
Scott Miller (AF)
Zachery Mills (DFAS)
Andrew Morehart (AF)
Jason Mun (AF)
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Lyndsie Myers-Settles (DLA)
Rajat Nair (AF)
Otis Nance (AF)
Nicole Neeld (DFAS)
Anthony Nelson (AF)
Christina Neuer (AF)
Alexander Newcome (AF)
Michelle Nicolay (AF)
Javier Nieves-Figarella (DFAS)
Theresa Nolin (DFAS)
Abbey Oladiti (AF)
Brady Oneil (AF)
Amanda Osborne (AF)
Britney Osgood (AF)
John Ownbeyfishel (AF)
Frances Parr (AF)
Eric Patterson (AF)
Devin Paulino (AF)
Davin Peeples (AF)
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Gary Richard (AF)
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Jennifer Rivera (AF)
Bobbi Rivera (DFAS)
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Jonathan Rodgers (AF)
Lorraine Rodriguez (AF)
Daniel Ronning (AF)
Michelle Rozzo (AF)
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Susan Salzman (DFAS)
Pete Sanchez (AF)
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Dwayne Scott (AF)
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Corey Shires (AF)
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Cameron Sizemore (AF)
Joseph Smith (AF)
Teresa Sneed (DFAS)
Tammy Sperry (DFAS)
Tania Stamp (DFAS)
John Standley (AF)
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Phylese Stephens (DFAS)
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Jenny Swain (DFAS)
Kevin Swope (AF)
Tiffany Tavares (AF)
Robert Taylor (DFAS)
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Dempsey Thomas (DFAS)
Corey Thomas (AF)
Jillian Thompson (AF)
Reynaldo Tisuela (DoN)
Miho Torres (DFAS)

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Ruth Vanerka (AF)
Kenneth Vaughan (AF)
Lucas Wacker (AF)
Tyler Wallace (AF)
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Nathan White (AF)
Moriah White (AF)
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Tivon Williams (AF)
Tammy Williams (AF)
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Arielle Wilson (AF)
Jeffrey Winfield (AF)
Zachary Woodard (AF)
Tiara Wright (AF)
Earl Zimmerman (DoN)

Level 2

Cassandra Adams (Army)
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Ronald Ahn (AF)
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Sandra Allen (DISA)
David Allen (AF)
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Adria Baker (AF)
Ann Baker (AF)
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Bradley Baldwin (AF)
Joseph Banks (AF)
William Barauskas (AF)
Shelly Barmettler (Army)
Juan Barnett (Army)
Mark Baumann (Army)
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Carmel Benton (Army)
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Daniel Berry (DFAS)
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Jodie Bevins (AF)
Shanell Blackshear-Johnson (DFAS)
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James Blaz (AF)
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Dale Blum (DLA)
Audrey Blumenthal (AF)
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Bien Covita (AF)
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Sylvia Cronkhite (AF)
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Mary Crum (DFAS)
Jonathan Cunningham (AF)
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Gareth Davis (AF)
Terry Davis (Army)
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Darrell Day (AF)
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Elizabeth Dixon (AF)
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Todd Domachowski (DFAS)
Carmen Domantay (Army)
Mara Donovan (AF)
Helenmary Dudley (Army)
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Lydia Duran (AF)
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Shannon Eimer (Army)
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Jason Erar (AF)
Rufino Escano (AF)
Michael Eubank (AF)
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Sarah Feathers (DFAS)
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Kathryn Fileger (AF)
Andrew Fingall (AF)
John Fitzgerald (AF)
Olga Fleishman (Army)
Richard Fobell (Army)
Angela Fogg (Army)
Amalie Foss (AF)
Brenda Fowler (DFAS)
Allen Freeman (AF)
Lorraine Fritz (DoN)
Paul Fruend (DFAS)
Leila Fuertes (DISA)
Christopher Galante (DFAS)
Desiree Garcia (DFAS)
Jerry Gardner (AF)
Thomas Gary (AF)
Samantha Gatling (Army)
Gloria Gaudreau (DFAS)
Sara Gebhard (AF)
Theresa Germanovich (DoN)
Shannon Gernon (MDA)
Jennifer Gettelman (Army)
Raymond Gibson (DFAS)
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Janet Golitko (FM25)
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Cheryl Goodwin (DTRA)
Terry Goodwin, JR (AF)
Katina Green (AF)
Marie Green (DLA)
Annette Greene (DLA)
Bryan Greenfarb (DFAS)
Paulette Griffis (DoN)
Terry Grimsley (Army)
Ann Grube (DFAS)
Antonio Gueits (AF)
Vanessa Guilmette (AF)
Donald Gullett (DFAS)
Marcus Gullett (DFAS)
Michael Guyer (AF)
Isidro Guzman (AF)
Alfonso Guzman (DFAS)
Mary Hagan (AF)
Michael Hagelstein (Army)
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Carolyn Hamilton (AF)
Katherine Hammer (AF)
Alphonso Harris (AF)

CONGRATULATIONS! cont

Level 2 cont.

