



# Inside ATF

June 2011

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

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## ATF's Office of the Ombudsman

By Lallie Leighton  
Office of Public and Governmental Affairs

"I've been a federal employee for 20 years, and I never had any major problems. I never thought I would end up visiting an Ombudsman, but I am at a loss for what to do."

These are words heard many times in the Office of the Ombudsman. Employees can spend years contentedly performing their duties and then all of a sudden something negative and unexpected happens to them in the workplace or in their personal lives. In these instances, the Office of the Ombudsman can be of assistance.

ATF's Office of the Ombudsman was established in 1996 as a result of the Administrative Dispute Resolution Act. This act directed federal agencies to establish Alternative Dispute Resolution programs to resolve administrative disputes. The Office of the Ombudsman is an avenue for confidential, informal and neutral assistance to all ATF employees to address work-related problems, issues and concerns. The office also assists ATF's external customers by either resolving their issues or referring them to

the appropriate office. The Office of the Ombudsman operates independent of other ATF offices and reports to the Office of the Director on emerging workplace issues, trends and offers recommendations for change.

### What the Office of the Ombudsman Does

- Listens to employee and management problems, issues and concerns.
- Helps clarify the issues and explores options for problem resolution.
- Coaches employees and managers on how to deal with the problem directly.

"ATF's Ombudsman's Office is the heart and soul of the Bureau, a voice for so many, a genuine asset. They not only strive to resolve work-related problems, but they also offer comfort and support to ATF employees and their loved ones."—  
*William J. Hoover, ATF's Acting Deputy Director*

*Ombudsman's Office, continued on page 3*



ATF's Office of the Ombudsman. From left: Anthony Thuro, Althea Jacobs, Marceita Cunningham, Marianne Ketels, Greg Plott and Carla Miller. Photo by Carolyn J. Wallace, ATF Visual Information Services

# 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.

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[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, Office of Public and Governmental Affairs, Mail Stop 5.S-237, 99 New York Ave., N.E., Washington, D.C. 20226.



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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.*

### *Ombudsman's Office, continued from page 1*

- Helps employees and managers obtain information and identify contacts that might be helpful.
- Facilitates discussions between individuals and groups.
- Moves issues to appropriate levels.
- Assists in achieving outcomes consistent with fairness and respectful treatment.

### **What the Office of the Ombudsman Does Not Do**

- Acts as an advocate for either side.
- Substitutes for direct discussions between employees and managers.
- Provides assistance on matters that are already involved in a formal appeals process, litigation, or enforcement action.
- Makes management decisions.
- Changes or mandates policy.
- Determines legal rights or make binding decisions.
- Prevents all grievances...sometimes formal action should be taken.

Today, the Office of the Ombudsman also administers the Peer Responder Program, the Chaplain Program, the Survivor Protocol Program, the Caregivers Support Group and the Military Families and Friends Support Group. The following is a brief overview of each program/group:

"The mission of the Office of the Ombudsman is to address work-related issues that affect the professional and sometimes personal lives of ATF employees. We work to resolve all matters in a timely fashion. Although some problems can be solved quickly, the resolution of others take more time due to the complexity of the problems and other extenuating circumstances. In the end however, we strive to reach solutions that are fair and equitable for all parties."—*Marianne Ketels, ATF's Ombudsman*

"The Ombudsman's Office suggested the integration of the EAP program into the pre-deployment training, which has been a tremendous success. It enables us to provide valuable EAP services to not only the ATF employees travelling to some of the world's hot spots, but also to their family members who either remain at home or are apprehensive about moving to a foreign land."—*Lawrence J. Panetta, ATF's International Affairs Office*

### **The Peer Responder Program**

The Peer Responder Program (PRP) supports employees in the wake of a personal or professional crisis. This program is available for ATF employees and, on a case-by-case basis, it is also available for other federal, state and local agencies. Clinical oversight of the program is provided by the Department of Psychiatry and Behavioral Sciences at Johns Hopkins Medical Institutions (JHMI) in Baltimore, Maryland.

If there is a need for the PRP, the appropriate Special Agent in Charge or Division Chief will make a request to the Office of the Ombudsman, who is responsible for coordinating the appropriate peer responders. The Office of the Ombudsman makes every effort to pair peer responders who have had similar experiences with the affected employee or their family member. The success of the PRP is grounded in the demonstrated professionalism, dedication and integrity of the individual peer responders and the pledge of confidentiality. Their goal is to assist the affected person through the crisis. The ATF Peer Responders are employee volunteers strategically located throughout the country.

ATF peer responders are trained to accomplish the following:

- Listen to the affected person(s) without judgment or predisposition;
- Differentiate between benign and malignant psychological symptoms;
- Conduct individual crisis intervention, either face-to-face or by telephone; and
- Help coordinate access to follow-up resources with the assistance of JHMI.

The following is a list of incidents that might adversely affect employees:

- Line of duty injury or death;
- Shooting incidents;
- Death of fellow employee;
- Gruesome fire or post-blast scenes involving injury or death;
- Significant events involving children;
- Mass casualty or multi-casualty events;
- Long-term deep undercover operations; and
- Natural disasters.

### **The Chaplain Program**

The Chaplain Program provides ATF employees and their families comfort, support and assistance from clergy members in times of personal crisis. The program is administered in conjunction with the International Association of Police Chaplains, an affiliate of the International Association of Chiefs of Police.

ATF chaplains are uncompensated volunteers who provide pastoral counseling for all ATF employees and their family members. They often work in tandem with the peer responders. Currently, ATF has chaplains strategically located across the country. New chaplains are recruited as needs are identified.

### **The Survivor Protocol Program**

The Survivor Protocol Program serves the needs of the family/survivors of employees who die while employed with ATF. This program provides the family/survivors and co-workers with assistance in making memorial service or funeral arrangements, grief counseling, and counseling on administrative matters associated with the death of a federal employee. The Ombudsman should receive notification of an employee's death soon after it occurs so that the office can begin the survivor protocol process.

