



# Inside



March 2011

FOR THE EMPLOYEES OF THE BUREAU OF ALCOHOL, TOBACCO, FIREARMS AND EXPLOSIVES/U.S. DEPARTMENT OF JUSTICE

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## Accelerant Detection Canine Named for ATF Employee

**By Diana Kelley**  
National Canine Training and  
Operations Center

In the workplace, it's common to receive commendations and accolades for jobs well done. Certificates of appreciation and awards are proudly hung in cubicles and offices in ATF buildings around the country. Whether your supervisor hands you something in writing, verbally thanks you for your efforts or gives you a smile of pride and appreciation, it's rewarding for efforts to be acknowledged.

ATF's National Canine Training and Operations Center (NCTOC) in Front Royal, Virginia, created a unique method in which to bestow honor.

On fire scenes in and around Louisiana, there is a yellow Labrador Retriever at work. Assigned to the Shreveport Fire Department, he is a highly trained accelerant detection canine in search of evidence that will help investigators prove that fires were set intentionally. Meet canine Huff—Arson Dog.

At ATF Headquarters, sitting in his cubicle in the Office of Management is Contract Specialist James "Jim" Huff. For the past 12 years, Jim has served as the contract specialist for many ATF contracts, including the NCTOC canine procurement contract.

Since its inception in 1991, ATF's National Canine Program has procured Labrador Retrievers for training as explosives and accelerant detection resources. Labrador Retrievers are the only breed used in ATF's accelerant and explosives detection canine programs because they are hearty, intelligent, and can readily adapt to changing environments. They also possess gentle dispositions, which allows for multiple teams to work in close proximity of each other and in crowded areas.

ATF solicits bids every 5 years to procure canines for this specialized training. Historically, the majority of canines used in ATF's accelerant and explosives detection programs are procured from guide dog agencies and from Puppies Behind Bars (PBB; see <http://www.puppiesbehindbars.com/>).



*A Perfect Profile—Canine Huff, wearing his ID collar and leash. Photo by S. Albert*

In 2009, the PBB's breeding center in New York informed ATF that a litter of Labrador Retriever puppies would soon be born. Contracting Officer's Technical Representative Fran Boyd at the NCTOC asked if ATF could recommend a name for one of the puppies and suggested the name "Huff" in honor of Jim Huff's many years of invaluable assistance to the NCTOC and the entire international canine community. PBB happily agreed to accommodate the request.

ATF Canine Center staff, who had not informed Jim Huff about the puppy's name, closely followed the birth of canine Huff. There is always a possibility that a young dog may not be suitable as a working canine. PBB and ATF staff members remained cautiously optimistic that Huff would be healthy, well developed and have the characteristics required for dogs who enter into

*Canine Huff, continued on page 3*

# What Kids Think

*What do your kids think you do at work?*

*We want to hear from your kids! Have your child (or grandchild, niece or nephew) write down what they think you do at work and then send it in to the editor. Please do not correct their spelling or edit the answer in any way. Children too young to write can tell their parents their answers; parents can transcribe for them. Please keep answers brief. They may also draw (on plain white paper, in ink, felt-tip pen or pencil) how they picture you.*

## **Inside ATF Newsletter Goes Electronic**

*Inside ATF* is now posted on the ATF intraweb; it is no longer distributed to employees in hard copy format.

Retirees who wish to continue receiving the newsletter should sign up at

[http://service.govdelivery.com/service/subscribe.html?code=USATF\\_55](http://service.govdelivery.com/service/subscribe.html?code=USATF_55). Retirees who do not have Internet access and wish to continue receiving a copy of the newsletter by mail should write to *Inside ATF*, ATF, Public Affairs Division, Mail Stop 5.S-237, 99 New York Ave., N.E., Washington, D.C. 20226.

*Mark Your Calendar!*

**The 15th Annual  
ATF Memorial  
Service**

Thursday,  
May 12, 2011

Time To Be  
Announced

ATF Headquarters  
Auditorium



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**Note:** *We reserve the right to edit submissions. We cannot guarantee the use of all submissions. Photographs and/or artwork will be returned only upon request.*



**Graduation Day!** At left, Investigator Joshua McCollum from the Shreveport, Louisiana, Fire Department (on left), and partner and fellow graduate Canine “Huff” share their pride following the graduation ceremony of Accelerant Detection Canine Handler’s Course #93 at ATF’s National Canine Training and Operations Center in Front Royal, Virginia, with Jim and Tina Huff in February 2011. Above, Tina Huff, left, Investigator Joshua McCollum and Jim Huff enjoy Huff’s puppy scrapbook compiled by Puppies Behind Bars, the organization that bred Huff in New York in 2009. Photos by Diana Kelley, ATF National Canine Training and Operations Center

### *Canine Huff, continued from page 1*

ATF’s Canine Program.

At the age of 11 months, after receiving an excellent report from PBB, ATF canine trainers traveled to New York to evaluate Huff and assess the feasibility of his becoming an ATF canine. The trainers called ATF staff in Front Royal, Virginia, to give them the good news: Huff would return with them to begin his training.