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Terry Hauck (Army)
Sharma Haynes (AF)
Amanda Heird (Army)
Henry Hendrickson (AF)
Robert Henry (AF)
Jerry Hernandez (AF)
David Herndon (AF)
Agustina Higashi (AF)
Bryan Hill (AF)
Lorenzo Hill (AF)
Michael Hillier (AF)
Jason Hirabayashi (WHS)
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Jane Holland (AF)
Bruce Holland (AF)
Anthony Holmes (AF)
Karen Holmes (AF)
Mark Honaker (AF)
Kristen Hook (DoN)
Terrence Horner (AF)
Fabio Horton (AF)
Tammy Howard (DoN)
Deanna Hoy (AF)
Randall Huffman (AF)
Jean Huggins (AF)
Milicient Hughes (DISA)
Robert Hughes (DFAS)
Dwayne Hutchinson (DFAS)
Andy Huynh (DFAS)
Sandy Irby (Army)
Kyle Irish (AF)
Joseph Ites (AF)
Allan Jackman (Army)
Nicole Jackson (Army)
Greg Jackson (Army)
Cedric Jackson, Sr. (AF)
Calma Jackson-Edwards (Army)
Bonnie Jacobs (DFAS)
Mallory Jansen (Army)
Christopher Jeffreys (AF)
Brenda Jenkins (DISA)
LaTonya Jennings (DISA)
Nancy Joffrion (AF)
Karen John (DFAS)
Sandra R. Johns (AF)
Zelma Johnson (AF)
Christine Johnson (DFAS)
Elle Johnson (Army)
Jessica Johnson (Army)
Judy Jones (Army)
Jessie Jones (Army)
Cynthia Jones (DoN)
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Mary Jostes (AF)
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Mary Juras (Army)
Awa Kadiri (AF)
Debra Kendall (Army)
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Frederick King (AF)
Jacqueline KinneyDSCA
William Kiser (AF)
Cliff Klein (AF)
Flora Knight (DoN)
Jordan Knotts (AF)
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Lisa Kolb (AF)
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Willie Lewis (AF)
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Marina Lopez (AF)
Pamela Lord (DoN)
Theodore Lovdahl (AF)
Tanja Love (Army)
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Lechelle Mabry (DFAS)
Michael Maccherone (DoN)
Michelle Mac Donald (DFAS)
Melinda Machen (Army)
Earnestine Mack (AF)
Ryan Madaris (Army)
Angie Maley (AF)
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David Mann IV (DLA)
Jacqueline Marbury (AF)
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Sirena Martinez (AF)
Fernando Mason (AF)
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Wayne McDowell (DFAS)
Amy McDowell (DLA)
Audrey McEver (Army)
Angela McIntyre (DFAS)
John Mckee (AF)
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Leanne Miller (DISA)
Joseph Miller (DFAS)
Charles Miller (AF)
Tina Miller (AF)
Wanana Miller (AF)
Tiffany Mims (Army)
Teresa Miranda (AF)
Jared Mitchell (AF)
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Edward Molenaar (AF)
Jason Moncibais (AF)
Anita Monk (DFAS)
Carmela Monte (DoN)
William Montgomery (Army)
Kim Moody (DTRA)
Brian Moore (DFAS)
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Gervacio Moreno (AF)
Karen Moss (DISA)
Brian Muenchow (AF)
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Daniel Musser (AF)
Sandra Myers (AF)
Johnny Naputi (AF)
Ellen Nelson (DoN)
Melinda Nelson (DFAS)
Mary Newman (DFAS)
Dwayne Norman (AF)
Miae Oconnor (Army)
Leslie Odoms (AF)
Tad Olpin (AF)
Carmen Orosco (AF)
Nilson Orozco-Oviedo (Army)
Tammy Osgood (AF)
Jewel Owens (DISA)
Andrew Ozanich (DFAS)
Jason Pace (AF)
Aaron Parker (DFAS)
Karen Parker (AF)
Kae Patton (DFAS)
Bridgette Payton (AF)
Scott Pearce (AF)
Chad Pedigo (AF)
Velquis Peters (DFAS)
Victoria Petit (AF)
Perry Pias (AF)
Jeffrey Price (AF)
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Timothy Prince (Army)
Damon Purifoy (AF)
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Sherry Raymundo (AF)
Daniel Rea (AF)
Angela Reed (AF)
Ashley Reilman (DISA)
Dean Reker (AF)
Dean Remo (AF)
Kerry Rhodes (Army)
Linda Richardson (AF)
Elizabeth Richmond (AF)
Kelly Riddle (DFAS)
Kevin Ripski (Army)
Michele Rivecca (DFAS)
Kevin Roberts (DLA)
Vanessa Robertson (DTRA)
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Steve Rogers (AF)
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Richard Roy (AF)
Michael Sackos (Army)
Kenneth Sampsel (DFAS)
Tamera Sanders (DFAS)
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Kristen Schnell (AF)
Daniel Schorn (Army)
Jeremiah Schroeder (Army)
Arick Scott (DFAS)
Vorel Seay (AF)
Matthew Sehlmeyer (AF)
Curtis Shiner (AF)
William Shoemaker (AF)
Jamie Shofner (AF)
Marija Showlter (AF)
Audrey Shurns (AF)
Suzanne Signore-Hayes (AF)
Sarah Simeone (Army)
Nanette Simmons (AF)
Michele Simons (AF)
Michelle Sims (AF)
Cheryl Six (AF)
Frank Sketl (AF)
Lynnetta Smith (Army)
Peter Smith (USNORTHCOM)
Kenneth Smith (DFAS)
Brenda Smith (DLA)
Gregory Snipes (DFAS)
Andrew Snyder (DoN)
Joshua Sodders (AF)
Drama Sopher (DFAS)
William Sousa (AF)
Diana Sponseller (DFAS)
William Spurgeon (AF)
Rachel Stangle (DFAS)
Vernie Starkey (AF)
Susan Steeger (AF)
Marzella Stephens (AF)
Jamie Stephens (DFAS)
Robert Stevens (DFAS)
Lyla Stevens (AF)
Rachel Stevenson (Army)
Shannon Stills (DLA)
Jane Stoner (AF)
David Styrcula (AF)
Martine Swain (DoN)
John Sylvester (Army)
Christine Tagliaboschi (DoN)
Mary Taitano (DFAS)
Pamela Taylor (Army)
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Patricia Tharp (AF)
Jill Tichnell (DLA)
James Tome (AF)
Robert Tucker (AF)
Patrick Tulloch (AF)