### **The Caregivers Support Group**

Being a caregiver or having an association with a caregiver can be a challenging experience, especially in today's fast-paced society. Having a place to go for solace, comfort and assistance is vital for caregivers so that they can maintain their health and well-being

while remaining attentive to the needs of the people for whom they are caring. With this in mind, the Office of the Ombudsman established a Caregivers Support Group. The group meets at lunchtime on the second and fourth Thursday of each month at ATF Headquarters. For those in locations outside Washington, D.C., or who cannot be present for the sessions, a call-in number is available.

### **Military Families and Friends Support Group**

The families and friends of those serving in the military often need help when trying to deal with the various difficulties of living a military life, namely when loved ones are deployed or have returned home. Having a place to go for support, encouragement and assistance is very important in order to carry on a healthy and normal life. Therefore, the Office of the Ombudsman established a Families & Friends Military Support Group. The group meets at lunchtime on the first and third Wednesday of each month at ATF Headquarters. For those in locations outside Washington, D.C., or who cannot be present for the sessions, a call-in number is available.

The Office of the Ombudsman can be reached at 202-648-8750. Additional information on the office is available on the ATF website. 

#### **Ombudsman Office Staff and Duties**

*Ombudsman Marianne Ketels:* Oversees all ombudsman programs

*Associate Ombudsman Marceita Cunningham:* Assists in program oversight

*Program Manager Carla Miller:* Internal/External Problem Resolution/COTR

*Special Agent Greg Plott:* Internal/External Problem Resolution/Special Cases

*Program Manager Anthony Thuro:* Peer Responders/Chaplains/Problem Resolution

*Staff Assistant Althea L. Jacobs:* Office Management/Administrative Support

*Contractor Peter Killeen:* Support Groups/Training/Mediations

# ATF Launches New Procedures for U.S. Spacecraft Components

By Anita Scheddel

Explosives Industry Programs Branch  
Firearms & Explosives Industry Division  
Office of Enforcement Programs and Services

ATF's Explosives Industry Programs Branch (EIPB) is responsible for evaluating and responding to industry requests to use alternate methods or procedures—such as alternate magazine construction standards—instead of those specified in the federal explosives regulations. Earlier this year, a private corporation requested a determination regarding commercial storage at the U.S. Air Force (USAF)/National Aeronautics and Space Administration (NASA) Kennedy Space Center in Cape Canaveral, Florida. The corporation manufactures a two-stage launch vehicle and an orbiting spacecraft that are equipped with flight termination systems, separation systems, and recovery systems that use explosive components. Each of these systems is installed at the launch site due to operational requirements. Therefore, the corporation must store explosive components at the Cape Canaveral Air Force Station (CCAFS), where both the spacecraft and launch vehicle are processed and launched into space.

Due to the unique circumstances under which commercial operations take place at the space station, ATF needed to perform an onsite evaluation of the explosives-related operations. EIPB's Explosives Industry Liaison William O'Brien traveled to CCAFS in order to determine the point of use for storage regulations and whether the corporation could meet ATF requirements while storing explosive materials in USAF facilities under USAF guidelines.

Under 27 CFR 555.22, ATF may issue a variance from the prescribed federal explosives regulations if good cause is shown for the use of the alternate method or procedure; the proposed variation affords substantially equivalent security and protection; will not hinder the effective administration of Part 555 or result in any cost to the federal government; and will not be contrary to any provision of law. Based upon Mr. O'Brien's review of the operations and USAF guidelines, EIPB issued a variance from the storage and recordkeeping provisions of the federal explo-

sives regulations at 27 CFR, Part 555. This variance enables the corporation to comply with federal explosives regulatory requirements while receiving and installing explosive components on space launch vehicles at the commercial assembly building on CCAFS property. As this may be the first of a series of companies performing this type of operation, ATF's support of the Presidential directive to use government facilities may help provide opportunities for the transfer of additional routine functions to public-private partnerships.

The National Space Policy of the United States sets forth principles, goals, and specific guidelines by which the U.S. Space Program is to be pursued by the USAF, NASA, and other government agencies. As stated in this Presidential directive: "A robust and competitive commercial space sector is vital to continued progress in space. The United States is committed to encouraging and facilitating the growth of a U.S. commercial space sector that supports U.S. needs, is globally competitive, and advances U.S. leadership in the generation of new markets and innovation-driven entrepreneurship." In response, the U.S. government makes several projects or aspects of its space technology and infrastructure available for commercial use on a reimbursable, noninterference, and equitable basis. Further, it calls for federal agencies to minimize, as much as possible, the regulatory burden for commercial space activities and to ensure that the regulatory environment for licensing space activities is timely and responsive. 🇺🇸



*Explosives Industry Liaison William O'Brien discusses commercial operations at the USAF/NASA space station in Cape Canaveral, Florida (inset of rocket storage). Photo by NASA*

# ATF's First Ever Gay Pride Month Observance

On Wednesday, June 22, 2011, ATF celebrated its inaugural Gay Pride Month observance. President Obama has declared June 2011 as Gay, Lesbian, Bisexual, and Transgender (LGBT) Pride Month. The ATF program was held at headquarters with Congressman Barney Frank serving as the keynote speaker. Acting Director Kenneth Melson provided remarks. "ATF works to ensure sexual orientation discrimination and prejudice are not tolerated in our workplace," Melson said.

Congressman Frank spoke about "coming out" and serving as an openly gay member of Congress. Frank stated he is optimistic that soon the LGBT community will have full legal equality. The event was launched by the newly formed ATF Pride group. The group which was officially started in January 2011, now has more than 30 members. The purpose of the group is to ensure equal employment opportunity and educate members about opportunities and changes affecting the Federal LGBT community. For more information about the ATF Pride Group, please contact Tara Scavo at (202) 648-7023 or [Tara.Scavo@atf.gov](mailto:Tara.Scavo@atf.gov).



*Keynote speaker Congressman Barney Frank (left) addressed ATF's Gay Pride Month observance (below). Photo by Carolyn J. Wallace, ATF Visual Information Services*



# Students Learn That ATF Means Teamwork

**By Senior Investigator Giselle Rucker**  
St. Louis III Field Office,  
Kansas City Field Division

Charles (Carlos) Sampayo, Resident Agent In Charge (RAC) of the Cape Girardeau Field Office, teamed up with Senior Industry Operations Investigator (IOI) Giselle Rucker of the St. Louis Group III, both of ATF's Kansas City Field Division, to speak to students at the Poplar Bluff High School in southeast Missouri earlier this year. The duo was asked to talk to more than 125 high school students about ATF and their jobs working for the Bureau.