PBB designed and printed a color announcement booklet and mailed it to Jim’s residence. As Jim states, “When my wife opened the envelope, how shocked and excited we were. It was a complete surprise and such an honor. My wife wanted to know anything and everything about the canine named Huff. We are both animal lovers, so this honor is very special to both of us. We have two Labrador Retrievers ourselves, and we consider them part of our family. Our children love animals, too, so the honor was looked upon as a family honor.”

From November 22, 2010, through January 2, 2011, canine Huff received intense daily training to imprint his olfactory system (sense of smell) to detect accelerants. Lead Canine Trainer/Course Developer Charles “Bucky” Simpson noted, “Huff was very eager to please and was a focused dog. Imprinting was a breeze—he was such a well-balanced dog who loved to eat, work and play.”

Following the 42-day imprintation period, eight state and local fire investigators from around the country arrived at the NCTOC to begin a 6-week training period with their prospective canine partners. Canine Huff was paired with Investigator Joshua McCollum from

the Shreveport, Louisiana, Fire Department. The students and canines spent the next 42 days in intense training together, including training at 15 actual fire scenes. At the conclusion of the course, all teams passed an odor-recognition test led by a forensic chemist and an operational test. All teams earned a 100-percent score, which is mandated for certification.

On February 22, 2011, Jim Huff and his wife, Tina, attended the graduation ceremony of Accelerant Detection Canine Handler’s Course #93, watching canine Huff graduate alongside his handler. Those present relished the moment and the honor bestowed upon one of ATF’s own. Jim and Tina spent quality time getting to know canine Huff and his handler, and they smiled and laughed about the dozens of puppy pictures and letters written by Huff’s PBB puppy trainer, who donated Huff’s scrapbook to ATF.

Jim and Tina Huff bade fond farewells as Investigator McCollum loaded ATF-certified Accelerant Detection Canine Huff into his vehicle to begin their journey to Louisiana, where they began their fire investigation partnership. 🐾

**Special Message from Jim Huff:** *The Huff family would like to thank everybody from the National Canine Training and Operations Center for the special consideration that was bestowed on our family. We are counting on Huff to be a great arson canine for the Shreveport Fire Department, but also a great playmate for the handler’s children when he is not working. We hope Huff has a long and prosperous working career and, eventually, an even longer retirement life when that day comes.*

**(Editor’s Note:** For more information about ATF’s accelerant and explosives detection canines, see <http://www.atf.gov/explosives/programs/explosives-detection-canines/>.)

# ATF Agents Investigate Guatemalan Bus Bombings

**By Tara Chipman**

Chief, Correspondence Unit, OPGA

On January 3, 2011, an improvised explosive device (IED) exploded on a crowded passenger bus in Guatemala City, Guatemala, killing 9 people and wounding 15. Among the dead were a mother and her three small children. ATF Special Agent and Certified Explosive Specialist Sterling Nixon, working in Guatemala for ATF's International Affairs Office on a 6-month detail, assisted the Guatemalan National Police by photographing and examining evidence and advising the police on bomb scene processing and proper evidence-collection procedures.

A Guatemala Special Investigation Unit arrested two of the 20,000-member Mara 18 gang—a woman for planting the bomb and a man for making the IED. Unfortunately, police did not have sufficient evidence to hold the bomb maker.

Special Agent Mark Jones, who is ATF's Central American Regional Firearms Advisor, and Agent Nixon were aware of several previous bus bombings in Guatemala and called in a team of ATF specialists to assist with the bombing investigation. ATF sent experts and specialists to help the Government of

Guatemala with this serial bombing case: Explosives Enforcement Officer (EEO) Randy Mattson-Laurent, Intelligence Research Specialist (IRS) Bradley Cooper, and an ATF team from the Terrorist Explosive Device Analytical Center (TEDAC) that was headed by Kevin McNeill and assisted by J. Randy Day and Kenneth Torres. To investigate the bombings, SA Nixon put together a task force that included the Guatemalan National Police, the prosecutor's office, the crime analysis unit, and the national bomb squad.

IRS Cooper documented that Mara 18 was responsible for a total of 19 bus bombings in Guatemala that killed 20 people and seriously injured another 79 during the past two years. The ATF team concluded from the evidence that the bombings were the work of the same person. As a result of ATF's 10-day intensive investigation in Guatemala, a search warrant was executed at the home of the bomb builder that yielded incriminatory evidence and kept the suspect in jail pending trial. ATF also provided crucial evidence that has been used to support the arrests of four additional co-conspirators. ATF's work in Guatemala was featured on the front pages of national newspapers for a week. Since ATF's investigation, there have been no bombings in Guatemala. 🇬🇹