CONGRATULATIONS! cont

Level 2 cont.

Aaron Turner (DFAS)
Gale Turner (Army)
Scott Ullman (DFAS)
Janet Unsen (DoN)
Lynnett Urbi (Army)
Chong Van Deusen (DTRA)
Vicki Vasquez (Army)
Cindy Vennie (DISA)
Ernest Vidinha, Jr (Army)
Wendy Villaman (DLA)
Nancy Wachter (AF)
Wendy Ward (Army)
Clayton Warden (MDA)
Donna Warren (Army)
Christiane Washington (DFAS)
Troy Waters (AF)
Molly Weaver (AF)
Charlene Weber (DFAS)
Allen Wellman (Army)
Janelle West (AF)
Lori West (DFAS)
Jeff Weston (AF)
Chari White (DLA)
Tyra White (AF)
Walter White (DISA)
Benjamin Whitehead (AF)
Clara Whitis (Army)
Diane Whittington (Army)
Lisa Wildman (AF)
Monica Williams (DISA)
Shelsa Wills (DFAS)
John Wilson (AF)
Bradley Wing (DFAS)
Ashlie Winkeler (DISA)
Avah Wirz (DFAS)
Katherine Wiseman (AF)
Monica Wood (DTRA)
Carla Woolford (DFAS)
Charmaine Woon (AF)
Andrea Wright (DFAS)
Carolyn Wright (AF)
Lang Wu (DFAS)
Pamela Young (DLA)
Jeanie Young (Army)
Scott Zell (Army)
Marilyn Zinky (Army)

Level 3

Brooke Allen (Army)
Gretchen Anderson (OUSD(C))
Jose Aragon (AF)
Stephen Barth (Army)
Elissa Blackerby (DARPA)
Jennifer Blake (DoN)
Heidi Boone (Army)
Christine Bossard (OUSD(I))
Amy Boyles (OUSD(C))
Tammy Breiner (AF)
Paul Bristow (DTRA)
Harry Brown (Army)
Rontail Burse (Army)
Angela Burton (FM25)
Joel Carey (DoN)
Leslie Carlson (AF)
Heidi Charlton (Army)
Jerry Christensen (DFAS)
Deborah Clamp (AF)
Travis Codding (Army)
Eric Couchman (Army)
Eugene Covey (OUSD(C))
Karen Cwiekalo (DTRA)
Michael Daf (DLA)
Don Davis (AF)
Christopher Dixon (AF)
Lucreita Donerson (WHS)
James Dooley (Joint Staff)
Chantele Dow (AF)
Brett Dunn (DFAS)
Elizabeth Emanuel (AF)
Ergun Erdongan (AF)
Ricardo Estrada (PFPA)
Nikita Evans (WHS)
Janet Faust (Army)
Charles Frazzin (DFAS)
Michael Gallant (AF)
Racquel Gallman (Army)
Kristina Golden (AF)
Steven Gray (Army)
Jason Gresens (MDA)
Richard Griffin (MDA)
Margaret Hanlon (MDA)
Jennifer Hathaway (DFAS)
Christopher Heinbach (AF)
Raymond Herriot (Army)
Theodore Hleba (DoN)
Barry Hogan (AF)
Wayne Honigford (AF)
Ricky House (AF)
Reginald Howard (WHS)
Daniel Huffman (AF)
Jason James (AF)
Rick Jellison (AF)
Tresha Jeter (AF)
Mary Johnson (Army)
Burnette Johnson (WHS)
Carl Jones (Army)
Sharlynn Kaina (AF)
Rodney King (Army)
Russell Kitrick (Army)
Teresa Kless (DTRA)
Jennifer Knight (Army)
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Lori Law (AF)
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Elizabeth McCullough (Army)
Chollada McGrew (Army)
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Thomas McKenna (DFAS)
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Thomas Roberts (DFAS)
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