Students at Poplar Bluff High School were surprised to find ATF personnel in the classroom when they entered explosive licensee Brian Wisdom's Criminal Justice or History classes each period throughout the day. Students were given a firsthand account of what a day is like as an ATF industry operations investigator and a special agent. They had an opportunity to ask RAC Sampayo and IOI Rucker questions about their jobs. The number one question that the students asked was, "What do you do with all those guns that are confiscated?"



*Senior Industry Operations Investigator (IOI) Giselle Rucker of the St. Louis Group III (left) and Charles (Carlos) Sampayo, Resident Agent In Charge (RAC) of the Cape Girardeau Field Office, talked to students at Poplar Bluff High School in southeast Missouri. Photo submitted by Special Agent/PIO Trista K. Frederick, Kansas City Field Division*



## 2011 Framingham Police Association Awards Dinner

ATF Forensic Auditor J. G. Cosgrove of ATF's Boston Field Division (Worcester Task Force) was awarded the Public Service Award by the Framingham, Massachusetts, Police Association at their annual awards dinner. Cosgrove received the award for his participation in the investigation into an arson that occurred in Framingham on April 17, 2007. Although the initial scene examination indicated that the fire had been intentionally set, the investigation stalled when initial queries failed to identify a financial motive for the fire. While attending a class that Cosgrove was teaching at the Massachusetts Fire Services Academy, Framingham Police Detective Sean Riley asked Cosgrove if he could provide a financial analysis of the business and its owner. Cosgrove's analysis revealed numerous indications of financial distress, and Cosgrove provided testimony that confirmed the distressed financial condition of the company at the time of the fire. As a result, the defendant was found guilty of arson and sentenced to two years at the Middlesex County House of Correction. Shown above are, from left, Framingham Police Deputy Chief Kenneth Ferguson, Deputy Chief Craig Davis, J. G. Cosgrove, and Chief of Police Steven Carl. Photo by Wayne Dion; previously published in *The Metrowest Daily News*, Framingham, Massachusetts

## Newark FD Visits the Henry Repeating Arms Factory

By Special Agent/PIO Chris Bombardiere  
Newark Field Division

On March 9, 2011, supervisors from ATF's Newark Field Division's toured Henry Repeating Arms Factory in Bayonne, New Jersey, as part of the management team's quarterly team-building exercises. Company President Anthony Imperato greeted the ATF management team and provided a tour of the 100,000-square-foot facility, which contains a rich history in artifacts, pictures and memorabilia. Mr. Imperato shared every aspect of the manufacturing and quality-control process in the production of the company's firearms.

Henry Repeating Arms' founder, Benjamin Tyler Henry, patented the first repeating lever-action rifle in Brooklyn New York, in 1860. In 2002, the family-owned factory moved to Bayonne, where every part in each Henry rifle is made in the United States. 🇺🇸



*President Anthony Imperato welcomes Special Agent in Charge Matthew Horace and other members of the Newark Field Division's management team to the Henry Repeating Arms Factory in Bayonne, New Jersey. Photos submitted by Special Agent/PIO Chris Bombardiere, Newark Field Division*

# Denver, Los Angeles FDs Support Special Olympics Law Enforcement Torch Runs

**By Special Agent/PIO Bradley Beyersdorf**  
Denver Field Division

and

**By Special Agent/PIO Christian Hoffman**  
Los Angeles Field Division

ATF field divisions participated in the Special Olympics Law Enforcement Torch Runs in Denver and Los Angeles in early June 2011.

On June 2, several members of ATF's Los Angeles Field Division (LAFD) participated in the 2011 Special Olympics Law Enforcement Torch Run in Santa Clarita, California. The annual event featured runners from different law enforcement agencies—including ATF, Secret Service, FBI, Los Angeles Sheriffs, and the California Highway Patrol—who escorted the athletes of the Special Olympics while they carried the Olympic torch from station to station to help raise funds and awareness for Special Olympics. The event, which drew large crowds of citizens lining the streets to show their support, was documented by several news agencies.

LAFD Explosives Enforcement Officer Roy House's son, Dallas, carried the torch for a segment of the run and participated in the Summer Games as an athlete. Among the LAFD agents who ran the just-under-2-mile course was LAFD Special Agent in Charge (SAC) John A. Torres.

"I applaud the athletes of the Special Olympics for their determination and their spirit of the games, which made this an enjoyable experience," said Torres.

At the conclusion of the Santa Clarita run, support runners and the athletes met at Hyde Park for a group photo and to cheer the athletes on for the 2011 Special Olympics being held June 10.

On the following day (June 3), ATF's Denver Field Division (FD), along with the federal law enforcement community, joined forces with the Jefferson County Sheriff's Office and the Lakewood Police Department in the 27th Annual Colorado Law Enforcement Torch Run for Special Olympics. Approximately 100 runners participated in the Torch Run, with 50 of those from federal agencies and another 50 from state and local agencies. The Denver FD showed their support with 17 runners participating in the Torch Run.



*Dallas House, son of EEO Roy House, carried the torch for a segment of the run. Photo by EEO Roy House, Los Angeles Field Division*

Most of the participants showed their support by running a 4-mile course along with several Special Olympic athletes. Denver SAC Marvin Richardson and

Special Agent Matt Traver, however, chose to enter the more challenging 12-mile leg of the Torch Run that preceded the 4-mile run.