*A Guatemalan National Police Evidence Technician (left), Explosives Enforcement Officer (EEO) Randall Mattson-Laurent, and Special Agent (SA) Kenneth Torres from the Terrorist Explosive Device Analytical Center sifted bombing evidence with a search warrant in Guatemala. Nine people were killed and 15 were injured when an improvised explosive device was used to attack this bus (center) in Guatemala City, Guatemala, on January 3, 2011. Photos by SA/Certified Explosive Specialist Sterling Nixon, ATF's International Affairs Office (Guatemala)*

*SA J. Randy Day (shown left in the photo on right) from the Terrorist Explosive Device Analytical Center (TEDAC), EEO Randall Mattson-Laurent, and SA Kevin McNeill, head of the ATF TEDAC team, examined bus bombing evidence at the Guatemalan National Police Bomb Investigation Headquarters. Photo by SA Kenneth Torres, TEDAC*

# ILEA Gaborone, Botswana: ATF Instructors Volunteer With Children Orphaned by AIDS

**By Alfredo A. Phoenix**  
Branch Chief, ATF International Training

Established in 2002, the International Law Enforcement Academy (ILEA) in Gaborone, Botswana, provides training on a host of investigative subject matters to law enforcement officials on the African continent. Since the academy's inception, ATF has played an integral role by providing firearm and explosives instructors for the 6-week Law Enforcement Executive Development (LEED) course. In addition to the LEED course, ATF hosts a 1-week small arms trafficking and explosives training course. In March 2011, ATF will begin conducting a 2-week post-blast investigations course on the ILEA Academy's newly constructed explosives range. During the past 9 years, many ATF instructors have made the long journey to instruct at the Academy.

Botswana is a land-locked country surrounded to the south by South Africa, Namibia to the west, Zambia to the north and Zimbabwe to the east. Roughly the size of Texas, Botswana has a population of approximately 2 million people. Most of the country is situated in the Kalahari Desert. Botswana has had a stable democracy since winning its independence in 1966 from the British. Botswana citizens are friendly people who are eager to greet visitors with their warm smile. Although Botswana enjoys a somewhat modest standard of living, it is plagued with a high incidence of HIV/AIDS, which has orphaned many children.

So where does ATF fit into this story? In May 2008, ATF instructors started talking about helping the local children and obtained a list of non-government organizations (NGOs) working with orphaned and vulnerable children from the U.S. Embassy in Gaborone. Founded by Lisa and Styn Jamu in 2003, Stepping Stones International (SSI) is located in the village of Mochudi, approximately 40 miles north of the capital city of Gaborone. The mission of SSI is to empower youth to become leaders of the next generation by nurturing their mental, physical and spiritual well-being. SSI relies on education and empowerment to positively influence orphaned teenagers, and provides after-school activities relating to life, career and health that will help them make better choices in their lives. The program leads children

ages 10–18 through several “stepping stones,” moving from “granite” to “emerald” to “diamond.” At each level, they learn different life skills and participate in various activities. Currently, SSI has approximately 70 children, and they expect to add hundreds more.

When not instructing at the academy, ATF instructors use their free time to visit the children attending SSI. They have participated in activities such as dancing, singing, arts and crafts, jewelry making and playing soccer. In the past, the ATF instructors have raised money and purchased much-needed supplies for the children. In August 2010, each child received a school backpack from their American friends. The children eagerly anticipate visits by the “police from the United States,” and they enjoy hearing about the work ATF does and the path each instructor traveled to reach their current position. In addition to spending time with the children, ATF employees—including those who have not traveled to Botswana—work behind the scenes to raise money to support the SSI mission.

This story is about the children of Mochudi, whom these instructors have come to know and deeply care about—children who have suffered much but now have a safe haven where they can be nurtured, loved and receive boosts to their self-esteem so that they may grow into healthy, active and productive adults. For that reason, the many ATF staff collaborating in this effort have deflected the spotlight from themselves—they are too humble to be singled out by name.

For more information about Stepping Stones International, please contact Special Agent Alfredo Phoenix, Chief of ATF's International Training Branch. 🇺🇸



**Children in the village of Mochudi, Botswana, listen attentively to an ATF instructor from ILEA Gaborone during a Stepping Stones International activity. Photo provided by Alfredo A. Phoenix, Chief, ATF International Training**

# Indianapolis Agents Recognized for Dedication

**By Special Agent/PIO Kim Riddell**  
Columbus Field Division

On January 21, 2011, the Indianapolis Fire Department (IFD) presented a Public Safety Service Commendation to ATF Special Agent (SA)/Certified Fire Inspector (CFI) Michael Vergon and SA Thomas Hudson. The agents were recognized for contributing their expertise in fire and explosive investigations to the Indianapolis Fire Investigations Section (IFIS). The agents are members of a task force formed by ATF and IFIS in September 2010 to investigate fire and explosive incidents in the Indianapolis Metropolitan Area (IMA).

During 2010, the IMA experienced a surge in arson fires. Investigators were summoned to investigate almost 750 fires, of which 390 were ruled arson with property damages estimated in the millions of dollars. One of those fires resulted in the deaths of a young mother and her son.