ATF is proud to support an outstanding organization that strives to change lives by promoting understanding, acceptance and inclusion between people with and without intellectual disabilities. 🇺🇸



*Denver Field Division Participants for the 2011 Special Olympics Law Enforcement Torch Run. Front Row: SA Rennie Mora, SAC Marvin Richardson, SA Doug Lambert and his partner Ostermann, SA Levi Desrosier, SA Becca Sauerhaft. Middle Row: AS Rebecca Solis, SA Mim Shea, AS Marianna Mitchem, SAC Asst. Deb Rodriguez, GS Steve Beggs, EEO Carolyn Reck-Owens, EEO Gary Smith. Back Row: IOI Tim Iantosca, SA Brad Beyersdorf, SA Kyle Schiedeman, IOI Travis Mitchem, SA Jeff Russell, SA Matt Traver, IO Program Asst. Mariam Metius. Photo submitted by Special Agent/PIO Bradley Beyersdorf, Denver Field Division*

# EPS Interns Are in the House!

**By Katrina Masterson**

Office of Enforcement Programs and Services

You may have noticed some new faces at ATF Headquarters (HQ) recently—the Enforcement Programs and Services’ (EPS) summer interns are in the house! Charlayne Armentrout, Chief of Staff, EPS, and David Wulf, former Chief, Office of Regulatory Affairs, worked closely together to bring on a total of five highly motivated summer interns. With the current hiring freeze, the interns are assisting with high-priority projects, especially with EPS’s Office of Regulatory Affairs (ORA), which has only two permanent Regulations Specialists/Writers to handle regulations and rulemaking projects for the entire Bureau.

Wulf, who recently accepted a position with the U.S. Department of Homeland Security, recruited two interns from the George Washington University (GWU) Law School. Hayley Hoffman, soon to be a second-year law student, is assisting ORA and the Firearms and Explosives Industry Division (FEID) with reviewing and drafting several firearms-related rulings that will clarify ATF’s firearms guidelines for federal firearms licensees. Megan Reynolds, soon to be a third-year law student, is assisting ORA and FEID with developing the Small Arms Ammunition Advanced Notice of Proposed Rulemaking (ANPRM). The ANPRM will solicit public opinion regarding defining “small arms ammunition.” In addition, Hoffman and Reynolds are working together to review and make legal recommendations

to ensure that the Firearms Technology Branch’s (FTB) standard operating procedures (SOPs) hold up to recent *Daubert vs. Merrill Dow* legal standards. With the possibility of future legal careers with the federal government, both Hoffman and Reynolds have an opportunity to audition ATF’s legal and regulatory rulemaking careers.

Armentrout recruited three interns, one from GWU and two from the U.S. Military Academy (USMA) at West Point, New York. Cameron Dux, soon to be a senior at GWU where he is majoring in political science with a focus in public policy, is assisting Armentrout on a number of projects including EPS workforce planning and the EPS intra/inter web presence. He is also supporting ATF’s chiefs of staff in their information-sharing initiatives, which is promoting greater collaboration and transparency across ATF’s directorates. When Dux graduates, he intends to pursue a career in federal law enforcement with an agency such as ATF. He is enjoying this summer’s introduction to ATF and is eager to start his career when he graduates in 2012.

U.S. Army Cadet Lucas Hornick from the USMA filled a three-week rotation, May 30–June 10, 2011, with EPS. During that time, Cadet Hornick assisted Sharon Buchanan, an EPS program analyst, with reviewing and improving directorate standard operating procedures. The SOPs have to withstand stiff legal and internal control requirements. Hornick’s objectivity as someone from outside ATF was especially helpful. U.S. Army Cadet Jack Wilson, who filled the rotation from June 20–July 8, 2011, continued the SOP assignment after Hornick’s departure.



*EPS summer interns Hayley Hoffman (left), Cameron Dux, and Megan Reynolds, all students at George Washington University Law School. The interns are making substantive contributions working on ATF regulatory rulemaking and information-sharing projects. Photo by Carolyn J. Wallace, ATF Visual Information Services*

Although ATF does not pay the interns a salary, the Bureau is investing heavily in their professional growth. In conjunction with the Office of the Chief Counsel, the Office of Field Operations, and other HQ directorates that are hosting interns for the summer, Armentrout and Wulf have put together an exciting and enriching schedule of learning activities that will prepare them for future careers with ATF or the federal government. Since coming to ATF, the interns have toured ATF's Martinsburg, West Virginia, facility; learned about ATF's National Gun Vault; learned about evidence chain-of-custody procedures; and participated in an EPS workshop, "Understanding and Leveraging Strengths in the Workplace." EPS managers have planned a full summer of learning activities, including visits to the National Canine Training Center, National Laboratory, and National Tracing Center; a meet and greet with the Acting Director; and brown bag lunches with people from the attorney, special agent, and industry operations investigator ranks to learn about these career paths.

The intern experience is a win-win opportunity for both EPS and the interns. Investing in the interns' growth helps EPS meet both the Administration's and DOJ's hiring reform initiatives, which require federal agencies to engage in workforce planning initiatives. Workforce planning helps an organization prepare for

the future by analyzing and planning for the skills sets and people it needs to meet its future requirements and engaging in succession planning activities. By investing in the interns' growth, EPS is ensuring there are qualified applicants to fill future jobs across the federal enterprise. In turn, EPS is benefitting greatly as the interns continue to pitch in and help carry out ATF's mission-critical activities. Armentrout and Wulf intend to bring on more interns throughout the summer while they support and share intern best practices with other directorates.

EPS wishes to acknowledge those who assisted in bringing on the EPS interns including Tracey Carswell, Program Analyst, Office of Chief of Staff, EPS; Debbie Szczenski, Regulations Specialist, ORA; Ernest Hickson, Chief of Staff, Public and Governmental Affairs (PGA); Allison Hamilton, Liaison Division, PGA; and Laverne Reaves, Human Resources and Professional Development (HRPD). EPS would also like to thank Chief Counsel Attorneys Tamsin Harrington and Tara Scavo, who have been instrumental in working with EPS to plan and develop this summer's educational program for EPS and Counsel interns. To learn more about the benefits of recruiting interns, contact Armentrout and/or Masterson, 202-648-8788. For assistance about the recruiting process, please contact Laverne Reaves, HRPD. 🍀

## June 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>
Vaughn E. Grant	June 1, 1926	Melvin J. Clark	June 17, 1947
Rendall O. Younger	June 1, 1943	Warren Frahm	June 18, 1928
E.W. Myrick	June 7, 1935	Harry Elliot	June 22, 1933
Dale M. Harbolt	June 7, 1976	Lawrence A. Mommer	June 27, 1929
Albert L. Brown	June 9, 1930	W. L. Polk	June 28, 1953
Charles C. Rouse	June 12, 1927	Horratio M. Stetson	June 29, 1924
William D. Dorsey	June 13, 1920	Frank Matuskowitz	June 30, 1920
Jack E. Kenford	June 14, 1932	Roy Shafer	June 30, 1930
Rosie L. Flinchum	June 17, 1930		

# NIBIN Workshop Hosted by Aurora Police Department

**By Special Agent/PIO Bradley Beyersdorf**  
Denver Field Division

On May 25, 2011, Aurora Police Department's Chief Dan Oates hosted "The 13 Critical Tasks Workshop", at the Aurora Municipal Center, Aurora, Colorado. The workshop was part of a collective effort to increase National Integrated Ballistic Information Network (NIBIN) participation from police departments, sheriff's offices and crime labs throughout the state of Colorado.

As part of ATF's Denver Field Division's (FD) intelligence lead policing initiative, Special Agent in Charge (SAC) Marvin Richardson invited retired ATF Special Agent Pete Gagliardi, who is a former SAC of ATF's New York Field Division, to present the workshop. Mr. Gagliardi, who authored *The 13 Critical Tasks: An Inside-Out Approach To Solving More Gun Crime*, is now the senior vice president at Forensic Technology Inc.

"We invited Pete to Colorado to present this workshop to help us fully integrate NIBIN into Denver's strategic intelligence lead policing model here in the metro area," said SAC Richardson. "We are working on ways of exploiting all of the data possible

from crime guns and ballistics evidence to solve and prevent crimes of violence throughout ATF's Denver FD."

The workshop stresses the value of creating regional crime gun processing protocols to deal with criminals who are involved in crimes that are trans-jurisdictional in nature, such as illegal drug dealing. The mobility of these armed criminals scatters evidence of their gun crimes across various police jurisdictions, creating interdependence among police agencies within a given region as they collect and process crime guns and related evidence and, ultimately, stop armed criminals.

The workshop was specifically designed for evidence-collection personnel, detectives, gang unit personnel, police property and evidence technicians, lab personnel, firearms examiners, intake officers and prosecutors.

Participants included representatives from the following agencies: Westminster Police Department (PD), Boulder PD, Golden PD, Colorado Bureau of Investigation, Teller County Sheriff's Office (SO), Ft. Collins PD, Broomfield PD, Larimer County SO, Aurora PD, Thornton PD, Route County SO, Colorado Springs PD, Denver PD, Lakewood PD, Lafayette PD, Arapahoe County SO, Sheridan PD, and Louisville PD. 🍷



*Special Agent in Charge Marvin Richardson (left) of ATF's Denver Field Division with Pete Gagliardi and Stacy Stern from Forensic Technology Inc. Photo by Special Agent/PIO Bradley Beyersdorf, Denver Field Division*

# Newark FD Hosts Explosives Awareness Course for New Jersey First Responders

By Special Agent/PIO Chris Bombardiere  
Newark Field Division

On February 10, 2011, ATF's Newark Field Division (FD) conducted an explosives awareness course at the Lyndhurst (New Jersey) Police Department's Emergency Service Unit for local first responders. Approximately 50 local first responders from 12 New Jersey local law enforcement agencies participated in training delivered by ATF Explosives Enforcement Officer (EEO) Mike Eldredge and ATF Certified Explosives Specialist Bomb Technician (CESBT) Tim Wilson.

The training was focused on the first responder's role and responsibilities when encountering various explosive situations. The almost 8-hour course included the following presentations: Introduction to Explosives, Introduction to Improvised Explosives Devices, Home-

made Explosives and Laboratories, Bomb Threats/Search Procedures and Responding to Explosive Incidents.

The introductory courses were designed to teach first responders about potential unseen or unknown threats involved in explosive situations and the best methods for dealing with each. The presentations featured an array of actual incident photos, videos, inert exemplars and discussions from the vast experience of ATF personnel. Angel Amaro, a Bergen County (New Jersey) bomb technician, discussed how the local bomb squad responds to explosive events and answered questions pertaining to local concerns.

Special Agent in Charge Matthew Horace of ATF's Newark FD and Lyndhurst Chief of Police James O'Connor greeted the presenters and attendees, who expressed interest in attending additional training. 🍷

# ATF's National Tracing Center Gets New Flag

By Neil Troppman  
ATF National Tracing Center

On April 15, 2011, U.S. Army Specialist (SPC) Leo Watkins visited the ATF National Tracing Center (NTC) in Martinsburg, West Virginia, after he returned home from a one-year deployment in Kandahar City, Afghanistan, where he was assigned to the 372nd Military Police Company serving in Operation Enduring Freedom. SPC Watkins presented the NTC with an American flag flown over Combat Outpost (COP) Shurandam during 2010–2011. Originally from Washington, D.C., SPC has lived in the Martinsburg area during the past decade and has deep ties not only to the NTC but also to the entire ATF Martinsburg facility, where four of his immediate and extended family members are employed.

SPC Watkins' mother, Firearms Program Specialist Catherine Smith, has worked at the NTC for more than 20 years, whereas his sister, Legal Instruments Examiner LaTyce Jones, transferred from the NTC to the Federal Firearms Licensing Center when it relocated to Martinsburg from Atlanta in 2008. His father-in-law is the Federal Explosives Licensing Center's branch chief, and his mother-in-law is an investigative systems operations specialist with the Denial Enforcement and National Instant Criminal Background

Check Intelligence Branch (DENI), which is part of the Office of Strategic Intelligence and Information (OSII).