SA/CFI Vergon and SA Hudson were recognized as

vital members of the investigative team who searched for answers, investigated on scene and devoted hours to interviews and analysis to solve and pre-empt crimes of arson. When the investigative team deploys to investigate a fire, they are not afforded the luxury of time. The community is scared, angry and in danger of someone who may start another deadly fire. Firefighters who enter burning buildings depend on these investigators to work together and put a stop to the reckless activities of criminals who set fires and endanger lives.

The organization, teamwork and good communication of this unit has led to success. In 2010 the unit served nine warrants, made 45 arrests and took two serial arsonists off the streets of Indianapolis. IFIS is composed of both Indianapolis Metropolitan Police Officers and IFD Investigators, whose members and fellow award recipients are as follows: Battalion Chief Cliff Johnson, Lt. Derrick Sayles, Lt. James Burris, Lt. Ron Marks, Lt. Tony Head, Lt. Allen Pekarek, Sgt. John Mann, Det. Jim Albin, Det. David Kinsey, Det. Ed Brickley and Det. Pat McCloskey. 🇺🇸



*SA Thomas Hudson (left end) and SA Michael Vergon (right end) with members of IFIS. Photo provided by the Indianapolis Fire Department*

# NIBIN WeWIN Workshop

By Special Agent Kevin Richardson  
Tampa Field Division

In 2009, the ATF Tampa Field Division (FD); Orlando, Florida, Department of Law Enforcement Forensic Laboratory (FDLE); Orlando Police Department (OPD); and Orange County Sheriff's Office (OCSO) formed a unique partnership to improve the National Integrated Ballistic Information Network's (NIBIN) effectiveness.

Prior to 2009, FDLE had a serious backlog with NIBIN acquisitions and hit dissemination. (A hit is linking two different crime investigations through NIBIN, where previously there had been no known connection between the investigations.) This backlog meant that both law enforcement agencies were not receiving hit information soon enough to reveal key investigative and intelligence leads.

During a forensics technology "13 Critical Task" workshop, representatives of the participating law enforcement groups met, and FDLE revised its NIBIN process. FDLE agreed to accept and process a set volume of ballistic evidence recovered from crime scenes during the week, which would be entered into NIBIN each Thursday, and the partner agencies would receive the results within 48 hours. FDLE called this project WeWIN.

This focused approach resulted in a hit ratio three times higher than the national average. Both OPD and OCSO have reassigned personnel and developed a review process to coordinate the hit information for their investigators.



*ATF Special Agent in Charge Virginia O'Brien, Tampa Field Division, presents a plaque to FDLE Forensics Laboratory Analyst Supervisor Nanette Rudolph and Forensics Technologist Michael Schoonover for reaching their 500th NIBIN Hit. The Orlando FDLE Forensics Laboratory has the highest number of acquisitions and hits for all of the FDLE NIBIN sites. Photo by Special Agent Kevin Richardson, Tampa Field Division*

On February 2, 2011, ATF Special Agent in Charge Virginia O'Brien of the Tampa FD addressed the WeWIN partners during a workshop sponsored by ATF's Tampa FD, praising the partnership's improvements to the hit process and encouraging them to reach even higher levels of effectiveness.

ATF's Tampa FD presented a plaque to the Orlando FDLE lab for reaching their 500th NIBIN hit. This lab consistently has the highest number of acquisitions and hits for all of the FDLE NIBIN sites.

The Tampa, Florida, FDLE forensics lab also will be acknowledged in April 2011 with a plaque for reaching their 200th NIBIN hit. 🍀

## ATFAR Convention

The ATF Association of Retirees (ATFAR), established in 1975, has held a yearly convention for the past 36 years. This year, to everyone's delight, it will be held in Albuquerque, New Mexico. Our onsite retirees, George Dahl and Robert Griego, with lots of help from Gene Oitker from Osage Beach, Missouri, have been working nonstop to make this year a memorable experience. The week of April 11–14 is filled with events like a visit to Albuquerque Old Town, golf, a Rail Runner trip to Santa Fe, shopping, casinos and more. We will have at least two catered meals by Pablo Garcia and, of course, the hospitality room will be open most of the time. Thursday night is our yearly banquet, where everyone gets together for a great meal and says goodbye until the next year. ATFAR conventions are nationally known as a great way to see old friends, meet new ones and enjoy spending time together. All ATF retirees and all ATF employees are welcome to attend and participate in any or all events. See you there!

For more information, please contact Neta Rice at Netaric9@att.net or by phone: 912-638-9590.

## Case Closed: Recent Convictions, Sentencings on ATF Investigations

- **Baltimore, Maryland:** On March 14, 2011, a federal jury convicted Chinua Shepperson of conspiracy to participate in a racketeering enterprise known as the Almighty Latin King and Queen Nation (Latin Kings), murder in aid of racketeering, robbery, using a gun during a crime of violence and murder resulting from use of a gun during a crime of violence. The conviction was announced by Assistant Attorney General Lanny A. Breuer of the Criminal Division; U.S. Attorney for the District of Maryland Rod J. Rosenstein; Special Agent in Charge Theresa R. Stoop of ATF's Baltimore Field Division and state and county officials. The individual was the last of 19 defendants to be convicted in the conspiracy. The case received significant media coverage.
- **Greenville, South Carolina:** On March 14, 2011, ATF reported on the final sentencing of a member of the Hells Angels to 20 years in federal prison for distributing methamphetamine in Greenville. During a year-long investigation into drug and firearms trafficking by the Hells Angels, law enforcement developed an informant who was an active Hells Angel and who conducted more than 45 undercover purchases and recorded multiple telephone conversations. A total of 21 defendants were indicted on federal charges as a result of this investigation.
- **London, Kentucky:** On March 14, 2011, ATF reported on the sentencing of a defendant to 30 years in federal prison for manufacturing methamphetamine, possession with intent to distribute various controlled pain pills and marijuana and possession of firearms by a convicted felon. The defendant was a four-time convicted felon. This was a joint investigation with ATF, Kentucky State Police Department, and the Clay County Sheriff's Office.
- **Paris, Kentucky:** On March 11, 2011, ATF reported on the final sentencing of 55 defendants of the "148 Gang" involved in armed drug trafficking in Paris. The gang consisted of multiple convicted felons involved in large-scale and violent drug trafficking. During the investigation, agents and state police purchased narcotics and firearms from multiple targets of the organization. Sentences range from 2 years to 12 years.
- **Raleigh, North Carolina:** On March 2, 2011, ATF reported on the sentencing of a career criminal and member of the 9 Tre Bloods street gang on firearms and narcotics charges in Raleigh. In November 2010, a federal jury found the defendant guilty on two counts of possession of a firearm by a felon, two counts of possession of crack cocaine, and one count of possession of a firearm in furtherance of a drug-trafficking offense. The defendant was sentenced to 41 years in prison.
- **West Memphis, Arkansas:** On March 1, 2011, ATF reported on the sentencing of a defendant found guilty by a federal jury in August 2009 for the bombing of a vehicle in West Memphis that resulted in serious bodily injury to a doctor who was the chairman of the Arkansas State Medical Board. The defendant, a medical doctor, was found guilty on eight of nine counts, including use of weapons of mass destruction, possession of 98 unregistered grenades, possession of unregistered machine guns, conspiracy to obstruct justice, and obstruction of justice. The defendant was sentenced to life in prison for the use of weapons of mass destruction and an additional 40 years on all other charges.
- **Charleston, South Carolina:** On February 28, 2011, ATF reported on the sentencing of a defendant to life in prison plus 5 years on federal fire-

arms and narcotics violations. The defendant was convicted on all counts in a federal trial in September 2010. The defendant has an extensive criminal history and is both an armed career criminal and a career offender. This case was investigated by ATF, the North Charleston Police Department, and the Charleston Police Department.

- **Erie, Pennsylvania:** On February 28, 2011, ATF reported on the sentencing of the final defendant in the Erie collar bomb trial. In November 2010, the defendant was found guilty by a jury for her involvement in the 2003 fatal “collar bombing” in which a person fitted with an explosive device around his neck was killed when the device detonated after he robbed a bank in Erie. The defendant was convicted on all counts and was sentenced to life plus 10 years to be served consecutively, in addition to a separate state sentence of 20 years.
- **Chadbourn, North Carolina:** On February 25, 2011, ATF reported on the sentencing of a defendant who was found guilty in the arson of

Carolina Tire Sales, a commercial business in Chadbourn. The fire destroyed the 60,000 square foot structure, with damages estimated \$750,000. The defendant was sentenced to 3.5 years in prison and ordered to pay \$1.7 million in restitution for the arson.

- **Columbia, South Carolina:** On February 22, 2011, ATF reported on the sentencing of a defendant to 21 years in prison followed by 8 years supervised release. The defendant, a convicted felon, was found to be in possession of two firearms (one stolen) and more than 16 grams of crack cocaine.
- **Dallas, Texas:** On February 10, 2011, ATF reported on the sentencing of a defendant to 40 years in prison for possession of a firearm in furtherance of a drug trafficking crime, conspiracy to maintain drug-involved premises, and possession of a firearm in furtherance of a drug trafficking crime. This case stemmed from an investigation into The Gator Boyz, who controlled the majority of armed crack cocaine distribution in the West Dallas area. To date, 21 defendants have been sentenced in this investigation. 8

## March ATF Special Agent Line of Duty Deaths

<i>Special Agent</i>	<i>Date of Death</i>	<i>Special Agent</i>	<i>Date of Death</i>
Jacob F. Green	March 1, 1921	William H. Stuart	March 23, 1954
Jesse W. Jones	March 3, 1948	Norman C. Curtsinger	March 25, 1968
Ernest W. Walker	March 5, 1921	Oscar C. Hanson	March 30, 1928
William E. Collins	March 6, 1925	Joseph Allen Purvis	March 30, 1928
William F. Porter	March 6, 1925	Irby U. Scruggs	March 30, 1921
William Honkala	March 7, 1948	William S. Grubb	March 31, 1933
William J. Jackson, Jr.	March 8, 1938	Levi G. Trexler	March 31, 1933
William Franklin Berry	March 18, 1938	David Elliott Sullivan	March 31, 1994
Stafford E. Beckett	March 22, 1921		