NTC Division Chief Charles Houser accepted the flag on behalf of all ATF operations in Martinsburg, and the NTC plans to display the flag near the facility's main entrance, where it can be seen and appreciated by all employees and visitors to the site. 🍷



*U.S. Army Specialist Leo Watkins (far right) was joined by family members, most of whom work at ATF's Martinsburg (West Virginia) facility, when he presented the National Training Center with an American flag flown over Combat Outpost (COP) Shurandam during 2010–2011. Shown from left (relationship to SPC Watkins in parentheses) are Latyce Jones (sister), Catherine Smith (mother), Christopher Reeves (father-in-law), Carol Ann Reeves (mother-in-law), Layne Watkins (son), and Jessica Watkins (wife). Photo by Neil Troppman, ATF National Tracing Center*

# ATF Medics Take Flight With Maryland State Police

By Special Agent Joshua Knapp  
Tactical Medic Program

The ATF Operational Medical Support Program is always looking for unique training opportunities. Because the special agent (SA) medics support a variety of Bureau programs and missions, rigorous training is essential to ensure they are always prepared to render aid regardless of the circumstances. During the past winter and spring, most of the ATF medic cadre completed aircrew training with the Maryland State Police (MSP) Aviation Command.

In 1970, MSP became the first civilian agency in the United States to transport a trauma patient by helicopter from the scene of injury to a hospital emergency room. Since that time, MSP's helicopter medevac system has expanded to seven bases. MSP currently operates the Eurocopter AS365N Dauphin helicopter. This aircraft has a maximum speed of 200 mph and can transport up to two patients. Stationed strategically throughout the state, MSP's helicopters can be on scene anywhere in Maryland within 17 minutes of dispatch. MSP has been singled out as one of the best civilian-based medevac systems in the world.

The aircrew training consisted of two parts. Part one included lectures and hands-on practice relating to helicopter safety, medical equipment familiarization and helicopter orientation. Part two included air crew survival topics in the classroom along with swim practice and a turn inside the "dunk tank." The dunk tank allowed each ATF medic to experience the sensations of being upside down underwater, enclosed within a cage and strapped into a chair with the same harness system used in MSP helicopters. Each medic was "dunked" under very controlled conditions with three MSP divers in close proximity. Once underwater (and upside down), the medic then had to disengage the harness and pull him/herself from the cage and get to the surface. This training is vital, as MSP aircraft routinely fly over the Chesapeake Bay transporting sick and injured patients to trauma centers in Baltimore.

Once ATF medics begin flying with MSP, they receive unparalleled experience operating within the cramped quarters of a helicopter while providing care to severely injured patients. With these increased skills, the ATF medic cadre can provide care to ATF employees, allied law enforcement and civilians. The joint aircrew partnership will also help solidify the relationship between ATF's Operational Medical Support Program and MSP. 🇺🇸



ATF medics (center) practice loading a simulated patient into a Maryland State Police (MSP) helicopter while the rest of the medic cadre looks on. Photo by SA Medic Joshua Knapp (SOD)  
Special Agent Medic Roberto Diaz-Delgado (left; Tampa Field Division) swims to the side of the pool after successfully releasing himself from the "dunk tank" chair. Photo by SA Medic Kristen deTineo (San Diego)  
Special Agent Medic Rebecca Bobich (right; Knoxville) is rotated upside down into the pool during her turn in the "dunk tank." Photo by SA Medic Kristen deTineo (San Diego)

# How to Listen Effectively

**By Sunithi Kuruppu, MSW**

ATF Employee Assistance Program Manager

*Expressing our wants, feelings, thoughts, and opinions clearly and effectively is only half of the communication process. The other half is listening.*

## Active Listening

Remember, listening is a communication process and to be successful, listening must be “active.” The term “active listening” implies you must know the meaning of and evaluate the message before you can respond to the speaker. Active listening shows a genuine interest in what the other person is thinking, feeling, and wanting.

## Listening Goals

When you communicate a message, generally there is a goal. This is the same for listening. When you are listening to a co-worker, friend, or family member, make sure to set a listening goal. For example:

- What main points are being communicated?
- What is being asked of me?
- What additional information do I need from the speaker in order to fully understand what is being communicated?

### Fast Facts

- In survey after survey studying effective people, “listening” is always near the top of the list.
- Research shows the average person listens with only 30 percent effectiveness.
- Listening is a method of absorbing information. It is one skill that can be improved and strengthened through practice.



Eliminating distractions, internally and externally, will help with the listening process. Use your active listening skills and clarify points before the discussion ends.

## Ineffective vs. Effective Listening

### *An Ineffective Listener:*

- Looks bored.
- Avoids eye contact.
- Displays distracting mannerisms.
- Shifts the attention to his/herself.
- Fails to empathize.
- Fails to summarize.
- Has his/her own agenda without hearing the speaker.

### *An Effective Listener:*

- Maintains positive posture.
- Keeps focus of comments on speaker.
- Accepts ideas and feelings.
- Inquires without cross examining.
- Watches his/her emotional responses.
- Broadens the range of ideas with suggestions for alternatives.

Effective listening helps us avoid misunderstandings and wrong interpretations of what people mean. It also helps us clarify what is actually being said to us. We create problems for ourselves when we fail to listen effectively because we do not factor misunderstandings, hurt feelings, confused instructions, conflict, loss of important information, embarrassment, and frustration into our interpretation.

### Listening Tips

It is important to paraphrase and use your own words when verbalizing your understanding of the message. Don't just respond to the meaning of the words; look for the feelings or intent.

## ATF Forensic Chemist Receives Distinguished IABTI Ron Purvis Memorial Award

From *The Sacramento (Calif.) Bee* (6/21/11)  
From ATF Press Release

On June 20, 2011, Forensic Chemist Lloyd Erwin of ATF's Forensic Science Laboratory in Atlanta received the distinguished Ron Purvis Memorial Award from the International Association of Bomb Technicians and Investigators (IABTI). The IABTI presented the award at its annual international training conference, which was held in Sibiu, Romania.

"Lloyd Erwin has consistently promoted the expansion of knowledge within his field, both domestically and internationally. He has authored or co-authored numerous publications which are read and used by chemists and investigators around the world, and he has worked on highly publicized cases such as the Eric Rudolph serial bombings in Atlanta, among others," said Assistant Director/Chief Information Officer Rick Holgate of ATF's Office of Science and Technology.

"Lloyd Erwin is dedicated to the exchange of information within the field of explosives. ATF is proud of his accomplishments and this much-deserved recognition by the IABTI," said ATF Acting Director Kenneth Melson.