# Nashville FD Area Supervisor Awarded for Supporting Employees Serving in the Military

By Special Agent/DOO Eric Kehn  
Nashville Field Division

On January 18, 2011, ATF Area Supervisor (AS) Bill Majors of the Nashville IV Field Office was recognized for his dedicated support of his ATF employees serving abroad with the U.S. military during Operation Iraqi Freedom and Operation Enduring Freedom. The Patriotic Employer Award was presented to AS Majors by the Employer Support of the Guard and Reserve (ESGR) by Tennessee ESGR Committee Chairman Carl Lambert.

ESGR is a Department of Defense agency established in 1972 that works with a variety of public and private employers to foster support and value the military service of employees. Their mission statement reads, "We will develop and promote employer support for Guard and Reserve service by advocating relevant initiatives, recognizing outstanding support, increasing awareness of applicable laws, and resolving conflict between employers and service members."

Industry Operation Investigator (IOI) Kevin Levesque, a captain in the Tennessee Army National

Guard recommended AS Majors for the award. Levesque was recently deployed to Iraq and commended his ATF leaders. "There really is a difference between management and leadership. It was great having outstanding leaders watching our backs and providing such a smooth transition both deploying to and coming home from a war zone," said Levesque. "I really can't say enough great things about them."

Special Agent in Charge of the Nashville Field Division Glenn Anderson, Director of Industry Operation (DIO) Kevin Boydston and former DIO Harry McCabe (now Deputy Assistant Director for Industry Operations) fully supported Levesque's recommendation of Majors for the honor.

"Life can be difficult with work, family and daily commitments. When you add a military service obligation for an extended period of time away from home it can be stressing and exhausting," said Anderson. "I applaud the fact that AS Majors unselfishly supports his employees who serve in the military and devotes his personal time if necessary. The ESGR is an invaluable resource." 



*ATF Area Supervisor Bill Majors of the Nashville Field Division (fourth from left) received the Patriotic Employer Award. Shown with Majors are (left to right) Tennessee ESGR Committee Chairman Carl Lambert, IOI/TNANG Capt. Kevin Levesque, SAC Andy Anderson, DIO Kevin Boydston and IOI/TNAR Lt. Col. Greg Jackson. Photo by Investigative Analyst Stephanie Bates, Nashville IV Field Office, Nashville Field Division*

# Washington Field Division Agents Take Part in Charity Hockey Game

By Special Agent/PIO Mike Campbell  
Washington Field Division

Special Agent (SA) Tom Gallagher of the Roanoke Field Office and SA Eric Flagg of the Martinsburg Field Office took part in the eight annual “Guns and Hoses” charity hockey tournament game that was held at the Roanoke Civic Center, Roanoke, Virginia, in January. The Guns team (area law enforcement personnel) beat the Hoses team (area firefighters and rescue personnel), 7–4. This victory was the Guns’ seventh out of eight games and the second straight year that they’ve beaten the Hoses.

Of even greater significance was the money raised for the Muscular Dystrophy Association (MDA). This was a record-setting year for the fundraiser on ice. More than 5,700 fans attended the game, which raised \$20,500 for MDA.

As for the game, the Guns jumped out to an early 2–0 lead, despite being outshot 9–3. The Hoses finally got on the scoreboard with 4:32 left in the first period. Just seconds after the Hoses tallied their first goal of the game, a fight broke out, but no arrests were made. A flurry of goals in the final three min-

utes made the score 3–2 in favor of the Guns going into the first intermission.

The second period picked up where the first ended, with the Guns scoring a pair of goals in the first 3:30 to take a 5–2 lead. The Hoses came back and scored a pair of goals four minutes apart to cut the Guns’ lead to a goal. The teams went into the second intermission with the Guns leading 5–4.

The Guns needed just 29 seconds in the third period to reclaim a two-goal lead, and with 8:37 left in the game, the Guns added the final score to make it 7–4. The Hoses were shut out in the final stanza.

In addition to Agents Gallagher and Flagg playing for the Guns, SA Gallagher’s son Daniel played goalie on the team, and his brother-in-law, Roanoke City Police Sgt. Kevin Assenant, also played in the game. Intelligence Research Specialist Scarlet Nardo’s son Austin (who plays for the Roanoke Express Squirts youth hockey team) was the official water boy for the Guns team. When Daniel Gallagher isn’t playing for the Guns, he plays goalie for the William Byrd High School hockey team, which is coached by SA Gallagher. 🏒



Shown during the annual “Guns and Hoses” charity hockey game in Roanoke, Virginia, are “Guns” teammates representing ATF’s Washington Field Division: (left to right) Austin Nardo, SA Tom Gallagher, Daniel Gallagher, Sgt. Kevin Assenant, and SA Eric Flagg. The game raised \$20,500 for the Muscular Dystrophy Association. Photo by ATF Intelligence Research Specialist Scarlet Nardo, Roanoke Field Office, Washington Field Division

# Developing Your Leadership Style

**By Sunithi Kuruppu, MSW**  
ATF Employee Assistance Program Manager

To be effective leaders in the workforce today, supervisors must use diverse management techniques. Hands-on exposure provides leaders with real-time knowledge, but learned skills also play a crucial role in promoting successful leadership.

## Becoming a Better Leader

The qualities most often associated with good leaders include:

- Fairness.
- Compassion.
- Supportiveness.
- Consistency.
- The ability to inspire workers to deliver their best.

Being a good leader is about being seen as fair, approachable and trustworthy.



## Communication is Key

Remember that the best communicators:

- Keep it simple.
- Know the audience.
- Listen well and pay attention.
- Follow up and check understanding frequently.

## Trust Your Staff

Trust is a two-way street. To earn trust, you must demonstrate confidence by delegating effectively.

- Give employees assignments that are challenging.
- Delegate smaller projects on your list.
- Ask for regular updates, but refrain from telling employees how to do their jobs.
- Leave room for different styles and approaches.

## Lead By Example

If you expect superior work quality and professionalism from your staff, demonstrate it yourself. You cannot criticize your staff if you're responsible for the example they follow.

## Ask Questions

Want to know what's on your employees' minds? The answer is simple: Ask!! Remember:

### Steps to Being a Good Leader

- Don't try to be someone you are not.
- Set clear standards and model them.
- Hold regular reviews to ensure clarity of expectations. Talk to each person about what they are working towards and the resources they have.
- Initiate new team rituals. Rituals are strong motivators, and may include regular social events, team-building days and team meetings.

- Don't punish workers for being honest.
- Listen to the answers.
- Make feedback a regular part of your interactions.

### **Be Consistent and Flexible**

Standards, both for rewards and for consequences, must be applied equally to everyone, all the time. It's okay to be tough as long as you're balanced and fair.

### **Managing Different Learning Styles**

To learn, we depend on our senses to process the information around us. Most people tend to use one of their senses more than the others.

#### *Visual Learners*

- Take numerous detailed notes.
- Tend to sit in the front.
- Are usually neat and clean.
- Often close their eyes to visualize or remember something.
- Find something to watch if they are bored.
- Like to see what they are learning.
- Benefit from illustrations.

#### *Auditory Learners*

- Sit where they can hear.
- May not coordinate colors or clothes, but can explain why they are wearing what they are wearing.
- Hum or talk to themselves or others when bored.
- Acquire knowledge by reading aloud.
- Remember by verbalizing lessons to themselves.

#### *Kinesthetic Learners*

- Sit near the door or someplace where they can easily get up and move around.
- Need to be active and take frequent breaks.
- Speak with their hands and with gestures.
- Find reasons to move when bored.
- Rely on what they can directly experience.

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## ***Invitation To Contribute ATF Memorabilia***

What do closed case files and souvenirs from unusual or famous cases have in common? They are among the types of items that ATF Historian Barbara Osteika is hoping to receive from ATF special agents and employees to add to the ATF archives. Please keep ATF in mind the next time you browse through your

personal collection of ATF memorabilia. It's especially important that you provide background information about the items—you may be the only person who knows! You can contact Barbara at 202-648-8309 or [Barbara.Osteika@atf.gov](mailto:Barbara.Osteika@atf.gov) for packing and mailing/shipping instructions.

# A BLAST FROM THE PAST ...

*Reprinted from the March 1975 issue of  
All the Facts (predecessor of Inside ATF) newsletter*



MARCH 1975  
VOLUME 2 NUMBER 9

# ALL THE FACTS

EMPLOYEE NEWSLETTER

BUREAU OF ALCOHOL, TOBACCO & FIREARMS

DEPARTMENT OF THE TREASURY

## **Pengun Decision Rates Top Coverage By News Media**

The announcement by Director Rex D. Davis Feb. 12 that penguns have been classified as firearms received more attention from the news media than any other story ever released by the Bureau.

The Associated Press and UPI sent both photographers and reporters to cover the news conference when the Bureau ruling was announced. Both services moved the stories and pictures on their national wires.

In addition, there were reporters and photographers from other news media.

Spot television coverage included NBC, ABC, Metromedia and TV News, a privately owned company which feeds to more than 100 subscriber stations in the U.S.

Radio coverage (beeper interviews) included all major networks, and the AP news radio wire.

The result was more spot radio and TV coverage and more clips from the ATF clipping service than for any other ATF generated story.

Director Davis read his statement in which he explained the significance of the ruling, which is another ATF move to keep guns out of the hands of criminals.

Regional Directors also held individual press conferences to make the announcement in their localities.