Erwin specializes in the identification of explosive materials, the examination of explosives and incendiary debris, and the identification of improvised explosive device components and related trace evi-

Inhibit your impulse to immediately question the speaker. Sometimes people ask questions to express themselves and in turn stop listening. Let the speaker know when you do not understand what is being stated.

Remember to use eye contact and be aware of your body language. Are you preoccupied, or are you really listening?

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dence. He began his professional career at ATF graduating in 1964, has been a member of the ATF National Response Team and the IABTI since 1979. Throughout his career, he has fostered positive working relationships with countless professionals by providing assistance to federal, state, local and international law enforcement personnel regarding bombing investigations and evidence handling. Erwin's expertise in bomb component identification is sought after to assist in the processing of bombing crime scenes across the country.

The Ron Purvis Memorial Award is presented in memory of the Royal Canadian Mounted Police officer and IABTI member whose duty and overriding aim was directed toward improving the safety of technicians and is intended to recognize an IABTI member who exemplifies the qualities of strength, leadership and motivation.



Lloyd Erwin

# ATF Helps Originate High School Initiative Through NOBLE

**By Special Agent/PIO Chris Bombardiere**  
Newark Field Division

The Northern New Jersey Chapter of the National Organization of Black Law Enforcement Executives (NOBLE) has adopted the Paterson Public Safety Academy. The Public Safety Academy is a high school dedicated solely to preparing students for careers in law enforcement and public safety. This partnership will expose students to the missions of various participating police departments and federal agencies, granting students insight and information available only to the program's participants.

Paterson, New Jersey, is a city that has fallen on hard times. A former industrial city, Paterson has a very diverse population with different cultures living and working together. All 80 students at the Public Safety Academy—Hispanic, African American, Caucasian, and Asian Pacific—are enrolled in the free and reduced lunch program and are from lower socioeconomic levels.

NOBLE plans to partner with sponsoring agencies and adopt the school on a permanent basis. This would expose the students to law enforcement professionals while creating a permanent interactive law enforcement learning center. This learning center would provide the students with periodicals, reference materials, recruitment guides, IT support and technology. NOBLE also plans to sponsor law en-

forcement field trips to forensic labs, police academies and other law enforcement sites. State Farm Insurance will participate and provide speakers on Teen Driver Safety and social responsibility, both signature programs for State Farm, in full partnership with Verizon, who will contribute to educating students about driving while texting and sexting.

NOBLE expects to assist the Public Safety Academy's students in learning the processes and techniques of law enforcement, beginning with fingerprinting, photographing and identifying children for parental records.

On May 16, 2011, Matthew Horace, president of NOBLE's Northern NJ Chapter and Special Agent in Charge of ATF's Newark Field Division, welcomed students and introduced a presentation about ATF that included an explosive detection canine. Other agencies provided similar presentations during the remaining weeks of the program.

Horace said, "This is the right project at the right time in the right place. I have received a commitment of full support from all of my federal law enforcement partners as well as many state, local and prosecutor's offices. I am inspired by the commitment of NOBLE members who are facilitating this project and believe in its cause. It is also inspiring to see the looks on many of the students' faces when they see law enforcement professionals from every level who look like them. This is where the mentoring begins." 🍀



*Shown with the Public Safety Academy's principal, Sham Bacchus (center) are (from left): Industry Operations Investigator Fred LaForge, Paterson Police Officer Dalton Price, Special Agent Michael Alongi and SAC Matthew Horace of ATF's Newark Field Division. Photo by Special Agent/PIO Chris Bombardiere, Newark Field Division*

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

- **New York, New York:** On June 13, 2011, the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) reported that a Crips gang member was sentenced 20 years on Federal firearms and narcotics charges in New York. Immediately following the sentencing, the brother and father of the defendant attempted to assault the Assistant U.S. Attorney who prosecuted the case. Court security officers and U.S. Marshals Service deputies arrested the two and charged them with attempted assault.
- **Tampa, Florida:** On June 13, 2011, ATF reported that a defendant was sentenced to life imprisonment after his conviction on Federal charges related to three armed robberies in Tampa. The investigation was conducted jointly by ATF, the Manatee County Sheriff's Office, and Tampa Police Department.
- **San Diego, California:** On June 13, 2011, a Southern California man who assembled what may have been the largest cache of homemade high explosives in U.S. history has been sentenced to 30 years in federal prison. He was ordered to pay \$600,000 in restitution to the owner of his rented Escondido home, which was so packed with bomb materials that authorities had to burn the house down, and to the landscaper who discovered the "bomb factory" by literally tripping over explosive chemicals in the yard, injuring himself. A forensic auditor from ATF's Riverside, California, office was asked to assist in the investigation. He identified numerous chemical and potential bomb-making materials and equipment purchases from individuals and businesses through eBay. The suspect was later identified and eventually admitted to a series of bank robberies in San Diego County between November 2009 and July 2010. All bomb-making charges were later dropped in exchange for guilty pleas to 2 counts of possession of a firearm during a commission of a violent crime.
- **Fayetteville, North Carolina:** On June 9, 2011, ATF reported that an armed career criminal was sentenced to 19.5 years in federal prison for possessing a firearm. The suspect was arrested during a Fayetteville Police narcotics search warrant. The suspect pled guilty and was sentenced by the United States District Court.
- **Racine, Wisconsin:** On June 9, 2011, ATF reported that significant sentences were given to two suspects in a home-invasion robbery plot that became a firearm and drug case. The first suspect was convicted of conspiracy to possess with intent to distribute 5 kg or more of cocaine and the possession of a firearm in furtherance of a drug-trafficking offense. This first suspect was sentenced to 156 months on count one and 60 months on the additional count, to run consecutively for a total of 216 months. In addition, he was given 5 years of supervised release. The second suspect was convicted of conspiracy to possess with intent to distribute 5 kg or more of cocaine and the possession of a firearm in furtherance of a drug-trafficking offense. The second suspect was sentenced to 120 months on count one and 60 months on the additional count, to run consecutively for a total of 180 months. In addition, he was given 5 years of supervised release. The first suspect was known to the Racine Police Department and is suspected of several unsolved homicides, armed narcotics robberies, and other shootings.
- **Montcalm County, Michigan:** On June 2, 2011, ATF reported that a suspect convicted of arson was sentenced to 27–50 years and ordered to pay \$70,416 in restitution. This sentence will run concurrently with a 13-year sentence in federal court for his part in orchestrating three commercial arson fires in Stanton, Michigan.
- **Southern District, New York:** On June 1, 2011, ATF reported that a suspect was sentenced to 20 years in federal prison followed by 5 years of supervised release. On April 9, 2010, the suspect was convicted by a jury for violations of Title 18 USC 1951, Hobbs Act Robbery, and Title 18 USC (24 (j) causing the death of another by using a firearm in furtherance of a crime of violence.
- **Tallahassee, Florida:** On June 1, 2011, ATF reported that an 11-time convicted felon was sentenced to the custody of the Federal Bureau of Prisons for 262 months. On February 17, 2011, the suspect was convicted of being a felon in possession of firearms, armed drug trafficking, and possession of cocaine with intent to distribute.
- **North Carolina:** On May 31, 2011, ATF reported that a Blood gang member was sentenced to serve 24 years in federal prison for violations of the federal firearms laws. During 2010, the suspect and other gang members committed multiple armed robberies of convenience stores and on two occasions shot store clerks during the robberies. Members of the gang also committed a carjacking and assaulted the female car owner, threw her in the trunk of her vehicle and then abandoned the vehicle after they stole her money. 🍌