*Mr. Davis displays penguns.*

## Security Chief Explains Role

"When the security role for the new Bureau of Alcohol, Tobacco and Firearms began in September 1972, the first priority involved issuing Top Secret security clearances to the approximately 1,735 qualified Special Agents," says Robert M. Potter, who recently became Chief of the Security Division.

This task required a review of background investigation reports maintained on all Special Agents by IRS' Inspection Service. Also, it was necessary to review Official Personnel Folders for all Agents and Military 201 files for those who had been in the armed services. Additional investigation was required in many instances. Due to this heavy workload, clearances were not issued until March 1973.

At that time, a security update program was initiated under which all persons in Critical-Sensitive positions must be investigated every 5 years. This program should be completed in 1979, when ATF again will initiate investigations on all those employees whose security update investigations were completed in 1974.

### Applicant Investigation

Most applicants for ATF employment must be investigated. The Security Division reviews job application forms and sends investigative forms to the Criminal Enforcement District Offices whose personnel will conduct the actual door-to-door investigations. Credit checks, IRS tax checks, and National Agency checks by the U.S. Civil Service Commission are requested by the Security Division.

"If a person is applying for a Critical-Sensitive position, such as Special Agent, the security investigation must be completed before the personnel officer can give him a final commitment for the position," says Potter. "In most instances, the Security Division can complete such work within 21 days of the request. Persons applying for Non-Critical Sensitive positions are investigated after their appointment; in most cases, this is accomplished within 60 days."

When field investigation is finished, the Security Division reviews all information and prepares a final report which, in turn, is reviewed by the Chief of the Security Division or a Personnel Security Assistant, who determines whether the person meets the high standards ATF requires of each employee.

"If derogatory information is developed prohibiting issuance of the required security clearance, the applicant cannot be



Robert Potter, Chief of the Security Division.

hired," Potter explains. "Likewise, an incumbent cannot be allowed to continue in a position requiring a security clearance if sufficiently derogatory information comes to light." Derogatory information may pertain either to national security or to suitability. The latter concept involves such matters as personal integrity.

When no derogatory information exists, the Chief of the Security Division issues the required clearance or a Notice of Completion of Inquiry. If derogatory information exists relating to suitability rather than security, the investigation report is forwarded to the appointing official for a decision.

### Document Classification

The Security Division also is charged with protecting classified documents. Although ATF is not overburdened with these at present, the Bureau must provide them with necessary protection. All Top Secret documents must be received and controlled by the Chief of the Security Division, who is the Top Secret Control Officer.

Whenever an ATF official classifies a document, security regulations require that it be recorded in the Treasury Department's Data Index System. Again, the Security Division is the control point for this investigation. The Security Division also is called upon to conduct inquiries and investigations, as directed.

"This Division maintains all Office of Inspection investigative files," says Potter. When any employee in a centralized position or in HQ is considered for promotion, his file is reviewed to determine whether any active investigation is pending. In addition, all Gallatin Award nominees are checked against these files, since all recipients must have served the Treasury Department honorably and faithfully.

In conclusion, Potter says, "the Security Division is responsible for the personnel

(continued on page 8)

### Security Chief

(continued from page 3)

security program, the issuance of security clearances with three exceptions, the protection of all classified documents in our possession and for conducting certain investigations." Security clearances for the three exceptions—the Director, Deputy Director and the Security Officer—are performed by the Assistant Director for Personnel (Personnel Security) at Main Treasury.



# Inside ATF

The Bureau of Alcohol, Tobacco, Firearms and Explosives

U.S. Department of Justice

## February Retirements

<i>Employee</i>	<i>Position</i>	<i>Location</i>	<i>Govt. Service</i>
Davy Aguilera	Special Asst to the AD	FO	30 years
Michael J. Donahue	Telecommunications Specialist	Communication Services Branch, OST	20 years
Gerard R. Gallo	Criminal Investigator	Boston FD	34 years
Belinda R. Oakley	Program Assistant	Phoenix FD	28 years
Paul M. O'Brien	Program Analyst	Laboratory Services, OST	18 years
Cynthia R. White	Financial Analyst	Financial Mgt Div, OM	32 years
Joyce O. White-Wilkes	Systems Accountant	Financial Systems Br, Financial Mgt Div, OM	32 years

*Submitted by Human Resources Division, Employee Benefits Branch.*

## Moves

<i>Employee</i>	<i>From</i>	<i>To</i>
Jonathan Blais	SA, Roanoke Field Office, Washington FD	RAC, Brownsville Field Office, Houston FD
Cassandra Cooke	Chief (NTE Appt), Ops Support Br, Field Mgt Staff, FO	Chief (Permanent), Ops Support Br, Field Mgt Staff, FO
Richard Miller	SA, Corpus Christi Field Office, Houston FD	RAC, Corpus Christi Field Office, Houston FD
Gary Orchowski	SAC, Inspections Div, OPRSO	ASAC, Houston FD
David Wulf	Chief, Arson, Explosives and International Training Div, FO	Chief Regs Officer, Office of Regs, EPS

*Positions listed are management/supervisory/program manager positions only.*