## You May Want To Read About ...

ATF's Office of the Ombudsman (see story, page 1) and Employee Assistance Program provide support to ATF's employees. You may wish to read one or more of the following *Inside ATF* articles related to these programs. If you're viewing this issue online, you can click on the web addresses to view the articles:

- "Calling for Backup" by Jennifer Budden (pp 5–6, May 2010, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_90795\\_0\\_0\\_18/0510-inside-atf.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_90795_0_0_18/0510-inside-atf.pdf))
- "Stormy Weather: Consequences and Coping With Stress" by Jennifer Budden (pp. 1 and 4, August 2010, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_91143\\_0\\_0\\_18/0810-inside-atf.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_91143_0_0_18/0810-inside-atf.pdf))
- "Commit to Helping Yourself by Serving Others: The Benefits of Volunteering" by Sunithi Kuruppu (p. 8, August 2010, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_91143\\_0\\_0\\_18/0810-inside-atf.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_91143_0_0_18/0810-inside-atf.pdf))
- "Is the Weather Affecting Your Health & Mood?" by Sunithi Kuruppu (p. 14, September 2010, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_91620\\_0\\_0\\_18/0910-inside-atf.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_91620_0_0_18/0910-inside-atf.pdf))
- "Making Quality Time Count With Your Family" by Sunithi Kuruppu (p. 14, October 2010, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_92277\\_0\\_0\\_18/1010-inside-atf.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_92277_0_0_18/1010-inside-atf.pdf))
- "Meditation: Take a Stress Break While Working" by Sunithi Kuruppu (p. 14, November 2010, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_92478\\_0\\_0\\_18/InsideATF\\_Nov2010.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_92478_0_0_18/InsideATF_Nov2010.pdf))
- "Holiday Spending Tips: How To Avoid Debt This Season" by Sunithi Kuruppu (pp. 12–13, December 2010, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_92778\\_0\\_0\\_18/InsideATF\\_Dec2010.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_92778_0_0_18/InsideATF_Dec2010.pdf))
- "Tip Sheet on Anxiety" by Sunithi Kuruppu (pp. 12–13, January 2011, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_93094\\_0\\_0\\_18/InsideATF\\_Jan2011.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_93094_0_0_18/InsideATF_Jan2011.pdf))
- "Are You a Workaholic?" by Sunithi Kuruppu (pp. 12–13, February 2011, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_93482\\_0\\_0\\_18/InsideATF\\_Feb2011\(Updated\).pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_93482_0_0_18/InsideATF_Feb2011(Updated).pdf))
- "Developing Your Leadership Style" by Sunithi Kuruppu (pp. 12–13, March 2011, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_93658\\_0\\_0\\_18/0311-inside-atf.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_93658_0_0_18/0311-inside-atf.pdf))
- "Positive Assertiveness" by Sunithi Kuruppu (p. 12, April 2011, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_44663\\_94941\\_0\\_0\\_18/InsideATF\\_Apr2011\(updated\).pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_44663_94941_0_0_18/InsideATF_Apr2011(updated).pdf))
- "Creating a Respectful Workplace" by Sunithi Kuruppu (pp. 14–15, May 2011, at [http://atfko.atf.gov/portal/server.pt/gateway/PTARGS\\_0\\_44663\\_95351\\_0\\_0\\_18/InsideATF\\_May2011.pdf](http://atfko.atf.gov/portal/server.pt/gateway/PTARGS_0_44663_95351_0_0_18/InsideATF_May2011.pdf))
- "How To Listen Effectively" by Sunithi Kuruppu (pp. 14–15, June 2011 [this issue])



# Inside ATF

The Bureau of Alcohol, Tobacco, Firearms and Explosives

U.S. Department of Justice

## May Retirements

<i>Employee</i>	<i>Position</i>	<i>Location</i>	<i>Govt. Service</i>
Neta B. Rice	Management Analyst	ATF National Academy/ Academy Operations Branch	28 years
Alberto P. Orozco	Program Support Asst OA	Dallas FD	24 years

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

## Moves

<i>Employee</i>	<i>From</i>	<i>To</i>
Debbie D. Bullock	Exec Asst, FO	SAC, Inspection Div, OPRSO
Mary Ann Carr	Prog Analyst, Policy Development & Eval Br, Field Mgt Staff, FO	Chief, Policy Development & Eval Br, Field Mgt Staff, FO
Busey A. Ward	Prog Mgr, Inspection Div, OPRSO	Chief, Denial Enforcement & NICS Intelligence Br, Violent Crime Intelligence Div, OSII

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

# Mark Your Calendar ...

## The 15th Annual ATF Awards Ceremony

Wednesday, August 24, 2011

1:00 p.m.

ATF Headquarters Auditorium